



ANNUAL REPORT

2024 / 25

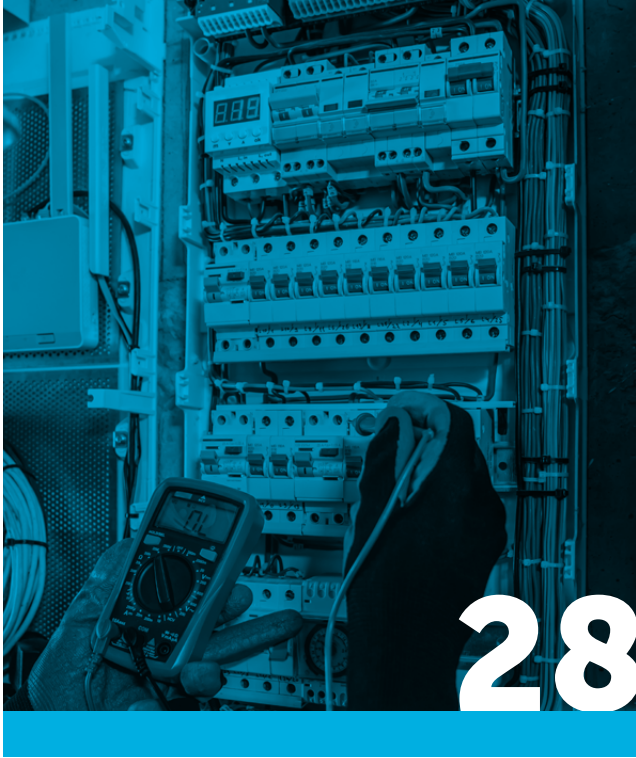
*Beyond Skills - Changing Lives and
Building the Future, Together*





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Mr Buti Manamela
Minister: Higher Education
and Training



Dr Mimmy Gondwe
Deputy Minister: Higher
Education and Training



Dr Nomusa Dube-Ncube
Deputy Minister: Higher
Education and Training



**higher education
& training**

Department:
Higher Education and Training
REPUBLIC OF SOUTH AFRICA

PRESENTATION OF THE EWSETA ANNUAL REPORT

The Energy and Water Sector Education and Training Authority (EWSETA) is pleased to present its 2024/25 financial year Annual Report, in compliance with Section 65 of the Public Finance Management Act, No. 1 of 1999. It is my privilege, as the Interim Accounting Authority, to submit this report to the Honourable Minister of Higher Education and Training, Mr Buti Manamela.

This report provides a comprehensive account of EWSETA's performance and strategic achievements over the past year, demonstrating our continued commitment to skills development in South Africa's energy and water sector. These outcomes have been made possible through meaningful collaboration with our stakeholders and partners, whose support and alignment with our mandate remain invaluable.

The performance information and annual financial statements contained herein have been independently audited by the Auditor-General of South Africa, ensuring the report's accuracy, integrity, and transparency. I am satisfied that the information provided fairly presents the Authority's performance, supported by diligent internal oversight and governance structures.

EWSETA continues to align its work with the National Skills Development Plan (NSDP) 2030, placing skills at the centre of South Africa's just energy transition, infrastructure expansion, and economic transformation. As we move forward into a new five-year strategic period, our focus remains on building the capacity of individuals and institutions to contribute meaningfully to inclusive growth and sustainable development, ensuring that the priorities of the MTDP, namely, driving inclusive growth and job creation, reducing poverty and tackling the high cost of living, and building a capable, ethical, and developmental state remain a key strategic focus.

In accordance with statutory requirements, I hereby authorise the submission of this Annual Report to the relevant authorities on 31 July 2025.

Accounting Authority and Chief Executive Officer

Mpho Mookapele

31 July 2025

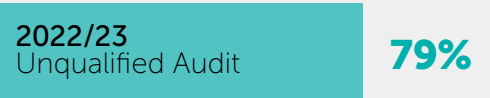


GENERAL INFORMATION

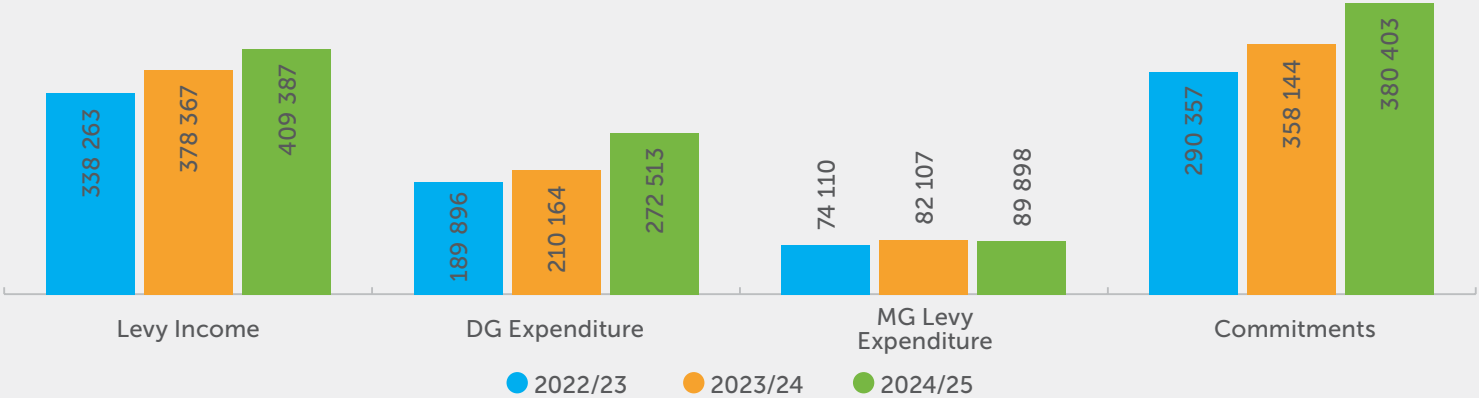
YEAR AT A GLANCE

APRIL 2024 – MARCH 2025

PERFORMANCE BY PROGRAMME AGAINST APP TARGETS



3-YEAR FINANCIAL OVERVIEW (R'000)



SUBMISSION OF WSPs/ATRs



**R342 million**

invested

6 678

beneficiaries

130

projects

NATIONAL PROJECT STATISTICS

28 projects across both
sectors
R64.6 million



75 projects in energy sector
R197.6 million



27 projects in water sector
R81.1 million

3 259
Female



3 419
Male



4 906 Youth



63 Disabled



2 502 Rural

**TOP THREE
DG INTERVENTIONS
(BY SPEND)****55.3m**

Learnerships

**49.5m**

Artisanship

**43.5m**

Skills Programmes

PROVINCIAL PROJECT COMMITMENTS**NORTH WEST**Learnership Programme: **60** learners**NORTHERN CAPE**

Infrastructure Support: **20** learners
Skills Programmes: **20** learners
Small Business Support: **20** learners

FREE STATE

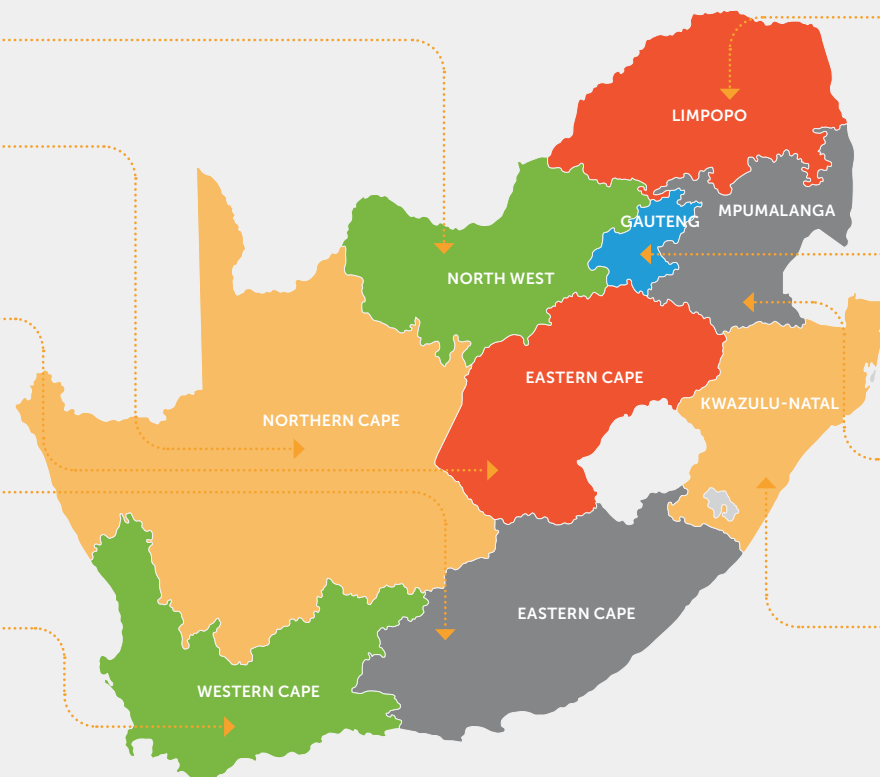
Bursaries: **70** learners
Learnership Programme: **115** learners
Skills Programmes: **165** learners

EASTERN CAPE

Internship Programme: **50** learners
Skills Programmes: **45** learners

WESTERN CAPE

Artisan Development Programme: **140** learners
Bursary Programme: **90** learners
Learnership Programme: **273** learners
Small Business Support: **500** learners

**LIMPOPO**

Artisan Development Programme: **200** learners
SMME and Cooperative Development: **81** learners
Internship Programme: **110** learners
Learnership Programme: **125** learners
Work Integrated Learning: **125** learners

GAUTENG

Artisan Development Programme: **336** learners
Internship Programme: **78** learners
Learnership Programme: **200** learners
Skills Programmes: **682** learners

MPUMALANGA

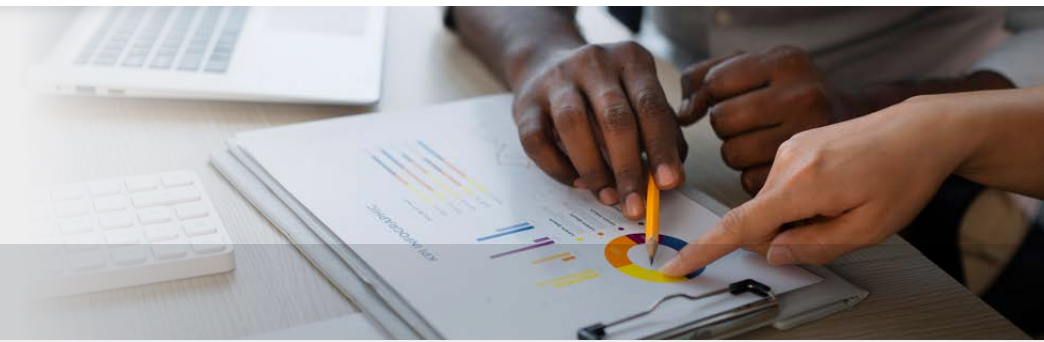
RPL Programme: **150** learners
Learnership Programme: **360** learners
Skills Programmes: **355** learners

KWAZULU-NATAL

Bursary Programme: **60** learners
Learnership Programme: **75** learners
Skills Programmes: **110** learners
Small Business Support: **10** learners

5-YEAR STRATEGIC PERIOD AT A GLANCE

APRIL 2021 – MARCH 2025



STRATEGIC PILLARS

APRIL 2020 – MARCH 2025

 Establish a high-performance culture

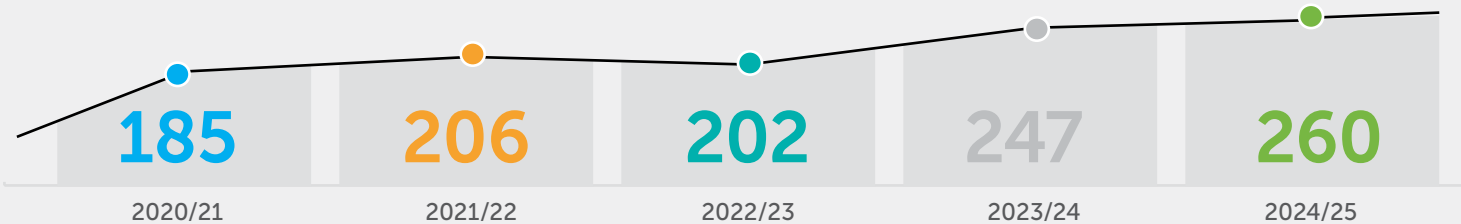
 Develop a credible mechanism for identification of skills supply and demand

 Close the scarce and critical skills gap

 Intensify continuous professional development and career guidance

 Positively contribute to inclusive economic development

5-YEAR REVIEW OF WSP/ATR SUBMISSIONS

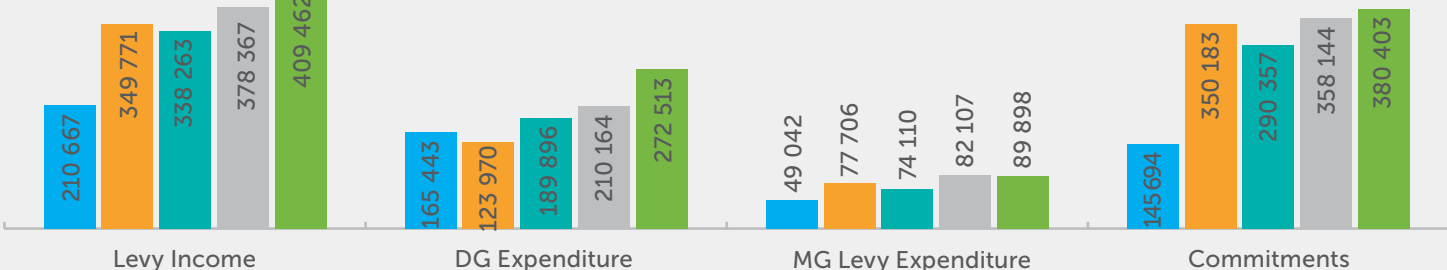


PERFORMANCE OVERVIEW

Achievement against APP Targets



5-YEAR FINANCIAL OVERVIEW (R'000)



● 2020/21 | ● 2021/22 | ● 2022/23 | ● 2023/24 | ● 2024/25



RESEARCH

18 RESEARCH STUDIES FUNDED

- Hard to fill vacancies and skills gaps
- SMME and sector cooperatives skills development
- Tracer and impact studies: training outcomes and employability
- TVET accessibility occupationally directed learning
- Skills planning for a Just Energy Transition
- Bridging divide between education and employment
- Impact of COVID-19 on water sector

WHY RESEARCH?

- Strengthen labour market intelligence
- Improve education-to-employment linkages
- Refine PSET responsiveness to national development priorities



CAREER GUIDANCE

160 rural events

110 urban events

1 301 career development practitioners trained

72 career capacity development events

EWSETA SECTOR EMPLOYER OVERVIEW



**10 Energy
SIC Codes**

15 Subsectors



**5 Water
SIC Codes**



Total investment over the five year strategic period

R1.44 billion
18 651 learners

R675.18 million
10 025 learners

Cross Sector: R319.18m | 5 407 learners

LEARNING PROGRAMME INTERVENTION ANALYSIS

(Relevant and Targeted)

Approved Amount No. of learners

Artisan Development

R1,26 billion | 11 464

Learnerships

R444,3 million | 9 482

Internships

R233,1 million | 3 360

Bursaries

R147,7 million | 1 583

R348.7 million

support provided to small businesses



SUPPORT FOR HEIS

TVET Colleges

R214,3 million
1 859 learners

Universities

R166,6 million
2 004 learners

CET Colleges

R98,4 million
1 020 learners

NATIONAL AND SECTORAL IMPERATIVES/CONTEXT SHAPING EWSETA'S 5-YEAR PERFORMANCE (2020–2025)**ECONOMIC RECONSTRUCTION AND RECOVERY PLAN (ERRP) – 2020 ONWARD****EWSETA RESPONSE**

- Infrastructure investment
- Employment creation through public and private partnerships
- Green economy and energy reform
- Localisation and industrialisation

**NATIONAL INFRASTRUCTURE PLAN 2050**

Approved in 2022, the plan aims to modernise water, energy, digital, and transport infrastructure.

- Infrastructure investment
- Employment creation through public and private partnerships

**ENERGY SECTOR TRANSFORMATION**

- Load shedding crisis (ongoing since 2008, intensified in 2021–2023)
- Unbundling of Eskom and acceleration of Independent Power Producer (IPP) procurement
- Expansion of renewable energy projects (REIPPPP Bid Windows 5–7)
- Launch of the Just Energy Transition Investment Plan (JET-IP) in 2022

- Increased allocation to energy-specific interventions: R1.44 billion over five years
- Scaled up artisan and internship programmes to support solar, wind, and energy efficiency projects
- New international partnerships for energy skills transfer (R21 million invested in learners for international best practice and practical work exposure)

**WATER SECTOR PRESSURES**

- Water scarcity, droughts, and pollution intensified post-2020 (e.g., Eastern Cape, Limpopo)
- Municipal under-performance and poor water infrastructure maintenance
- Implementation of National Water and Sanitation Master Plan

- Water-specific programme investment: R675 million
- Technical skills delivery in water treatment, reticulation, and quality control
- National partnerships with water boards and TVETs in affected provinces
- Water research bursary allocation prioritised

**YOUTH UNEMPLOYMENT AND NEET CRISIS**

- South Africa's youth unemployment remained over 60% during 2021–2024.
- 9.6 million young people (15–34) were Not in Employment, Education or Training (NEET).

- Expansion of learnerships (9,482 learners) and internships (3,360 learners)
- Targeted inclusion of rural learners, women, and persons with disabilities
- Investment in ABET and CET Colleges (R98.4 million) to improve foundational skills and re-entry into formal learning

**GROWTH OF PUBLIC COLLEGE SYSTEM**

- Increased funding and DHET emphasis on TVET-Industry linkages
- Curriculum revisions to integrate workplace learning

- Over R214 million investment in TVETs
- DG support for work-integrated learning (WIL) and occupational qualifications
- Participation in Centres of Specialisation aligned to artisan trades

**GREEN SKILLS AND CLIMATE-SMART INNOVATION**

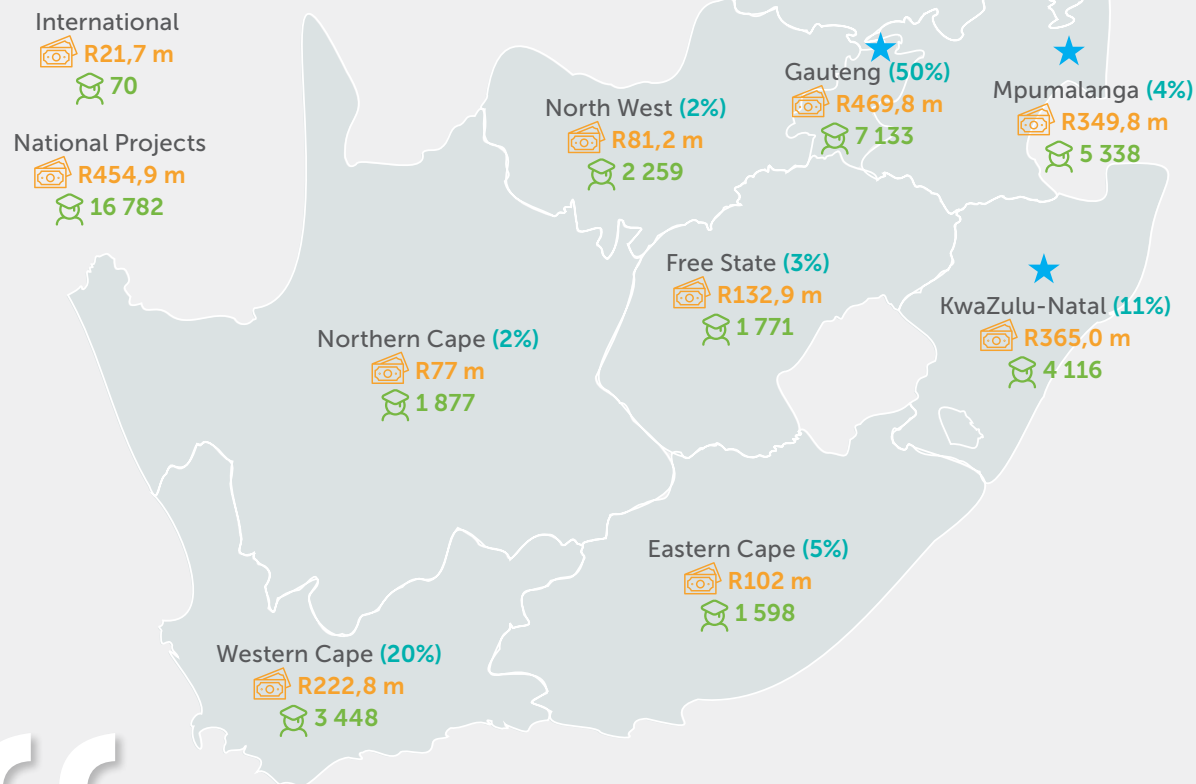
- Growing demand for climate resilience, renewable energy skills, and circular water economy professionals
- Industry uptake of sustainable technologies, including smart grids and desalination

- Introduction of green skills modules within artisan and skills programmes
- Pilots with IPPs and municipalities on clean energy training (solar PV, battery storage)
- Small business support (R348 million) focused on green economy opportunities

**DIGITAL INFRASTRUCTURE AND SKILLS**

- National digital migration and 4IR-related policies created demand for ICT-enabled utilities
- Municipalities began integrating smart metering and predictive maintenance systems

- Digitised the discretionary grant application, compliance, and turnaround times.
- Supported learner-led projects in biogas generation and boatbuilding to promote renewable energy and water transport solutions, especially in rural and coastal communities.
- Facilitated national hackathons and innovation challenges to encourage youth-led solutions in energy and water sectors, with top ideas incubated through industry partnerships.

FUNDING SUPPORT AND LEARNER NUMBERS BY PROVINCE Approved Amount (R) Approved number of learners Top three provincial spend**DISCRETIONARY GRANT FUNDING****R2.76 billion**

total approved DG funding

47 349 learners supported:**9** core interventions supported**TOP 3 LEARNING PROGRAMMES FUNDED:****R1.26 billion**

Artisan Development

R444 million

Learnerships

R233 million

Internships

“

Through a focus on quality and partnerships, EWSETA has strengthened its role as a catalyst for transformation in the energy and water sectors.

”

EWSETA INFORMATION



Registered name:
Energy and Water Sector Education and Training Authority (EWSETA)

Street address:
Ground Floor, 22 Wellington Road, Parktown, Johannesburg, 2198, South Africa

- +27 (0)11 274 4700
- info@ewseta.org.za
- http://www.ewseta.org.za

RP Number:
RP168/2025

ISBN:
978-1-77997-865-3

External auditor:
Auditor-General of South Africa

Bankers:
First National Bank
Rand Merchant Bank
Standard Bank

ABBREVIATIONS AND ACRONYMS

AET	Adult Education and Training
AGM	Annual General Meeting
AI	Artificial Intelligence
AOP	Annual Operational Plan
APP	Annual Performance Plan
ARC	Audit and Risk Committee
ATR	Annual Training Report
B-BBEE	Broad-based Black Economic Empowerment
BCP	Business Continuity Plan
BRICS	Brazil, Russia, India, China, South Africa
CBO	Community-Based Organisation
CEO	Chief Executive Officer
CET	Community Education and Training
CETC	Community Education and Training College
CFO	Chief Financial Officer
CPD	Continuous Professional Development
CSE	Corporate Services Executive
CSIR	Council for Scientific and Industrial Research
DDM	District Development Model
DHET	Department of Higher Education and Training
DMRE	Department of Mineral Resources and Energy
DRP	Disaster Recovery Plan
DSI	Department of Science and Innovation
DWS	Department of Water and Sanitation
ERP	Enterprise Resource Planning
ERRP	Economic Reconstruction and Recovery Plan
ETQA	Education and Training Quality Assurance
EXCO	Executive Committee

GRAP	Generally Recognised Accounting Practice
GSC	Governance and Strategy Committee
HEI	Higher Education Institution
HR	Human Resources
HRD	Human Resources Development
HRDS-SA	Human Resources Development Strategy for South Africa
ICFO	Interim Chief Financial Officer
ICT	Information and Communication Technology
IMATU	Independent Municipal and Allied Trade Union
IPAP	Industrial Policy Action Plan
IRP	Integrated Resource Plan
M&E	Monitoring and Evaluation
merSETA	Manufacturing, Engineering and Related Services SETA
MIS	Management Information System
NDP	National Development Plan
NGP	New Growth Path
NGO	Non-governmental Organisation
NLPE	Non-Levy Paying Employer
NLRD	National Learner Records Database
NPO	Non-Profit Organisation
NQF	National Qualifications Framework
NSA	National Skills Authority
NSDP	National Skills Development Plan 2030
PFMA	Public Financial Management Act, No. 1 of 1999
PME	Planning, Monitoring and Evaluation
POPIA	Protection of Personal Information Act
PSET	Post-school Education and Training
QAC	Quality Assurance and Compliance

QAS	Quality Assurance Standard
QP	Quality Partner
QCTO	Quality Council for Trades and Occupations
R&D	Research and Development
RES4A	Renewable Energy Solutions for Africa
RPL	Recognition of Prior Learning
SABYA	South African BRICS Youth Association
SANEDI	South African National Energy Development Institute
SAPVIA	South African Photovoltaic Industry Association
SAWEA	South African Wind Energy Association
SDA	Skills Development Act, No. 97 of 1998 (as amended)
SDP	Skills Development Provider
SETA	Sector Education and Training Authority
SETMIS	SETA Management Information System
SEZ	Special Economic Zone
SIP	Strategic Integrated Projects
SMME	Small Medium Micro Enterprise
SP	Strategic Plan 2020/21–2024/25
SSP	Sector Skills Plan
STEAM	Science, technology, engineering, arts and Mathematics
TVET	Technical Vocational Education and Training
UK PACT	Partnering for Accelerated Climate Transitions
Univenda	University of Venda
WIL	Work-integrated Learning
WISA	Water Institute of Southern Africa
WRC	Water Research Commission
WSP	Workplace Skills Plan



Foreword by the FORMER ACCOUNTING AUTHORITY

The 2024/25 financial year marked the end of the five-year strategic term for the SETA and completion of a successful Accounting Authority term.

Throughout this period, EWSETA remained firmly focused on its strategic mandate: to build a skilled and agile workforce capable of driving transformation within the energy and water sectors. As the Authority concluded both its 2020–2025 strategic period and the tenure of the former Board, this year provided an important moment of reflection and recalibration.

Whilst South Africa made some notable progress in the energy and water sector, the sectors continued to face structural and developmental challenges, requiring strategic collaboration among all relevant players. These sectors remain vital to national economic growth as per the National Development Plan (NDP), and are foundational to a country's economic development, social well-being, and environmental sustainability.

Energy security, with a key focus on access, availability and affordability remains a significant country priority whilst we transition to ensure reduction in carbon emissions. The 2025 State of the Nation Address and Budget Speech reaffirmed government's commitment to this transition, emphasising the importance of infrastructure upgrades, energy security, and diversification of supply. During the year under review, there was marked growth in solar and wind energy projects, which required EWSETA to accelerate the development of sector-relevant skills and supporting workforce readiness for green energy technologies. Key developments included efforts to modernise the grid, improve energy storage capacity, and drive efficiency across sectors.

The Department of Water and Sanitation (DWS) introduced and scaled various initiatives to address water challenges focusing on water conservation, infrastructure rehabilitation, and smart water management technologies and building human

capabilities for the sector. In addition to infrastructure, public education and community mobilisation efforts played an increasingly vital role in shifting behaviours and promoting sustainable water use.

EWSETA's focus in the past years and for this reporting period has been aligned to the above challenges to address the skills needs in partnership with the sector. Our performance trajectory has remained upward, having achieved 87% of Annual Performance Plan (APP) targets in 2024/25, up from 84% in the previous year. With organisational performance improvement by an average of 4.75% per year since the Board was appointed in 2020. The year-on-year improvement reflects improved governance, stronger operational oversight, and the shared commitment of all stakeholders to meaningful, skills-led development.

It is also reflective of the Board's commitment with management, to repositioning a SETA that is a true "authority" through the approval of the Organisational Design programme in 2020/21. Whilst the implementation has not been at the pace initially intended, the organisational design milestones achieved and impact realised to date due to streamlined processes, integrated systems and a strategically reviewed structure, are clear indicators that the programme has been a fundamental enabler to EWSETA's performance turnaround.

EWSETA's success has been underpinned by robust and collaborative partnerships across the public and private sectors. Over the past five years, these partnerships have enabled the SETA to implement impactful initiatives in areas such as women's empowerment, rural development, TVET college capacitation, SMME development, innovation incubation and green economy skills capacitation.

Our increased support for short courses and on-demand skills needs has demonstrated our agility to pivot in line with our industries' transitioning needs. The Authority's enhanced stakeholder engagement and communication strategy, which the Board elevated as a strategic focus area in the last two years, has ensured ongoing dialogue with the sector it serves and broader awareness of our work and service offerings and above all, the real-world impact achieved for our beneficiaries

EWSETA has contributed in a positive manner to advancing the Just Energy Transition and with Board's commitment to stakeholders to intensify our support for the water sector, we have engaged Water Boards and Catchment Management Agencies to better support national efforts toward sustainable water management. These outcomes have been achieved through targeted skills development programmes, sector-responsive qualifications, and strong academia-industry linkages.

As we reflect on our achievements, the SETA sets a clear course for continued excellence in the work that lies ahead. The development of the EWSETA's Strategic Plan for 2025 – 2030 factors in the guidance provided in the Medium-Term Development Plan (MTDP) 2024–2029, as well as the numerous national and sectoral priorities, plans and strategies. The Strategic Plan is driven by four key pillars: fostering a high-performance culture; advancing credible, demand-led skills planning; enabling innovative delivery models; and deepening support for SMMEs and the informal sector.

As we mark the close of both this strategic period and the term of the Accounting Authority, I wish to express my deep appreciation to the Department of Higher Education and Training.

To the outgoing Accounting Authority, I extend heartfelt gratitude for your unwavering commitment, wisdom, and stewardship over the past five years. Your leadership has made a tangible difference in the organisation and in the lives of many South Africans.

Finally, I commend the Chief Executive Officer, the Executive Team, and the entire EWSETA staff for their dedication, professionalism, and resilience during this period. Your efforts have laid a strong foundation for the future.

The 2024/25 financial year marked a pivotal point in EWSETA's journey, one of reflection, consolidation, and strategic renewal. As we transition into a new planning cycle, the organisation is well-equipped to respond to the evolving demands of the energy and water sectors.

With a clear mandate and strengthened institutional capacity, EWSETA is positioned to play an increasingly important role in addressing national skills priorities. We recognise that inclusive economic growth depends on the ability to equip individuals and enterprises with the capabilities to participate meaningfully in the green economy and a rapidly transforming labour market. EWSETA remains committed to delivering responsive, high-impact skills development solutions that empower people, strengthen communities, and contribute to a more sustainable and resilient South Africa.



DR. LIMAKATSO MOOROSI

Former Chairperson of the Accounting Authority (Term ended 31 March 2025)

OVERVIEW BY THE *chief executive officer*

Mpho Mookapele

The 2024/25 reporting period marked the conclusion of EWSETA's 2020–2025 strategic planning cycle. It provided an opportunity to reflect on impact, address challenges, and define the path for what lies ahead. Over the past five years, EWSETA has demonstrated consistent organisational growth, reinforced its relevance, and gone beyond the classroom to bring about change in the lives of South Africans. Skills development efforts moved beyond widening access to historically disadvantaged groups, towards building a future-fit, resilient energy and water workforce that contributes meaningfully to efficiencies in these sectors.

EWSETA's success over this five-year period, has been shaped by our commitment to impact beyond numbers aligned to our strategic intent that sought to strengthen our position and capabilities as an Authority in skills development for the energy and water sector.

We implemented a fit-for-purpose Operating Model focused on stakeholder centricity and operational excellence. This included alignment of policies to a new strategy, re-engineering of critical business processes, digitisation of our processes through the in-house development and implementation of a bespoke management information system (MIS) digital platform, InteGREAT, as well as an organisational structure review that ensures a strategically capable entity repositioned for enhanced organisational efficiency and service delivery.

Our focus on people has been key to success and to achieve our strategic intent required us to prioritise our organisational structure, our talent enhancement initiatives and people-centred policies. This included significant investment in our workforce and employee development, review of our people-centred policies, and alignment of incentive models to a high-performance culture. Our business partnering approach across the organisation and with the sector has enabled us to collaborate, innovate and collectively deliver on the skills needed in a rapidly transitioning energy and water sector.

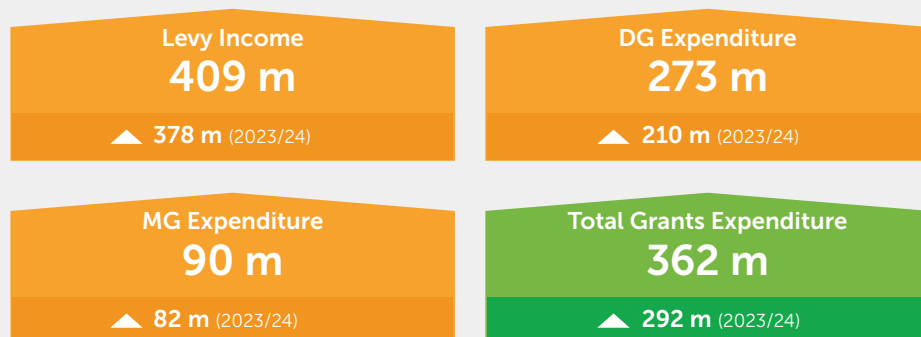
PERFORMANCE AND AUDIT OUTCOMES

Beyond the numbers, EWSETA led critical skills development initiatives that ensured inclusion in nascent industries such as Hydrogen fuel cell economy, energy efficiency and water technology. Through our enterprise support strategic focus, we witnessed beneficiaries going beyond education and training to starting economically active ventures in the sectors. Our key focus to support the growth of the public college system through support of lecturers in TVET and CET Colleges has been at the core of our strategy to ensure quality output by capable and skilled individuals.

EWSETA achieved 87% of set 2024/25 Annual Performance Plan (APP) targets resulting in an improvement by 3% when compared to the prior year. This result continues a trend of year-on-year performance improvements throughout the strategic period and can be attributed to a dedicated EWSETA Team, our stakeholders, strengthened governance and oversight by the Accounting Authority, improved systems and a commitment to operational excellence.

From an audit perspective, we ended the strategic period on a strong note with an unqualified audit outcome opinion from the AGSA for the 20204/25 period.

FINANCIAL OVERVIEW



- The increase in revenue is attributed to an increase in levy payers and general increase in employee costs in the sector.
- EWSETA has continued to implement the partnership model driving co-funding of programmes to ensure wider skills development reach for the demanding energy and water sectors.

R394 m
Application to National Treasury to
honour DG commitments

R380 m
DG commitments
for review period

STRENGTHENED GOVERNANCE AND CONTROLS IMPLEMENTED

While most of the expenditure during the reporting period followed procurement processes aligned with the SCM policy, standard operating procedures, and National Treasury regulations, isolated instances of non-compliance were identified, as detailed in Note 27 of the audited annual financial statements. Internal control measures are being implemented to address these deficiencies. No unsolicited bid proposals were concluded during the year under review.

A qualified audit opinion for the 2023/24 financial year, following several years of unqualified audits, prompted EWSETA to undertake a critical review of its internal control environment. This review led to decisive corrective actions aimed at strengthening governance, improving compliance, and ensuring the accuracy and completeness of financial and performance reporting. The Auditor-General of South Africa's unqualified audit opinion for the 2024/25 period is testament to these improvements and reflects a stronger, more resilient control framework.

Proactive measures included enhancing internal policies and procedures, tightening reconciliations and verification processes, and introducing stronger oversight mechanisms at both operational and management levels. Financial and supply chain capacity was bolstered through targeted training, while periodic internal audits and management reviews were instituted to monitor progress, detect emerging risks early, and ensure that corrective measures remain effective. Enhanced contract management improved financial monitoring, and early intervention in cases of non-performance further reduced exposure to financial and operational risks.

EWSETA's steadfast commitment to ethical governance is demonstrated by its consistent application of consequence management, independent investigations, strengthened whistleblower protection, and full cooperation with law enforcement agencies.

PARTNERSHIP-DRIVEN IMPACT

EWSETA's partnership model has been a cornerstone of its success and an important contributor to the improved performance and impact year-on-year. It has created a multiplier effect across the energy and water value chains by unlocking opportunities for skills development, innovation, and transformation through structured collaborations with sectoral partners, industry associations, training entities and international entities.

These includes contribution to impactful initiatives such as the development and implementation of the South African Renewable Energy Masterplan (SAREM) skills initiative, PowerUp. This is a digital skills facilitation hub designed to connect industry, PSET institutions, industry associations and SETAs for demand-led, quality skills provisioning. This strategic partnership between EWSETA, UKPact, GreenCape, SAWEA, SAPVIA and merSETA is a prime example of partnerships solving national challenges through innovation.



The Univenda Biogas Internship and Incubation Programme, supporting 51 rural biogas plants and empowering youth to build sustainable livelihoods, demonstrates our ability to drive innovation and inclusive growth and supports how we have sought to go "Beyond Skills" by implementing programmes and initiatives that extend to benefit people, communities and the country.



The design of the Hydrogen Skills Mentorship Platform with the Department of Science and Innovation and the CSIR, marked a strategic milestone in our green energy agenda. The Platform is a structured mentorship hub designed to connect knowledge with opportunity in the green hydrogen value chain, ensuring that as the industry grows, South Africa's workforce grows with it, equitably and sustainably.



An innovative programme with the Chinese Culture International Education Exchange Centre enabled 54 TVET learners and 6 lecturers from TVET Colleges across South Africa to spend 12 months in China gaining experiential learning in renewable energy and solar PV manufacturing. It exposed them to global best practices, as well as to support ambitions of building local manufacturing capabilities in solar and battery components within TVET Colleges.

Over the strategic period, EWSETA achieved a broad base of strategic and discretionary grant partnerships across both sectors and representing industry, PSET and government.



EWSETA's partnership with Sasol enabled over 100 learners to gain practical experience through bursaries, workplace learning, and technical skills training, advancing collective goals for a just energy transition.

STRATEGIC RESPONSIVENESS AND INSTITUTIONAL INNOVATION

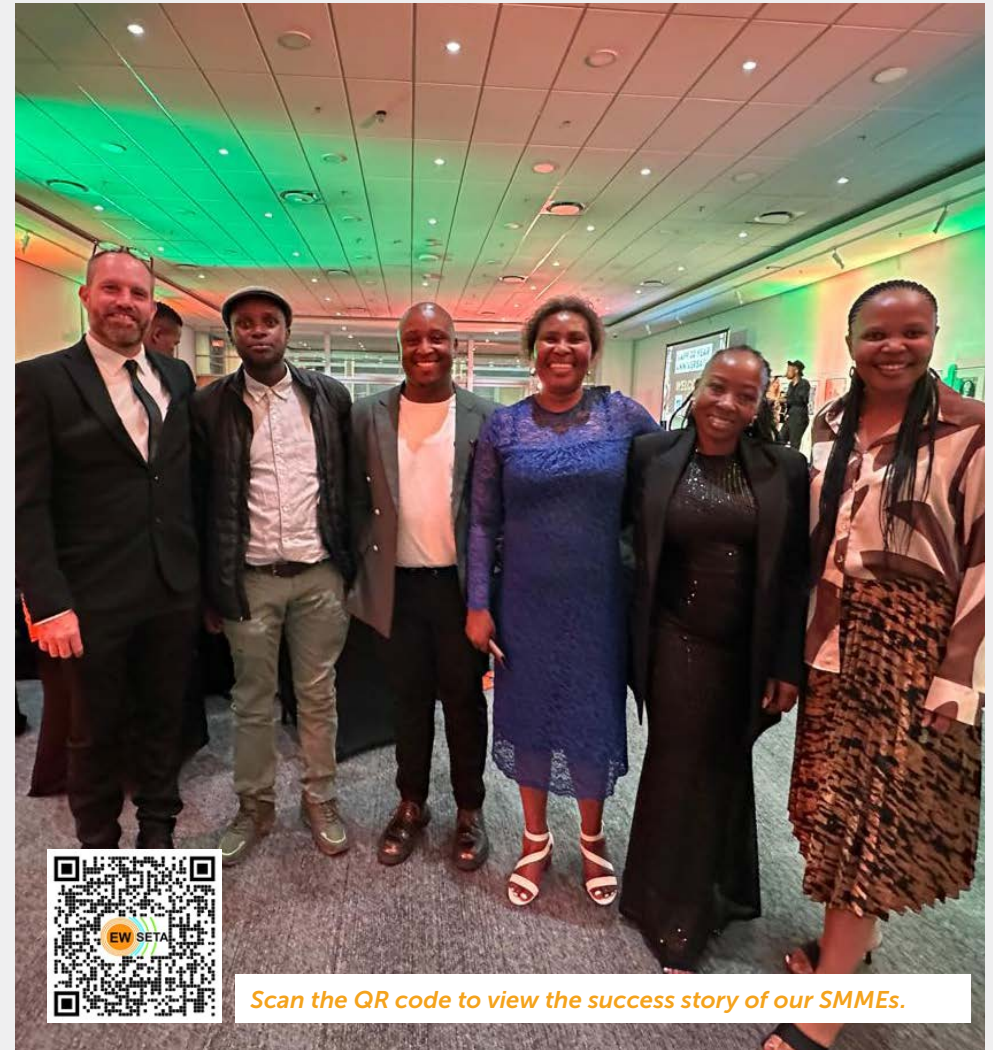
The period under review demonstrated EWSETA's capacity to respond to a dynamic and complex operating environment. Challenges included fiscal constraints, infrastructure limitations, and the rapid evolution of the energy and water sectors. The implementation of our Operating Model required careful change management and consistent staff engagement to ensure alignment and stability.

All quality assurance targets were achieved; however, uptake of new occupational qualifications remains low. This highlights the need for stronger industry collaboration and market-responsive curricula, initiatives which are being prioritised going forward. The socio-economic realities of high unemployment, poverty, and inequality underscore the need for a responsive and strategic skills authority. EWSETA has increasingly played a role in influencing national priorities through active collaboration with departments such as DMRE, DWS, and DHET. Our position as a credible advisor on various steering committees, working groups and forums such as the SAREM Steering Committee, G20 Energy Security priority and others ensure that we influence policy direction for skills development in the country and beyond.

DEVELOPMENTAL IMPACT AND FORWARD-LOOKING STRATEGY

EWSETA's skills development interventions have made measurable contributions to sectoral transformation. Thousands of learners and artisans have been trained in renewable energy, energy efficiency, water treatment, environment and sustainability, and other priority areas. Our collaboration with TVET colleges, private employers, and community stakeholders has strengthened workplace-based learning and improved employability, particularly among youth and women.

Our career development efforts have taken a holistic approach understanding that learner capacitation alone is insufficient. We have invested in supporting career development practitioners in predominately rural schools and communities to enhance advocacy and promotion of evolving and exciting careers in the energy and water sector so that no one is excluded from meaningfully participating in this sector.



Scan the QR code to view the success story of our SMMEs.

Through mentorship, skills training, incubation, and access to industry platforms and networks, we have helped small enterprises better position themselves within the energy and water sectors. Initiatives linked to the CSIR and sector-specific coaching interventions have opened new pathways for SMME growth and competitiveness.

“

As we conclude a transformative five-year journey in the Medium-Term Expenditure Framework (MTEF) planning cycle, EWSETA's focus has been firmly set on going beyond skills. There has been a deliberate focus on building institutional agility, nurturing inclusive partnerships, and delivering impact where it matters most. Driven by our vision to build a sustainable tomorrow through skills in the energy and water sector, our collective successes are a testament to what is possible when we align vision with action, and when we work together to change lives and build the future.

”

LOOKING TO THE FUTURE

As we transition into the 2025–2030 strategic period, EWSETA's new strategy is anchored in four pillars: a high-performance culture, advancing credible skills planning, enabling innovative skills delivery, and supporting SMMEs and the informal sector. These priorities are fully aligned with the NDP 2030, the Medium-Term Development Plan (2024–2029), and other key national and sectoral strategies, plans and frameworks. Our focus remains on capacitating the energy and water sector for sustainable livelihoods and inclusive economic participation.

EWSETA aims to shape a broader development agenda. We recognise that skills development is key to the NDP aspiration of building a capable, ethical and developmental state and must be a catalyst for economic growth, poverty alleviation, and national transformation.

Over the past five years, we have expanded our reach into historically under-represented communities through targeted campaigns focused on rural development, women empowerment, and youth inclusion. Our work has gone beyond compliance. It has touched lives, stimulated economic inclusion, and redefined the role of a SETA in South Africa's development journey.

ACKNOWLEDGEMENTS AND APPRECIATION

Going beyond skills, changing lives and building a future is not something that can be achieved in isolation. Our success over the last five years has been the result of collaboration with a great many and wide variety of stakeholders.

I extend sincere appreciation to the Department of Higher Education and Training for their ongoing guidance and support throughout the five-year strategic and 2024/25 review period.

To the Accounting Authority that took up tenure in 2020, I reflect with gratitude on the depth of your contribution. Your collective passion for skills development and inclusive growth has left a legacy of progress, empowerment, and hope. On behalf of the entire EWSETA team, thank you for your leadership, insight, and dedication over the past five years. We wish you continued success and look forward to maintaining the momentum built under your stewardship.

To the engine that drove the SETA to greater heights, the EWSETA team, your unwavering commitment, resilience, and drive for change have been central to our strategic success. The collective contributions of each of you have deepened our impact, strengthened our capabilities, and reinforced our role in the sector. You have laid a firm foundation for the next phase of growth, and for that, I thank you.

Lastly, sincere appreciation to all our sector stakeholders: government, employers, industry partners, training institutions, organised labour, SMMEs and community-based organisations. Your insights, collaboration, and ongoing support have been instrumental in ensuring that EWSETA's programmes remain relevant, impactful, and aligned with the evolving needs of the energy and water sectors.

As we move forward with our partners, we remain committed to transforming lives, strengthening capabilities, and shaping South Africa's energy and water future together.



MPHO MOOKAPELE
Chief Executive Officer





STATEMENT OF RESPONSIBILITY AND CONFIRMATION OF ACCURACY FOR THE ANNUAL REPORT

In accordance with the requirements of the Public Finance Management Act (PFMA) and the National Treasury Guidelines, I hereby affirm the following, to the best of my knowledge and belief:

- The information and figures presented in this Annual Report are consistent with the Annual Financial Statements, which have been audited by the Auditor-General of South Africa.
- This Annual Report has been prepared to provide a comprehensive and accurate reflection of EWSETA's activities and performance for the year under review, and no material omissions have been made.
- The Annual Financial Statements, contained in Part F of this report, have been prepared in accordance with the Standards of Generally Recognised Accounting Practice (GRAP) applicable to public entities.
- The Accounting Authority assumes full responsibility for the preparation and fair presentation of the Annual Financial Statements, including all judgements made therein. The Accounting Authority is also responsible for ensuring the establishment and maintenance of internal control systems that safeguard the integrity of the performance information, human resources data, and financial reporting.
- The Auditor-General has provided an independent audit opinion on the Annual Financial Statements.
- Based on the processes undertaken and the assurances received, I am satisfied that this Annual Report fairly represents the financial position, operational performance, and human resource information of the Energy and Water Sector Education and Training Authority for the financial year ended 31 March 2025.

Accounting Authority and Chief Executive Officer

Mpho Mookapele

31 July 2025

STRATEGIC OVERVIEW

The Energy and Water Sector Education and Training Authority (EWSETA) is one of 21 Sector Education and Training Authorities (SETAs) established in terms of Section 9 of the Skills Development Act, No. 97 of 1998, as amended. EWSETA operates under the oversight of the Honourable Minister of Higher Education and Training.

This Annual Report aligns with EWSETA's Five-Year Strategic Plan for the period 2020/21 to 2024/25, which came into effect on 1 April 2020.

The 2024/25 financial year marks the final year of implementation of this Strategic Plan, and this report provides an account of performance, achievements, and governance in fulfilling the Authority's mandate during the concluding year of the strategy cycle.



OUR STRATEGIC INTENT

South Africa's National Development Plan (NDP) 2030 envisions a society characterised by inclusive economic growth, reduced inequality, and significantly lower unemployment and poverty levels. The realisation of this vision relies on collaborative, cross-sectoral investment in skills development—anchored by the National Skills Development Plan (NSDP) 2030 and the Medium-Term Strategic Framework (MTSF) 2019–2024.

As one of the Sector Education and Training Authorities tasked with supporting this transformation, the Energy and Water Sector Education and Training Authority (EWSETA) has committed itself to advancing the skills agenda in two of South Africa's most critical infrastructure sectors.

To drive meaningful and measurable impact, EWSETA's strategy for the period under review has been underpinned by the following five strategic pillars:

- Fostering a high-performance, values-driven organisational culture
- Developing a credible mechanism for skills planning and forecasting
- Closing gaps in scarce and critical skills across the energy and water sectors
- Strengthening continuous professional development and career guidance systems
- Contributing to inclusive and sustainable economic development

Whilst the five-year strategic period concluded on 31 March 2025, EWSETA will continue to monitor what was achieved during the period.

Through focused leadership and operational discipline, the Authority remains committed to allocating adequate financial, human, and infrastructural resources to support the strategy's successful completion.

SCOPE

The Energy and Water Sector Education and Training Authority (EWSETA) is mandated to facilitate skills development within South Africa's energy and water sectors, both of which are central to the country's infrastructure, environmental sustainability, and economic growth.

EWSETA's scope includes the following energy subsectors:

- Electricity (generation, transmission, and distribution)
- Gas
- Nuclear energy
- Renewable energy (including solar, wind, biomass, and hydro)

In the water sector, EWSETA's focus extends across the entire value chain, including:

- Water collection
- Purification and treatment
- Distribution and supply
- Wastewater management
- Refuse and sanitation-related disposal services

Through this sectoral scope, EWSETA plays a pivotal role in developing a skilled workforce capable of supporting South Africa's just energy transition, water security, and broader socio-economic transformation.

“

EWSETA's success over this five-year period, has been shaped by our commitment to impact beyond numbers aligned to our strategic intent that sought to strengthen our position and capabilities as an Authority in skills development for the energy and water sector.

– Mpho Mookapele, Chief Executive Officer

”

LEGISLATIVE AND OTHER MANDATES

CONSTITUTIONAL MANDATE

The Constitution of the Republic of South Africa enshrines the rights to human dignity, equality, freedom, and access to education. In particular:

- Section 29(1) affirms every citizen's right to basic education, including adult basic education, and the progressive realisation of further education that is accessible to all.
- Section 22 guarantees every citizen the right to freely choose their trade, occupation, or profession.

In alignment with these constitutional provisions, EWSETA is mandated to facilitate equitable access to occupational and trade-related education and training within the energy and water sectors—two areas critical to national development and economic participation.

LEGISLATIVE MANDATE

EWSETA derives its mandate from the Skills Development Act, No. 97 of 1998, as amended. Within this legislative framework, EWSETA is tasked with:

- Developing a Sector Skills Plan (SSP) aligned to the National Skills Development Plan (NSDP) 2030
- Implementing the SSP through:
 - Establishment of learning programmes
 - Evaluation and approval of Workplace Skills Plans (WSPs) and Annual Training Reports (ATRs)
 - Allocation of grants to employers, training providers, and workers in accordance with defined criteria
 - Monitoring and quality assurance of education and training delivery in the sector
- Promoting learning opportunities by supporting workplace experience, developing learning materials, and enhancing learning facilitation
- Registering and managing learning programme agreements
- Executing delegated functions from the Quality Council for Trades and Occupations (QCTO) under Section 26 of the QCTO Act
- Disbursing skills development levies allocated to EWSETA
- Engaging with the National Skills Authority (NSA) on policy, strategy, and sectoral planning

GOVERNING LEGISLATION, POLICIES, AND FRAMEWORKS

The following laws and policies further shape and guide EWSETA's operations:

- **Skills Development Levies Act, No. 9 of 1999:** Establishes a levy system to fund skills development initiatives.
- **National Qualifications Framework (NQF) Act, No. 67 of 2008:** Governs the development and implementation of a national qualifications system.
- **Further Education and Training Act, No. 98 of 1998:** Promotes a coordinated and programme-based further education and training system.
- **Public Finance Management Act, No. 1 of 1999:** Ensures sound financial management, transparency, and accountability within public entities.
- **Promotion of Access to Information Act, No. 2 of 2000:** Guarantees the public's right to access information held by the state.
- **Promotion of Administrative Justice Act, No. 3 of 2000:** Upholds lawful, reasonable, and procedurally fair administrative action.
- **Preferential Procurement Policy Framework Act, No. 5 of 2000:** Guides equitable procurement practices across public entities.
- **White Paper for Post-School Education and Training (2013):** Provides policy direction for strengthening the capacity and responsiveness of the post-school system to meet social and economic goals.

“SETAs are responsible for developing sector skills plans, promoting learnerships, and facilitating training that meets industry needs. They play a central role in building a skilled workforce by aligning education and training with labour market demands, supporting transformation, and improving productivity across sectors.”

Skills Development Levies Act

STRATEGIES, POLICIES, PLANS AND FRAMEWORKS

EWSETA's work is shaped by a wide array of national strategies, policy frameworks, and sector-specific regulations that directly or indirectly impact skills development in the energy and water sectors. These instruments guide the Authority's planning, implementation, and reporting in line with national development priorities.

NATIONAL STRATEGIC FRAMEWORKS

The following overarching national strategies influence EWSETA's mandate and operations:

- **National Development Plan (NDP) 2030:** A long-term vision to eliminate poverty and reduce inequality by 2030, driven by inclusive economic growth and investment in people through quality education and skills development.
- **National Skills Development Plan (NSDP) 2030:** Derived from the NDP, this plan provides a framework to ensure the availability of adequate, relevant, and high-quality skills that support economic growth, job creation, and social development.
- **Economic Reconstruction and Recovery Plan (ERRP):** A post-COVID-19 economic recovery blueprint aimed at rebuilding the economy, fostering equitable growth, and expanding employment through targeted infrastructure and skills investment.
- **District Development Model (DDM):** Promotes integrated service delivery and economic development through coordinated planning and implementation at the district level, identifying 44 districts and eight metros as key development hubs.
- **Human Resource Development Strategy for South Africa (HRDS-SA):** Offers a cohesive national framework within which all human capital development policies are integrated to ensure a capable and skilled workforce.
- **Industrial Policy Action Plan (IPAP2):** Guides revitalising manufacturing and industrial capacity through targeted sector support and associated skills development.
- **National Infrastructure Plan and Strategic Integrated Projects (SIPs):** Supports infrastructure-led growth by creating jobs, improving service delivery, and integrating African economies through 18 key projects.
- **New Growth Path (NGP):** Emphasises employment creation with a particular focus on the green economy, targeting over 400 000 jobs by 2030 across sectors such as manufacturing, construction, and operations.

SECTOR-SPECIFIC FRAMEWORKS AND REGULATIONS

EWSETA also operates in accordance with specialised frameworks and legislation specific to the energy and water sectors:

ENERGY SECTOR

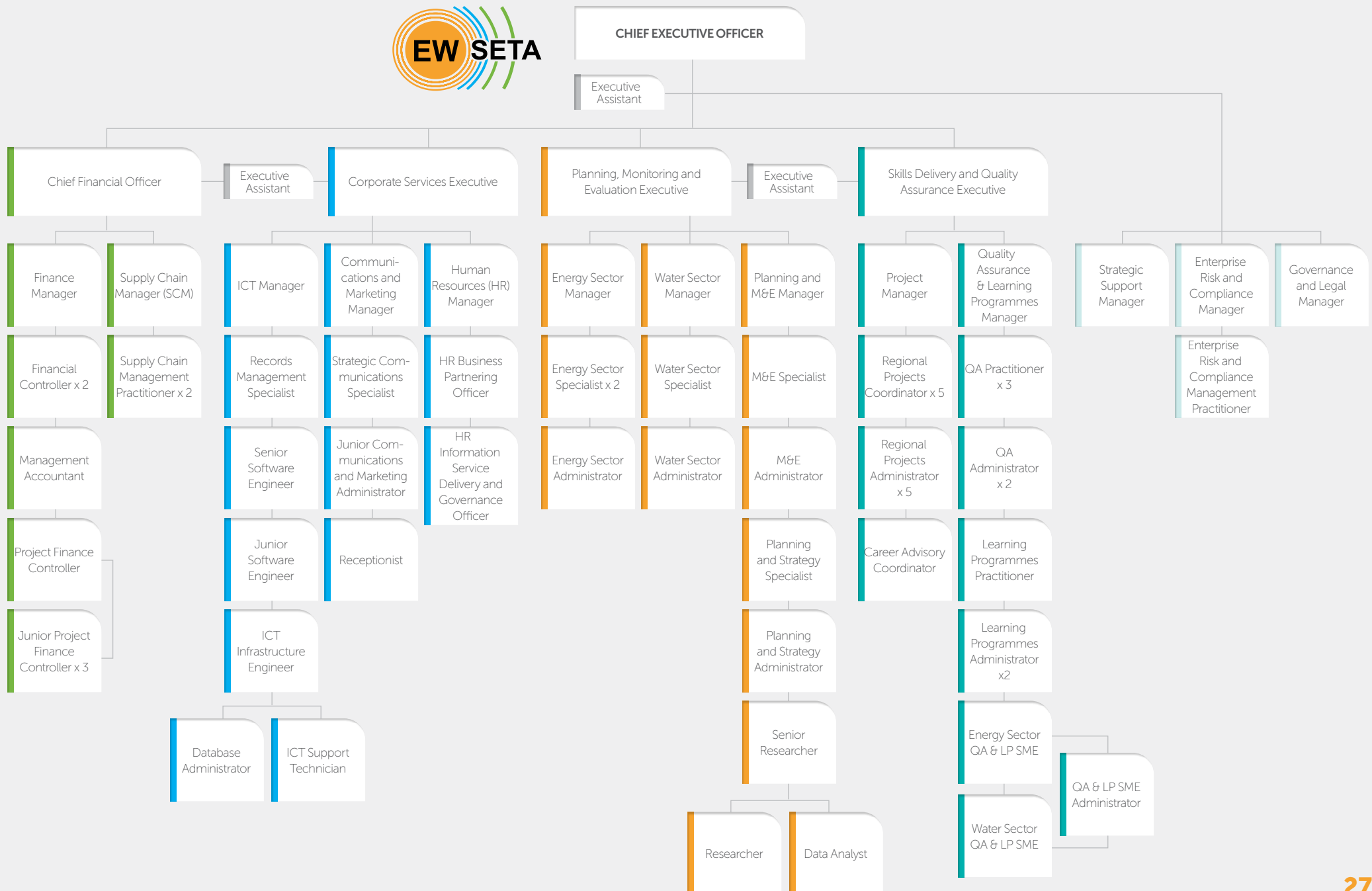
- **Integrated Resource Plan (IRP):** Guides electricity generation and supply planning, including renewable energy integration and demand-side management.
- **Nuclear Energy Act, No. 46 of 1999:** Establishes the South African Nuclear Energy Corporation and governs nuclear technology research and development.
- **National Nuclear Regulator Act, No. 47 of 1999:** Regulates nuclear safety to protect people, property, and the environment.
- **National Energy Act, No. 34 of 2008:** Supports energy efficiency, diversity of energy supply, and access to sustainable and affordable energy sources.

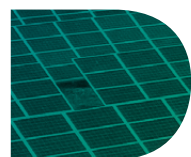
WATER SECTOR

- **Strategic Framework for Water Services (2003):** Sets out the national policy for the provision of water supply and sanitation services.
- **National Water and Sanitation Master Plan:** Identifies sector-wide priorities and roles for coordinated implementation by government and stakeholders.
- **Water Services Act, No. 108 of 1997:** Regulates water supply, sanitation services, and sets service delivery standards.
- **National Water Act, No. 36 of 1998:** Affirms the national government's custodianship of water resources and outlines principles for sustainable management.

MUNICIPAL AND CROSS-CUTTING LEGISLATION

- **Municipal Structures Act, No. 117 of 1998:** Provides the framework for establishing municipalities and their functions.
- **Municipal Systems Act, No. 32 of 2000:** Sets out core principles and systems to support municipal service delivery and community development.
- **Municipal Finance Management Act (MFMA), No. 56 of 2003:** Ensures sound financial governance in municipalities, aligned with performance management and accountability.





PERFORMANCE INFORMATION

STATEMENT OF RESPONSIBILITY FOR PERFORMANCE INFORMATION

The Chief Executive Officer (CEO) of the Energy and Water Sector Education and Training Authority (EWSETA) holds overall responsibility for the performance information presented in this Annual Report. This includes the implementation and maintenance of internal controls designed to ensure the completeness, reliability, and integrity of the reported information.

In my opinion, the performance information contained herein accurately reflects EWSETA's achievements against the strategic objectives, indicators, and performance targets as set out in the approved 2024/25 Annual Performance Plan (APP). The information presented provides a fair and transparent account of the Authority's performance for the financial year ended 31 March 2025.

The Auditor-General of South Africa has conducted an independent audit of EWSETA's performance information. Their findings and assessment are detailed in the Auditor's Report, included on pages 98 to 103 of this Annual Report.

The Accounting Authority has reviewed and approved the performance information for inclusion in this Annual Report.



Ms Mpho Mookapele

Chief Executive Officer

Energy and Water Sector Education and Training Authority

Date: 31 July 2025

AUDITOR-GENERAL'S REPORT: PREDETERMINED OBJECTIVES

Review this information within the Auditor General's Report found on pages 98 to 99 under paragraphs 12 to 17.

ENVIRONMENTAL ANALYSIS

ORGANISATIONAL ENVIRONMENT

The Energy and Water Sector Education and Training Authority (EWSETA) continues to operate in a fast-evolving environment marked by intensifying energy transition efforts, growing water insecurity, and heightened demand for future-oriented skills. Within this dynamic setting, EWSETA remains a critical player in driving South Africa's just energy transition and infrastructure-led recovery through targeted skills development and capacity-building initiatives across the energy and water value chains.

Nationally, the challenges of energy availability, water scarcity, and youth unemployment continue to define South Africa's socio-economic landscape. Load shedding, infrastructure strain, climate change, and uneven municipal service delivery have placed pressure on both sectors, underscoring the need for technical, scarce, and artisanal skills to support system resilience and service expansion.

Globally, commitments under the Paris Agreement, developments in green hydrogen partnerships, and donor-backed water resilience programmes across the SADC region are influencing South Africa's approach to sustainable development. These international collaborations create both opportunities and pressure to build a globally competitive workforce in line with ESG principles and evolving industry standards.

KEY POLICY DEVELOPMENTS AND LEGISLATIVE CHANGES

In the 2024/25 financial year, several national policy shifts and legislative developments have directly impacted EWSETA's strategic priorities and programme delivery. These include:

- **Just Energy Transition Implementation Framework (JET-IF):** This national framework, launched to operationalise the Presidential Climate Commission's JET Strategy, has emphasised the need for inclusive, locally rooted skills programmes to support coal-to-renewable shifts, especially in Mpumalanga and the Eastern Cape. EWSETA has realigned discretionary grant funding to support accredited renewable energy and transitional reskilling programmes in affected regions.
- **Hydrogen Economy Roadmap and Master Plan:** With South Africa positioning itself as a global leader in green hydrogen production, the Hydrogen Valley and related Special Economic Zones (SEZs) have heightened demand for specialist skills in hydrogen production, storage, and logistics. EWSETA is engaging with TVET colleges and industry to address these emerging occupational demands.
- **National Water and Sanitation Master Plan (Updated Monitoring Framework 2024):** The revised plan places increased focus on municipal capacity development and water service delivery in rural areas. EWSETA is aligning its partnerships to support skills for wastewater treatment, groundwater management, and circular economy applications in the water sector.
- **Draft SETA Landscape Review (post-2025):** The Department of Higher Education and Training (DHET) initiated a review of the SETA operating model to inform the post-2025 landscape, which includes proposals for mergers, regional delivery hubs, and stronger integration with District Development Model (DDM) priorities. EWSETA is engaging with stakeholders to safeguard continuity and relevance in sector-specific skills planning.
- **Amendments to the Skills Development Levies Framework:** Ongoing consultations with National Treasury may impact the allocation model for mandatory and discretionary grants. EWSETA is reviewing internal planning frameworks to maintain responsiveness and compliance.

IMPLICATIONS FOR SKILLS DEVELOPMENT IN THE SECTOR

These policy developments and systemic shifts present the following implications for EWSETA's skills development mandate:

- **Acceleration of Green and Transition Skills:** There is increased urgency to develop technical and artisanal skills in solar, wind, hydrogen, and energy efficiency. This includes cross-cutting capabilities in project management, compliance, and health and safety.
- **Workforce Reskilling in Coal-Dependent Regions:** The JET framework requires SETAs to support reskilling and economic diversification in communities facing fossil fuel phase-out. EWSETA's expanded presence in Mpumalanga is a strategic response to this priority.
- **Mainstreaming Digital and Fourth Industrial Revolution (4IR) Skills:** Smart grid systems, digital water metering, automation in treatment facilities, and predictive maintenance are reshaping job roles. EWSETA is embedding data analytics, coding literacy, and digital system maintenance into occupational qualifications.
- **Municipal Capacity Strengthening:** The updated Water Master Plan and MFMA implementation challenges call for targeted skills at municipal level in infrastructure asset management, technical supervision, and community-level water provision.
- **Integration of ESG and Sustainability Competencies:** Public and private sector partners are increasingly demanding skills aligned with Environmental, Social, and Governance (ESG) standards. EWSETA is piloting sustainability literacy modules and exploring partnerships with international institutions to incorporate global best practice.
- **Strengthening the Artisan Pipeline:** Despite renewed infrastructure investments, artisan shortages persist across both sectors. EWSETA is intensifying partnerships with TVET colleges, centres of specialisation, and employers to scale delivery in priority trades such as plumbing, electrical work, welding, and water operations.

By aligning its programmes with policy developments, national strategies, and global trends affecting the energy and water sectors, EWSETA continues to strengthen its role as a responsive and future-focused enabler of skills development.

The Authority remains committed to building a resilient, inclusive, and industry-aligned workforce that can support sustainable development and economic growth well beyond the current strategic cycle.

PROGRESS TOWARDS ACHIEVEMENT OF INSTITUTIONAL IMPACTS AND OUTCOMES

EWSETA has prioritised achieving the outcomes outlined in the NSDP 2030 and the MTSF 2019–2024: Priority 3: Education, Skills and Health through the implementation of our five-year Strategic Plan. The information below indicates EWSETA's achievement status against its five-year targets.

Outcomes	Outcome indicators	Baseline	Five-year target (to 31 March 2025)	Achievement as at 31 March 2025
1. Improved SETA performance	1.1 Annual stakeholder satisfaction survey index.	90%	90%	70% *
	1.2 AGSA audit outcome	Unqualified audit	Unqualified audit without emphasis on matter	Unqualified Audit
	1.3 Development and Implementation of an operating model and organisational design	NA	100% Implementation of organisational design strategy	94% *
2. Enhanced learning programmes for occupations in high demand	2.1 (%) Learners confirming their learning programme is directly related to the work they undertake	NA	80%	92% *
	2.2 (%) Increased employability of completers/ graduates	NA	70%	95% *
3. Improved organisational learning on performance of programmes	3.1 Rating of organisational learning by employees.	N/A	80% positive rating	100% *
4. Increased access for occupations in high demand within the energy and water sector by 2024	4.1 Ratio of Discretionary Grant budget allocated to high (H), intermediate (I) and elementary (E) level skills.	H: I: E = 10:70:20	H: I: E = 25:60:15	H:I:E =33:46:20
	4.2 Number of learners enrolling in EWSETA occupations in high demand.	6 976	7 000	11 535
5. Increased skills capacity through workplace-based learning	5.1 Number of workplace-based learning interventions.	150	200	448
	5.2 Number of workers participating in learning programmes.	5 635	6 000	10 282

Outcomes	Outcome indicators	Baseline	Five-year target (to 31 March 2025)	Achievement as at 31 March 2025
6. Increased economic participation of CBOs, NGOs, NPOs and SMMEs within the energy and water sector	6.1 Number of CBOs, NGOs/ NPOs and SMMEs supported with training interventions.	139	175	170
	6.2 Number of entrepreneurship enterprises and cooperatives developed.	26	50	65
7. Increased support for the growth of the college system	7.1 Number of public colleges supported.	25	35	53
8. Increased uptake of careers in the energy and water sectors	8.1 Number of career guidance events and activities where EWSETA is exposed to high school learners.	N/A	200	309
	8.2 Workshops with career development practitioners where details on careers in the energy and water sectors are provided.	New indicator	40	68
9. Updated qualifications that are aligned to the current skills training needs	9.1 Number of new qualifications developed as per Industry needs.	18	20	16

*Indicates targets that have not been audited by the AGSA

INSTITUTIONAL PROGRAMME PERFORMANCE INFORMATION

Key Result Area (Programme)	Outcomes	Strategic Outcome Oriented Goal	Goal Statement
PROGRAMME 1: ADMINISTRATION	- Improved SETA Performance - Compliance with statutory requirements - Improved Operational Performance	The purpose of the programme is to provide strategic leadership, management, and administrative support	- Exercise oversight responsibility for financial, performance reporting, compliance and related internal controls - Promote good corporate governance and practices - Implement HR management practices to recruit adequate and appropriately skilled human resources - Provide ICT systems and services to deliver the EWSETA mandate - Promote the EWSETA's reputation and visibility among stakeholders
PROGRAMME 2: SKILLS PLANNING	- Enhanced learning programmes for occupations in high demand - Improved organisational learning on performance of programmes	The purpose of the programme is to ensure that human resource development information is available and contributes to skills development planning	- Improve sector skills planning - Establish research, as well as M&E activities to inform skills planning, as well as qualifications and learning interventions development for the energy and water sectors - Review and update the SSP annually
PROGRAMME 3: LEARNING PROGRAMMES AND PROJECTS	- Increased access to occupations in high demand within the energy and water sector by 2025 - Increased skills capacity through workplace-based learning - Increased access to occupations in high demand - Increased support for the growth of the college system - Increased economical participation of CBOs/ NGOs/ NPOs/ SMMEs within the energy and water sector - Labour force that is updated with current skills required for the sector	The purpose of the programme is to increase productivity in the energy and water sector through skills development	- Promote and support artisan and other middle and high-level programmes - Establish partnerships to lead and manage agreed projects and programmes - Promote occupational learning pathways for scarce skills through career guidance initiatives
PROGRAMME 4: QUALITY ASSURANCE	Updated qualifications that are aligned to the current skills training needs	The purpose of the programme is to enable the EWSETA to execute the delegated functions of the QCTO	- Identify appropriate qualifications for each occupation - Develop and register occupational qualifications where there are gaps



Administration

Prior year: **100%**



Approved Strategic Plan, Annual Performance Plan and Annual Operational Plan



Number of SETA good governance reports in line with the governance template from DHET with 100% achievement



Qualified audit opinion for 2023/24



Development and implementation of an operating model and organisational design



Number of sector events participated in and EWSETA events hosted



Effective ICT governance



Implementation of the disaster recovery and business continuity plan



Skills Planning

Prior year: **71%**

NUMBER OF WSPS AND ATRS APPROVED



SMALL FIRMS: 182 (+12)

MEDIUM FIRMS: 48 (+3)

LARGE FIRMS: 30 (-)

SSP reviewed and approved	
Sector research agreement: TVET growth	
Identified skills needs of established and emergent cooperatives	
Identified skills needs of small and emerging enterprises	
No. of topical research reports	
No. of M&E reports	



Learning Programmes and Projects

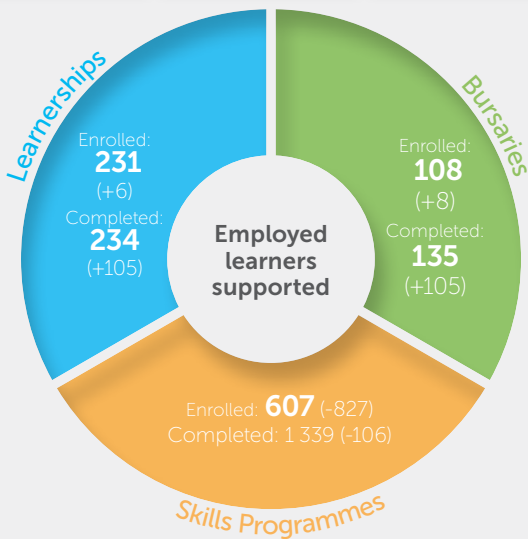
Prior year: **83%**

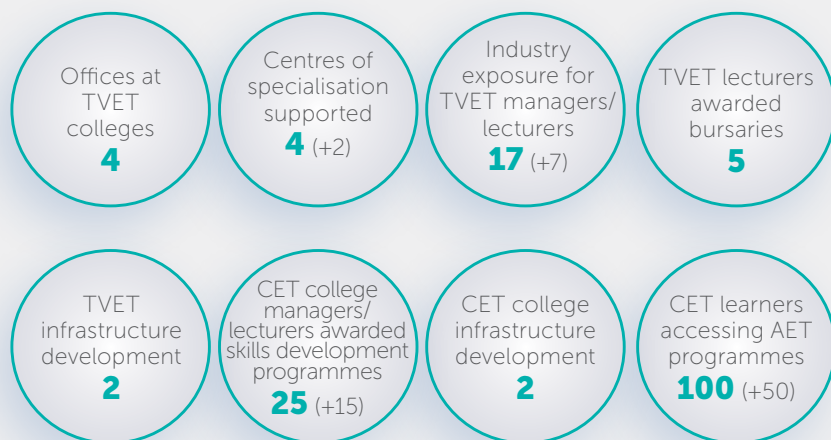
CAREER DEVELOPMENT

Events in urban areas	Events in rural areas	Career development practitioners trained	Career development workshops	Support for STEAM programmes
21 (+1)	26 (+6)	314 (+14)	12 (+3)	2

Percentage of DG budget allocated to developing:

High level skills	Intermediate level skills	Elementary level skills
Target: 30% Actual: 44% Variance: +14%	Target: 50% Actual: 41% Variance: -9%	Target: 20% Actual: 16% Variance: -4%



SUPPORT FOR PUBLIC COLLEGES

TVET and University students completed WBL

125 (+2)

TVET and University students placed in WBL

0 (-953)

Registered professionals entered CPD interventions

310 (+10)

SMEs trained

29 (+4)

Rural development projects initiated

22 (+2)

Learners supported for short courses

760 (+460)**Partnerships**Public Colleges **14** (+11)HEIs **7** (+5)Strategic SETA / Employer **10**Inter-SETA **2****Learners enrolled and completed****RPL/APL**Learners enrolled
1 009 (+109)Learners completed
355 (+105)**Artisan development**Learners enrolled
956 (+645)Learners completed
224 (+79)

Quality Assurance

Prior year: **100%****20**

Number of workplaces approved

**2**

Number of qualifications developed

**8**

Number of skills programmes developed

**6**

Number of QAS addenda developed (+2)

2024/25 ANNUAL PERFORMANCE REPORT

Prior year: **84%**Prior year: **100%**Prior year: **71%**Prior year: **83%**Prior year: **100%**

Outcomes	Output indicators	Annual target	SETA funded	Industry funded	Annual performance	Variance	% Achieved	% Variance	Reasons for variances (provided for variances >10%)
PROGRAMME 1: ADMINISTRATION									
Corporate Services / Strategic Management									
Improved SETA performance	1.1 Approved SP, APP and AOP	SP, APP and AOP approved			Final SP & APP tabled in parliament. Annual Operational Plan approved	-	100%	0%	Target met
	1.2 No. of SETA good governance reports in line with the Governance template from DHET with 100% achievement	4 SETA good governance reports			4 SETA good governance report submitted to DHET	-	100%	0%	Target met
Governance, Audit and Risk									
Improved SETA performance	1.3 AGSA audit opinion	Unqualified audit			Qualified Audit Opinion	-	-		Target not met. The AGSA issued a qualified audit opinion for the year 2023/24 financial year. Qualification was based on misstatements in the Commitments Schedule in the notes to the financial statements.

Outcomes	Output indicators	Annual target	SETA funded	Industry funded	Annual performance	Variance	% Achieved	% Variance	Reasons for variances (provided for variances >10%)
Human Resources									
Improved SETA performance	1.4 Development and implementation of an operating model & organisational design	Maintain Labour Turnover limited to 13% per annum			10%	3%	130%	30%	Target exceeded. The SETA continues to implement talent retention, development and wellness programmes, contributing to achievements that exceed the set target.
Marketing and Communications									
Improved Operational Performance	1.5 No of sector events participated in and EWSETA events hosted	20	20		20	0	100%	0%	Target met
Information Technology									
Improved SETA Performance	1.6 Effective ICT Governance	100% of ICT Governance operationalised			Review ICT Governance Framework	0	100%	0%	Target met
	1.7 Implementation of the disaster recovery and business continuity plan	100%			100%	0	100%	0%	Target met
PROGRAMME 2: SKILLS PLANNING									
Work Skills Plans and Annual Training Reports									
Enhanced learning programmes for occupations in high demand	2.1 Number of WSPs and ATRs approved for small firms.	170	182		182	12	107%	7%	Target met
	2.2 Number of WSPs and ATRs approved for medium firms	45	48		48	3	107%	7%	Target met
	2.3 Number of WSPs and ATRs approved for Large firms	30	30		30	0	100%	0%	Target met

Outcomes	Output indicators	Annual target	SETA funded	Industry funded	Annual performance	Variance	% Achieved	% Variance	Reasons for variances (provided for variances >10%)
Sector Skills Plan									
Enhanced learning programmes for occupations in high demand	2.4 Sector Skills Plan reviewed and approved	Five-year SSP 2025/26–2029/30 approved.			Final draft SSP approved		100%	0%	Target met
	2.5 Number of sector research agreements signed for TVET growth occupationally directed programmes	1 research agreement implemented			Project manage research projects	-	100%	0%	Target met
	2.6 Identified skills needs of established and emergent cooperatives	1 skills report			1 skills report	-	100%	0%	Target met
	2.7 Identified skills needs of small and emerging enterprises	1 skills report			1 skills report	-	100%	0%	Target met
	2.8 No of topical research reports	1 research report			1 research report	-	100%	0%	Target met
Monitoring and Evaluation									
Improved organisational learning on performance	2.9 No of monitoring reports and evaluation reports	4 Quartely Monitoring Reports submitted to DHET			4	0	100%	0%	Target met
PROGRAMME 3: LEARNING PROGRAMMES AND PROJECTS									
Increased access to occupations in high demand within the energy and water sector by 2024	3.1 Percentage of discretionary grant budget allocated at developing high level skills	30%	44%		44%	14%	147%	47%	Target exceeded. The performance target was exceeded due to a significant increase in demand for high-level skills within the energy and water sector, consisting of qualification levels from Higher Occupational Certificates up to PhD's. As a result, the actual performance went beyond what was originally planned or projected.

Outcomes	Output indicators	Annual target	SETA funded	Industry funded	Annual performance	Variance	% Achieved	% Variance	Reasons for variances (provided for variances >10%)
	3.2 Percentage of discretionary grant budget allocated at developing intermediate level skills	50%	41%		41%	-9%	82%	-18%	Target not met. The target was not met due to a shift in budget allocation toward high-level skills, which experienced increased demand as explained above. As a result, the target could not be met despite appropriate spending at the intermediate level.
	3.3 Percentage of discretionary grant budget allocated at developing elementary level skills	20%	16%		16%	-4%	80%	-20%	Target not met. Due to higher demand for intermediate and high-level skills, fewer applicants pursued opportunities at this level. This resulted in a shortfall in achieving the intended percentage target.
	3.4 Number of learners who completed workplace - based learning programmes absorbed into employment or self-employment.	-							This indicator had a nil target for 2024/25 financial year.
	3.5 Number of established or emergent cooperative trained on sector and national priority occupations or skills	-							This indicator had a nil target for 2024/25 financial year but was merged with other indicators to ensure the objective is still achieved.
	3.6 Number of established or emergent cooperatives trained on sector and national priority occupations or skills and funded for skills that enhance enterprise growth and development	10	15	0	15	5	150%	50%	Target exceeded. Upon completion of an EWSETA skills development programme, beneficiaries identified the opportunity to form 15 cooperatives and become economically active. EWSETA supported all 15 cooperatives due to the strategic importance of cooperatives in the sector.

Outcomes	Output indicators	Annual target	SETA funded	Industry funded	Annual performance	Variance	% Achieved	% Variance	Reasons for variances (provided for variances >10%)
	3.7 Number of small and emerging enterprises trained on sector and national identified priority occupations or skills	-							This indicator had a nil target for 2024/25 financial year but was merged with other indicators to ensure the objective is still achieved.
	3.8 Number of small and emerging enterprises trained on sector and national identified priority occupations or funded for skills that enhance growth and development	25	29	0	29	4	116%	16%	Target exceeded. The growth in the number of SMME's and continuous changes in the sector has necessitated additional SMME support to enhance growth, relevance and development.
	3.9 Number of people trained on entrepreneurship to start their business	-							This indicator had a nil target for 2024/25 financial year but was merged with other indicators to ensure the objective is still achieved.
	3.10 Number of rural development projects initiated	20	22	0	22	2	110%	10%	Target met.
Increased access for occupations in high demand within the energy and water sector by 2024	3.11 Number of artisan learners enrolled	311	868	88	956	645	307%	207%	Target exceeded. Increased demand for Artisan recognition of prior learning to improve the prospects for the existing experienced workforce, has led to the target being exceeded. Additionally, the energy and water sector has experienced a notable increase in industry demand for artisan development, particularly through the DHET Centres of Specialisation (CoS) initiative.
	3.12 Number of artisan learners completed	145	41	183	224	79	154%	54%	Target exceeded. Increased demand for Artisan recognition of prior learning to improve the prospects for the existing experienced workforce, has led to the target being exceeded.

Outcomes	Output indicators	Annual target	SETA funded	Industry funded	Annual performance	Variance	% Achieved	% Variance	Reasons for variances (provided for variances >10%)
	3.13 Number of unemployed learners granted Bursaries (new enrolments)	300	309	0	309	9	103%	3%	Target met
	3.14 Number of unemployed learners granted Bursaries (continuing)	-	120	0	120	120	Not calculated due to nil target	Not calculated due to nil target	This indicator had a nil target for 2024/25 financial year. The reported achievement relates to participants who are continuing in their bursary programmes, having entered in a previous year.
	3.15 Number of unemployed learners granted Bursaries completed their studies	50	50	0	50	0	100%	0%	Target met.
	3.16 Number of learners enrolled RPL/ARPL	618	881	128	1009	391	163%	63%	Target exceeded. Increased demand for Artisan recognition of prior learning to improve the prospects for the existing experienced workforce, has led to the target being exceeded.
	3.17 Number of learners completed RPL/ARPL	156	262	93	355	199	228%	128%	Target exceeded. Increased demand for Artisan recognition of prior learning to improve the prospects for the existing experienced workforce, has led to the target being exceeded.
	3.18 Number of Public colleges (TVET / CET) partnerships established	3	14	0	14	11	467%	367%	Target exceeded. Continued advocacy for growth of the public college system has resulted in increased collaboration between EWSETA, industry and colleges.
	3.19 Number of TVET partnerships established	-							This indicator had a nil target for 2024/25 financial year but was merged with other indicators to ensure the objective is still achieved.
	3.20 Number of HEI partnerships established	2	7	0	7	5	350%	250%	Target exceeded The increased demand for high level skills has necessitated a large number of HEI partnerships, as this is where high level skills provisioning primarily occurs.

Outcomes	Output indicators	Annual target	SETA funded	Industry funded	Annual performance	Variance	% Achieved	% Variance	Reasons for variances (provided for variances >10%)
	3.21 Number of CET partnerships established	-							This indicator had a nil target for 2024/25 financial year but was merged with other indicators to ensure the objective is still achieved.
	3.22 Number of SETA - Employer and Strategic partnerships established	10	10	0	10	0	100%	0%	Target met.
	3.23 Number of SETA - Employer partnerships established	-							This indicator had a nil target for 2024/25 financial year but was merged with other indicators to ensure the objective is still achieved.
	3.24 Number of strategic partnerships established	-							This indicator had a nil target for 2024/25 financial year but was merged with other indicators to ensure the objective is still achieved.
	3.25 Number of Inter-SETA partnerships established	2	2	0	2	0	100%	0%	Target met.
Increased skills capacity through workplace-based learning	3.26 Number of TVET and University students requiring work integrated learning to complete their qualifications placed in workplaces	953	0	0	0	-953	0%	-100%	Target not met. Implementation of work integrated learning programmes continues to pose a challenge due to an effective approach. A plan will be developed to ensure effective implementation of work integrated learning in the sector.
	3.27 Number of TVET and University students requiring Work Integrated Learning completed their workplace learning	123	125	0	125	2	102%	2%	Target met.
	3.28 Number of TVET students requiring Work Integrated Learning to complete their qualifications placed in workplaces	-							This indicator had a nil target for 2024/25 financial year but was merged with other indicators to ensure the objective is still achieved.

Outcomes	Output indicators	Annual target	SETA funded	Industry funded	Annual performance	Variance	% Achieved	% Variance	Reasons for variances (provided for variances >10%)
	3.29 Number of TVET students completed their Work Integrated Learning placements	-							This indicator had a nil target for 2024/25 financial year but was merged with other indicators to ensure the objective is still achieved.
	3.30 Number of university students requiring Work Integrated Learning to complete their qualifications placed in workplaces	-							This indicator had a nil target for 2024/25 financial year but was merged with other indicators to ensure the objective is still achieved.
	3.31 Number of university students completed their Work Integrated Learning placements	-							This indicator had a nil target for 2024/25 financial year but was merged with other indicators to ensure the objective is still achieved.
	3.32 Number of unemployed learners enrolled Internships	300	311	0	311	11	104%	4%	Target met
	3.33 Number of unemployed learners completed Internships	225	249	0	249	24	111%	11%	Target exceeded. The target was exceeded as several planned work integrated learning programmes were converted to internships in the prior period, resulting in completions in the current financial year.
	3.34 Number of unemployed learners enrolled Skills programmes	2146	957	0	957	-1189	45%	-55%	Target not met. The phasing out of qualifications registered before 2009 (legacy qualifications) has decreased the number of accredited training providers and implementation capacity for skills programmes. Interested parties are being approached and invited to implement skills programmes to mitigate performance risk.

Outcomes	Output indicators	Annual target	SETA funded	Industry funded	Annual performance	Variance	% Achieved	% Variance	Reasons for variances (provided for variances >10%)
	3.35 Number of unemployed learners completed Skills programmes	1846	416	209	625	-1221	34%	-66%	Target not met. The phasing out of qualifications registered before 2009 (legacy qualifications) has decreased the number of accredited training providers and implementation capacity for skills programmes. Interested parties are being approached and invited to implement skills programmes to mitigate performance risk.
	3.36 Number of unemployed learners enrolled Learnerships programmes	1125	1112	14	1126	1	100%	0%	Target met.
	3.37 Number of unemployed learners completed Learnerships programmes	600	202	430	632	32	105%	5%	Target met.
	3.38 Number of learners enrolled for Candidacy programmes	225	38	0	38	-187	17%	-83%	Target not met. Changes to the implementation mechanisms of partners resulted in delayed implementation of planned programmes.
	3.39 Number of learners completed Candidacy programmes	150	0	0	0	-150	0%	-100%	Target not met. Changes to the implementation mechanisms of partners resulted in delayed implementation of planned programmes.
	3.40 Number of registered professionals entered Continuous Professional Development (CPD) accredited interventions	300	310	0	310	10	103%	3%	Target met.

Outcomes	Output indicators	Annual target	SETA funded	Industry funded	Annual performance	Variance	% Achieved	% Variance	Reasons for variances (provided for variances >10%)
	3.41 Number of learners supported with short courses	300	760	0	760	460	253%	153%	Target exceeded. Given the rapid pace of change in the sector, short courses are increasingly being implemented to improve the workforce's ability to quickly adapt to these changes.
	3.42 Number of learners entered short courses	-							This indicator had a nil target for 2024/25 financial year but was merged with other indicators to ensure the objective is still achieved.
	3.43 Number of learners completed short courses	-							This indicator had a nil target for 2024/25 financial year but was merged with other indicators to ensure the objective is still achieved.
Increased skills capacity through workplace-based learning	3.44 Number of workers enrolled in Learnerships programmes	225	175	56	231	6	103%	3%	Target met.
	3.45 Number of workers completed Learnerships programmes	129	11	223	234	105	181%	81%	Target exceeded. Due to improved alignment with industry to accommodate learnerships for workers, the completion rate against this indicator has improved to exceed the target.
	3.46 Number of workers granted Bursaries (new entries)	90	103	0	103	13	114%	14%	Target exceeded. The performance target was exceeded due to a significant increase in demand for high-level skills funded through bursaries. This demand is driven by significant technological and industry advances which drive the demand for high-level skills.
	3.47 Number of workers granted Bursaries (continuing)	-	5	0	5	5	Not calculated due to nil target	Not calculated due to nil target	This indicator had a nil target for 2024/25 financial year. The reported achievement relates to participants who are continuing in their bursary programmes, having entered in a previous year.

Outcomes	Output indicators	Annual target	SETA funded	Industry funded	Annual performance	Variance	% Achieved	% Variance	Reasons for variances (provided for variances >10%)
	3.48 Number of workers granted Bursaries completed their studies	30	135	0	135	105	450%	350%	Target exceeded. The performance target was exceeded due to a significant increase in demand for high-level skills funded through bursaries. Improved collaboration directly with employers and industry associations has also led to higher completion rates for worker bursaries.
	3.49 Number of workers enrolled Skills programmes	1434	607	0	607	-827	42%	-58%	Target not met. The phasing out of qualifications registered before 2009 (legacy qualifications) has decreased the number of accredited training providers and implementation capacity for skills programmes. Interested parties are being approached and invited to implement skills programmes to mitigate performance risk.
	3.50 Number of workers completed Skills programmes	1233	481	858	1339	106	109%	9%	Target met.
	3.51 Number of workers enrolled AET programmes	-							This indicator had a nil target for 2024/25 financial year as EWSETA changed its AET focus to CET-led programmes.
	3.52 Number of workers completed AET programmes	-							This indicator had a nil target for 2024/25 financial year as EWSETA changed its AET focus to CET-led programmes.
	3.53 Number of Federations / Trade Unions supported through the relevant skills training interventions	-							This indicator had a nil target for 2024/25 financial year but was implemented through other indicators to ensure the objective is still achieved.

Outcomes	Output indicators	Annual target	SETA funded	Industry funded	Annual performance	Variance	% Achieved	% Variance	Reasons for variances (provided for variances >10%)
Increased economical participation of CBOs/ NGOs/ NPOs/ SMMEs within the energy and water sector	3.54 Number of established or emergent cooperatives trained on sector and national priority occupations or skills	Indicator 3.54 (i.e. Number of established or emergent cooperatives trained on sector and national priority occupations or skills) was erroneously duplicated in the APP when merged with indicator 3.5 and 3.54, but is reported only once in this Annual Report, as indicator 3.6 on page xx.							
	3.55 Number of cooperatives funded for skills that enhance enterprise growth and development	-							This indicator had a nil target for 2024/25 financial year but was merged with other indicators to ensure the objective is still achieved.
	3.56 Number of small business funded for skills that enhance growth and development	-							This indicator had a nil target for 2024/25 financial year but was merged with other indicators to ensure the objective is still achieved.
	3.57 Number of people trained on entrepreneurship supported to start their businesses.	-							This indicator had a nil target for 2024/25 financial year but was merged with other indicators to ensure the objective is still achieved.
	3.58 Number of CBOs/ NGOs/NPOs funded for skills that enhance the development and sustainability of their organisation activities	10	11	0	11	1	110%	10%	Target met.
Increased support for the growth of college system	3.59 Number of SETA offices established and maintained in TVET colleges	4	4	0	4	0	100%	0%	Target met.

Outcomes	Output indicators	Annual target	SETA funded	Industry funded	Annual performance	Variance	% Achieved	% Variance	Reasons for variances (provided for variances >10%)
	3.60 Number of Centres of Specialisation supported	2	4	0	4	2	200%	100%	Target exceeded The energy and water sector has experienced a notable increase in industry demand for artisan development, particularly through the DHET Centres of Specialisation (CoS) initiative. This heightened demand led to increased enrolments and participation beyond initial expectations.
	3.61 Number of TVET Managers/Lecturers exposed to the industry through Skills programmes	10	17	0	17	7	170%	70%	Target exceeded. Continued advocacy for growth of the public college system has resulted in increased collaboration between EWSETA, industry and colleges in the areas of lecturer development. This enabled EWSETA to exceed this target.
	3.62 Number of TVET Lecturers exposed to the industry through Skills programmes.	-							This indicator had a nil target for 2024/25 financial year but was merged with other indicators to ensure the objective is still achieved.
	3.63 Number of TVET College Managers receiving training on curriculum related studies.	-							This indicator had a nil target for 2024/25 financial year but was merged with other indicators to ensure the objective is still achieved.
	3.64 Number of TVET college Lecturers awarded Bursaries	5	5	0	5	0	100%	0%	Target met.
	3.65 TVET colleges infrastructure development (equipment/workshops).	2	2	0	2	0	100%	0%	Target met.

Outcomes	Output indicators	Annual target	SETA funded	Industry funded	Annual performance	Variance	% Achieved	% Variance	Reasons for variances (provided for variances >10%)
	3.66 Number of CET College Managers/ Lecturers awarded skills development programmes.	10	25	0	25	15	250%	150%	Target exceeded. Continued advocacy for growth of the public college system and improved ongoing collaboration with CET colleges has allowed for EWSETA to suitably identify and support the needs of CET colleges. The need in the area of lecturer development has been larger than initially determined at planning stage.
	3.67 Number of CET college lecturers awarded skills development programmes	-							This indicator had a nil target for 2024/25 financial year but was merged with other indicators to ensure the objective is still achieved.
	3.68 CET colleges infrastructure development support (equipment/ workshop/ Connectivity / ICT).	2	2	0	2	0	100%	0%	Target met.
	3.69 Number of CET College Managers receiving training on curriculum related studies	-							This indicator had a nil target for 2024/25 financial year but was merged with other indicators to ensure the objective is still achieved.
	3.70 Number of CET learners accessing AET programmes.	50	100	0	100	50	200%	100%	Target exceeded. Continued advocacy for growth of the public college system and improved ongoing collaboration with CET colleges has allowed for EWSETA to suitably identify and support the needs of CET colleges. The need in the area of AET has been larger than initially determined at planning stage.

Outcomes	Output indicators	Annual target	SETA funded	Industry funded	Annual performance	Variance	% Achieved	% Variance	Reasons for variances (provided for variances >10%)
Increased uptake of careers in energy and water sectors	3.71 Number of Career Development Events in urban areas on occupations in high demand	20	21	0	21	1	105%	5%	Target met.
	3.72 Number of Career Development Events in rural areas on occupations in high demand	20	26	0	26	6	130%	30%	Target exceeded. EWSETA and partners collectively have expanded the reach of career development events to more rural areas. There have been additional invitations from other SETA's and stakeholders to collaborate, and where possible, these have been honoured to expand our rural footprint.
	3.73 Number of Career Development Practitioners trained.	300	314	0	314	14	105%	5%	Target met.
	3.74 Number of capacity building workshops on Career Development Services initiated	9	12	0	12	3	133%	33%	Target exceeded. EWSETA and partners collectively have expanded the reach of career development events to more rural areas. There have been additional invitations from other SETA's and stakeholders to collaborate, and where possible, these have been honoured to expand our rural footprint.
	3.75 Develop and implement career guidance portal	-							This indicator had a nil target for 2024/25 financial year as the portal was implemented in a prior financial year.
	3.76 Number of STEAM support programme	2	2	-	2	0	100%	0%	Target met.

Outcomes	Output indicators	Annual target	SETA funded	Industry funded	Annual performance	Variance	% Achieved	% Variance	Reasons for variances (provided for variances >10%)
PROGRAMME 4: QUALITY ASSURANCE									
Updated qualifications that are aligned to the current skills training needs	4.1 No of workplaces approved	20	-	-	20	0	100%	0%	Target met.
	4.2 No of skills development providers accredited	-							This indicator had a nil target for 2024/25 financial year.
	4.3 Percentage of applications for certificate received and processed within 60 days	-							This indicator had a nil target for 2024/25 financial year.
	4.4 No of qualifications developed	2	-	-	2	0	100%	0%	Target met.
	4.5 No of Skills programmes developed	5	-	-	8	3	160%	60%	Target exceeded. Given the rapid pace of change in the sector, skills programmes are increasingly being demanded to meet the rapid pace of skills demand in the sector.
	4.6 No of QAS addendum developed	4	-	-	6	2	150%	50%	Target exceeded. QAS addendum development has lagged in previous years, thus additional QAS addenda are being developed to correct this.

STRATEGY TO OVERCOME AREAS OF UNDER-PERFORMANCE

STRENGTHENING PARTNERSHIPS TO IMPROVE DELIVERY

Recognising the critical role of partnerships in delivering on our programmes, we will place greater emphasis on enhancing the effectiveness and responsiveness of our collaborative relationships. While some performance targets were not achieved due to limitations in certain partnership dynamics, we aim to improve the coordination, alignment, and accountability mechanisms within these relationships. Particular attention will be given to underperforming areas such as work-integrated learning and candidacy, where strengthened partnerships can drive more consistent and scalable implementation.

FULL IMPLEMENTATION OF SECTOR-RELEVANT QUALIFICATIONS

We continue to invest substantially in developing sector-relevant qualifications that respond to quickly evolving skills needs. To address underperformance, we will prioritise the full implementation of these qualifications by deepening engagement with industry stakeholders to strengthen uptake. This will enable increased learner enrolments, support the development of a sustainable skills pipeline, and ultimately ensure that the workforce is equipped with the right competencies to meet current and future sectoral demands.

OPTIMISING THE OPERATING MODEL AND STRENGTHENING INTERNAL CAPACITY

A key strategic focus for the year ahead will be the optimisation of our operating model and strengthening internal capacity. This will include strengthening our teams and investing in the automation of key systems and processes. These improvements will not only support a more efficient and responsive organisation but will also ensure that performance delivery is aligned with strategy and contributes meaningfully to the achievement of organisational goals.

CREATING IMPACT: CHAMPIONING VOCATIONAL EXCELLENCE WITH SAPCO AT THE ICTVET 2024 CONFERENCE

In 2024, EWSETA partnered with the South African Public Colleges Organisation (SAPCO) as a sponsor of the Annual International Conference on Technical and Vocational Education and Training (ICTVET). This strategic investment reflects EWSETA's ongoing commitment to strengthening the TVET sector and addressing South Africa's critical skills shortage in the energy and water sectors.

The collaboration provided EWSETA with a platform to:



DEMONSTRATE LEADERSHIP IN VOCATIONAL EXCELLENCE: Showcasing our role in improving the quality and relevance of vocational training to meet the demands of a rapidly evolving economy.



STRENGTHEN STAKEHOLDER ENGAGEMENT: Engaging with government, industry leaders, and academic institutions to foster partnerships that can enhance skills development and training outcomes.



PROMOTE STRATEGIC INITIATIVES: Sharing progress on curriculum development, industry-aligned training, and support for TVET colleges across South Africa.



DRIVE INNOVATION AND THOUGHT LEADERSHIP: Participating in global TVET discussions to align with emerging trends, ensuring our programmes remain relevant, future-focused, and impactful.

Through this partnership, EWSETA reinforced its position as a champion of vocational education, contributing to the creation of a sustainable, inclusive economy. By connecting with national and international TVET stakeholders, EWSETA is shaping an education and training environment that empowers learners, supports industry needs, and drives South Africa's energy and water sectors forward.

LINKING PERFORMANCE WITH BUDGETS

LINKING PERFORMANCE WITH BUDGETS							
Programme/Activity/ Objective	2023/24			2024/25			2024/25 Variance Explanations
	Budget R'000	Actual Expenditure R'000	Over/ (Under)	Budget R'000	Actual Expenditure R'000	Over/ (Under)	
Administration	86 804	82 285	-4 519	109 637	93 774	-15 863	Underspent due to cost savings
Mandatory Grants	74 668	82 107	7 439	79 148	89 898	10 750	This is above budget due to more levy payers that qualified and were approved for mandatory grants in the current financial year and their payroll costs increased.
Skills planning (Research)	5 416	1 108	-4 308	5 223	923	-4 300	The Sector Skills Plan was developed internally due to unsuitable service providers that were available in the market. There were more implemented projects in the current year.
Discretionary grants	193 666	202 591	8 925	204 286	228 367	24 081	This is due to the implementation of previously committed projects and the entity spending the excess cash surplus generated during the year on learning programmes and projects
Special Projects		696	696	0	1 040	1 040	EWSETA received a conditional grant from DWS for the implementation of the WOL project. As the grant was conditional, it was recognised as a liability, to be released to income as and when expenses relating to the WOL project are incurred. During the 2024/25 financial year EWSETA incurred legal fees directly related to the WOL project that was not budgeted for.
Career Guidance	2 600	1 486	-1 114	2 029	2 026	-3	This is attributed to the insourcing of the career awareness guide rewrite. The procurement for the Career Awareness Activation provider extended into the new financial year.
Qualification Assurance	10 170	4 105	-6 065	10 170	10 510	340	Through an open tender process, the entity has secured favourable rates for all Quality Assurance service providers for a three-year period, resulting in significant cost savings.

REVENUE COLLECTION							
Source of Revenue	2023/24			2024/25			2024/25 Variance Explanations
	Budget R'000	Actual Collection R'000	Over/ (Under)	Budget R'000	Actual Collection R'000	Over/ (Under)	
Levies	338 205	378 368	40 163	377 139	419 527	42 388	EWSETA collected a slightly higher revenue from levies compared to the budget due to new employers joining the energy and water sector and an increase in their payroll costs
Other income	120	439	319	126	134	8	Insurance proceeds received from stolen computers of R40 thousand and recoveries from employees of R94
Interest income	35 000	41 855	6 855	36 706	43 344	6 638	Mainly attributable to interest earned on higher cash balances and the Reserve Bank's increase in interest rates
Special Project		696	696	0	0	0	Special project income relates to the recovery of EWSETA's cost to implement the War on Leaks project. The income is not included in the budget because it mirrors EWSETA's expenses on the project and these expenses are financed by a conditional grant from DWS.

CAPITAL INVESTMENTS

The entity did not have any infrastructure projects in progress during the year. The capital expenditure is related to the purchase of computer equipment and software.



Overview by the CORPORATE SERVICES EXECUTIVE

Candice Moodley

Programme 1: Administration, serves as the backbone of the EWSETA, driving excellence through good governance, a strong internal control environment, and integrated support services. While the entity recorded a qualified audit outcome in the 2023/2024 reporting year, this has provided a catalyst for strengthening systems, deepening accountability, and accelerating improvements across the organisation. Key enablers such as ICT, human resources, and marketing have been leveraged not only to enhance operational efficiency but also to build an agile, transparent, and stakeholder-centric institution that is well positioned to deliver on its mandate and create lasting impact.

This has required reimagining our operating model to ensure that governance, compliance, and performance management remain at the heart of our operations, while our stakeholders continue to be the ultimate beneficiaries of a well-run institution. Central to this has been the alignment of business processes, systems, and people to create an integrated administration environment that drives efficiency, transparency, and accountability. Since 2023, these efforts have matured into visible progress across the administration value chain – from governance and internal controls to ICT, HR, and communications and marketing – enabling the organisation to deliver more effectively on its strategy.

INFORMATION AND COMMUNICATIONS TECHNOLOGY

EWSETA's ICT strategy is anchored on a "digital by design" and "build to share" philosophy, positioning technology as a core enabler of good governance, efficiency, and service excellence. Beyond being a support service, ICT has become integral to strengthening the organisation's administrative capacity by ensuring that systems, processes, and information are seamlessly aligned to deliver on EWSETA's mandate.





The increase in visibility and trust has been bolstered by high-impact storytelling from across various programmes implemented with our partners, interventions in hydrogen skills development, and human-centred beneficiary profiles showcasing the transformative impact of EWSETA's programmes.



At the centre of this transformation is the in-house InteGREAT platform, which has significantly advanced the organisation's digital maturity. By automating regulatory submissions, consolidating Workplace Skills Plan (WSP) and Annual Training Report (ATR) processes, and introducing advanced reporting tools, InteGREAT has streamlined core administrative functions. These enhancements have not only improved compliance and accountability but also enabled more reliable decision-making through better data management and accessibility for both internal users and external stakeholders.

ICT governance has been a strong focus during the reporting period, ensuring that digital investments are strategically aligned with organisational goals. Guided by the ICT Governance Committee and framed by DPSA policy, King IV principles, and the Government Digital Strategy, EWSETA strengthened its governance architecture by embedding ICT risk management into the broader enterprise risk framework and approving an ICT Governance Charter. These steps have reinforced administrative oversight, accountability, and alignment with national priorities.

Cybersecurity and resilience measures were advanced to protect the integrity of EWSETA's operations. Data encryption, multi-factor authentication, and network access control were implemented to safeguard information assets, ensuring compliance with POPIA, PFMA, and international standards. Parallel to this, investments in business continuity, including the adoption of an immutable infrastructure model and a dedicated disaster recovery site, have provided greater assurance of operational stability and reliability.

Looking ahead, EWSETA's digital roadmap will continue to enhance administrative capacity. The expansion of InteGREAT, the rollout of an Enterprise Resource Planning (ERP) solution to integrate finance, supply chain, and HR, and the operationalisation of a

comprehensive data governance strategy will create a single source of truth to support governance and strategic planning. Further priorities include cloud optimisation, endpoint security, and preparing internal systems for AI integration to strengthen analytics, evidence-based decision-making, and improved stakeholder experiences.

ICT will therefore remain a cornerstone of EWSETA's administration, driving transparency, strengthening internal controls, and ensuring that the organisation operates with agility, security, and resilience in delivering on its mandate.

STRATEGIC COMMUNICATIONS AND MARKETING

EWSETA's marketing and communications team has played a pivotal role in repositioning the organisation as a strategic thought leader in the energy and water sectors. The focus has shifted from mere visibility to measurable impact, ensuring that every engagement, be it at conferences, summits, or sector forums, reflects an understanding of the sector it serves.

The communication strategy has evolved to reflect a more systems-thinking approach, integrating narratives around infrastructure, financing, and sectoral capacity building alongside core skills conversations. This strategic repositioning has yielded clear results.

In 2024/25, stakeholder satisfaction metrics showed a marked improvement, with EWSETA's Net Promoter Score (NPS) rising dramatically from -23 in 2023 to +34 in 2024, signalling enhanced stakeholder confidence and affirmation that the revised operating model where stakeholder-centricity was one of the two design pillars, is effective.

What is equally exciting for the organisation, is that the overall stakeholder satisfaction index achieved is 70%. Whilst this falls short of the institutional five-year index of 90% which in hindsight was an extremely ambitious target for any organisation, a 70% satisfaction index is illustrative of an organisation that has placed significant focus in the past five years on building stakeholder trust and engagement. We look forward to improving on this outcome in the new strategic period.

The increase in visibility and trust has been bolstered by high-impact storytelling from across various programmes implemented with our partners, interventions in hydrogen skills development, and human-centred beneficiary profiles showcasing the transformative impact of EWSETA's programmes.

EWSETA's thought leadership and visibility were further amplified through participation in key national events such as the DEVAC Hydrogen Indaba, EcoFuture Innovation Summit, Green Youth Indaba, WISA Biennial Conference, ESG Africa Conference, ENLIT and WINDABA to name a few. These platforms enabled targeted messaging that aligned with national skills priorities and the sectors we serve. The receiving of prestigious Awards such as the SAWEA Stakeholder Recognition Award and the "Women Empowerment in the Workplace" in the government sub-category of the 12th Gender Mainstreaming Awards for Africa, not only elevated EWSETA's profile but reinforced its strategic positioning as a transformation enabler and connector between industry and post-school education and training (PSET) institutions.

Career guidance awareness remained a core pillar of the communications strategy, supporting EWSETA's mandate to promote skills alignment with sectoral demands. Outreach efforts included 47 activations across rural and urban areas, direct engagement with thousands of learners and the capacitation of 314 career development practitioners. These efforts ensured that young people and job seekers are equipped with accurate, accessible information about viable career paths in the energy and water sector.

In a strategic effort to deepen STEAM career awareness and support to improve learner outcomes, EWSETA partnered with Lixan Projects through the Netlearn Programme to implement a high-impact intervention at Ramabele Senior Secondary School. The initiative provided structured tutoring in mathematics and science, educator development, holiday exam revision camps, and a dynamic Career Day that reached over 268 Grade 9–11 learners.

A clear highlight of the programme's success is the story of Sibusiso Mdluli, a participant who achieved a remarkable 75% in mathematics and received special recognition for academic excellence. This outcome, alongside the overall improvement in



STAKEHOLDER SATISFACTION SURVEY

The EWSETA NPS score improved from -25 in 2023/24 to +34 in 2024/25 signifying improvements in customer satisfaction and evidencing efforts that have been actioned to improve the experience of the customers, which in turn has positively impacted the brand image. This score also highly suggests the conversion of previous stakeholders who were either detractors and/or passive to promoters of the EWSETA brand.



70% overall customer satisfaction index
+34 Net Promoter Score



91% of respondents expressed a willingness for future collaboration

The survey assessed EWSETA's response to skills development needs, impact on the sector, service quality, trust and accountability, values, expectations versus reality, and the overall experience, all showing positive ratings that reflect strengthened stakeholder confidence.

BRAND VISIBILITY AND NATIONAL MEDIA PRESENCE

Net Media Reputation Score: **90** (2nd highest among SETAs)

Media Share of Voice (SETA Benchmark): **19%** (4th overall)

AVE (Advertising Value Equivalent): **R 10 453 226**



TOTAL MEDIA REACH: 1 APR - 31 MAR 2025

Print: 72 articles/mentions (31%)

Broadcast: 19 articles/mentions (8%)

Online: 143 articles/mentions (61%)

academic performance across the grades, reinforces the effectiveness of targeted skills development and career awareness initiatives. By aligning learners' exposure to EWSETA's career pathways and occupational opportunities within the energy and water sectors, this partnership exemplifies our commitment to building a confident, capable, and STEAM-literate youth pipeline.

EWSETA's thought leadership agenda was advanced through editorial contributions and strategic executive profiling. Op-eds were published in respected platforms such as Business Day, Green Economy Journal, and Positive Impact Magazine, while EWSETA executives were featured speakers at summits including BRICS Youth Innovation, the Green Economy Conference, and the Hydrogen System Practitioners Launch. Communications and content support were extended to flagship interventions like the Nkangala TVET Reskilling Lab and PoVE Water Hackathon, reinforcing EWSETA's role in sector innovation and public-private collaboration.

Internally, culture-building campaigns like the "ONE SETA" and "Yenza Kahle" have strengthened employee engagement. Strategic internal communications, ensured that EWSETA's RITE values and strategic intent were embedded across all levels of the organisation.

Looking ahead, EWSETA's Communications and Marketing initiatives will drive integrated campaigns that reflect the organisation's renewed direction. There are some incredibly exciting, innovative and ground-breaking communication and marketing initiatives being planned, particularly with a focus on widening access to EWSETA services and driving inclusivity to ensure broad participation across our programmes.

HUMAN RESOURCES

Delivering on EWSETA's mandate requires a responsive and strategically aligned human capital approach that not only fosters organisational agility but also strengthens effective administration. By ensuring that people, processes, and structures are optimally aligned, human capital management supports sound governance, operational excellence, and measurable performance across the organisation.

In the 2024/25 reporting period, EWSETA prioritised strengthening institutional capability and embedding a high-performance culture across the organisation. Through targeted interventions in leadership development, performance management, talent retention, and workforce planning, deliberate steps were taken to create an enabling environment that supports excellence, accountability, and impact.

41

Average number of staff trained annually over the past five years

R799 000

Average spend annually over the past five years

EWSETA WORKFORCE SPLIT

72%



28%



NUMBER OF EMPLOYEES TRAINED IN 2024/2025



64



LIVE WEBINAR WED 13 NOVEMBER 2024 | 12:00 PM SAST

Enlit Africa, ESI, EW SETA, WATER SECURITY

**SKILLS FOR A WATER-WISE FUTURE:
BLENDING INNOVATION WITH
INDIGENOUS WISDOM**

Mpho Mookapele
CEO, Energy and Water Sector
Education and Training Authority
(EWSETA)

JOIN ME ONLINE



The implementation of the operating model has not progressed at the pace originally anticipated and the organisation was not able to achieve the full five year implementation target as per our institutional outcomes. While the ambition was bold, timelines proved overly optimistic given the complexity and depth of the transformation required. Nonetheless, EWSETA has remained committed to the process anchored in rigorous consultation, organisational design integrity, and long-term sustainability. The principle has always been clear: do it right the first time, rather than rush and compromise the intended objectives.

This extended timeline has had several knock-on effects. Organisational culture change has been slower than anticipated and labour relations, historically stable, experienced some turbulence. The transition to a new union, NEHAWU, during the reporting period introduced new dynamics, which EWSETA continues to manage constructively with the interests of our employees at the forefront.

Delays in the organisational design implementation have also impacted capacity, particularly in the strategic planning and skills delivery business areas. Critical posts remained unfilled for extended periods, placing significant strain on existing staff who have often had to assume responsibilities beyond their core roles. Despite these challenges, the dedication, resilience, and willingness of staff to step up, ensured continuity of operations, enabling the organisation's improved performance outcome.

In recognition of the higher levels of expectation placed on employees, EWSETA undertook a review of its total rewards strategy, including the introduction of a tiered short-term incentive model to recognise and reward high performance. With an Annual Performance Plan (APP) achievement of 87% for the 2024/25 period, the organisation has qualified for the second-tier incentive band. This is both a reflection of staff resilience and a signal of the organisation's determination to build a sustainable, performance-driven culture through fair and transparent appropriate incentive mechanisms.

In the Human Resource Section of this annual report (page xx to xx) you will be able to engage the relevant HR tables. However, below we are pleased to present some high level HR statistics for the year under review.

Administration remains central to driving the operationalisation of EWSETA's strategic intent. Our approach is firmly rooted in understanding and responding to stakeholder needs, not simply as clients, but as partners in shaping the sector's future. In this context, administration is no longer seen as a back-office function but as a strategic enabler that ensures institutional efficiency, resilience, and impact.



Over the past five years, our transformational journey has delivered measurable impact, with a 96% success rate in staff development, 30 graduates across 25 qualifications from degrees to MBAs, and an ongoing investment in human capital. Alongside this, we have strengthened industry presence, built strategic stakeholder partnerships, enhanced processes through InteGREAT, and elevated our visibility, achievements that reflect both growth and resilience.



As EWSETA continues its transformation journey, strengthening administration will be pivotal in embedding a fully operational, stakeholder-centric model that underpins long-term organisational sustainability. This includes deepening a culture of high performance, collaboration, and accountability, capacitating our structures through both recruitment and systems thinking, and ensuring knowledge-sharing becomes embedded practice. Strengthening labour relations and unlocking the full potential of our people strategies will remain priorities, ensuring our employees are empowered to deliver with excellence.

The lessons from our operating model implementation, particularly the importance of doing things right rather than quickly, will continue to shape how EWSETA manages change, builds trust, and develops leadership at all levels. Through sound governance, operational excellence, and organisational agility, EWSETA is positioning itself to lead with impact and to build a future-ready workforce that can effectively serve the needs of the energy and water sector.

As Corporate Services Executive, I wish to extend my sincere appreciation to all teams across the organisation, with particular recognition to ICT, HR, and Marketing, whose collective contributions ensured that administrative systems and enablers delivered on their strategic intent. To our stakeholders, your continued support and collaboration remain the driving force behind our commitment to service excellence and impact.

CANDICE MOODLEY

Corporate Services Executive



Lizzy Sekgobela: Finance Administrator to Financial Controller

I have been part of the EWSETA family since 2014, starting my journey as a Finance Administrator. In 2022, I embarked on a study journey to pursue my Bachelor of Commerce degree, which I successfully completed in 2024.

The EWSETA staff development programme has been a turning point in my career. It equipped me with the confidence, skills, and knowledge to take on greater responsibilities and deliver with impact. This growth has been recognised through my recent promotion to Financial Controller – a milestone that validates my hard work and demonstrates the value of investing in people.

This opportunity has empowered me to bring a broader perspective to my role, incorporating the full spectrum of financial knowledge gained through my studies. I am now able to support my team more comprehensively and strategically, driving stronger results for the organisation.

To me, continuous learning is non-negotiable. It's the key to personal growth, career progress, and making a meaningful difference in the workplace. My journey is proof that when organisations invest in their people, potential is truly unlocked.

Lizzy's story reflects the impact of EWSETA's people development strategy – turning potential into performance, and personal growth into organisational strength.

STAFF TESTIMONIAL



ELECTRICITY + CONTROL

energy + information in industry

Training for women in electrical and renewable energy

16 May 2024

The Energy and Water Sector Education and Training Authority (EWSETA), the United States Agency for International Development (USAID), in support of Power Africa, a US government-led partnership, and the United Nations Development Programme (UNDP) South Africa have launched Phase 2 of the Just Energy Transition (JET) Technical Training for Women in Electrical and Renewable Energy Programme in Limpopo. This provides for women electricians and artisans in Limpopo to receive specialised technical training at seven Technical and Vocational Education and Training (TVET) Colleges in the province.



Students Thato Lernekwane, Tshipiso Kwenaita, Linah Molope and Winny Setelose with EWSETA CEO Mpho Mokapele (centre).

The initiative marks a significant step forward in equipping women with the skills they need to succeed in traditionally male-dominated industries, fostering a more inclusive workforce in these sectors.



The issues around education and training of artisans can be fixed

Compiled by Tanya Olders

What are the obstacles facing artisan education and what are the solutions?

Stats SA has reported that there is a decline in individuals who only have a primary school education. In 1994, at the dawn of South Africa's democracy, the number of people with only a primary school – or less – education stood at 50%. In 2022, the number has dropped to 22%.

According to a media release from Stats SA, youth unemployment climbed in the fourth quarter of 2023 to 44.3% from 43.4% in the third quarter. Other sources place that percentage significantly higher.

School leavers are a different kettle of fish when it comes to education, however. For those seeking training in plumbing and other trades, there is greater access to pursue their careers. However, skills gaps, not of date curricula and mentors who have no real trade experience can be seen as part of the issues these potential artisans face. There is the issue of cost of training, unaccredited or fly-by-night trade colleges and lack of on-site work experience opportunities for learners.

around theory and practical, however, not all TVET colleges are created equal.

It could be difficult for some colleges to invest in machinery and equipment, and some lecturers in these colleges may not be exposed to the industries that they are teaching.

"Access to experiential learning is vital, but we need a number of factors like access to workplaces that prevent that from being possible," says Mokapele. "For example, TVET colleges have learners that are waiting to be placed, but the colleges may not be aware of which industry partners are willing to take apprentices in for their practical training requirements. This equates to the need for private sector and public colleges to work closer together. Another factor that limits access to workplaces is the distance between the available workplaces to rural areas, making it difficult for learners from rural villages to access these workplaces."

Financial constraints on colleges and students could also be a contributing factor.

"What seems to be prevalent in businesses not offering internships because of the cost of providing the interns a salary," says Tanya Olders. "Students then end up staying at home or continuing their studies instead of gaining experience in practical work."

This is echoed by Sherrin Oostendorp of Hararebe. "There is a government focus on increasing work experience opportunities. In the long run, however, the bigger issue lies in work readiness that enables young people to grab opportunities."



Apprenticeship is a way to gain experience on-site.

"Over 300 young people are currently enrolled in our apprenticeship programme, gaining relevant skills and workplace exposure," says Tanya Olders, marketing associate with Butcher Education. "We have a cohort of 40,000 qualified artisans, with a national target to produce 30,000 per year by 2025. Currently, just 13,000 students graduate from government TET colleges yearly, with less than 1% of these actually qualified as artisans. We are not educating enough artisans to meet the demands of the industry."

"The other aspect that is a continuous concern is that new technology, products and materials are regularly integrated or introduced into the plumbing industry and the curriculum is not frequently updated to incorporate these items or technology which causes the apprentices or learners to be at a disadvantage when exposed to these in the workplace," says Tanya Olders, National Training Manager with QPSA.



EWSETA — enriching tomorrow's energy and water workforce

Are we ready to revolutionise the energy and water sector and tackle the pressing challenges of climate change head-on? In a world where innovation and sustainability are paramount, organisations like the Energy and Water Sector Education and Training Authority (EWSETA) are leading the charge.

At EWSETA, we are committed to equipping the next generation of professionals with the skills and knowledge they need to thrive in a rapidly evolving industry. Our comprehensive training programs cover a wide range of disciplines, from electrical engineering to renewable energy, ensuring that our learners are well-prepared to meet the challenges of tomorrow.

Our commitment to excellence is reflected in our state-of-the-art facilities, experienced instructors, and rigorous assessment processes. We provide a supportive learning environment where learners can develop their skills, gain hands-on experience, and build their confidence.

Join us today and become part of the solution. Enroll in one of our programs and take the first step towards a bright future in the energy and water sector.



105 South African women graduate from EWSETA energy leadership programme



In a significant stride towards gender inclusivity and empowerment, 105 South African women have graduated from the prestigious 'Women Leading in Energy Sector' (WLES) bursary programme. This initiative, a collaboration between the Energy and Water Sector Education and Training Authority (EWSETA), Eskom, and





Overview by the PLANNING, MONITORING & EVALUATION EXECUTIVE

Teslim Mohammed Yusuf

The very existence of South Africa's 21 SETAs is a strategic and intentional response to the country's positioning of skills development as crucial for several interrelated economic, social, environmental and developmental reasons. Successful skills development in a rapidly evolving and developing economy relies on numerous factors, not least of which is evidence-based skills development.

At the EWSETA, this principle is embedded within the work of Planning, Monitoring and Evaluation (PME) branch that is responsible for driving EWSETA's Annual Performance Plan. This programme aims to strengthen the availability and application of evidence-based research and evaluation to inform strategic decision-making and implementation across the energy and water sectors.

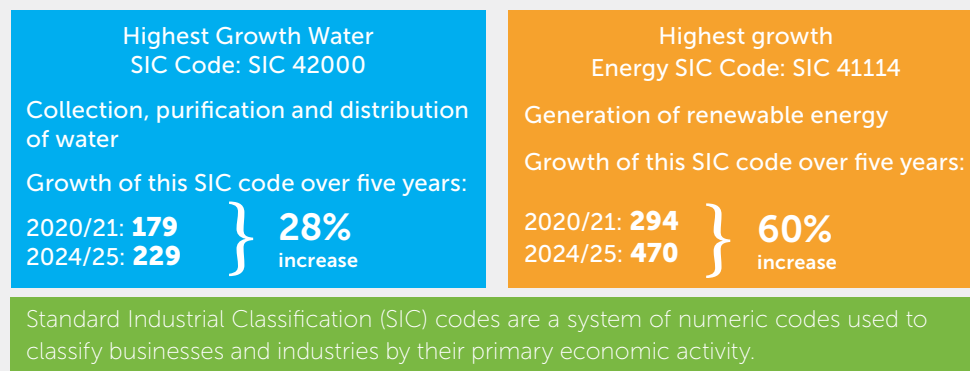
Planning plays a critical role in enabling effective skills planning by undertaking targeted research on emerging and priority issues in skills development. Its outcomes have supported the design of responsive learning programmes for occupations in high demand and contributed to improved organisational learning regarding programme performance and impact.

MANDATORY GRANTS

Mandatory grants are funds allocated by SETAs to employers who are registered and compliant with the Skills Development Levies Act. These grants are intended to encourage employers to plan, implement, and report on workplace skills development. To access the grant, employers must submit a Workplace Skills Plan (WSP) and Annual Training Report (ATR) by the deadline each year. The grant typically constitutes 20% of the total skills levy paid by the employer and serves as an incentive to invest in training that addresses sectoral and national skills priorities.

Workplace Skills Plans (WSPs) and Annual Training Reports (ATRs) are vital tools that inform sector intelligence, determine mandatory grant allocations, and support accurate forecasting. These tools are essential for collecting reliable data from industry stakeholders to assess current and future skills demand, as well as provide valuable insights into occupational trends and training needs.

In a promising sign of increasing sectoral engagement, the EWSETA recorded a 5.2% increase in WSP/ATR submissions, with 260 reports received for 2024/25. This growth reflects not just improved employer compliance, but also growth in certain sub-sectors in terms of number of new employers, as well as trust in EWSETA's role as a skills planning partner



However, their submission remains a challenge for many employers due to capacity constraints, administrative burdens, and poor understanding of the benefit of providing workplace skills planning information..

To address this, the SETA continues to build capacity through communication, clearer guidance, and support to sector employers and Skills Development Facilitators (SDFs).

It is also advocating for broader awareness that skills planning is a management responsibility, not just an HR function and therefore critical to ensuring strategic alignment within enterprises.

What has become increasingly clear is that the pre-COVID approach to capacity building when the SETA held physical interactions with employers was more effective at gaining employer buy-in and understanding of the process than online workshops. Whilst virtual events do offer numerous cost containment and time optimisation benefits, they do have their limitations, especially in regards constructive stakeholder engagement.

FOCUS ON EFFECTIVE SECTOR SKILLS PLANNING

A cornerstone of planning is the development of the Sector Skills Plan (SSP). This 5-year strategic document guides skills development planning by analysing sector profiles and conducting relevant research. It informs programme design, funding priorities, and policy engagements throughout the year. The SSP highlights that micro and small enterprises make up the majority of EWSETA-registered companies, a key consideration for inclusive skills development initiatives.

Over five consecutive years, EWSETA has maintained strong performance in developing its SSP and has received positive qualitative feedback from DHET, despite changes to the evaluation criteria.

The SSP remained firmly aligned to the National Skills Development Plan (NSDP) 2030 and the National Development Plan (NDP), reflecting strong sector responsiveness and policy coherence.

DRIVING RESEARCH, MONITORING AND EVALUATION

Planning ensures that credible evaluation findings inform EWSETA's planning, budgeting, policy refinement, and programme management. This evidence-based approach enhances the overall effectiveness and impact of interventions, enabling continuous improvement in the delivery of EWSETA's mandate.

Through a combination of internally generated and commissioned research, the SETA ensured that the Authority's skills planning efforts were not only informed by data but shaped by relevance. These research outputs responded directly to national policy priorities, while also addressing pressing stakeholder needs.

Among the key research highlights was the Enterprise and Sector Skills Alignment Matrix, a new framework identifying the unique skills needs of small and emerging enterprises that are crucial for supporting South Africa's township and rural economies. In parallel, the TVET Accessibility Study broke ground by offering practical recommendations for improving access for learners with disabilities, while the Cooperative Skills Needs Study identified structural barriers to the growth of cooperatives and mapped the training pathways for their success.

To remain technologically future-fit, EWSETA commissioned research on clean coal technologies and post-school interventions in this space. This work directly informed EWSETA's evolving programme design for energy diversification and the just transition.

These insights were strengthened through strategic collaborations with institutions like the University of Pretoria, Khumbula Consulting, and SANEDI, all of whom helped expand EWSETA's footprint in hydrogen research, energy infrastructure, and sector readiness for cleaner energy sources.

The SETA continued to strengthen its Monitoring and Evaluation (M&E) systems, using impact and tracer studies to assess the real-world outcomes of its skills development programmes. In the 2024/25 financial year, a comprehensive evaluation was conducted by the University of Pretoria, reaffirming the ongoing relevance of EWSETA's Theory of Change, first developed in 2018/19, as a guiding framework for its interventions.

The evaluation offered valuable insights into learner experiences, including satisfaction levels, workplace readiness, and post-programme motivation. Key findings highlighted strong facilitation practices, effective workplace mentoring, and a high degree of practical and theoretical skills application. Learners reported positive outcomes in both employment opportunities and personal growth. The study also put forward recommendations for improving qualification alignment and delivery, many of which have been adopted to further enhance the impact of EWSETA's programmes.

DEVELOPMENT OF STRATEGIC PLAN AND ANNUAL PERFORMANCE PLAN

A key activity during the review period was the successful development of the 2025 – 2030 Strategic Plan and 2025/26 Annual Performance Plan (APP).

The Strategic Plan not only responds to key national priorities as outlined in the 7th Administration's Medium Term Development Plan (MTDP), but also the second five-year strategic period of the National Skills Development Plan 2030. The APP demonstrated improved indicator clarity, coherence with national imperatives, and strong integration of stakeholder inputs.

DHET's validation of these two planning documents reaffirmed their quality and relevance, further entrenching EWSETA's commitment to accountability and performance excellence.



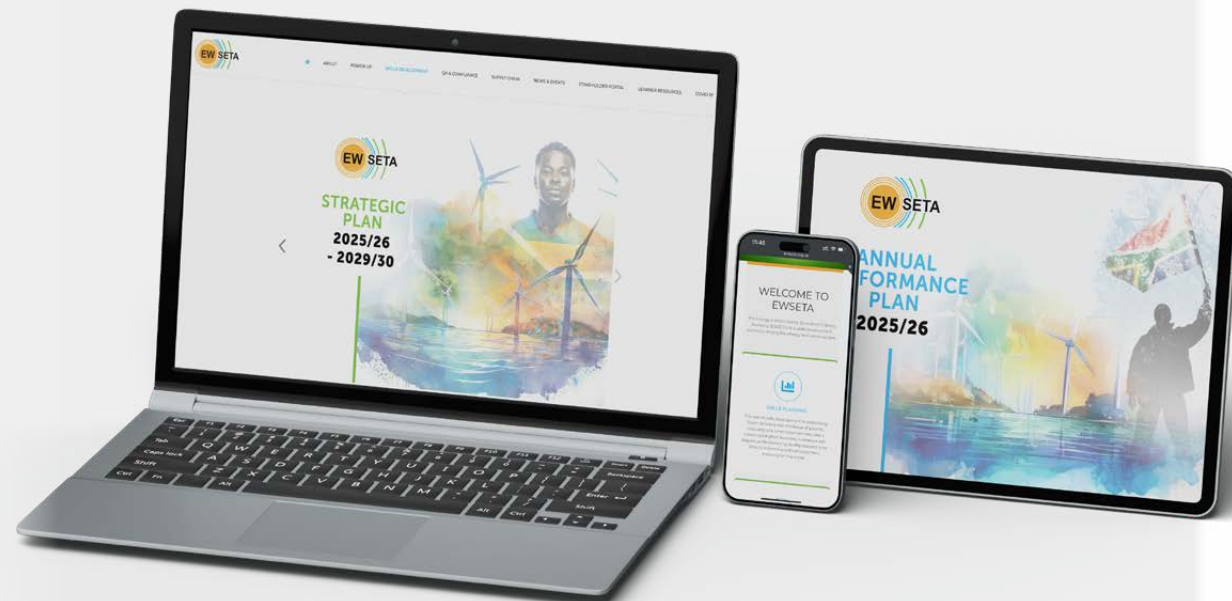
RESEARCH

RESEARCH FOCUS

- Skills needs of SMMEs
- TVET Accessibility
- Skills needs of cooperatives
- Post school skills for clean coal technologies

KEY RESEARCH COLLABORATIONS

- University of Pretoria
- Khumbula Consulting
- SANEDI advanced research in hydrogen, infrastructure, and clean energy readiness



ENERGY SECTOR

The Energy Sector of EWSETA continued to deliver targeted, high-impact interventions aligned with South Africa's key national policies. These include the National Development Plan (NDP), the National Skills Development Plan (NSDP 2030), the Integrated Resource Plan (IRP 2019), the Just Energy Transition (JET) Framework, and the Energy Action Plan (EAP). These frameworks collectively informed skills planning and delivery in critical focus areas such as demand-side management, renewable energy, energy efficiency, and economic inclusion. Special emphasis was placed on supporting coal-dependent provinces such as Mpumalanga and Limpopo to ensure a just and equitable energy transition.

EWSETA made notable strides across several strategic pillars in the energy sector. In support of the Just Energy Transition, the Authority implemented skills programmes in solar, wind, and hybrid energy systems, particularly targeting regions affected by coal phase-out. Workforce development was prioritised through a range of internships, learnerships, and bursaries across the energy value chain.

Demand-side management interventions included short learning programmes (SLPs) in energy auditing and energy performance certificate (EPC) compliance, delivered in collaboration with Institute of Energy Professionals Africa (IEPA), GIZ, and City Power.

Economic inclusion efforts were demonstrated through a strong gender focus, rural training delivered via Community Education and Training (CET) colleges, and bursary support for disadvantaged youth. Infrastructure investments in CET colleges further strengthened institutional capacity for green energy training.

Over 30 strategic partners collaborated with EWSETA to implement programmes across various energy sector value chains, underscoring the Authority's role as an enabler of a national green skills ecosystem. Key partnerships included Eskom for internships and renewable energy-focused training; New Age Engineering for fossil and nuclear energy ISO-aligned training; SAWEA for the Women in Renewable Energy Development Programme and wind energy internships; Proconics for technical internships; and Scatec Solar SA for bursary initiatives aligned to REIPPPP. Other notable collaborations involved the University of Venda (biogas entrepreneurship), City Power (renewable energy skills for municipal staff), and GIZ/FOSH (VR-based CoC training for electricians). These projects supported the strategic objectives of the IRP, JET, and NSDP, advancing reskilling, sector transformation, and gender equity.

In a landmark development, EWSETA launched the PowerUp digital platform in partnership with UKPACT and GreenCape. This facilitation hub connects industry needs with post-school education and training (PSET) institutions to drive demand-led skills development. PowerUp enables structured funding pipelines for green energy projects and was officially launched

in March 2025 with the Deputy Minister of Electricity and Energy. Recognised as a flagship Just Energy Transition enabler, the platform has been endorsed as a model of public-private partnership and practical implementation tool for the South African Renewable Energy Masterplan (SAREM).

Several high-impact strategic projects were rolled out during the reporting period. SAWEA led Women's Management Development Programmes and wind energy internships; AWEaP and Wits AELC implemented SLPs for women professionals in renewable energy project management. The UNDP collaborated with TVET colleges to support infrastructure and internship programmes in Lephalale, Waterberg, Vhembe, Northern Cape, and North West.

The Institute of Risk Management South Africa (IRMSA) delivered risk management SLPs tailored to energy and water infrastructure. In Mpumalanga, Nkangala TVET and RES4Africa jointly implemented a renewable energy internship programme, aligned with the province's transition agenda.

EWSETA ensured qualification development and sector alignment through active participation in key industry bodies. This included Southern African Biogas Industry Association (SABIA), here EWSETA contributed to the development of the Micro-Digester Operator programme; South African Photovoltaic Industry Association (SAPVIA), supporting qualifications for Solar PV Testers and Planners; and Southern African Energy Efficiency Association (SAEEC)/ Institute of Energy Professionals Africa (IEPA), which enabled national EPC compliance training. These memberships ensured alignment with national quality frameworks and advanced the development of technical standards necessary for green sector transformation.

Feedback from beneficiaries and industry partners reflected the strong performance and value of EWSETA's initiatives. Testimonials highlighted increased employability, enhanced technical and leadership competencies, and meaningful contributions to gender transformation. Furthermore, initiatives provided strategic networking opportunities and access to funding pipelines at sector events such as the Africa Energy Indaba, reinforcing EWSETA's catalytic role in the broader energy ecosystem.

EWSETA's energy sector interventions supported multiple national priorities. These include implementing the Just Energy Transition through workforce reskilling in fossil to renewables, promoting equity through youth and women-focused programmes, building PSET system capacity through lecturer development and community education and training (CET) investment, and supporting enterprise development via SMME exposure and microgrid training.

Public-private partnerships remained a cornerstone, with over 30 collaborations sustaining a national green skills pipeline.

“

Successful skills development in a rapidly evolving and developing economy relies on numerous factors, not least of which is evidence-based skills development.

– Teslim Yusuf, Planning, Monitoring and Reporting Executive

”

CREATING IMPACT: EMPOWERING TRAILBLAZERS FOR SOUTH AFRICA'S ENERGY FUTURE

In 2024/25, EWSETA strengthened its role in driving the Just Energy Transition (JET) through a dynamic partnership with African Women in Energy and Power (AWEaP), Wits Business School, Sasol, SANEDI, Erudicio and other industry players. Together, we celebrated the graduation of 90 participants from the AWEaP Jet Skills Programme – 30 utility professionals and 60 entrepreneurs – equipped to lead change in South Africa's evolving energy landscape.

The programme delivered two powerful streams: the Utility Professionals Programme, which built advanced technical and leadership capacity for implementing JET strategies in municipalities and national utilities, and the Entrepreneur Master Class, which sharpened business skills and strategic insight to grow enterprises in renewable energy, energy efficiency, and grid innovation.

By combining technical expertise, entrepreneurial skills, and industry networks, the programme is shaping a skilled, innovative, and inclusive workforce. It directly responds to the national call to unlock energy potential, stimulate economic growth, and ensure a sustainable energy future.

Khanyi Kumalo, pictured to the right, founder of Green Products Consulting and a graduate of the Entrepreneur Master Class, summed up the programme's value: “The Just Energy Transition isn't just about energy; it's about integrating solutions across industries for a more sustainable future. This programme challenged me to think beyond my area of interest and identify opportunities in other sectors where my expertise can make an impact.”

This partnership demonstrates the power of collaboration to drive transformation, delivering skills, fostering innovation, and building an inclusive green economy for generations to come.



WATER SECTOR

The water sector plays a critical role in ensuring South Africa's socio-economic stability and environmental sustainability. In 2024/25, EWSETA's interventions were guided by the National Water and Sanitation Master Plan (NW&SMP), the National Water Resource Strategy 3 (NWRS 3), the National Skills Development Plan (NSDP) 2030, and the District Development Model (DDM). These frameworks directed efforts toward building a climate-resilient and inclusive workforce with technical, governance, and sanitation-related skills.

The sector's skills agenda also responded to pressing water management and water service delivery issues and regulatory requirements under Regulation 3630 of the Water Services Act, focusing particularly on water use efficiency and non-sewered sanitation systems.

EWSETA aligned its water sector interventions with the NSDP goals of promoting decent work and economic growth. More than 1,000 learners benefitted from workplace-based learning programmes, including learnerships, internships, work-integrated learning (WIL), recognition of prior learning (RPL), and bursaries.

Skills development focused on hard-to-fill vacancies (HTFVs), including Process Controllers, Water Engineers, Environmental Scientists, Hydrologists, and Water Governance Practitioners. Programmes were designed to be inclusive, expanding access for women, youth, and persons with disabilities. Furthermore, ten small water and sanitation businesses received support and industry exposure, notably at the WISA Conference, and capacity-

building was extended to Catchment Management Agencies (CMAs), including Breede Olifants and Inkomati-Usuthu.

EWSETA supported municipalities across multiple provinces with a range of interventions to enhance local water services capacity. These included NQF Level 3–4 learnerships in water and wastewater control, training for TVET lecturers and moderators, municipal skills development aligned to Regulation 3630 (Blue and Green Drop certification), and infrastructure support at Northern Cape Rural TVET College.

Flagship initiatives in 2024/25 included: placing 125 TVET learners through WIL programmes in Limpopo; training 20 women-led SMMEs in plumbing and energy in the Northern Cape; supporting 20 postgraduate students at DUT in KwaZulu-Natal; delivering an EPC practitioner short course to rural communities; certifying 183 municipal workers in the Western Cape through RPL; and placing 50 interns with Mvula Trust in Eastern Cape municipalities. Additional infrastructure support enhanced digital and renewable energy readiness across TVET institutions.

To address long-term sectoral gaps, EWSETA formed multi-year partnerships (2024–2030) with key public and private entities. The Department of Water and Sanitation provided strategic backing for learner placement and sanitation curriculum reform linked to Regulation 3630. The Mvula Trust partnered in youth training and enterprise support, while Overberg Water Board and ERWAT focused on upskilling municipal workers and professionalising water services. Technical capacity for catchment management and

CASE STUDY: NATIONAL WATER AND SANITATION INDABA – MARCH 2025



The inaugural National Water and Sanitation Indaba, convened by the Department of Water and Sanitation and addressed by President Cyril Ramaphosa, reinforced that water security and sanitation reliability are essential for health, economic growth, and human dignity. This aligns directly with EWSETA's mandate to develop the technical skills needed for sustainable water management and service delivery.

- **National Priority:** South Africa is one of the most water-stressed countries globally.
- **Progress Achieved:** Access to clean water has reached 88.5% and improved sanitation 80.7%

since the National Water Act (1998).

- **Challenges:** Aging infrastructure, illegal connections, and capacity gaps in local government.
- **Reforms Underway:** Reduced water licence turnaround times (75% processed within 90 days), reinstatement of the drop water quality monitoring system, and plans for a National Water Resource Infrastructure Agency.

The Indaba's calls for technical capacity building, innovation, and modern water management underscore the critical role of EWSETA in:

- Developing a skilled workforce to operate and maintain infrastructure.
- Training practitioners in water quality monitoring, leak detection, and advanced sanitation systems.
- Driving collaboration between government, industry, and training institutions to meet reform targets.

The Indaba created a national platform to integrate skills planning into water sector reforms. By linking policy direction with technical training, EWSETA can accelerate the development of competencies that improve service delivery, reduce water losses, and ensure sustainable water resources.

climate resilience were developed in collaboration with Breede Olifants CMA. Partnerships with Buwatech, Borda SA, and other NGOs facilitated innovation, entrepreneurship, and the implementation of decentralised water systems in rural and underserved areas.

In 2024/25, EWSETA developed or updated several qualifications in line with national policy and its Sector Skills Plan (SSP). These included the Water Use Specialist (NQF 7), Borehole Pump Operator (NQF 4 – registered), Water and Sanitation Project Facilitator (NQF 5 – under development), Water Control Officer (NQF 6 – submitted), Water Resource Management Practitioner (NQF 8 – curriculum updated), and Water Conservation Practitioner (NQF 4 – in progress). All qualifications align with legislative mandates such as the National Water Act (1998), Water Services Act (1997), and National Sanitation Policy (2016). The department ensured full compliance with the discretionary grant framework, submitted WSPs and ATRs, implemented PIVOTAL programmes, and aligned interventions to SSP Priority 6 on monitoring and evaluation.

Despite progress, the department faced several challenges, including delays in awarding proposals, weak alignment of some projects with national priorities, and coordination gaps among stakeholders. These were mitigated through dedicated due diligence teams, ongoing policy reviews, the formation of inter-stakeholder forums, and stronger early-stage monitoring and reporting mechanisms.

LOOKING AHEAD: 2025 AND BEYOND

As we conclude the 2020–2025 strategic period, the Planning, Monitoring, and Evaluation (PME) branch has played a critical role in advancing EWSETA's strategic objectives. By leveraging rigorous research, interrogating real-time data, and analysing performance insights, the SETA has strengthened its ability to align skills development interventions with the evolving demands of South Africa's energy and water sectors.

This has empowered the organisation to build a workforce that is not only skilled but also resilient, adaptive, and future-ready, capable of supporting the country's developmental aspirations.

Looking ahead to the 2025–2030 period, the PME Branch is poised to lead the next wave of transformation within EWSETA. With strong systems in place for responsive research, strategic performance management, and inclusive monitoring, PME will continue to drive evidence-based decision-making and ensure alignment with national priorities. Through its unwavering focus on integration and impact, PME is not merely ensuring compliance but is shaping an inclusive, agile, and high-performing skills development landscape. Sectoral priorities for the next phase include hydrogen readiness, localisation of renewable

energy skills, battery storage and smart grid training in the energy sector, and sanitation innovation, smart water technologies, and climate resilience training in the water sector.

However, challenges persist, particularly in employer engagement and the quality of Workplace Skills Plans (WSPs) and Annual Training Reports (ATRs). While there has been steady improvement in employer submissions year-on-year, more robust engagement is required to shift perspectives from compliance-driven exercises to value-adding, insight-generating tools. The predominance of SMMEs in the energy and water sectors highlights the need to support smaller employers with accessible information, targeted capacity building, and opportunities for more personal, face-to-face engagement. Improving the quality of data submitted by employers will directly enhance the credibility and relevance of the Sector Skills Plan (SSP).

The development of the SSP has been underpinned by sound sector research, which has earned positive feedback from the Executive Authority. This evidence-driven approach will remain central to future planning cycles. National policy imperatives, socio-economic shifts, and evolving sector needs will continue to inform the annual review of the Strategic Plan and Annual Performance Plan (APP). Given EWSETA's extensive mandate and limited budget, the PME team will continue to maximise impact by forging research partnerships with employers, industry bodies, and academic institutions. These collaborations will be essential to enhancing the quality and reach of the SETA's research, monitoring, and evaluation activities.

The PME Branch, though lean, brings together a wealth of experience and sector-specific insight. Their work reflects a deep commitment to ensuring that EWSETA delivers measurable, relevant, and high-impact programmes. I would like to take this opportunity to sincerely acknowledge the dedication, professionalism, and collaborative spirit demonstrated by the team throughout the year. Your commitment to our strategic goals has been integral to our success. Every contribution, from planning to implementation, has helped to advance our mandate. I am proud to lead such a capable and resilient team and extend my heartfelt appreciation for your continued excellence.



TESLIM MOHAMMED YUSUF

Planning, Monitoring and Evaluation Executive





Overview by the SKILLS DELIVERY AND QUALITY ASSURANCE EXECUTIVE

Robyn Vilakazi

The Energy and Water Sector Education and Training Authority (EWSETA) remains committed to its mandate of advancing South Africa's skills development agenda in the energy and water sectors. In 2024/25, EWSETA enhanced the effectiveness and impact of its skills delivery programmes, consolidating its position as a trusted and strategic partner in the Post-School Education and Training (PSET) system.

This period was characterised by improved skills delivery maturity, strengthened stakeholder collaboration, and increased responsiveness to emerging policy and sectoral shifts nationally, which being locally responsive. The organisation placed strong emphasis on high-impact outcomes, building an agile, inclusive, and future-ready skills delivery system.

PROGRAMME IMPLEMENTATION AND DELIVERY

The 2024/25 period built on previous years to enhance the strategic maturity and purposeful execution at EWSETA. Stakeholder engagements have deepened, enhancing sector intelligence. In turn, this has delivered more strategic planning, targeted implementation, and responsive project delivery, enhancing the ongoing shift from purely high-volume outputs to high-impact outcomes.

A key advancement has been the adoption of a regionally responsive model. Recognising that provinces differ in their socio-economic and natural resource endowments, EWSETA collaborates with local stakeholders to design programmes that respond to local development priorities. Participation in provincial skills development forums and cross-SETA collaboration further supports an integrated and holistic development planning agenda.

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We no longer measure success by outputs alone, but by impact, how deeply our skills programmes transform lives, how closely our qualifications align with national priorities, and how boldly we collaborate to build a capable, inclusive future. At EWSETA, we are not just enabling skills development, we are shaping a resilient, responsive system that powers South Africa's energy and water sectors for generations to come.

”

This approach has led to tailored interventions that address both macro and micro sectoral needs. In the energy sector, pilot programmes, such as those in solar PV and energy efficiency, have evolved into expanded, multi-provincial programmes. These interventions are informed by insights gained from experience and strengthened by a growing network of partnerships that include TVET colleges, universities, international development organisations and credible subject matter experts. In turn, our stakeholders are now aligning their activities more closely with EWSETA's strategic direction, resulting in programmes that build on existing work, optimise graduate absorption, and extend reach into under-served provinces.

Meanwhile, significant structural transformation in the water sector — driven by new legislation and the reorganisation of key institutions — has necessitated a more deliberate and responsive approach from EWSETA. In response, the organisation has intensified its strategic engagement with sector stakeholders to ensure that its skills development efforts are aligned with the sector's evolving institutional landscape and developmental priorities.

EWSETA continues to support the upskilling, reskilling, and formal certification of employed individuals with extensive workplace experience through targeted skills development programmes. Strategic partnerships with entities such as City Power Johannesburg, regional water boards, and the Water Institute of Southern Africa are particularly relevant in the context of rapid transformation in the energy and water sectors, helping to restore equity and enhance career mobility for previously unqualified workers.

Amid these changes, EWSETA has initiated new programmes that directly respond to emerging legislative requirements, including Regulation 3630. These programmes

mark a critical step towards addressing current and future skills gaps in the sector. Efforts are now focused on scaling these initiatives across the country to ensure nationwide impact and support the sector's transformation agenda.

Utilising this approach, EWSETA's skills delivery performance over the past year has remained stable and the quality of delivery has significantly improved. In the current year, over R340m was allocated to new skills delivery projects and over 6,000 beneficiaries were impacted by our work. Learner retention and completion rates have improved through an enhanced focus on quality monitoring and project management.

However, despite the stable skills delivery performance, the economic context poses a challenge for programme graduates who complete programmes successfully, only to transition into an economic context where available jobs are constrained and competition for jobs is fierce. To this end, internship and work-integrated learning (WIL) initiatives have expanded, offering young graduates real-world exposure under experienced mentors. These programmes are delivering tangible results, with many participants transitioning into permanent employment.

To enhance impact and broaden access to workplace learning opportunities, EWSETA continues to partner beyond its traditional levy-paying stakeholders. A notable example is the collaboration with Sasol, which has supported bursary programmes, technical skills training, and workplace learning for over 200 participants. This partnership reflects EWSETA's commitment to inclusive industry engagement and advancing a just transition through practical, market-relevant skills development.

To further contribute towards economic growth, EWSETA is also driving SMME development and cooperative support, empowering individuals to create their own

employment opportunities and contribute to local economies. 2024/25 marks the third cohort of the impactful Energy Industry Support Programme with CSIR, which provides tailored technical incubation to SMME's who develop unique technological advances in the context of the energy sector.

EWSETA continues to prioritise investment in the development of public colleges — both Technical and Vocational Education and Training (TVET) and Community Education and Training (CET) institutions — recognising their central role in advancing South Africa's national skills development agenda. Acknowledging the disparities in capacity and infrastructure across these institutions, EWSETA works collaboratively with the Department of Higher Education and Training (DHET) and other SETAs to support structural reforms and enhance college-industry linkages. The goal is to improve both the capacity and quality of provisioning across the TVET and CET landscape.

Support provided ranges from leadership and management development, lecturer capacitation, and infrastructure support to accreditation, quality assurance, and direct funding for learner beneficiaries. These efforts are designed to ensure that public colleges can deliver skills programmes that are responsive to labour market demands, particularly in the energy and water sectors. Through multi-year partnerships, EWSETA has significantly improved the provisioning capacity for institutions such as Nkangala TVET College and Kwa-Zulu Natal CET College, to offer relevant skills development offerings in the energy and water sector.

Partnerships remain at the heart of EWSETA's strategic approach. Through co-funding models, stakeholder mobilisation, and sustained strategic engagement, EWSETA has continued to deliver significant impact despite resource constraints. The organisation is

increasingly recognised as a thought leader in national dialogues on skills development within the energy and water sectors, reinforcing its strategic relevance and influence. As stakeholder alignment deepens, EWSETA remains committed to building a more coordinated, inclusive, and effective skills development ecosystem that supports sustainable growth and sectoral transformation.

QUALITY ASSURANCE

The EWSETA is a Quality Partner (QP) delegated by the Quality Council for Trades and Occupations (QCTO). Under this mandate, EWSETA executes a range of critical functions to uphold the integrity of occupational qualifications. These include the development of occupational qualifications, the accreditation of Skills Development Providers (SDPs) and Assessment Centres (ACs), approval of workplaces for training, oversight of learner assessments, implementation of quality assurance mechanisms, and management of the certification process. Each function ensures that qualifications are industry-relevant, credible, and responsive to the evolving needs of the energy and water sectors.

In delivering its quality assurance functions, EWSETA aligns closely with the National Qualifications Framework (NQF) Act and the Occupational Qualifications Sub-Framework (OQSF) policy of the QCTO. This alignment ensures that training and certification efforts support national education goals, promote lifelong learning, and contribute to a coherent and unified qualifications system. The Sector Skills Plan (SSP) and research further guides the QA function by ensuring that the qualifications developed address identified skills gaps and priority needs in the energy and water sectors, particularly in support of a sustainable and transformed economy.

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*Our work is no longer just about training, it's about transformation.
Every qualification developed, every partnership forged, and every learner supported is a
step toward a more inclusive, sustainable, and future-ready South Africa.
Through quality and purpose, EWSETA is helping to power a nation.*

”

QUALITY ASSURANCE**1 174**Certificates issued for
Learnerships**291**Certificates issued for
Assessors**142**Certificates issued for
Moderators**34**Certificates issued for
Facilitators

PROJECT BENEFICIARY TESTIMONIAL



Nkosinathi Mthembu
Energy Professionals Africa (IEPA) and EWSETA Energy Performance Certificate and Certified Energy Auditor programme

My name is **Nkosinathi Mthembu**, and I am a recent graduate of the **Energy Professionals Africa (IEPA) and EWSETA Energy Performance Certificate and Certified Energy Auditor programme**. During programme, I worked as an Energy Auditor at PEM, where I have conducted over 10 energy assessments for eThekweni municipal project and provide energy efficiency reports for buildings. The programme enriched my skills in data collecting, data analysis and capturing. My understanding of energy (kWh) has improved as we calculate the energy costs and potential savings a year by reducing operating time. The programme not only improved by knowledge about energy efficiency but also the impact it can have on climate change.

iepa **EW SETA**
Creating a Sustainable Tomorrow - Today

PROJECT BENEFICIARY TESTIMONIAL



Mbuso Tenza
Southern African Energy Efficiency Confederation (SAEEC) and EWSETA, Energy Auditor Certification programme

I'm **Mbuso Tenza**, and I am a recent graduate of the **Southern African Energy Efficiency Confederation (SAEEC) and EWSETA, Energy Auditor Certification programme**. The knowledge and skills I gained through this programme led me to my current role as an Energy Auditor and Energy Performance Certificate Inspector at CBRE Excellerate. In this role, I conduct energy audits on commercial properties, provide energy-saving recommendations, and verify compliance with energy performance standards. The EWSETA programme has been instrumental in equipping me with in-depth understanding and practical skills in energy efficiency, which I apply daily to enhance building energy performance and sustainability. This training has not only strengthened my career but has also deepened my commitment to sustainable energy practices.

saee **EW SETA**
Creating a Sustainable Tomorrow - Today

“

This period was characterised by improved skills delivery maturity, strengthened stakeholder collaboration, and increased responsiveness to emerging policy and sectoral shifts nationally, which being locally responsive. The organisation placed strong emphasis on high-impact outcomes, building an agile, inclusive, and future ready skills delivery system.

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During the 2024/25 reporting period, EWSETA's Quality Assurance Department recorded significant strategic achievements in advancing the skills agenda for South Africa's Just Energy Transition. A key highlight was the development of a suite of occupational qualifications and skills programmes designed to address emerging needs in the evolving energy landscape.

Informed by extensive consultation with both local stakeholders and international partners, these qualifications were benchmarked against global best practices, enhancing the technical relevance, portability, and international competitiveness of South African skills. Notably, new programmes were introduced in cutting-edge areas such as microgrids, biogas, and energy management — aligning the national qualifications landscape with future-oriented technologies and practices. These efforts place EWSETA at the forefront of shaping a responsive and future-ready skills system that supports national sustainability goals and contributes meaningfully to South Africa's transition to a low-carbon economy.

As the QCTO assumes a more central role in quality assurance, the transition from legacy to occupational qualifications has gained momentum. Most legacy qualifications have been successfully realigned, and EWSETA continues to support this transition through focused engagement with SDPs and other stakeholders.

However, several challenges continue to affect full implementation. Many SDPs are still hesitant to transition to occupational qualifications, resulting in low uptake of newly accredited programmes. There is also a shortage of trained assessors and moderators ready to implement occupational qualifications, while some providers—especially in rural provinces such as the Northern Cape—lack the capacity or infrastructure to meet the QCTO's accreditation requirements.

To address these challenges, EWSETA has initiated several corrective measures, including national and regional engagements to build awareness and stakeholder capacity. We are also expanding our presence in underserved regions, is engaging with sector stakeholders to ensure broader inclusion and more equitable access to accredited training. EWSETA's commitment to performance is evident in the successful achievement of all Programme 4 targets in the current period. Operational effectiveness is further supported by robust monitoring and compliance processes. Common issues such as incomplete accreditation documentation, inadequate facilities, and insufficient training records have been reduced through a range of interventions. Digital systems are also being leveraged to streamline processes.

The impact of EWSETA's quality assurance work is increasingly being recognised across the sector. Turnaround times for assessments have improved, contributing to a more

efficient certification process. The number of SDPs operating in rural and previously underrepresented areas has grown, expanding access to quality training. Provider testimonials underscore the value of EWSETA's support.

EWSETA has set a clear roadmap for continued growth and transformation. Key priorities include the development of standardised learning materials for occupational qualifications and a facilitator support strategy to enhance teaching quality. EWSETA will also deepen its engagement with industry and academia to source qualified subject matter experts, both locally and internationally, and expand its technical knowledge base. Investments in digital systems will allow for more efficient monitoring and reporting, while roadshows and forums will ensure stakeholder voices are heard and integrated into quality assurance processes.

I wish to express my sincere appreciation to the skills delivery and quality assurance teams and the EWSETA team at large for their hard work, dedication and commitment. It has been a successful year during which we have gained extensive ground. I also wish to extend heartfelt gratitude to our numerous partners that have walked the road with us and who have contributed to the success and growth of our skills delivery and quality assurance functions.

The EWSETA that emerges at the close of this strategic period is fundamentally transformed from the one that began it. We have grown in capability, strengthened our credibility, and deepened our influence across the energy and water sectors. Our projects are more focused, our partnerships more impactful, and our strategic role within the national skills development landscape clearer than ever.

Through targeted interventions, collaborative partnerships, and a steadfast commitment to quality, inclusivity, and innovation, EWSETA has positioned itself as a catalyst for national transformation. Our efforts have not only addressed current sectoral needs but have also laid the groundwork for a more agile, future-ready skills ecosystem.

The foundation is firmly in place. As we look ahead, our focus is on scaling our reach, deepening our impact, and continuing to deliver the critical skills that will power South Africa's sustainable energy and water future.

R. Vilakazi

ROBYN VILAKAZI

Skills Delivery and Quality Assurance Executive

CREATING IMPACT: BUILDING GLOBAL SKILLS PARTNERSHIPS – EWSETA AT THE BRICS SUMMER SCHOOL 2024

In September 2024, EWSETA participated in the 3rd BRICS Summer School, hosted by the South African BRICS Youth Association and the University of Johannesburg. This prestigious platform brought together young leaders, academics, and industry experts from BRICS nations to explore collaborative solutions to shared global challenges.

EWSETA's engagement underscored its mandate to build a skilled workforce for South Africa's energy and water sectors, aligning with BRICS' commitment to sustainable development through education and skills transfer. Mpho Mookapele, CEO of EWSETA, addressed delegates on the significance of the Summer School in advancing educational and professional development within the BRICS framework, emphasising its role in equipping youth to contribute meaningfully to global problem-solving and innovation.

The event also showcased EWSETA's active role in cross-border partnerships:



CHINA: Collaboration with leading institutions to develop renewable energy training in solar and wind technologies, giving South African professionals access to world-class skills.



RESEARCH COLLABORATION: Contribution to a BRICS-wide energy skills landscape report with the South African National Energy Development Institute (SANEDI), promoting integrated approaches to skills development across member states.

By engaging at the BRICS Summer School, EWSETA advanced its vision of equipping South African youth with the knowledge, skills, and networks needed to compete globally. The initiative also reinforced the value of international collaboration in driving innovation, supporting the Just Energy Transition, and empowering future leaders.



SABYA
South African BRICS
Youth Association



GOVERNANCE

INTRODUCTION

Corporate governance at EWSETA is guided by a robust framework of legislation and principles that ensure transparency, accountability, and performance. This includes compliance with the Skills Development Act (No. 97 of 1998), the Public Finance Management Act (PFMA No. 1 of 1999), and the principles of the King IV Report on Corporate Governance. The EWSETA Accounting Authority is ultimately responsible for implementing and overseeing governance.

LEGISLATIVE OVERSIGHT AND ACCOUNTABILITY

PARLIAMENTARY OVERSIGHT

EWSETA is periodically called to account by the Portfolio Committee on Higher Education and Training on matters of governance and performance.

EXECUTIVE AUTHORITY

The Minister of Higher Education, Science and Innovation serves as the Executive Authority, holding overall accountability for skills development in South Africa. In line with Section 13 of the SDA, the Minister approves the EWSETA Constitution and exercises oversight through quarterly and annual reporting requirements as stipulated in the PFMA and Treasury regulations. During the year under review, EWSETA complied fully with all mandatory submissions, including quarterly performance reports and governance charters.

ACCOUNTING AUTHORITY

MANDATE AND ROLE

The Accounting Authority serves as EWSETA's highest decision-making body. Appointed by the Minister, its members' remuneration is determined in accordance with National Treasury guidelines. Key responsibilities include:

- Approving and monitoring the Strategic Plan and Annual Performance Plan (APP)
- Overseeing effective risk management and internal control systems
- Appointing governance committees and approving their terms of reference
- Ensuring compliance with relevant legislation and policies

CHARTER

The EWSETA Constitution serves as the official Charter of the Accounting Authority and is read alongside the SDA, PFMA, and relevant committee terms of reference.

ACCOUNTING AUTHORITY AND COMMITTEE RECORD OF ATTENDANCE

Total Number of Meetings Held in 2023/24					
MEETINGS SCHEDULED	AA	EXCO	ARC	FRC	GSC
Scheduled	4	3	4	4	4
Special	9	2	4	3	4
Strategy	1	-	-	-	-
Risk focused ¹	-	-	1	-	-
Members of the Accounting Authority and its Committees					
Limakatso Moorosi (Chairperson)	12/13	4/5	-	-	-
Raletjatji Bokaba	4/13	-	4/8	-	-
Esmé Coetzer	12/13	-	-	7/7	-
Lester Goldman	13/13	5/5	-	7/7	-
Dumisane Magagula	11/13	5/5	-	7/7	8/8
Nandi Malumbazo	11/13	5/5	-	-	8/8
Verena Meyer-Singh	12/13	-	-	-	8/8
Hilda Mhlongo	10/13	-	-	3/7	-
Nhlanhleni Ngidi	13/13	5/5	-	-	6/8
Nomava Nobatana	13/13	-	8/8	-	-
Francois Van Heerden	13/13	-	-	-	-
Independent Members of the Audit and Risk Committee					
Mariana Strydom (Chairperson)	13/13	-	8/8	-	-
Faizal Docrat	-	-	8/8	-	-
Moshupi Mokgobinyane	-	-	8/8	-	-
Co-opted Members of the Finance and Remuneration Committee					
Lethabo Manamela	-	-	-	5/7	-
Moshupi Mokgobinyane	-	-	-	7/7	-
Executive Management					
Mpho Mookapele (CEO)	12/13	5/5	6/8	7/7	7/8
Robyn Vilakazi (SD&QAE)	12/13	5/5	8/8	7/7	8/8
Candice Moodley (CSE)	3/13	5/5	8/8	7/7	2/8
Hunadi Manyatsa (CFO) ²	6/13	1/3	4/8	4/7	4/8
Teslim Yusuf ³	1/13	5/5	8/8	-	8/8
Solomon Mphakathi ⁴	3/13	2/5	2/8	2/7	1/8

¹ ARC meets once a year to consider the strategic risks.

² Ms Hunadi Manyatsa's employment was terminated on 30 October 2024

³ Teslim Yusuf appointed 16 May 2024

⁴ Interim CFO appointed 01 February 2025

THE ACCOUNTING AUTHORITY

COMPOSITION OF THE ACCOUNTING AUTHORITY

	LIMAKATSO MOOROSI Chairperson DVM, MSc. Agric., Mgmt. Dev.		SOLOMON BOKABA Organised Employer B Juris, LLB, LLM (Administrative and Municipal Law)		ESMÉ COETZER Organised Employer BA (Hons) (Psychology), MBL, DBL
	LESTER GOLDMAN Professional Bodies Diploma Bus. Mgmt., BCom (Acc), MBA, DBA		DUMISANE MAGAGULA Organised Labour NTC, DipTh		NANDI MALUMBAZO Community Organisations BSc. (Chem. Biochem. Microbio.), BSc. (Hons), MSc. (Synthesis Organic Chem.), PhD (Chem. Eng.)



VACANT
(Community
Organisations)



**VERENA
MEYER-SINGH**

Organised Employer
BSc. Agric. Microbiology,
BSc (Hons) (Water
Utilisation), MSc (Water
Utilisation), MEd Env. Ed.



HILDA MHLONGO

Organised Employer
BCom, BCom Hons
(Mgmt.) (IP), HRM, MBL



**NHLANHLENI
NGIDI**

Organised Employer
BTech (Elec. Eng.), MDP,
MBL



**NOMAVA
NOBATANA**

Organised Labour
BA (Communication),
HRM Dip, Hons (IP),
Post Grad Dip.
Labour Law

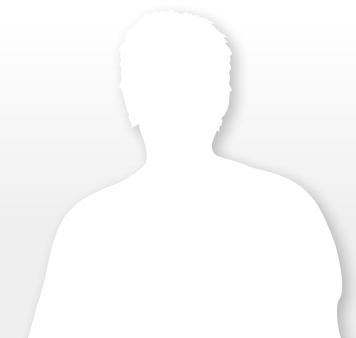


**FRANCOIS VAN
HEERDEN**

Organised Labour
Diploma Supervisory
Development



VACANT
Organised Labour



VACANT
Organised Labour



VACANT
Organised Labour

REMUNERATION OF THE ACCOUNTING AUTHORITY

Members of the Accounting Authority and its sub Committees receive allowances for attending and contributing to official meetings. These rates are aligned with remuneration level sub-category S, as outlined in the National Treasury Circular on the Adjustment of Remuneration Levels and are approved by both the Minister of Finance and the Minister of Higher Education and Training.

As per the DHET Circular on Remuneration Tariffs for Board and Committee Members, daily rates are applied for attendance and preparation related to Board and Committee meetings. These allowances apply to Ministerial appointees and independent committee members.

However, members employed in the public service or by government departments are not eligible for remuneration unless they attend meetings while on approved leave. All payments are subject to the applicable tax regulations.

CAPACITATION OF THE ACCOUNTING AUTHORITY

The Accounting Authority maintained a corporate membership with the Institute of Directors in South Africa (IODSA), which plays a vital role in enhancing the governance capabilities of its members. Through this affiliation, the Accounting Authority continues to gain valuable insights and skills necessary for effective oversight, including the governance of ethics and sound financial management practices.

ACCOUNTING AUTHORITY PERFORMANCE SELF-ASSESSMENT

EWSETA undertakes formal evaluations of its Board and individual Directors every two years. The most recent self-evaluation process was facilitated by the Institute of Directors in South Africa (IODSA) in 2024/2025 and aimed to assess the Board's current performance in comparison to previous evaluations, using established corporate governance principles and best practices as a benchmark.

The evaluation focused on several key areas, including the composition and culture of the Board, clarity of roles and responsibilities, the effectiveness of Board Committees, and the quality of engagement with management. Overall, the Accounting Authority was assessed to be performing well, with its strongest performance noted within the operations and contributions of its sub-committees.

MINIMISING CONFLICT OF INTEREST

To reduce the risk of conflicts of interest, EWSETA has put several measures in place:

The accounting authority and executive management are required to submit annual declarations of their financial interests in line with the disclosure frameworks set by the EWSETA.

All employees must also declare their financial interests annually.

Non-compliance with these requirements may result in the implementation of consequence management measures.

Additionally, individuals participating in meetings across various management structures are required to complete a conflict-of-interest declaration before each meeting.

COMPANY SECRETARY

The Board Secretary plays a vital role in ensuring compliance, supporting governance processes, and enabling the effective functioning of the Accounting Authority. Key responsibilities include:

- Induction and ongoing development of Board members
- Coordination of Board and Committee activities
- Oversight of annual disclosures and governance records
- Provision of independent governance advice to members, as required

RISK MANAGEMENT

The Energy and Water Sector Education and Training Authority (EWSETA) is committed to embedding sound risk management practices across all levels of the organisation. This commitment is underpinned by a formal Risk Management Policy and Strategy, which guides the entity's approach to identifying, assessing, managing, and monitoring risks that could impact the achievement of its strategic objectives.

RISK ASSESSMENT AND INTEGRATION

EWSETA conducts regular risk assessments to evaluate the effectiveness of its risk management strategy and to identify new and emerging risks. Regular risk assessments are conducted at both strategic and operational levels to evaluate the adequacy of the Authority's risk posture and to detect new or shifting risks within the external and internal environment. The outcomes of these assessments inform the continuous improvement of risk mitigation measures.

In addition, EWSETA conducts risk workshops and interviews with risk owners across departments to ensure shared understanding and accountability. This inclusive approach enhances the quality of risk data, encourages a risk-aware culture, and strengthens integration with overall governance processes.

GOVERNANCE OVERSIGHT

The EWSETA Board has established a dedicated Audit and Risk Management Committee (ARC) that plays a critical oversight role in the organisation's risk management system. The Committee reports directly to the Board and is responsible for monitoring the overall risk profile of the organisation, with a particular focus on mitigating risks assessed as having an unacceptable level of impact or likelihood. The Committee meets quarterly and ensures that appropriate controls and interventions are implemented to manage risks effectively.

The Audit and Risk Committee plays a complementary role in the governance of risk management. It provides independent advice to EWSETA on the adequacy and effectiveness of risk management processes and practices. The Audit and Risk Committee also monitors the implementation of risk mitigation strategies and ensures alignment with internal audit findings and recommendations.

EWSETA is prioritising the strengthening of its risk culture through enhanced capacity building, improved risk ownership, and the refinement of key risk indicators (Forward-Looking Risk Culture). These efforts aim to build a more agile, responsive, and resilient risk management environment that supports strategic delivery.

B-BBEE COMPLIANCE PERFORMANCE INFORMATION

The following table has been completed in accordance with the compliance to the BBBEE requirements of the BBBEE Act of 2013 and as determined by the Department of Trade, Industry and Competition.

Has the Public Entity applied any relevant Code of Good Practice (B-BBEE Certificate Levels 1 – 8) with regards to the following:		
Criteria	Response Yes / No	Discussion (include a discussion on your response and indicate what measures have been taken to comply)
Determining qualification criteria for the issuing of licences, concessions or other authorisations in respect of economic activity in terms of any law?	No	This function does not fall within EWSETA’s mandate and is therefore not applicable.
Developing and implementing a preferential procurement policy?	Yes	EWSETA adheres to a Supply Chain Management Policy that incorporates preferential procurement measures aligned with the Public Finance Management Act (PFMA) and relevant B-BBEE codes.
Determining qualification criteria for the sale of state-owned enterprises?	No	This responsibility is not applicable to EWSETA’s scope of operations.
Developing criteria for entering into partnerships with the private sector?	Yes	Through its partnership model and Discretionary Grant framework, EWSETA collaborates with private sector stakeholders to advance mutually beneficial objectives, including skills development, innovation, and sector capacity building.
Determining criteria for the awarding of incentives, grants and investment schemes in support of Broad Based Black Economic Empowerment?	Yes	EWSETA’s Grants Policy outlines the criteria and guidelines governing the allocation of both Mandatory and Discretionary Grants in line with B-BBEE principles.



Report of the AUDIT AND RISK COMMITTEE

Mariana Strydom

We are pleased to present the Audit and Risk Committee (ARC) report for the financial year ended 31 March 2025.

ARC RESPONSIBILITY

This report serves to confirm that the ARC has complied with its responsibilities arising from section 51(1)(a)(ii) of the Public Finance Management Act (PFMA) and Treasury Regulation 27.1.1. The ARC also confirms that it has adopted formal terms of reference in its Audit and Risk Committee Charter, regulated its affairs in compliance with this charter, and has discharged all its responsibilities as contained therein.

MEMBERS OF THE ARC

ARC is comprised of an independent chair, two independent members and two members representing the Accounting Authority, namely

Name	Role
Ms. Mariana Strydom	Independent Chairperson
Mr. Faizal Docrat	Independent Member
Mr. Moshupi Mokgobinyane	Independent Member
Mr. Raletjatji Bokaba	Member of the Accounting Authority (Organised Employers)
Ms. Nomava Nobatana	Member of the Accounting Authority (Organised Labour)

The committee is satisfied that its members possess the requisite skills, knowledge, and experience to fulfil ARC's responsibilities. The Auditor-General of South Africa (AGSA) confirms that ARC was assessed as an assurance provider.

MEETINGS HELD BY THE ARC

The members attended 8 scheduled meetings during the financial year ending 31 March 2025, with key stakeholders as reflected in the table below:

Member Name	30 April 2024	27 May 2024	29 July 2024	07 Aug 2024	29 Oct 2024	28 Jan 2025	7 Feb 2025	17 Mar 2025
Mariana Strydom	✓	✓	✓	✓	✓	✓	✓	✓
Raletjatji Bokaba*	✓	✓	✓	✓				
Nomava Nobatana	✓	✓	✓	✓	✓	✓	✓	✓
Faizal Docrat	✓	✓	✓	✓	✓	✓	✓	✓
Moshupi Mokgobinyane	✓	✓	✓	✓	✓	✓	✓	✓

* Member was absent in the 4 meetings without apology

THE EFFECTIVENESS OF INTERNAL CONTROLS

The ARC confirms that the system of internal controls applied by the entity over financial management is effective and efficient, and compliant with the PFMA. The internal controls that need some improvement relate to supply chain management, as reported by the Internal Auditors.

EVALUATION OF ANNUAL FINANCIAL STATEMENTS

The ARC:

- Reviewed the audited annual financial statements (AFS) to be included in the annual report.
- Reviewed the AGSA’s management report and management’s response thereto.
- Reviewed the entity’s compliance with legal and regulatory provisions.
- Reviewed the audited information on predetermined objectives to be included in the annual report.
- Reviewed significant adjustments resulting from the audit.

- Evaluated the quality and timeliness of the financial information availed to the ARC for oversight purposes during the year, such as interim financial statements, management accounts and quarterly reports before submission to the National Treasury through the principal department.

INTERNAL AUDIT

The ARC is satisfied that the outsourced Internal Audit function performed its work under the approved charter, internal audit plan and 3-year rolling plan

AUDITOR-GENERAL OF SOUTH AFRICA

The ARC concurs with and accepts the unqualified opinion expressed by the AGSA on the AFS. The ARC trusts that the audited AFS will be accepted and read together with the AGSA’s report.

On behalf of the Audit and Risk Committee



MS. M. STRYDOM

Chairperson of the Audit and Risk Committee

MEMBERS OF THE AUDIT AND RISK COMMITTEE



MS MARIANA STRYDOM

Independent Chairperson of ARC since 29 May 2020
Professional designation: Registered Government Auditor (RGA) registered with the South Africa Institute of Government Auditors

Qualifications

B Comm Accounting
B Comm Hons (Auditing)
BCTA



MR FAIZAL DOCRAT

Independent Member of ARC since 29 May 2020
Managing Director Doccorp: ICT, Governance, Risk and Compliance

Qualifications

Master of Business Administration
Chartered Director with IODSA
Member of ISACA: (CISA, CGEIT and CISM)
Member of IRMSA: (CRMPRAC)



MR MOSHUPI MOKGOBINYANE

Independent Member of ARC since 25 October 2023
Director at MM Chartered Accountants

Qualifications

BCom with an Honours and Masters in Accounting Science



MR SOLOMON BOKABA

Accounting Authority Member since 01 April 2020
ARC Member since 29 May 2020
Business Entrepreneur

Qualifications

B Juris, LLB, LLM (Administrative and Municipal Law)



MS NOMAVA NOBATANA

Accounting Authority Member since 01 April 2020
ARC Member since 29 May 2020
National Executive Council Member and Regional Committee Member: IMATU

Qualifications

BA Communication, HRM Dipl, Hons(IP) Post Grad Dip.
Labour Law



HUMAN RESOURCES

During the 2024/25 reporting period, EWSETA's Human Resources (HR) division continued to evolve in alignment with the institution's transformation objectives and sector-specific priorities, focusing on building organisational capability, driving workforce development, and fostering a high-performance culture.

Key achievements included progressing the implementation of a revised organisational structure aligned with the new operating model; laying the groundwork for efficient operations to enhance cross-functional delivery; and advancing workforce capability through skills development and training.

ORGANISATIONAL STRUCTURE AND EMPLOYMENT EQUITY

The delayed resourcing of the new structure as per the Accounting Authority's approved phase-based implementation plan, has been a challenge that HR has had to navigate with business to ensure operations is not severely hampered. Whilst the resourcing of all Executive level positions (Phase 1) and majority of the management level positions (Phase 2) were filled by 31 March 2025, the Specialist, Practitioner and Administrator positions will be completed in the new financial year. Key challenges in completing the resourcing of the new structure included attracting niche technical skills amid salary constraints, adapting to agile operations, and addressing supervisor-level competency gaps.

To mitigate the capacity constraints, HR interventions supported operations and agility across core functions such as Planning, Finance, Delivery and Administration through fixed term appointments.

Employment equity efforts also progressed well, with EEA2 and EEA4 reports submitted in accordance with Department of Labour requirements. The revised Employment Equity Plan was rolled out with a focus on improving equity representation in middle and senior management, and the EE Committee received training on updated sectoral targets and compliance expectations.

PERFORMANCE MANAGEMENT

EWSETA's individual performance management efforts for the 2023/24 cycle achieved a 96% final semester evaluation completion rate in the year under review, mainly due to continued capacitation efforts with an emphasis on leadership to strengthen engagement and accountability. This performance cycle is the first where our new approved Short-Term Incentive (STI) scheme model was implemented and it is heartening for the organisation that with the improved organisational performance of 87% for 2024/2025, qualifying employees, dependent on Accounting Authority approval, will be rewarded against the second-tier category of the STI which means higher incentive for higher performance.

LEADERSHIP SUPPORT AND CULTURE

Understanding the ever-changing world of work and greater emphasis on leadership development particularly for transitioning organisations where culture needs to be driven from the top, a Management and Executive Coaching Programme was introduced to support amongst others, the ability of our managers to lead, inspire and support their teams with confidence, self-awareness and empathy. The programme additionally assists with the development of an internal leadership pipeline to build long-term organisational capability and sustainability.

To reinforce a high-performance culture, EWSETA enhanced its "One SETA" Culture Campaign, boosting staff morale and service delivery, evidenced by the positive stakeholder satisfaction index and improved NPS score received for the period under review.

To further strengthen organisational culture and performance, EWSETA implemented several initiatives such as regular organisational design feedback sessions with managers, robust organisational design change management communication to employees, consistent consultation with union, and focused efforts to improve interdepartmental collaboration and accountability.

In parallel, the organisation maintained its commitment to employee wellbeing through its Wellness and Employee Assistance Programme (EAP), offering monthly wellness sessions on topics such as financial wellbeing, burnout, chronic illness, and resilience, as well as 24/7 access to digital mental health support tools.

STAFF DEVELOPMENT AND TRAINING

To support staff skills development, the organisation provided internal bursaries and short courses aligned with operational needs. Going forward we will enhance our training support and offerings to include generic online learning modules for greater flexibility, incorporate training focused on Fourth Industrial Revolution (4IR) technologies and sector-specific competencies in energy and water and capacitate the organisation on holistic systems thinking, which is the key enabler to enhanced high performance.

As an employer who also understands our role to provide Workplace Based Learning opportunities to unemployed graduates, EWSETA continued to invest in our Graduate Internship Programme, hosting 20 interns across various functional areas including HR, SCM, ICT, Planning, Finance, Skills Delivery, Projects, Research, and Quality Assurance. Of these, 9 were funded directly by EWSETA, while 11 were supported through a partnership with SANEDI. The duration of the internships has been extended in line with our Policy, to 24 months to enhance experiential learning and workplace readiness.

EWSETA achieved 100% on-time submission of its Workplace Skills Plan (WSP) and Annual Training Report (ATR). Feedback from the SETA was used to fine-tune future training priorities, and training spend was directly linked to WSP targets and audit outcomes.

LABOUR RELATIONS

Labour relations remained stable, with no formal grievances filed and three precautionary suspensions noted. A change in trade union affiliation was recorded during the reporting period which did bring about some new dynamics which we continue to work with the union to address in a transparent and constructive manner.

FUTURE OUTLOOK

Looking ahead to the new strategic period, shifting HR from operating as a business support function to "strategic business partner" will be critical to driving the strategy implementation through a capacitated structure, skills development and internal knowledge sharing, proactive workforce planning, integrated digitally enabled processes, improved HR analytics for improved decision-making and reporting and accountable performance management. Focus will also be placed on talent mapping to further support talent readiness and leadership continuity.

Congratulations must be extended to the HR team which up until the end of the reporting period was made up of two permanent members, a manager and a practitioner. The milestones achieved and the dedication to driving a high-performance entity has been the cornerstone of collective success and as a team, we look forward with enthusiasm, optimism and a sense of purpose to what EWSETA is able to achieve over the next five years.

EMPLOYMENT AND VACANCIES

Level	2023/24 No. of Employees	2024/25 Approved Posts	2024/25 No. of Employees	2024/25 Vacancies	2024/25 % of Vacancies
Top Management	1	1	1	0	0%
Senior Management	3	4	3	1	25%
Professionally Qualified	11	13	9	4	31%
Skilled	40	54	29	25	46%
Semi - Skilled	0	0	0	0	0%
Unskilled	0	0	0	0	0%
Total	55	72	42	30	42%

*Note: As per our Organisational Design Programme, EWSETA is implementing a new structure in a phased approach. Therefore, by the end of the 2024/25 reporting period, not all new structure posts had been filled. The old structure is still being transitioned out and all recruitment into the new structure will be completed within the new financial year.

PERSONNEL COST BY PROGRAMME

Programme	Personnel Expenditure (R'000)	Total expenditure for the entity	Personnel exp. as a % of total exp. (R'000)	No. of employees	Average personnel cost per employee (R'000)
Admin	R27 485	R92 872	59,98%	25	R1 099
Project admin	R18 342	R21 956	40,02%	35	R524
Total	R45 827	R114 828	100%	60	R1623*

*Total average cost per an employee per programme.

PERSONNEL COST BY SALARY BAND

LEVEL	Personnel Expenditure (R'000)	% of personnel exp. to total personnel cost (R'000)	No of employees	Average personnel cost per employee (R'000)
Top Management	R3 095	6,75%	1	R3 095
Senior Management	R7 668	16,73%	3	R2 556
Professional Qualified	R11 578	25,26%	9	R1 286
Skilled	R22 770	49,69%	40	R569
Semi-Skilled	R716	1,56%	7	R0
Unskilled	R0	0,00%	0	R0
TOTAL	R45 827	100%	60	R7 506*

*Total average cost per an employee per level.

PERFORMANCE REWARDS

Level	Performance Rewards (R'000)	Personnel Expenditure (R'000)	% of performance rewards to total personnel cost (R'000)
Top Management	R417	R3 095	13,5%
Senior Management	R390	R7 668	5,1%
Professional Qualified	R509	R11 578	4,4%
Skilled	R860	R22 770	3,8%
Semi-Skilled	R0	R716	0,0%
Unskilled	R0	R0	0,0%
TOTAL	R2 176	R45 827	5%

TRAINING COSTS

Directorate/Business Unit	Personnel Expenditure (R'000)	Training Expenditure (R'000)	Training Expenditure as a % of Personnel Cost.	No. of employees trained	Avg training cost per employee
Operations	R19 390	R34	0%	1	R34
Planning, Reporting & Monitoring	R6 164	R0	0%		R0
Finance	R6 138	R52	1%	3	R17
Corporate Services	R7 082	R206	3%	60	R3
Chief Executive Office	R7 053		0%		R0
Total	R45 827	R292	0%	64	R54*

*Total average training cost per an employee per business unit.

EMPLOYMENT CHANGES

Level	Employment at beginning of period	Appointments	Terminations	Employment at end of period
Top Management	1			1
Senior Management	3	1	1	3
Professionally Qualified	11	1	3	9
*Skilled	40	1	1	40
Semi - Skilled	0	9	2	7
Unskilled	0			0
TOTAL	55	12	7	60

EQUITY TARGETS, EMPLOYMENT EQUITY STATUS AND DISABLED STAFF STATUS

Level	MALE								FEMALE								DISABLED							
	African		Coloured		Indian		White		African		Coloured		Indian		White		African		Coloured		Indian		White	
	C	T	C	T	C	T	C	T	C	T	C	T	C	T	C	T	C	T	C	T	C	T	C	T
Top Management	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Senior Management	1	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Professionally Qualified	4	0	0	0	1	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Skilled	9	0	0	0	0	0	0	0	30	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled	2	0	0	0	0	0	0	0	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Unskilled	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	16	0	0	0	1	0	0	0	40	0	2	0	1	0	0	0	0	0	0	0	0	0	0	0

C = Current | T = Target | We did not have Employment Equity targets for employing staff with disabilities.

REASONS FOR TERMINATIONS

Reason	Number	% of total number of staff leaving
Death	0	0%
Resignation	6	86%
Dismissal	1	14%
Retirement	0	0%
Ill – health	0	0%
Expiry of contract	0	0%
Other	0	0%
TOTAL	7	100%

LABOUR RELATIONS: MISCONDUCT AND DISCIPLINARY ACTION

Nature of disciplinary action	Number
Verbal warning	0
Written warning	0
Final written warning	0
Dismissal	1
TOTAL	1



PFMA COMPLIANCE REPORT

IRREGULAR EXPENDITURE

a) Reconciliation of irregular expenditure

Description	2024/2025	2023/2024
	R'000	RESTATED R'000
Opening balance	419 679	410 883
Add: Irregular expenditure confirmed	3 027	8 796
Less: Irregular expenditure condoned	-	-
Less: Irregular expenditure not condoned and removed	-	-
Less: Irregular expenditure recoverable	-	-
Less: Irregular expenditure not recovered and written off	-	-
Closing balance	422 706	419 679

2024/25

Irregular expenditure consist of the following:

- R527 thousand resulted from a contract that was extended after it had expired.
- R2.5 million resulted from non-compliance with Supply Chain legislation

2023/24

Irregular expenditure consist of the following:

- R6,9 million related to non-compliance with the grant regulations, i.e. project administration costs exceeded the allowed threshold of 7.5% of total project expenditure;
- R596 thousand resulting from payments made in excess of contract amounts. Initially, R210 thousand was identified, however, the determination test concluded that the total irregular expenditure amounted to R596 thousand.
- R1,3 million incurred as EWSETA's reported expenditure exceeded its approved budget by this amount.

Reconciling notes to the annual financial statement disclosure

Description	2024/2025	2023/2024
	R'000	RESTATED R'000
Irregular expenditure under assessment	-	-
Irregular expenditure that relates to prior year identified in the current year	-	-
Irregular expenditure for the current year	3 027	8 796
Total	3 027	8 796

b) Details of current and previous year irregular expenditure (under assessment, determination, and investigation)

Description	2024/2025	2023/2024
	R'000	R'000
Irregular expenditure under assessment	2 464	-
Irregular expenditure under determination	-	-
Irregular expenditure under investigation	-	-
Total	2 464	-

c) Details of current and previous year irregular expenditure condoned

Description	2024/2025	2023/2024
	R'000	R'000
Irregular expenditure condoned	-	-
Total	-	-

No irregular expenditure was condoned.

d) Details of current and previous year irregular expenditure removed - (not condoned)

Description	2024/2025	2023/2024
	R'000	R'000
Irregular expenditure NOT condoned and removed	-	-
Total	-	-

No irregular expenditure was removed.

e) Details of current and previous year irregular recovered

Description	2024/2025	2023/2024
	R'000	R'000
Irregular expenditure recovered	-	-
Total	-	-

No irregular expenditure was recovered.

f) Details of current and previous year irregular expenditure written off (irrecoverable)

Description	2024/2025	2023/2024
	R'000	R'000
Irregular expenditure written off	-	-
Total	-	-

No irregular expenditure was written off.

ADDITIONAL DISCLOSURE RELATING TO INTER-INSTITUTIONAL ARRANGEMENTS

- g) Details of non-compliance cases where an institution is involved in an inter-institutional arrangement (where such institution is not responsible for the non-compliance)

Description
N/A

- h) Details of non-compliance cases where an institution is involved in an inter-institutional arrangement (where such institution is responsible for the non-compliance)

Description	2024/2025 R'000	2023/2024 R'000
N/A	-	-
Total	-	-

- i) Details of current and previous year disciplinary or criminal steps taken as a result of irregular expenditure

Description
The nature of the expenditure cannot be associated with a specific individual. The project administration costs include unavoidable expenditure such as salaries, training fees, audit fees, research, etc.

FRUITLESS AND WASTEFUL EXPENDITURE

a) Reconciliation of fruitless and wasteful expenditure

Reconciling notes to the annual financial statement disclosure

Description	2024/2025 R'000	2023/2024 R'000
Fruitless and wasteful expenditure under assessment	-	-
Fruitless and wasteful expenditure that relates to prior year identified in the current year	-	-
Fruitless and wasteful expenditure for the current year	-	-
Total	-	-

- b) Details of current and previous year fruitless and wasteful expenditure (under assessment, determination, and investigation)

Description	2024/2025 R'000	2023/2024 R'000
Fruitless and wasteful expenditure under assessment	-	-
Fruitless and wasteful expenditure under determination	-	-
Fruitless and wasteful expenditure under investigation	-	-
Total	-	-

- c) Details of current and previous year fruitless and wasteful expenditure recovered

Description	2024/2025 R'000	2023/2024 R'000
Fruitless and wasteful expenditure recovered	-	-
Total	-	-

2023/24

Fruitless and wasteful expenditure incurred amounted to R3 hundred. This relates to a late payment of interest. The amount was recovered.

- d) Details of current and previous year fruitless and wasteful expenditure not recovered and written off

Description	2024/2025 R'000	2023/2024 R'000
Fruitless and wasteful expenditure written off	-	-
Total	-	-

- e) Details of current year disciplinary or criminal steps taken as a result of fruitless and wasteful expenditure

Disciplinary steps taken
N/A

ADDITIONAL DISCLOSURE RELATING TO MATERIAL LOSSES IN TERMS OF PFMA SECTION 55(2)(B)(I)&(III)

- a) Details of current and previous year material losses through criminal conduct

Material losses through criminal conduct	2024/2025 R'000	2023/2024 R'000
Theft	18	542
Other material losses	-	-
Less: Recovered	-	(276)
Less: Not recovered and written off	-	(12)
Total	18	255

2024/25

Two laptops were stolen at the employees' place of residence. The book value of the laptops was R9,485.24 and R8,249.90. The laptops were replaced by the insurance.

2023/24

During the 2023/24 financial year, there was a break-in at EWSETA, laptops and iPads with a book value of R258 thousand were stored in the ICT storage. These assets were replaced by insurance.

A laptop with a book value of R18 thousand was stolen from the employee's car, this laptop was replaced by insurance.

A laptop with a book value of R12 thousand was stolen at a hotel during the workshop.

The loss R255 thousand from criminal activities relates to uninsured laptops that were stolen during a theft incident in August 2023 which was reported to law enforcement agencies.

b) Details of other material losses

Nature of other material losses	2024/2025	2023/2024
N/A	R'000	R'000
iPads	-	-
Laptops	-	-
Furniture	-	-
Total	-	-

There were no other material losses.

c) Other material losses recovered

Nature of losses	2024/2025	2023/2024
	R'000	R'000
Laptops	-	-
Total	-	-

There were no other material losses.

d) Other material losses written off

Description	2024/2025	2023/2024
	R'000	R'000
N/A	-	-
Total	-	-

PRIOR PERIOD ERROR – IRREGULAR EXPENDITURE DISCLOSURE**Nature**

During the 2024/25 financial year, management concluded a determination test regarding irregular expenditure initially disclosed in the 2023/24 financial year. The test identified that the total irregular expenditure incurred in 2023/24 was R596,000, of which only R210,000 was previously disclosed. This resulted in an understatement of R386,000.

The error has been corrected retrospectively in accordance with GRAP 3. The comparative figures for 2023/24 have been restated as follows:

Impact on Statement of Financial Performance:

No impact (Irregular Expenditure is disclosed in the notes only)

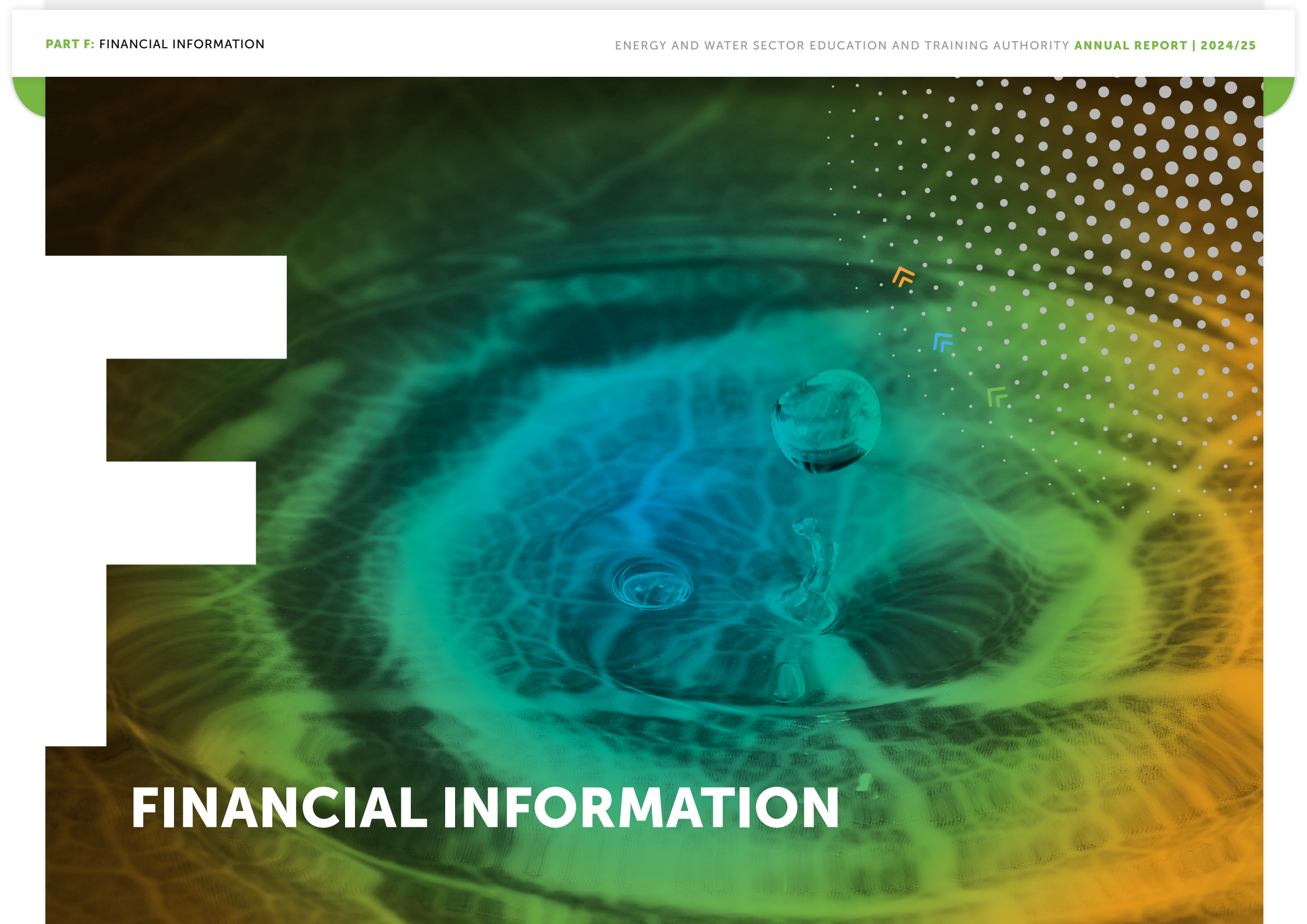
Impact on Irregular Expenditure Disclosure:	
Previously disclosed irregular expenditure (2023/24)	R210,000
Add: Additional irregular expenditure identified	R386,000
Restated irregular expenditure for 2023/24	R596,000

INFORMATION ON SUPPLY CHAIN MANAGEMENT**a) Procurement by other means:**

Please refer to Annexure A for the detailed list of procurement by other means.

b) Contract variations and expansions:

Please refer to Annexure B for the detailed list of contract variations and expansions.

The background of the page is an abstract composition. It features a large, white, stylized letter 'F' on the left side. The rest of the background is a blend of green and yellow hues, with a central image of a water droplet about to hit a surface, creating ripples. In the upper right corner, there is a pattern of small white dots. Three small, stylized 'F' shapes in orange, blue, and green are scattered near the top right.

FINANCIAL INFORMATION

GENERAL INFORMATION



ENERGY AND WATER SECTOR EDUCATION AND TRAINING AUTHORITY

Country of incorporation and domicile

South Africa

Registered office

22 Wellington Road, Lombard Building, Ground Floor
Parktown, Johannesburg, 2193

Business address

22 Wellington Road, Lombard Building, Ground Floor
Parktown, Johannesburg, 2193

Postal address

PO Box 1273, Houghton 2041

Controlling entity

The Department of Higher Education and Training
incorporated in South Africa

Bankers

First National Bank Limited,
Rand Merchant Bank Limited
Standard Bank of South Africa Limited
and South African Reserve Bank

Auditors

Auditor-General of South Africa (External Auditors)
and Lunika (Internal Auditors)

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ACRONYMS USED

AGSA	Auditor General South Africa
ASB	Accounting Standards Board
BCCEI	The Bargaining Council of the Civil Engineering Industry
DHET	Department of Higher Education and Training
GRAP	Standards of Generally Recognised Accounting Practice
IAS	International Accounting Standards
CFO	Chief Financial Officer
CSE	Corporate Services Executive
NSF	National Skills Fund
PFMA	Public Finance Management Act (Act 1 of 1999)
PME	Planning and Monitoring Executive
QCTO	Quality Council for Trades and Occupations

RSA	Republic of South Africa
SARB	South African Reserve Bank
SARS	South African Revenue Services
SDQA	Skills Delivery and Quality Assurance
SDE	Skills Development Executive
SDL	Skills Development Levy
SETA	Sector Education and Training Authority
SLA	Service Level Agreement
TVET	Technical and Vocational Education and Training
WSP	Workplace Skills Plan
SETA	Sector Education and Training Authority
SLA	Service Level Agreement
TVET	Technical and Vocational Education and Training
WOL	War On Leaks



Report of the INTERIM CHIEF FINANCIAL OFFICER

Nontando Rose Mgobo

The 2024/25 financial year marked the end of EWSETA's 2020–2025 strategic planning cycle and the start of the new 2025–2029 strategy. EWSETA achieved 87% of its performance targets, an increase from 84% in the previous year, reflecting the commitment and resilience of our team. With these results and a strong financial position, EWSETA is well placed to build on past successes and address critical skills gaps in the energy and water sectors.

FINANCIAL PERFORMANCE

This year we have seen the Levy income increase by R31 million (8%) to R409.5 million from R378.4 million in 2023/24, sustaining a consistent upward trend over the past five years, with an average annual increase of 20.7%. This growth is evidence of continued confidence in EWSETA's mandate and has allowed for greater investment in sector skills development.

Mandatory (MG) and discretionary grant (DG) disbursements increased by R70.1 million (24%) to R362.4 million compared to previous year, reflecting an average annual growth of 15% over the past five years. This upward trend highlights EWSETA's expanding reach and positive impact on skills planning, learnerships, projects, and quality assurance. The organisation closed the year with a surplus of R475 000. EWSETA is focused on improving its annual surplus by leveraging its strong financial position, expanding the levy-paying base, and enhancing operational efficiency. Engaging 61.3% of registered employers who are not yet contributing Skills Development Levies remains a key opportunity for revenue growth. At the same time, prudent cost management, optimised grant disbursements, and increased investment income will help strengthen results. By aligning resources with high-impact projects under the 2025–2029 strategy,

EWSETA will continue to build financial sustainability, maximise stakeholder value, and advance the national skills development agenda in the energy and water sectors.

Investment income increased by 4% compared to the previous financial year, supported by healthy cash balances and favourable interest rates. DG commitments increased to R327.7 million from R319.3 million in the previous year.

Together with the approved prior-year retained surplus of R394 million, these funds were committed to existing DG commitments to address scarce skills.

As at 31 March 2025, EWSETA held net assets of R421 million and cash and cash equivalents of R630 million. This highly liquid and solvent position enables responsiveness in addressing challenges and new innovation within the energy and water sector.

STAKEHOLDER ENGAGEMENT

Focused engagement on accurate Workplace Skills Plans has driven growth in levy-paying employers, strengthening collaboration and supporting sustainable growth in levy income.

GOVERNANCE AND AUDIT

The external audit concluded with an unqualified opinion, with material findings limited to certain disclosure notes and the statement of comparison of budget and actual amounts. Asset management received zero material findings, and IT security controls showed no significant deficiencies.

LOOKING AHEAD

As we enter the 2025–2029 strategic cycle, the Finance and Supply Chain Management branches will focus on:

- Maintaining unqualified audit opinion without findings
- Strengthening internal capacity by appointing key personnel and automating internal processes
- Driving strategic delivery and compliance adherence
- Optimising financial resources and budgetary control

I sincerely thank all our internal and external stakeholders for their unwavering support in strengthening EWSETA's impact on the energy and water sectors. Your collaboration remains vital to our shared success. I also extend heartfelt appreciation to our governance structures, the Accounting Authority, the Audit and Risk Committee, and the Finance and Remuneration Committee, our CEO and Executive team for their steadfast leadership and guidance in fostering a culture of high performance and accountability.

With a solid foundation, a clear strategy, and the support of committed stakeholders, EWSETA is well-positioned to sustain financial stability, expand its reach, and deliver lasting impact in the energy and water sectors.



Nontando Rose Mgobo

Interim Chief Financial Officer

REPORT OF THE AUDITOR-GENERAL TO PARLIAMENT ON THE ENERGY AND WATER SECTOR EDUCATION AND TRAINING AUTHORITY

REPORT ON THE AUDIT OF THE FINANCIAL STATEMENTS

OPINION

1. I have audited the financial statements of the Energy and Water Sector Education and Training Authority (EWSSETA), set out on pages 105 to 144, which comprise the statement of financial position as at 31 March 2025, statement of financial position, statement of changes in net assets, cash flow statement and statement of comparison of budget information with actual amounts for the year then ended, as well as notes to the financial statements, including a summary of significant accounting policies.
2. In my opinion, the financial statements present fairly, in all material respects, the financial position of the EWSSETA as at 31 March 2025 and its financial performance and cash flows for the year then ended in accordance with the Standards of Generally Accounting Practice (GRAP) and the requirements of the Public Finance Management Act 1 of 1999 (PFMA) and the Skills Development Act 97 of 1998 (SDA).

BASIS FOR OPINION

3. I conducted my audit in accordance with the International Standards on Auditing (ISAs). My responsibilities under those standards are further described in the responsibilities of the auditor-general for the audit of the financial statements section of my report.
4. I am independent of the public entity in accordance with the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International

Independence Standards) (IESBA code) as well as other ethical requirements that are relevant to my audit in South Africa. I have fulfilled my other ethical responsibilities in accordance with these requirements and the IESBA code.

5. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

EMPHASIS OF MATTER

6. I draw attention to the matter below. My opinion is not modified in respect of this matter.

Restatement of corresponding figures

7. As disclosed in note 29 to the financial statements, the corresponding figures for 31 March 2024 were restated as a result of an error in the financial statements of the public entity at, and for the year ended, 31 March 2025.

RESPONSIBILITIES OF THE ACCOUNTING AUTHORITY FOR THE FINANCIAL STATEMENTS

8. The accounting authority is responsible for the preparation and fair presentation of the financial statements in accordance with the GRAP and the requirements of the PFMA and the SDA and for such internal control as the accounting authority determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.
9. In preparing the financial statements, the accounting authority is responsible for assessing the public entity's ability to continue as a going concern; disclosing, as applicable, matters relating to going concern; and

using the going concern basis of accounting unless the appropriate governance structure either intends to liquidate the public entity or to cease operations, or has no realistic alternative but to do so.

RESPONSIBILITIES OF THE AUDITOR-GENERAL FOR THE AUDIT OF THE FINANCIAL STATEMENTS

10. My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error; and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with the ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.
11. A further description of my responsibilities for the audit of the financial statements is included in the annexure to this auditor's report. This description, which is located on page 102 to 103, forms part of my auditor's report.

REPORT ON THE AUDIT OF THE ANNUAL PERFORMANCE REPORT

12. In accordance with the Public Audit Act 25 of 2004 (PAA) and the general notice issued in terms thereof, I must audit and report on the usefulness and reliability of the reported performance against predetermined objectives for the selected programmes presented

in the annual performance report. The accounting authority is responsible for the preparation of the annual performance report.

13. I selected the following programmes presented in the annual performance report for the year ended 31 March 2025 for auditing. I selected programmes that measure the public entity's performance on its primary mandated functions and that are of significant national, community or public interest.

Programme	Page numbers	Purpose
Programme 2: skills planning	37 to 38	To ensure the implementation of evidence-based research and evaluation to inform programme planning and implementation
Programme 3: learning programmes and projects	38 to 50	To ensure that the energy and water sector has adequate, appropriate and high-quality skills that contribute towards economic growth, employment creation and social development
Programme 4: quality assurance	51	To enable the EWSETA to execute the delegated functions of the Quality Council for Trades and Occupations

14. I evaluated the reported performance information for the selected programmes against the criteria developed from the performance management and reporting framework, as defined in the general notice. When an annual performance report is prepared using these criteria, it provides useful and reliable information and insights to users on the public entity's planning and delivery on its mandate and objectives.

15. I performed procedures to test whether:

- the indicators used for planning and reporting on performance can be linked directly to the public entity's mandate and the achievement of its planned objectives
- all the indicators relevant for measuring the public entity's performance against its primary mandated and prioritised functions and planned objectives are included
- the indicators are well defined to ensure that they are easy to understand and can be applied consistently, as well as verifiable so that I can confirm the methods and processes to be used for measuring achievements
- the targets can be linked directly to the achievement of the indicators and are specific, time bound and measurable to ensure that it is easy to understand what should be delivered and by when, the required level of performance as well as how performance will be evaluated
- the indicators and targets reported on in the annual performance report are the same as those committed to in the approved initial or revised planning documents
- the reported performance information is presented in the annual performance report in the prescribed manner and is comparable and understandable
- there is adequate supporting evidence for the achievements reported and for the reasons provided for any over- or underachievement of targets and measures taken to improve performance.

16. I performed the procedures for the purpose of reporting material findings only; and not to express an assurance opinion or conclusion.

17. I did not identify any material findings on the reported performance information for the selected programmes.

OTHER MATTERS

18. I draw attention to the matters below.

Achievement of planned targets

19. The annual performance report includes information on reported achievements against planned targets and provides explanations for over- or underachievements. This information should be considered in the context of the material findings on the reported performance information.
20. The table that follows provides information on the achievement of planned targets and lists the key indicators that were not achieved as reported in the annual performance report. The reasons for any underachievement of targets are included in the annual performance report on pages 36-51.

Programme 3: learning programmes and projects

Targets achieved: **84%**

Budget spent: **93%**

Key indicator not achieved	Planned target	Reported achievement
3.2 Percentage of discretionary grant budget allocated for developing intermediate level skills	50%	41%
3.3 Percentage of discretionary grant budget allocated for developing elementary level skills	20%	16%
3.26 Number of technical and vocational education and training and university students requiring work integrated learning to complete their qualifications placed in workplaces	953	0

Key indicator not achieved	Planned target	Reported achievement
3.34 Number of unemployed learners who enrolled for skills programmes	2 146	957
3.35 Number of unemployed learners who completed skills programmes	1 846	625
3.38 Number of unemployed learners who enrolled for candidacy programmes	225	38
3.39 Number of unemployed learners who completed candidacy programmes	150	0
3.49 Number of workers enrolled for skills programmes	1 434	607

MATERIAL MISSTATEMENTS

21. I identified material misstatements in the annual performance report submitted for auditing. These material misstatements were in the reported performance information for programme 3: learning programme and projects. Management subsequently corrected all the misstatements, and I did not include any material findings in this report.

REPORT ON COMPLIANCE WITH LEGISLATION

22. In accordance with the PAA and the general notice issued in terms thereof, I must audit and report on compliance with applicable legislation relating to financial matters, financial management and other related matters. The accounting authority is responsible for the public entity's compliance with legislation.

23. I performed procedures to test compliance with selected requirements in key legislation in accordance with the findings engagement methodology of the Auditor-General of South Africa (AGSA). This engagement is not an assurance engagement. Accordingly, I do not express an assurance opinion or conclusion.

24. Through an established AGSA process, I selected requirements in key legislation for compliance testing that are relevant to the financial and performance management of the public entity clear to allow consistent measurement and evaluation, while also sufficiently detailed and readily available to report in an understandable manner. The selected legislative requirements are included in the annexure to this auditor's report.

25. The material findings on compliance with the selected legislative requirements, presented per compliance theme, are as follows:

ANNUAL FINANCIAL STATEMENTS

26. The financial statements submitted for auditing were not prepared in accordance with the prescribed financial reporting framework, as required by section 55(1) (b) of the PFMA.
27. Material misstatements in the disclosure notes and the statement of comparison of budget and actual, identified by the auditors in the submitted financial statements were corrected, resulting in the financial statements receiving an unqualified opinion.

EXPENDITURE MANAGEMENT

28. Effective and appropriate steps were not taken to prevent irregular expenditure as disclosed in note 27 to the annual financial statements, as required by section 51(1)(b)(ii) of the PFMA. The irregular expenditure was

due to payment made against a contract that was extended after the expiry date.

OTHER INFORMATION IN THE ANNUAL REPORT

29. The accounting authority is responsible for the other information included in the annual report. The other information does not include the financial statements, the auditor's report and those selected programmes presented in the annual performance report that have been specifically reported on in this auditor's report.
30. My opinion on the financial statements and my reports on the audit of the annual performance report and compliance with legislation do not cover the other information included in the annual report and I do not express an audit opinion or any form of assurance conclusion on it.
31. My responsibility is to read this other information and, in doing so, consider whether it is materially inconsistent with the financial statements and the selected programmes presented in the annual performance report or my knowledge obtained in the audit, or otherwise appears to be materially misstated.
32. I did not receive the other information prior to the date of this auditor's report. When I do receive and read this information, if I conclude that there is a material misstatement therein, I am required to communicate the matter to those charged with governance and request that the other information be corrected. If the other information is not corrected, I may have to retract this auditor's report and re-issue an amended report as appropriate. However, if it is corrected this will not be necessary.

INTERNAL CONTROL DEFICIENCIES

33. I considered internal control relevant to my audit of the financial statements, annual performance report and compliance with applicable legislation; however, my objective was not to express any form of assurance on it.
34. The matters reported below are limited to the significant internal control deficiencies that resulted in the basis for the opinion, and the material findings on compliance with legislation included in this report.
35. Inadequate review of the annual financial statements as material misstatements were identified on the financial statements submitted for audit. Additionally, management did not implement adequate controls to monitor and ensure compliance with all applicable laws and regulations.

MATERIAL IRREGULARITIES

36. In accordance with the PAA and the Material Irregularity Regulations, I have a responsibility to report on material irregularities identified during the audit, and on the status of material irregularities as previously reported in the auditor's report.

MATERIAL IRREGULARITIES IDENTIFIED DURING THE AUDIT

37. The material irregularities identified are as follows:

Purchase and refurbishment of the Cape house building, which is not is use

38. The EWSETA purchased a building for R21.7 million and capitalised R36.7 million in respect of renovations to the building. The sale agreement between EWSETA and the seller, dated 13 August 2014, was for the sale of the building. On 12 November 2014, the EWSETA signed another agreement with the seller for refurbishments of the same building. However,

due to the failure of the seller to deliver on these refurbishments, the EWSETA appointed various service providers to refurbish the building at the above cost.

39. During the 2020-21 financial year, the EWSETA made use of property valuers to perform a market valuation of the building, with the proposal of selling the property. However, it was determined that the market value of the building was sustainability lower than costs recognised in the financial statements of the EWSETA, which necessitated an impairment of R36.5 million.
40. The EWSETA procured new premises to occupy as their office space and entered into a five-year lease agreement for the rental of the premises from September 2021. To date, the EWSETA purchased the building and incurred refurbishment costs, but has not made use of the building since the date of purchase, while it continues to incur rental and miscellaneous costs. Based on the above, the official(s) of the entity have failed to ensure effective, efficient, economical and transparent use of resources, as required by section 57(b) of the PFMA.
41. I notified the accounting authority of the material irregularity on 20 November 2024 and invited the accounting Authority to make a written submission on the actions taken and that would be taken to address the matter.
42. In response, the accounting authority developed plans and implemented actions to resolve the material irregularity. This included discussions with the relevant roleplayers, and assessments of the different actions that can be taken on the building to prevent future losses. However, the planned actions have not yet resolved the material irregularity.
43. I determined that the accounting authority is not taking appropriation to resolve the material irregularity. I am in the process of making a decision on further actions to be taken.

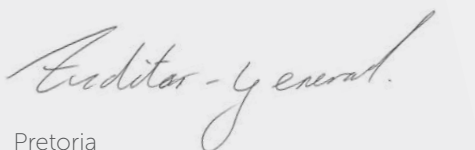
Status of previously reported material irregularities

Overpayment on War on Leaks project

44. The public entity entered into a tripartite agreement with a department and a state-owned corporation in August 2015, with regard to the War on Leaks project to train 15 000 artisans in various skills development programmes over a period of five years. The EWSETA acted as an implementing agent on the project and was tasked with sourcing service providers to implement the project. A service level agreement was signed in July 2016 for the training of 7 000 learners and payments made for training these learners in the implementation of the War on Leaks project. However, some of the contractual deliverables could not be substantiated and payments were made for services not rendered, resulting in overpayments for training provided.
45. The EWSETA made payments for deliverables that could not be substantiated, resulting in overpayments. The official(s) of the entity failed to ensure an effective, efficient, economical and transparent use of resources as they did not ensure that services were rendered before payments were made. This has resulted in an uneconomical use of financial resources by the EWSETA, as required by section 57(b) of the PFMA.
46. The entity has disclosed in its financial statements a receivable for the overpayment, which has been fully provided for impairment and the contractual dispute has been disclosed in note 22 to the annual financial statements. If not recovered, it is likely to result in a material financial loss.
47. I notified the accounting authority of the material irregularity on 10 November 2023 and, in response, the accounting authority developed plans to take the necessary actions to resolve the material irregularity, which includes the implementation of additional controls, and the recovery of the losses. The public

entity is set to undergo an arbitration process in October 2025 due to a contractual dispute with the service provider on the matter.

48. The accounting authority plans to take action on recovering the financial loss based on the outcome of the arbitration. I will follow up on the arbitration process and the implementation of the planned actions during my next audit.



Pretoria

31 July 2025



**AUDITOR-GENERAL
SOUTH AFRICA**

Auditing to build public confidence

ANNEXURE TO THE AUDITOR'S REPORT

The annexure includes the following:

- The auditor-general's responsibility for the audit
- The selected legislative requirements for compliance testing

AUDITOR-GENERAL'S RESPONSIBILITY FOR THE AUDIT

PROFESSIONAL JUDGEMENT AND PROFESSIONAL SCEPTICISM

As part of an audit in accordance with the International Standards on Auditing, I exercise professional judgement and maintain professional scepticism throughout my audit of the financial statements and the procedures performed on reported performance information for selected programmes and on the public entity's compliance with selected requirements in key legislation.

FINANCIAL STATEMENTS

In addition to my responsibility for the audit of the financial statements as described in this auditor's report, I also:

- identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error; design and perform audit procedures responsive to those risks; and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal control
- obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the

purpose of expressing an opinion on the effectiveness of the public entity's internal control

- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made
- conclude on the appropriateness of the use of the going concern basis of accounting in the preparation of the financial statements. I also conclude, based on the audit evidence obtained, whether a material uncertainty exists relating to events or conditions that may cast significant doubt on the ability of the public entity to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements about the material uncertainty or, if such disclosures are inadequate, to modify my opinion on the financial statements. My conclusions are based on the information available to me at the date of this auditor's report. However, future events or conditions may cause the public entity to cease operating as a going concern
- evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and determine whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

COMMUNICATION WITH THOSE CHARGED WITH GOVERNANCE

I communicate with the accounting authority regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

I also provide the accounting authority with a statement that I have complied with relevant ethical requirements regarding independence and communicate with them all relationships and other matters that may reasonably be thought to bear on my independence and, where applicable, actions taken to eliminate threats or safeguards applied.

COMPLIANCE WITH LEGISLATION – SELECTED LEGISLATIVE REQUIREMENTS

The selected legislative requirements are as follows:

Legislation	Sections, paragraphs or regulations
Public Finance Management Act 1 of 1999	Section 51(1)(b)(i); 51(1)(b)(ii); 51(1)(e)(iii)
	Section 53(4); 54(2)(c); 54(2)(d)
	Section 55(1)(a); 55(1)(b); 55(1)(c)(i)
	Section 56(1)
	Section 57(b)
	Section 66(3)(c)
Treasury Regulations, 2005	Regulation 8.2.1; 8.2.2
	Regulation 16A3.2; 16A3.2(a)
	Regulation 16A6.1;
	16A6.2(a); 16A6.2(b);
	16A6.3(a); 16A6.3(a);
	16A6.3(b); 16A6.3(c);
	16A6.3(e); 16A6.4; 16A6.5;
	16A6.6
	Regulation 16A.7.1; 16A.7.3;
	16A.7.6; 16A.7.7
	Regulation 16A8.3; 16A8.4
	Regulation 16A9.1(b)(ii); 16A
	9.1(d); 16A9.1(e); 16A9.1(f);
	16A9.2; 16A9.2(a)(ii)
	Regulation 30.1.1; 30.1.3(a);
	30.1.3(b); 30.1.3(d); 30.2.1
	Regulation 31.2.1; 31.2.5;
	31.2.7(a)
	Regulation 32.1.1(a);
	32.1.1(b); 32.1.1(c)
	Regulation 33.1.1; 33.1.3

Legislation	Sections, paragraphs or regulations
Companies Act 71 of 2008	Section 45(2); 45(3)(a)(ii); 45(3)(b)(i); 45(3)(b)(ii); 45(4)
	Section 46(1)(a); 46(1)(b); 46(1)(c)
	Section 112(2)(a)
	Section 129(7)
Construction Industry Development Board Act 38 of 2000	Section 18(1)
Construction Industry Development Board Regulations, 2004	Regulation 17
	Regulation 25(7A)
Second amendment National Treasury Instruction Note. 5 of 2020/21	Paragraph 1
Erratum National Treasury Instruction Note. 5 of 2020/21	Paragraph 2
National Treasury Instruction Note 5 of 2020/21	Paragraph 4.8; 4.9
	Paragraph 5.3
National Treasury Instruction Note 1 of 2021/22	Paragraph 4.1
National Treasury Instruction Note 4 of 2015/16	Paragraph 3.4
National Treasury Supply Chain Management (SCM) Instruction Note 4A of 2016/17	Paragraph 6
National Treasury SCM Instruction Note 3 of 2021/22	Paragraph 4.1; 4.2(b); 4.3; 4.4; 4.4(a); 4.17
	Paragraph 7.2; 7.6

Legislation	Sections, paragraphs or regulations
National Treasury SCM Instruction Note 11 of 2020/21	Paragraph 3.4(a); 3.4(b); 3.9
National Treasury SCM Instruction Note 2 of 2021/22	Paragraph 3.2.1; 3.2.4; 3.2.4(a); 3.3.1
Practice Note 11 of 2008-9	Paragraph 2.1
	Paragraph 3.1 (b)
Practice Note 5 of 2009-10	Paragraph 3.3
Practice Note 7 of 2009-10	Paragraph 4.1.2
Preferential Procurement Policy Framework Act 5 of 2000	Section 1
	Regulation 2.1(a); 2.1(f)
Preferential Procurement Regulations, 2022	Regulation 4.1; 4.2; 4.3; 4.4
	Regulation 5.1; 5.2; 5.3; 5.4
Preferential Procurement Regulations, 2017	Regulation 4.1; 4.2
	Regulation 5.1; 5.3; 5.6; 5.7
	Regulation 6.1; 6.2; 6.3; 6.5; 6.6; 6.8
	Regulation 7.1; 7.2; 7.3; 7.5; 7.6; 7.8
	Regulation 8.2; 8.5
	Regulation 9.1; 9.2
	Regulation 10.1; 10.2
	Regulation 11.1; 11.2

ACCOUNTING AUTHORITY'S RESPONSIBILITIES AND APPROVAL

The Accounting Authority is required by the Public Finance Management Act (Act 1 of 1999), to maintain adequate accounting records and is responsible for the content and integrity of the audited annual financial statements and related financial information included in this report. It is the responsibility of the Accounting Authority to ensure that the audited annual financial statements fairly present the state of affairs of the entity as at the end of the financial year and the results of its operations and cash flows for the period then ended. The Auditor-General of South Africa is engaged to express an independent opinion on the audited annual financial statements and were given unrestricted access to all financial records and related data.

The audited annual financial statements have been prepared in accordance with Standards of Generally Recognised Accounting Practice (GRAP) including any interpretations, guidelines and directives issued by the Accounting Standards Board (ASB).

The audited annual financial statements are based upon appropriate accounting policies consistently applied and supported by reasonable and prudent judgements and estimates.

The Accounting Authority acknowledges that it is ultimately responsible for the system of internal financial control established by the entity and places considerable

importance on maintaining a strong control environment. The accounting authority sets standards for internal control aimed at reducing the risk of error or deficit in a cost-effective manner. The standards include the proper delegation of responsibilities within a clearly defined framework, effective accounting procedures, and adequate segregation of duties to ensure an acceptable level of risk. These controls are monitored throughout the entity and all employees are required to maintain the highest ethical standards in ensuring the entity's business is conducted in a manner that in all reasonable circumstances is above reproach. The focus of risk management in the entity is on identifying, assessing, managing and monitoring all known forms of risk across the entity. While operating risk cannot be fully eliminated, the entity endeavours to minimise it by ensuring that appropriate infrastructure, controls, systems and ethical behaviour are applied and managed within predetermined procedures and constraints.

The Accounting Authority is of the opinion, based on the information and explanations given by management, that the system of internal control provides reasonable assurance that the financial records may be relied on for the preparation of the audited annual financial statements. However, any system of internal financial control can provide only reasonable, and not absolute assurance against material misstatement or deficit.

The Accounting Authority have reviewed the entity's cash flow forecast for the year to 31 March 2026 and, in light of this review and the current financial position, they are satisfied that the entity has or has access to adequate resources to continue in operational existence for the foreseeable future.

The audited annual financial statements set out on page xx to xx, which have been prepared on the going concern basis, were approved by the Accounting Authority on 31 July 2025 and were signed on its behalf by:



MPHO MOOKAPELE
Accounting Authority

STATEMENT OF FINANCIAL POSITION

AS AT 31 MARCH 2025

<i>Figures in Rand (R'000)</i>	Notes	2025	2024 Restated*
Assets			
Current Assets			
Receivables from exchange transactions	2	3 448	2 923
Receivables from non-exchange transactions	3	950	944
Prepayments	4	502	103
Cash and cash equivalents	5	630 096	597 024
		634 996	600 994
Non-Current Assets			
Property, plant and equipment	6	25 298	25 815
Intangible assets	7	1 057	1 206
		26 355	27 021
Total Assets		661 351	628 015
Liabilities			
Current Liabilities			
Payables from exchange transactions*	8	20 803	11 904
Payables from non-exchange transactions*	9	129 894	93 354
Unspent conditional grants and receipts	10	32 966	36 897
Provisions	11	56 860	65 507
		240 523	207 662
Total Liabilities		240 523	207 662
Net Assets		420 828	420 353
Reserves			
Administration reserve		26 355	27 021
Mandatory grant reserve		15	108
Discretionary grant reserve		394 458	393 224
Total Net Assets		420 828	420 353

*See Note 29.

STATEMENT OF FINANCIAL PERFORMANCE

AS AT 31 MARCH 2025

<i>Figures in Rand (R'000)</i>	Notes	2025	2024 Restated*
Revenue			
Non-exchange revenue	12	413 320	379 064
Exchange revenue	13	134	439
Interest income	14	43 344	41 855
Impairment Reversal	6 & 12	-	120 708
Total revenue		456 798	542 066
Expenditure			
Employee related costs	17	(36 936)	(24 204)
Depreciation and amortisation*	6 & 7	(2 514)	(1 718)
Revenue loss	12	-	(120 453)
Mandatory grant, discretionary grant and special project expenses	15	(363 451)	(292 967)
Assets written off	6 & 7	(169)	(291)
Administration expenses	16	(53 189)	(56 713)
Repairs and maintenance		(64)	(144)
Total expenditure		(456 323)	(496 490)
Surplus for the year		475	45 576

*See Note 29.

STATEMENT OF CHANGES IN NET ASSETS

AS AT 31 MARCH 2025

<i>Figures in Rand (R'000)</i>	Administration reserve	Mandatory grant reserve	Discretionary grant reserve	Total reserves	Accumulated surplus / deficit	Total net assets
Restated Balance as at 01 April 2023	26 265	61	348 454	374 780	-	374 780
Changes in net assets						
Surplus for the year	-	-	-	-	45 576	45 576
Allocation of surplus	(32 618)	9 760	68 434	45 576	(45 576)	-
Excess funds transferred	33 374	(9 713)	(23 664)	(3)	-	(3)
Total changes	756	47	44 770	45 573	-	45 573
Opening balance as previously reported	27 780	108	394 098	421 986	-	421 986
Prior year adjustments*	(759)	-	(874)	(1 633)	-	(1 633)
Restated Balance as at 01 April 2024	27 021	108	393 224	420 353	-	420 353
Changes in net assets						
Allocation of surplus (deficit)	5 276	10 766	(15 567)	475	(475)	-
Excess funds transferred to/from discretionary reserve	(5 942)	(10 859)	16 801	-	-	-
Surplus for the year	-	-	-	-	475	475
Total changes	(666)	(93)	1 234	475	-	475
Balance as at 31 March 2025	26 355	15	394 458	420 828	-	420 828
Note (s)						

*See Note 29.

CASH FLOW STATEMENT

AS AT 31 MARCH 2025

<i>Figures in Rand (R'000)</i>	Notes	2025	2024 Restated*
Cash flows from operating activities			
Receipts			
Cash receipts from exchange transactions		444	(145)
Cash receipts from SDL Levies		413 313	379 483
Cash receipts from Interest		43 684	43 103
		457 441	422 441
Payments			
Cash payments for MG and DG projects		(340 178)	(278 995)
Cash payments to employees		(32 191)	(25 855)
Cash payments to administrative suppliers		(49 951)	(53 513)
		(422 320)	(358 363)
Net cash flows from operating activities	19	35 121	64 078
Cash flows from investing activities			
Purchase of property, plant and equipment*	6	(1 521)	(1 962)
Purchase of other intangible assets	7	(528)	-
Net cash flows from investing activities		(2 049)	(1 962)
Net increase in cash and cash equivalents		33 072	62 116
Cash and cash equivalents at the beginning of the year		597 024	534 908
Cash and cash equivalents at the end of the year	5	630 096	597 024

The accounting policies on page 10 to 25 and the notes on page 26 to 50 form an integral part of the audited annual financial statements.

*See Note 29

STATEMENT OF COMPARISON OF BUDGET AND ACTUAL AMOUNTS

AS AT 31 MARCH 2025

<i>Figures in Rand (R'000)</i>	Approved budget	Adjustments	Final Budget	Actual amounts on comparable basis	Difference between final budget and actual	Reference Note 28
Statement of Financial Performance						
Revenue						
Revenue from exchange transactions						
Exchange revenue	126	-	126	134	8	
Interest income	37 975	(1 269)	36 706	43 344	6 638	a
Total revenue from exchange transactions	38 101	(1 269)	36 832	43 478	6 646	
Revenue from non-exchange transactions						
Skills development levy income	354 438	22 701	377 139	413 320	36 181	b
Total revenue	392 539	21 432	413 971	456 798	42 827	
Expenditure						
Employee related costs	(34 915)	-	(34 915)	(36 936)	(2 021)	c
Administration	(57 282)	(56 188)	(113 470)	(53 189)	60 281	d
Depreciation and amortisation	-	-	-	(2 514)	(2 514)	e
Repair and Maintenance	(141)	(25)	(166)	(64)	102	
Skills planning and monitoring (including MG expenses)	(85 889)	(2 222)	(88 111)	(90 821)	(2 710)	f
Learning Programmes and projects (DG expenses)	(201 444)	(343 633)	(545 077)	(260 387)	284 690	g
Quality Assurance	(10 170)	(13 425)	(23 595)	(11 203)	12 392	h
Special Projects	-	-	-	(1 040)	(1 040)	i
Total expenditure	(389 841)	(415 493)	(805 334)	(456 154)	349 180	
Operating surplus	2 698	(394 061)	(391 363)	644	392 007	
Assets written off	-	-	-	(169)	(169)	j
Surplus before taxation	2 698	(394 061)	(391 363)	475	391 838	
Approved retained surplus (2023/24 approved surplus to be utilised in 2024/25)	-	394 841	394 841	-	(394 841)	
Capital Expenditure						
Intangible assets (Software)	(1 378)	-	(1 378)	(528)	850	
Computer equipment	(1 120)	(370)	(1 490)	(948)	542	
Furniture and Fittings	(100)	-	(100)	(15)	85	
Leasehold Improvements	-	(411)	(411)	(525)	(114)	k
Office Equipment	(100)	-	(100)	(33)	67	
Total Capital expenditure	(2 698)	(781)	(3 479)	2 049	1 430	

The Statement of comparison of budget and actual amounts include the approved retention of surplus for 2023/24 amounting to R394 million.

SIGNIFICANT ACCOUNTING POLICIES

1. PRESENTATION OF ANNUAL FINANCIAL STATEMENTS

GENERAL INFORMATION

The EWSETA has been established in terms of Section 9 of the Skills Development Act (SDA), 97 of 1998, as amended and reports to the Honourable Minister of Higher Education and is listed under Schedule 3A entity of the Public Finance Management Act (Act 1 of 1999), as amended (PFMA), as a Public Entity. The overall mandate of the EWSETA is to facilitate skills development within the energy and water sector of the economy and ensure access to education and training for all, within the limits of its levy income.

1.1 BASIS OF PREPARATION

The annual financial statements have been prepared in accordance with the prescribed Standards of Generally Recognised Accounting Practice (GRAP), including any directives, interpretations and guidelines issued by the Accounting Standards Board, in accordance with Section 91(1) of the Public Finance Management Act (Act 1 of 1999).

These annual financial statements have been prepared on an accrual basis of accounting and are in accordance with the historical cost convention as the basis of measurement, unless specified otherwise. The financial statements are presented in South African Rand (ZAR) and have been rounded to the nearest thousand (R1,000), except where indicated otherwise. Assets, liabilities, revenues and expenses have not been offset, except where offsetting is either required or permitted by a Standard of GRAP.

A summary of the significant accounting policies, which have been consistently applied in the preparation of these annual financial statements, are disclosed below. These accounting policies are consistent with the previous period.

The Cash Flow Statement is prepared on the direct method.

1.2 SIGNIFICANT JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY

In preparing the annual financial statements, Management is required to make judgements, estimates and assumptions that affect the amounts represented in the annual financial statements and related disclosures. Use of available information and the application of judgement is inherent when estimates are utilised. Actual results in the future could differ from these estimates which may be material to the annual financial statements. Significant judgements and key sources of estimation uncertainty include:

Useful lives and residual values of property, plant and equipment and intangible assets

All classes of property, plant and equipment are depreciated on a straight-line basis over the asset's expected useful life to their estimated residual value. The EWSETA reviews the estimated useful lives and residual values of property, plant and equipment at the end of each annual reporting period to ascertain if there is an indication that the useful lives or residual values may have changed. Refer to note 6 for the carrying values of property, plant and equipment.

EWSETA's mandate is dependent on the renewal of their operating licence which expires in 2030. Management has a reasonable expectation that the licence will be renewed indefinitely and therefore the useful lives are not limited to the term of the licence.

Provision for performance bonus

A provision for performance bonuses is recognised at year-end as the obligation arises from services rendered by employees during the reporting period, even though the final performance scores and payment approvals may occur after the financial statements are issued.

The provision is calculated based on the best estimate of the potential payout, using individual provisional

performance ratings and the organisational performance score from the previous financial year, where current-year results are not yet finalised. This estimate considers:

- The minimum organisational performance trigger (75% APP achievement);
- Eligibility criteria (minimum individual rating of 3.1);
- Approved incentive quanta per job category;
- Historical performance data and actual payout trends.

Final bonus amounts are determined after the formal performance assessment and Board approval. Any adjustments between the provisioned and final amounts are accounted for in the following reporting period.

Provision for discretionary grants

The provision for discretionary grants relates to bursary programmes and outstanding discretionary grants where invoices have been received and are still payable. A provision is raised for the claimed discretionary grants where the supporting evidence has not yet been verified at year-end.

The provision is estimated based on the amount being claimed by the recipient of the discretionary grant. Once EWSETA has verified the supporting evidence to the discretionary grant or bursary claim, the amount paid may differ from the provision recognised in the financial statements.

Impairment of exchange/non-exchange receivables

The entity assesses its receivables for impairment at the end of each reporting period. In determining whether a receivable is impaired, the entity makes judgements as to whether there is observable data indicating a measurable decrease in the estimated future cash flows from the receivable.

Where a receivable is pursued legally, the entity allows for the legal representative to work on the recovery strategy

and pursue the debt for a reasonable amount of time before the receivable is considered for impairment. Based on past experience, EWSETA considers 18 months (2024: 18 months) to be a reasonable amount of time in this regard.

An impairment loss is recognised when there is objective evidence that it is impaired. The impairment is measured as the difference between the receivable's carrying amount and the present value of estimated future cash flows discounted at the effective interest rate computed at initial recognition.

Impairment and reversal of impairment of property, plant and equipment

EWSETA assesses its property, plant and equipment for impairment if there is an indication at year-end that it may be impaired. If so, EWSETA impairs the carrying value of the asset to its recoverable service amount. The estimation of the recoverable service amount is subject to several sources of estimation uncertainty.

An impairment loss recognised in prior periods for an asset shall be reversed if, and only if, there has been a change in the estimates used to determine the asset's recoverable service amount since the last impairment loss was recognised. If this is the case, the carrying amount of the asset shall, be increased to its recoverable service amount. That increase is a reversal of an impairment loss. The increased carrying amount of an asset attributable to a reversal of an impairment loss shall not exceed the carrying amount that would have been determined (net of depreciation or amortisation) had no impairment loss been recognised for the asset in prior periods. The estimation of the recoverable service amount is subject to several sources of estimation uncertainty.

Classification of Cape House building as property, plant and equipment

The entity owns a building that is registered with the Heritage Council and enjoys protection as certain features have historical importance. EWSETA has applied its

judgement in determining whether a significant portion of the building meets the definition of a heritage asset. Based on the outcome of the judgement applied, EWSETA has classified the building as property, plant and equipment primarily since the heritage protection only applies to an insignificant portion of the building.

Classification of Cape House building as a non-current asset

As described in the property, plant and equipment note, EWSETA has in a prior financial year, decided to dispose of its Cape House building. The disposal of the building is subject to processes in accordance with the requirements of the PFMA. As at the reporting date, EWSETA planned to dispose of the building within 12 months after the 2025 year-end and processes have commenced. However, the timing of the approval process cannot be ascertained.

Mandatory grants payout rate

The mandatory grant expenditure and the mandatory grant liability were calculated using a 20% mandatory grant percentage in terms of section 4(4) of the SETA grant regulations. However, this percentage is subject to a pending legal matter. Further disclosure of the background and nature of the legal matter is provided in the contingencies note (Note 22).

1.3 PROPERTY, PLANT AND EQUIPMENT

Property, plant and equipment are tangible non-current assets that are held for use in the production or supply of services, or for administrative purposes, and are expected to be used during more than one period. The entity has designed all of its assets as non cash-generating, as all assets are used to deliver services and not generate a commercial return.

The cost of an item of property, plant and equipment is recognised as an asset when:

- it is probable that future economic benefits or service

potential associated with the item will flow to the entity; and

- the cost of the item can be measured reliably.

This is when assets are delivered to EWSETA.

Property, plant and equipment is initially measured at cost. The cost of an item of property, plant and equipment is the purchase price and other costs attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by Management. Discounts are deducted in arriving at the cost, and the cost of value-added tax is included as EWSETA is not able to claim this back from the revenue authority. EWSETA does not have any assets acquired through a non-exchange transaction, or through an exchange of non-monetary assets.

After initial recognition, property, plant and equipment is accounted for on the cost model and carried at cost less accumulated depreciation and impairment losses (if applicable). Impairments are accounted for in terms of the accounting policy for impairment of non-cash-generating assets.

Assets are not depreciated until they are in the location and condition to be capable of operating in the manner intended by Management i.e. available for use. Assets are depreciated on a straight-line basis over their expected useful lives to their residual values. EWSETA considers the straight-line basis to reliably reflect the pattern by which assets' service potential are consumed.

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset only when it is probable that the service potential associated with the item will flow to the EWSETA, and the cost of the item can be reliably measured.

The depreciation charge for each period is recognised in the Statement of Financial Performance unless it is included in the carrying amount of another asset.

The initial assessments of useful lives of items of property, plant and equipment have been assessed as follows:

Item	Depreciation method	Average useful life
Buildings	Straight-line	20 to 30 years
Furniture and fixtures	Straight-line	5 to 15 years
Motor vehicles	Straight-line	5 to 8 years
Office equipment	Straight-line	5 to 15 years
IT equipment	Straight-line	3 to 8 years
Leasehold improvements	Straight-line	Shorter of lease period and useful life of asset

EWSETA does not have any assets with components that are depreciated separately. All items of property, plant and equipment are depreciated as a whole asset.

EWSETA reviews annually:

- The depreciation method applied to each asset and whether it is appropriate;
- The useful life of each asset and whether it still reflects the period over which service potential will be derived from the asset;
- The residual value and whether it still reflects the amount expected to be recovered from disposal of the asset at the end of its useful life.

If any of these assumptions and estimates has changed EWSETA revises the depreciation method, expected useful life and/or residual value accordingly. The change is accounted for as a change in accounting estimate in accordance with GRAP 3 - Accounting Policies, Changes in Accounting Estimates and Errors.

Items of property, plant and equipment are derecognised when there is no further economic benefit or service potential expected from the use of the asset. The gain or loss arising from the derecognition of an item of property, plant and equipment is included in surplus or deficit when the item is derecognised.

Items below R 7 thousand (2024: R 7 thousand) are regarded as small assets and are written off in the Statement of Financial Performance.

1.4 INTANGIBLE ASSETS

Intangible assets are identifiable non-monetary assets without physical substance. EWSETA intangible assets comprises only software.

The cost of an intangible asset is recognised as an asset when:

- it is probable that the service potential associated with the item will flow to the entity; and
- the cost of the item can be measured reliably. This is when the software is received by EWSETA.

Intangible assets are initially measured at cost. The cost of an intangible asset comprises of the purchase price/ development cost and any directly attributable costs of preparing the asset for its intended use. Discounts are deducted in arriving at the cost, and the cost of Value-Added Tax is included as EWSETA is not able to claim this back from the revenue authority. Where applicable, professional fees arising directly from bringing the asset to its working condition (e.g. installation, configuration and testing costs) are also included in the cost. EWSETA does not have any intangible assets acquired through a non-exchange transaction, or through an exchange of non-monetary assets.

After initial recognition, intangible assets are accounted for on the cost model and carried at cost less accumulated amortisation and impairment losses (if applicable). Impairments are accounted for in terms of the accounting policy for impairment of non-cash-generating assets. Intangible assets are not amortised until they are capable of operating in the manner intended by Management i.e. available for use. Assets are amortised on a straight-line basis over their useful lives. All EWSETA's intangible assets have a residual value of zero. EWSETA considers the

straight-line basis to reliably reflect the pattern by which the assets' service potential are consumed.

The initial assessments of the useful lives of intangible assets has been assessed as follows:

Item	Depreciation method	Average useful life
Computer software and Licenses	Straight-line	3 to 10 years

EWSETA reviews annually:

- The amortisation method applied to each intangible asset and whether it is appropriate;
- The useful life of each intangible asset and whether it still reflects the period over which the service potential will be derived from the asset. If reassessment indicates a finite life, the asset is treated accordingly.

If any of these assumptions and estimates has changed, EWSETA revises the amortisation method and/or expected useful life accordingly. The change is accounted for in accordance with GRAP 3 - Accounting Policies, Changes in Accounting Estimates and Errors.

Intangible assets are derecognised when there is no further service potential expected from the use of the asset. The gain or loss arising from the derecognition is included in surplus or deficit when the item is derecognised.

1.5 IMPAIRMENT AND REVERSAL OF IMPAIRMENT OF NON-CASH GENERATING ASSETS

EWSETA assesses, at each reporting date, whether there is an indication that an asset may be impaired. If any indication exists, EWSETA estimates the asset's recoverable amount. An asset's recoverable amount is the higher of the asset's fair value less costs to sell and its value in use. The recoverable amount is determined for an individual asset, unless the asset does not generate cash inflows that are largely independent of those from other assets or groups of assets.

When the carrying amount of an asset exceeds its recoverable amount, the asset is considered impaired and is written down to its recoverable amount. The resulting impairment loss is included in the Statement of Financial Performance.

An impairment loss recognised in prior periods for an asset shall be reversed if there has been a change in the asset's recoverable service amount since the last impairment loss was recognised. If this is the case, the carrying amount of the asset shall be increased to its recoverable service amount. That increase is a reversal of an impairment loss previously recognised.

The increased carrying amount of an asset attributable to a reversal of an impairment loss shall not exceed the carrying amount that would have been determined (net of depreciation or amortisation) had no impairment loss been recognised for the asset in prior periods.

1.6 GRANTS AND PROJECT EXPENDITURE

Mandatory grant expenditure

Mandatory grants are paid to sector employers in terms of the SETA Grant Regulation 4. Mandatory grant expenditure and the related payable is recognised when the employer has submitted an application for a grant in the prescribed form, within the agreed upon cut-off period, the application has been approved and the levy has been paid by the employer.

The mandatory grant is equivalent to 20% (2024: 20%) of the total levies paid by the employer in terms of the regulation mentioned above. The payment of 20% is subject to judgement and is also a contingency. In this respect, additional disclosures are presented in the significant judgements note and the contingencies note.

EWSETA refunds amounts to the employers in the form of grants based on information from South African Revenue Service (SARS). SARS retrospectively amends the information on levies collected, it may result in grants

that have been paid to certain employers being in excess of the amounts EWSETA is permitted to have granted the employers. A receivable relating to the overpayment to the employer in earlier periods is raised as the amount of such grant overpayment, net of bad debts and provisions for irrecoverable amounts.

Discretionary grants and project expenditure

Discretionary grant expenditure comprises two major components:

- Discretionary grants paid to education and training institutions, employers and other enterprises, organisations and associations in order to implement the EWSETA Strategy. These parties are required to submit applications for discretionary grant in the prescribed form within the agreed upon cut-off period. These expenses and the related payable are recognised when the application has been approved and conditions for payment have been met.
- Administration or project management costs relating to discretionary grant projects. EWSETA classifies these costs as project administration expenses and presents them accordingly in the mandatory grants and project expenses note. The expense and the related payable is recognised as it is incurred.

Discretionary grant expenditure is measured at the amount incurred per the contract signed between EWSETA and the applicable counterparty.

Administration expenditure

The Skills Development Levies Act stipulates that a maximum of 10% (2024: 10%) of the SETA levy income may be used for the SETA's operational administration expenses. An additional 0,5% (2024:0.5%) of the SETA levy income is contributed by the SETA to the Quality Council for Trade and Occupations (QCTO) to fund the QCTO's activities. Where EWSETA anticipates that it may be unable to limit administration expenses to the threshold set out above, an

application in the prescribed form is made to the Executive Authority to exceed this threshold.

Administration expenditure is recognised when the expenditure is incurred. The expenditure is measured at the amounts that have been incurred per the contract between EWSETA and the applicable counterparty.

1.7 CONDITIONAL GRANTS AND RECEIPTS

Revenue from conditional grants, donations, and other non-exchange funding is recognised when EWSETA gains control of the asset, it is probable that the economic benefits or service potential will flow to the entity, and the amount can be measured reliably at fair value.

Where the agreement includes condition i.e. stipulations that require the return of the transferred resources if not met—a liability is recognised to the extent that those conditions remain outstanding. Revenue is then recognised as and when the conditions are satisfied.

If the stipulations are restrictions (i.e., they limit the use of the resources without requiring return), the full amount is recognised as revenue on initial recognition of the asset.

1.8 BUDGET INFORMATION

EWSETA prepares its budget in accordance with the budgetary limitations prescribed by legislation. Where these limitations cannot be adhered to, approval is sought in advance from the Executive Authority in the prescribed form.

The budget was prepared on the cash basis modified for certain accruals and presented by economic classification. Non- cash items (depreciation, amortisation and losses on derecognition of assets) are excluded from the budget. The budget covers the fiscal period from 1 April 2024 to 31 March 2025 and includes only EWSETA and no other entities. The items in the budget are classified by programmes and the items in the financial statement are classified by its economic nature. Explanations are provided for all material budget variances, being variances above 10% and R300 000.

1.9 RELATED PARTIES

Related parties are defined as individuals or entities that have control, joint control, or significant influence over EWSETA, or are members of its management, including close members of their families. Related parties also include entities that are controlled, jointly controlled, or significantly influenced by such individuals, or entities under common control with EWSETA.

A related party transaction is a transfer of resources, services, or obligations between EWSETA and a related party, regardless of whether a price is charged.

EWSETA discloses the following in the notes to the financial statements, in accordance with the standard:

- The nature of the related party relationship;
- The types of transactions conducted and the amounts involved;-
- Outstanding balances, including commitments, with related parties;
- Terms and conditions of those balances, including guarantees or security provided;
- Provisions for doubtful debts and expenses relating to bad debts from related parties;
- The remuneration of members of management, disclosed per person and in aggregate, classified by category as outlined in the standard.

EWSETA is exempt from disclosing specific related party transactions that occur:

- (a) within normal supplier and/or client or recipient relationships, on terms and conditions no more or less favourable than those which it is reasonable to expect the entity to have adopted in dealing with unrelated parties; and
- (b) within the normal operating parameters established by EWSETA's legal mandate.

However, EWSETA provides narrative disclosure of the nature and extent of such related party transactions and related outstanding balances where these are significant to understanding the financial performance or position of the entity.

Management includes all persons responsible for planning, directing, and controlling the activities of EWSETA, including executive management and the members of the Accounting Authority.

1.10 EVENTS AFTER REPORTING DATE

Events after the reporting date are those events, both favourable and unfavourable, that occur between the reporting date and the date when the financial statements are authorised for issue. Events after the reporting date are classified into two categories:

- Adjusting events: those that provide evidence of conditions that existed at the reporting date; and
- Non-adjusting events: those that are indicative of conditions that arose after the reporting date.

EWSETA adjusts the amounts recognised in the financial statements to reflect adjusting events that occur after the reporting date but before the date the financial statements are authorised for issue.

In the case of material non-adjusting events, EWSETA discloses the nature of the event and, if practicable, an estimate of its financial effect. If an estimate cannot be made, a statement to that effect is provided. Disclosure is made only where the non-adjusting event could influence the economic decisions of users taken on the basis of the financial statements.

EWSETA reassesses the going concern assumption based on any post-reporting date events. If the going concern basis is no longer appropriate, the financial statements are prepared on a different basis, which is disclosed together with the reasons. The date on which the financial statements are authorised for issue and the party who

authorised them are disclosed in the financial statements in accordance with the standard.

1.11 RESERVES

Net assets are sub-classified in the Statement of Financial Position between the following reserves, based on the source and intended use of funds as governed by the Skills Development Act (Act No. 97 of 1998) and internal policy

- Administration Reserve
- Mandatory Grant Reserve
- Discretionary Grant Reserve

This sub-classification is made based on the restrictions placed on the distribution of monies received in accordance with the regulations issued in terms of the Skills Development Act, 1998 (Act No. 97 of 1998).

Interest and penalties received from SARS and interest received from cash deposits are utilised for discretionary grants and projects. Other income received is utilised in accordance with the original source of the income.

The minimum amount retained in the administration reserve equates to the net book value of non-current assets.

Surplus funds in the mandatory grant reserve are transferred to the discretionary grant reserve at the end of the financial year. An amount is retained in the mandatory grant reserve, after consideration is given to new companies. The mandatory grant reserve is the mandatory grant payable to all new employers who in terms of the regulation still have six months after joining to submit their workplace skills plan.

1.12 FINANCIAL INSTRUMENTS

A financial instrument is any contract that gives rise to a financial asset of one entity and a financial liability or a residual interest of another entity.

A financial asset is: cash; a residual interest of another entity; or a contractual right to:

- receive cash or another financial asset from another entity; or
- exchange financial assets or financial liabilities with another entity under conditions that are potentially favourable to the entity.

A financial liability is any liability that is a contractual obligation to deliver cash or another financial asset to another entity; or exchange financial assets or financial liabilities under conditions that are potentially unfavourable to the entity.

Classification

Financial instruments are classified into the following category at initial recognition:

Financial instruments at amortised cost:

These include cash and cash equivalents, trade and other receivables, and payables.

EWSETA classifies its receivables from exchange and non-exchange transactions (excluding mandatory grants which are classified as statutory receivables-accounting policy 1.16) as financial assets at amortised cost and measures these using the effective interest method. These financial assets are not quoted in an active market and have fixed or determinable payments as defined in the standard.

The amortised cost of a financial asset or financial liability is the amount at which the financial asset or financial liability is measured at initial recognition minus principal repayments, plus or minus the cumulative amortisation using the effective interest method of any difference between that initial amount and the maturity amount, and minus any reduction (directly or through the use of an allowance account) for impairment or un-collectibility.

Initial recognition

EWSETA recognises financial asset or liability on its Statement of Financial Position when the entity becomes a party to the contractual provisions of the instrument.

Financial asset or liability are initially measured at fair value, plus transaction costs that are directly attributable to the acquisition or issue of the financial asset or liability except for instruments designated at fair value.

Subsequent Measurement

Financial assets and liabilities are measured at amortised cost using the effective interest method.

The effective interest method is a method of calculating the amortised cost of a financial asset or a financial liability and of allocating interest income over the relevant period. The effective interest rate is the rate that exactly discounts estimated future cash receipts through the expected life of the financial instrument, or, where appropriate, a shorter period to the net carrying amount of the financial asset or financial liability.

All financial liabilities of the entity are classified as financial liabilities at amortised cost. The classification depends on the nature and purpose of the financial liabilities and is determined at the time of initial recognition.

Impairment of financial assets

Financial assets at amortised cost are assessed at each reporting date for impairment.

Financial assets are impaired where there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flow of the investment has been impacted. For financial assets carried at amortised cost, the amount of the impairment is the difference between the asset's carrying amount and the present value of estimated future cash flows, discounted at the original effective interest rate.

The carrying amount of the financial asset is reduced by the impairment loss recognised during the financial period. The financial assets' carrying amount is reduced through the use of an allowance account/ provision for doubtful debt account. When a receivable is uncollectable, it is written off against the allowance account/ provision for doubtful debt. Subsequent recoveries of amounts previously written off are recognised in surplus or deficit for the year.

In assessing whether the entity's financial asset or group of financial assets is impaired at the end of the reporting period, EWSETA considers the following, amongst others:

- significant financial difficulty of the issuer or obligor;
- a breach of contract, such as a default or delinquency in interest or principal payments;
- the lender, for economic or legal reasons relating to the borrower's financial difficulty, granting to the borrower a concession that the lender would not otherwise consider;
- is probable that the borrower will enter sequestration or other financial reorganisation;
- observable data indicating that there is a measurable decrease in the estimated future cash flows from a group of financial assets since the initial recognition of those assets, although the decrease cannot yet be identified with the individual financial assets in the group, including adverse changes in the payment status of borrowers in the group (e.g. an increased number of delayed payments); or national or local economic conditions that correlate with defaults on the assets in the group (e.g. an increase in the unemployment rate in the geographical area of the borrowers, or adverse changes in market conditions that affect the borrowers in the group); and
- other circumstances and considerations which in Management's view will have a negative impact on the recoverability of the financial asset or group of financial

assets (for example the passing of prescription period (3 years) as determined in the Prescription Act).

Derecognition

A financial asset is derecognised when the contractual rights to receive cash flows have expired or have been transferred and the entity has transferred substantially all risks and rewards.

On derecognition of a financial asset in its entirety, the difference between:

- (a) the carrying amount; and
- (b) the sum of the consideration received (including any new asset obtained less any new liability assumed) shall be recognised in surplus or deficit.

A financial liability is derecognised when the obligation is discharged, cancelled or expires.

Off-setting of Financial Assets and Liabilities

Financial assets and liabilities are not offset unless there is a legally enforceable right to do so and the intention is to settle on a net basis.

Risk Management and Disclosures

EWSETA is exposed to limited financial risks, primarily:

- Credit risk from receivables
- Liquidity risk relating to the timing of payments
- Interest rate risk on cash and deposits.

These risks are disclosed in the notes in accordance with Standard, including any quantitative and qualitative disclosures and sensitivity analyses where required.

Cash and Cash Equivalents

Cash and cash equivalents comprise cash on hand, cash at bank, and other short-term, highly liquid investments that are readily convertible to known amounts of cash

and are subject to an insignificant risk of changes in value. These include call deposits and fixed deposits with original maturities of three months or less from the date of acquisition.

Cash equivalents are held primarily to meet short-term cash commitments rather than for investment or other long-term purposes. These instruments are classified as cash and cash equivalents because they are

- Highly liquid;
- Readily convertible to known amounts of cash; and
- Subject to an insignificant risk of changes in value.

1.13 LEASES

Leases where substantially all the risks and rewards of ownership are not transferred to EWSETA are classified as operating leases.

Lease payments under operating leases are recognised as an expense in the Statement of Financial Performance on a straight-line basis over the lease term, unless another systematic basis is more representative of the pattern of benefit consumption. The difference between the amounts recognised as an expense and the contractual payments are recognised as an operating lease asset or liability.

Where applicable, lease incentives received (e.g., rent-free periods or fit-out allowances) are recognised as part of the net consideration for the lease and are amortised over the lease term.

EWSETA discloses the total future minimum lease payments under non-cancellable operating leases by maturity band and provides a general description of significant lease terms, including escalation clauses, renewal rights, and usage restrictions

1.14 EMPLOYEE BENEFITS

Employee benefits are all forms of consideration given by the entity in exchange for service rendered by employees or for the termination of employment.

Short-term employee benefits

Short-term employee benefits are employee benefits (other than termination benefits) that are due to be settled within twelve months after the end of the reporting period in which the employees render the related service.

Short-term employee benefits include items such as:

- wages, salaries, medical aid and pension contributions;
- short-term compensated absences (such as paid annual leave and paid sick leave) if the compensation is expected to be settled within twelve months after the end of the reporting period in which the employees render the related employee service;
- bonus, incentive and performance related payments payable within twelve months after the end of the reporting period in which the employees render the related service; and
- non-monetary benefits (for example, subsidised goods or services such as housing, cars and cell phones) for current employees.

When an employee has rendered service to the entity during a reporting period, the entity recognises the undiscounted amount of short-term employee benefits expected to be paid in exchange for that service:

- as a liability (accrued expense), after deducting any amount already paid. If the amount already paid exceeds the undiscounted amount of the benefits, the entity recognises that excess as an asset (prepaid expense) to the extent that the prepayment will lead to, for example, a reduction in future payments or a cash refund; and
- as an expense, unless another Standard requires or permits the inclusion of the benefits in the cost of an asset.

Short-Term Paid Absences

EWSETA recognises the expected cost of short-term employee benefits in the form of paid absences as follows: For accumulating paid absences (such as annual leave), the cost is recognised as an expense when employees render services that increase their entitlement to future leave. The cost is measured as the additional amount EWSETA expects to pay for unused leave entitlements that have accumulated at the reporting date. For non-accumulating paid absences (such as sick leave that cannot be carried forward), the cost is recognised when the absence occurs.

Bonus, Incentive and Performance

EWSETA recognises the expected cost of bonus, incentive, and performance-related payments when there is a present legal or constructive obligation to make such payments as a result of past events, and a reliable estimate of the obligation can be made. A present obligation exists when the entity has no realistic alternative but to make the payments. The obligation is measured at the undiscounted amount expected to be paid and is recognised as a provision in the financial statements. If these conditions are not met, no liability is recognised, and the cost is expensed only when the payment is made.

1.15 PROVISIONS AND CONTINGENCIES

A provision is a liability of uncertain timing or amount.

Provisions are recognised when:

- the entity has a present obligation as a result of a past event;
- it is probable that an outflow of resources embodying economic benefits or service potential will be required to settle the obligation; and
- a reliable estimate can be made of the obligation.

The amount of a provision is the best estimate of the expenditure expected to be required to settle the present obligation at the reporting date.

Where the effect of time value of money is material, the amount of a provision is the present value of the expenditures expected to be required to settle the obligation.

None of the entity's provisions are expected to be partially or fully reimbursed by another entity.

Provisions are reviewed at each reporting date and adjusted to reflect the current best estimate. Provisions are reversed if it is no longer probable that an outflow of resources embodying economic benefits or service potential will be required, to settle the obligation.

Where discounting is used, the carrying amount of a provision increases in each period to reflect the passage of time. This increase is recognised as an interest expense.

A provision is used only for expenditures for which the provision was originally recognised. Provisions are not recognised for future operating surplus (deficit).

If the entity has a contract that is onerous, the present obligation (net of recoveries) under the contract is recognised and measured as a provision.

Contingencies

A contingent liability is:

- (a) a possible obligation that arises from past events, and whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the entity; or
- (b) a present obligation that arises from past events but is not recognised because:
 - i. it is not probable that an outflow of resources embodying economic benefits or service potential will be required to settle the obligation; or
 - ii. the amount of the obligation cannot be measured with sufficient reliability.

Unless the possibility of any outflow in settlement is remote, EWSETA discloses for each class of contingent liability at the reporting date a brief description of the nature of the contingent liability and, where practicable:

- (a) an estimate of its financial effect
- (b) an indication of the uncertainties relating to the amount or timing of any outflow; and
- (c) the possibility of any reimbursement.

A contingent asset is a possible asset that arises from past events, and whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the entity.

Where an inflow of economic benefits or service potential is probable, EWSETA discloses a brief description of the nature of the contingent assets at the reporting date, and, where practicable, an estimate of their financial effect, measured using the principles set out for provisions.

1.16 REVENUE FROM EXCHANGE TRANSACTIONS

Revenue is the gross inflow of economic benefits or service potential during the reporting period when those inflows result in an increase in net assets, other than increases relating to contributions from owners.

Recognition criteria

EWSETA recognises revenue from exchange transactions when it is probable that economic benefits or service potential will flow to the entity and the amount of revenue can be measured reliably. Revenue is measured at the fair value of the consideration received or receivable, net of trade discounts or volume rebates, if any.

Revenue includes interest income, rental recoveries, and other recoveries where EWSETA provides goods or services in exchange for approximately equal value. Interest is recognised using the effective interest method in accordance with the Standards.

EWSETA assesses whether it acts as a principal or agent in its transactions, and only recognises revenue to the extent of any fee or commission if acting as an agent, in accordance with Standards.

Revenue recognition for Services rendered

When the outcome of a transaction involving the rendering of services can be estimated reliably, revenue associated with the transaction is recognised by reference to the stage of completion of the transaction at the reporting date. The outcome of a transaction can be estimated reliably when all the following conditions are satisfied:

- the amount of revenue can be measured reliably;
- it is probable that the economic benefits or service potential associated with the transaction will flow to the entity;
- the stage of completion of the transaction at the reporting date can be measured reliably; and
- the costs incurred for the transaction and the costs to complete the transaction can be measured reliably.

When services are performed by an indeterminate number of acts over a specified time frame, revenue is recognised on a straight-line basis over the specified time frame unless there is evidence that some other method better represents the stage of completion. When a specific act is much more significant than any other acts, the recognition of revenue is postponed until the significant act is executed.

When the outcome of the transaction involving the rendering of services cannot be estimated reliably, revenue is recognised only to the extent of the expenses recognised that are recoverable.

Service revenue is recognised by reference to the stage of completion of the transaction at the reporting date. Stage of completion is determined by services performed to date as a percentage of total services to be performed.

Other exchange revenue

Revenue arising from the use by others of entity assets yielding interest, royalties and dividends or similar distributions, and is recognised when:

- It is probable that the economic benefits or service potential associated with the transaction will flow to the EWSETA; and
- The amount of the revenue can be measured reliably.

Interest is recognised using the effective interest rate method for financial instruments and using the nominal interest rate method for statutory receivables. Interest levied on transactions arising from exchange or non-exchange transactions is classified based on the nature of the underlying transaction.

1.17 REVENUE FROM NON-EXCHANGE TRANSACTIONS

Levy Income

In terms of section 3(1) and 3(4) of the SDL Act, 1999 (Act No. 9 of 1999), registered member companies of the EWSETA pay a SDL of 1% of their total payroll cost to SARS. Companies with an annual payroll cost less than R500 000 (2024: R 500 000) are exempted in accordance with section 4(b) of the SDL Act (1999) as amended, effective 1 August 2005.

Eighty percent (80%) (2024: 80%) of SDLs are paid over to the EWSETA (net of the 20% (2024: 20%) contribution to the National Skills Fund).

The SDL received is allocated as follows:

- 10.5% Administration expenses
- 49.5% Discretionary grant expenses
- 20% Mandatory grant expenses

SDL transfers are recognized when it is probable that future economic benefits will flow to the SETA and these benefits

can be measured reliably. This occurs when the Department of Higher Education and Training (DHET) either makes an allocation or payment, whichever occurs first, to the SETA, as required by Section 8 of the Skills Development Levies Act, 1999 (Act No.9 of 1999). The SDL transfer is measured at the fair value of the consideration receivable or received.

A receivable/payable is recognised for levies receivable/payable as well as estimated SARS adjustments. An estimate, due to retrospective adjustments by SARS, is calculated by comparing the amounts paid by the Employers to SARS and the amounts received from DHET. Changes to prior year estimates are accounted for in the Statement of Financial Performance in the current period. Levies received from organisations whose payroll is less than R500,000 (2024: R 500 000) per annum are not recognised as income, as in terms of the SDL Act, these employers should not contribute, therefore amounts contributed by these employers are refundable. Employers have 5 years to claim their monies and after 5 years EWSETA can transfer to discretionary fund.

The EWSETA refunds amounts to employers in the form of grants, based on information from SARS. Where SARS retrospectively amends the information on levies collected, it may result in grants paid to certain employers being in excess of the amount the EWSETA is permitted to have granted to employers. A receivable relating to the overpayment to the employer in earlier periods is raised at the amount of such grant over payment, at the fair value of the consideration receivable or received.

Revenue is adjusted for inter SETA transfers due to employers changing SETAs. Such adjustments are separately disclosed as Inter SETA transfers. The amount of the interest adjustment is calculated according to the Standard Operating Procedure issued by DHET.

When a new employer is transferred to the EWSETA, the levies transferred by the former SETA are recognised as revenue and allocated to the respective category to

maintain its original identity. Government levies income is income received or receivable from the Department of Water and Sanitation and the Department of Mineral Resources and Energy.

Government grants income

Government grants are recognised as revenue when it is probable that the economic benefits or service potential associated with the transaction will flow to the entity, the amount of the revenue can be measured reliably, to the extent that there has been compliance with any restrictions and conditions associated with the grant.

The entity assesses the degree of certainty attached to the flow of future economic benefits or service potential on the basis of the available evidence. Revenue from these grants is only recognised when it is probable that the economic benefits or service potential associated with the transaction will flow to the entity.

A liability is recognised for the portion of government grants representing restrictions or conditions that the entity has not fulfilled. When government remits a grant on a re-imbursement basis, revenue is recognised when the qualifying expense has been incurred and to the extent that any other restrictions have been complied with.

Interest and Penalties

Interest and penalties on SDLs are charged to the employers for late submission of their EMP201. These interest and penalties are recognised by EWSETA when they accrue/are paid to the entity as per the allocation provided by DHET.

1.18 INTEREST INCOME

Interest income (interest earned on cash deposits) is recognised on a time-proportion basis using the effective interest rate method.

1.19 COMPARATIVE FIGURES

Current year comparatives (Budget)

Budget information in accordance with GRAP 1 and 24, has been provided in these annual financial statements.

Prior year comparatives

Where necessary comparative figures have been adjusted to conform to the changes in presentation in the current year.

Prior period errors are omissions from, and misstatements in the entity's financial statements for one or more prior periods arising from a failure to use, or misuse of reliable information that:

- (a) was available when financial statements for those periods were authorised for issue; and
- (b) could reasonably be expected to have been obtained and taken into account in the preparation and presentation of those financial statements.

Such errors include the effects of mathematical mistakes, mistakes in applying accounting policies, oversights or misinterpretations of facts and fraud.

Where necessary, comparative figures have been restated to correct prior period errors or reclassified to conform to changes in presentation in the current year.

1.20 FRUITLESS AND WASTEFUL EXPENDITURE

Fruitless and wasteful as defined in section 1 of the PFMA is expenditure which was made in vain and would have been avoided had reasonable care been exercised.

Fruitless and wasteful expenditure is recognised as an expense in the Statement of Financial Performance in the year that the expenditure was incurred. The expenditure is classified in accordance with the nature of the expense, and where recovered, it is subsequently accounted for as revenue in the Statement of Financial Performance. Fruitless and wasteful expenditure that was incurred and

identified during the current financial year is disclosed in the financial statements. The expenditure is classified based on its nature, and if recovered, the amount is subsequently recognised as revenue.

When fruitless and wasteful expenditure is discovered, it must be immediately reported to the relevant treasury, and an investigation should follow to determine whether it meets the PFMA's definition. If the expenditure is found to meet the criteria, it is disclosed in the financial statements, along with any disciplinary or legal action taken against responsible officials. Furthermore, any recoverable amounts must be raised as a debtor in the Statement of Financial Position.

If recovery is not possible, the accounting authority officer may approve the write-off of the expenditure, following the relevant Treasury Regulations. Regular monitoring and reporting, including maintaining a detailed register of such expenditure, are essential to ensure transparency and compliance. The disclosure in the annual financial statements includes the amount of fruitless and wasteful expenditure incurred during the financial year, any actions taken, and the outcome of any recovery efforts.

1.21 IRREGULAR EXPENDITURE

Irregular expenditure as defined in section 1 of the PFMA is expenditure other than unauthorised expenditure, incurred in contravention of or that is not in accordance with a requirement of any applicable legislation, including:

- (a) The PFMA; or
- (b) The State Tender Board Act, 1968 (Act No. 86 of 1968), or any regulations made in terms of the Act.

In application of the National Treasury Instruction No. 4 of 2022/2023: PFMA Compliance and Reporting Framework, EWSETA applies the following (effective from 03 January 2023):

- Irregular expenditure that was incurred and identified during the current financial year and which was condoned before year-end and/or before finalisation of the financial statements is disclosed in the financial statements.
- Irregular expenditure that was incurred and identified during the current financial year and for which condonement is being awaited at year-end is disclosed in the financial statements.
- Where irregular expenditure was incurred in the previous financial year and is only condoned in the following financial year, the amount condoned is disclosed in the financial statements.
- If liability for the irregular expenditure can be attributed to a person, a debt account is created if such a person is liable in law.

Administration expenditure exceeding 10.5% of levy income is recognised as irregular expenditure unless approval has been obtained from the Executive Authority.

Project Administration expenditure exceeding 7.5% project expenditure is recognised as irregular expenditure.

1.22 MATERIAL LOSSES

In accordance with section 55(2)(b)(i) of the PFMA, EWSETA discloses all material losses through criminal conduct, negligence, or unauthorised use of resources in the annual financial statements:

Losses are recognised when it is probable that the loss occurred, can be measured reliably, and is not recoverable. Any amounts subsequently recovered are recognised as income in the period of recovery.

Where a person is liable by law for the loss, a debt account is raised, and recovery action is pursued in line with Treasury Regulations and internal policies.

The nature, cause, and value of material losses are disclosed in a separate note, including any actions taken, recoveries

expected, or whether criminal proceedings have been initiated.

1.23 COMMITMENTS

Items are classified as commitments when EWSETA has entered into binding agreements that will result in future outflows of cash, but which do not yet meet the recognition criteria for liabilities.

Commitments include:

- Contracts for the receipt of goods or services from suppliers; and
- Operating lease agreements where EWSETA is the lessee.

Commitments arise from enforceable agreements and are not recognised in the financial statements but are disclosed in the notes, in accordance with the standard.

The value of commitments is disclosed at the contracted amount. Changes in management's estimates of commitments are accounted for in accordance with the standard.

1.24 GOING CONCERN ASSUMPTION

As at 31 March 2025, management has assessed EWSETA's ability to continue as a going concern for at least the next 12 months from the reporting date, and concluded the following:

- The entity is in a net asset position and is expected to remain solvent and liquid for the foreseeable future;
- Sufficient cash resources are available to meet all existing commitments and liabilities;
- Forecasted levy income is expected to adequately cover operating expenditure; and
- The Minister of Higher Education and Training re-established the SETAs for the period 1 April 2020 to 31 March 2030, ensuring institutional continuity.

Based on this assessment, the annual financial statements are prepared on the going concern basis. Management is not aware of any material uncertainties that may cast significant doubt on EWSETA's ability to continue as a going concern.

1.25 PREPAYMENTS

Prepayments are payments that the entity has made at the reporting date for economic benefits or service potential to be received in future periods. Prepayments are made in accordance with contracts between the entity and third parties.

The entity recognises as an asset the extent to which payments made exceed the value of economic benefits or service potential received. The entity measures prepayments at the fair value of the consideration paid, to the extent that it exceeds the value of goods or services received. As the entity receives the related goods or services, it reduces the carrying amount of prepayments made by the fair value of those goods or services received. Any related asset or expense will be recognised in accordance with the applicable GRAP standard.

1.26 NEW STANDARDS AND INTERPRETATIONS

1.26.1 Standards and interpretations effective and adopted in the current year

The entity has adopted the standards and interpretations that are effective for the current financial year and that are relevant to its operations:

1.26.2 Standards and interpretations issued, but not yet effective

As at the date of approval of these financial statements, EWSETA considered all the Standards of GRAP, Interpretations of the Standards of GRAP, and other pronouncements issued by the Accounting Standards Board (ASB) that are not yet effective and for the current reporting period and those beginning on or after 1 April 2025, there are no new Standards of GRAP, amendments,

or interpretations that have been issued but are not yet effective, which are expected to have a material impact on the financial statements of the entity.

EWSETA, a Schedule 3A public entity in terms of the Public Finance Management Act (PFMA), will continue to monitor developments issued by the ASB to ensure timely and appropriate application of all applicable pronouncements.

1.26.3 Standards and interpretations issued and not yet effective or relevant

The following standards and interpretations have been published and are mandatory for the entity's accounting periods beginning on or after 1 April 2025 or later periods but are not relevant to its operations:

Standard/Interpretation	Effective date: Years	Expected impact beginning on or after
GRAP 103: Heritage Assets	No effective date	No material impact
GRAP 104 Financial Instruments (amended):	1 April 2025	No material impact
GRAP 105: Entities Under Common Control	No effective date	No material impact
GRAP 106: Entities Not Under Common Control	No effective date	No material impact
GRAP 107: Mergers	No effective date	No material impact

EWSETA will not early adopt GRAP Standards that are not yet effective. Guideline on the application of materiality to financial statements.

EWSETA has applied this guideline that is not authoritative but encouraged to be applied when preparing financial statements. The objective of this Guideline is to provide guidance that will assist entities to apply the concept of materiality when preparing financial statements in accordance with Standards of GRAP. Since EWSETA has historically applied the principles in the Guideline, it does not have a material impact on the financial statements of EWSETA.

Figures in Rand (R'000)	2025	2024 Restated
2. RECEIVABLES FROM EXCHANGE TRANSACTIONS		
Trade debtors	1699	760
Rental Deposits	586	586
Interest accrued	1 118	1458
Staff debtors	45	119
	3 448	2 923
Receivables included in receivables from exchange transactions above are as follows:		
Receivables from exchange transaction (Gross)	41 395	40 870
Impairment	(37 947)	(37 947)
	3 448	2 923

<i>Figures in Rand (R'000)</i>	2025	2024 Restated
3. RECEIVABLES FROM NON-EXCHANGE TRANSACTIONS		
Mandatory grant receivable	39	33
Discretionary grant receivable	911	911
	950	944
Mandatory receivables included in receivables from non-exchange transactions above are as follows:		
Mandatory grant receivables (Gross)	2 709	2 703
Mandatory grant receivables impairment	(2 670)	(2 670)
	39	33
Discretionary receivables included in receivables from non-exchange transactions above are as follows		
Discretionary grant receivables (Gross)	194 231	194 231
Discretionary grant receivables impairment	(193 320)	(193 320)
	911	911

Past due and impaired

The SDL's are governed by the SDA. The mandatory grant receivables are incurred due to adjustments made (as per accounting policy 1.6) by SARS to qualifying levy payers. The mandatory grant receivables that are older than five years are deemed to be long outstanding and are impaired as the probability of recovery is remote. Only the current years receivables of R 39 thousand (2024: R 33 thousand) is not impaired as it is deemed recoverable.

4. PREPAYMENTS

Discretionary grant prepayments Administration prepayments	-	-
Administration prepayments	502	103
	502	103

5. CASH AND CASH EQUIVALENTS

Cash and cash equivalents consist of:		
Bank balances	175 635	171 077
Short-term investments	454 461	425 947
	630 096	597 024

As at year-end, the short-term investments include fixed deposits and call accounts with reputable financial institutions, held to meet short-term cash commitments and to manage operational liquidity requirements. The term to maturity for these investments is less than three months. These investments are subject to an insignificant risk of changes in value and are readily convertible to known amounts of cash.

6. PROPERTY, PLANT AND EQUIPMENT*

<i>Figures in Rand (R'000)</i>	2025			2024 Restated		
	Cost /Valuation	Accumulated depreciation and accumulated impairment	Carrying value	Cost /Valuation	Accumulated depreciation and accumulated impairment	Carrying value
Buildings	58 395	(36 210)	22 185	58 395	(36 210)	22 185
Furniture and fixtures	1 059	(741)	318	1 123	(696)	427
Motor vehicles	667	(571)	96	667	(523)	144
Office equipment	135	(100)	35	225	(91)	134
Computer Equipment	6 290	(3 948)	2 342	5 808	(3 136)	2 672
Leasehold improvements	1 022	(700)	322	497	(244)	253
Total	67 568	(42 270)	25 298	66 715	(40 900)	25 815

Reconciliation of property, plant and equipment - 2025

	Opening balance	Additions	Disposals	Depreciation	Total
Buildings - Held for disposal	22 185	-	-	-	22 185
Furniture and fixtures	427	15	(32)	(92)	318
Motor vehicles	144	-	-	(48)	96
Office equipment	134	33	(114)	(18)	35
Computer Equipment	2 672	948	(54)	(1 224)	2 342
Leasehold improvements	253	525	-	(456)	322
	25 815	1 521	(200)	(1 838)	25 298

Reconciliation of property, plant and equipment - 2024

	Opening balance	Additions	Disposals	Depreciation	Impairment reversal	Total
Buildings - Held for disposal	21 930	-	-	-	255	22 185
Furniture and fixtures	518	-	-	(91)	-	427
Motor vehicles	192	-	-	(48)	-	144
Office equipment	87	63	-	(16)	-	134
Computer Equipment	2 011	1 899	(291)	(947)	-	2 672
Leasehold improvements	353	-	-	(100)	-	253
	25 091	1 962	(291)	(1 202)	255	25 815

7. INTANGIBLE ASSETS

<i>Figures in Rand (R'000)</i>	2025			2024 Restated		
	Cost / Valuation	Accumulated amortisation and accumulated impairment	Carrying value	Cost / Valuation	Accumulated amortisation and accumulated impairment	Carrying value
Computer software	2 431	(1 374)	1 057	1 903	(697)	1 206

Reconciliation of intangible assets - 2025

	Opening balance	Additions	Amortisation	Total
Computer software	1 206	528	(677)	1 057

Reconciliation of intangible assets - 2024

	Opening balance	Amortisation	Total
Computer software	1 722	(516)	1 206

All intangible assets are purchased and not internally generated.

8. PAYABLES FROM EXCHANGE TRANSACTIONS*

	2025	2024
Trade payables	10 886	6 527
Payroll accruals	3 479	500
Accrued expenses	5 727	3 912
Operating lease payables	711	965
	20 803	11 904

9. PAYABLES FROM NON-EXCHANGE TRANSACTIONS

Inter SETA Payables	685	685
Discretionary grant accruals	23 510	46 894
Skills development grants payable - mandatory	81 730	34 641
Skills development grants payable - discretionary	23 969	11 134
	129 894	93 354

The significant increase in mandatory grant payables in the current year is due to Q2 and Q3 not being paid as a result of DHET system challenges. The payment was subsequently made after 31 March 2025.

Figures in Rand (R'000)**10. UNSPENT CONDITIONAL GRANTS AND RECEIPTS****Unspent conditional grants and receipts comprises of:**

Department of Water and Sanitation

United Nations Development Programme

Movement during the year

Balance at the beginning of the year

Additions during the year

Income recognition during the year

	2025	2024
	32 966	34 007
	-	2 890
	32 966	36 897
	36 897	34 702
	-	2 891
	(3 931)	(696)
	32 966	36 897

EWSETA received funds from the Department of Water and Sanitation and the United Nations Development Programme that may only be utilised for the implementation of the specific training programmes. These funds are therefore conditional. The funds received in advance are recognised as a liability and the liability is released to revenue when the corresponding expenditure is incurred and the conditions of the grant are met.

11. PROVISIONS**Reconciliation of provisions - 2025**

	Opening Balance	Additions	Utilised during the year	Reversed during the year	Total
Employer refund of levies	783	241	(136)	-	888
Performance bonus	1 606	2 094	(1 606)	-	2 094
Discretionary grant	62 313	35 405	(39 037)	(6 886)	51 795
Leave provisions	805	2 083	(122)	(683)	2 083
	65 507	39 823	(40 901)	(7 569)	56 860

Reconciliation of provisions - 2024

Employer refund of levies	769	194	(180)	-	783
Performance bonus	1 435	1 606	(972)	(463)	1 606
Discretionary grant	66 688	50 457	(34 050)	(20 782)	62 313
Leave provisions	1 915	805	(205)	(1 710)	805
	70 807	53 062	(35 407)	(22 955)	65 507

The **provision for employer refund of levies** relates to levies contributed by employers that have an employee cost of less than R 500 thousand (2024: R 500 thousand) per year. Provisions are raised for all employers that are below the threshold. As per National Treasury Circular no 9/2013, payments are only made to employers who submit a request for a refund in the prescribed form within 5 years. EWSETA cannot predict which employers will request a refund. EWSETA can transfer amounts due to employers that are below the threshold and older than five years to EWSETA's Discretionary Reserve.

Figures in Rand (R'000)**2025****2024**

The **provision for performance bonuses** relates to the performance bonuses yet to be approved in accordance with the entity's Remuneration Policy. As at the reporting date, the performance ratings which are used to calculate the performance bonuses were not finalised. An estimate has been calculated for the performance bonus payable using the individual's prior year performance ratings.

The **provision for discretionary grants** relates to bursary programmes.

The **provision for leave** relates to the accumulated leave balance payable to employees at year-end upon potential termination of employment. The timing of the leave pay-out is dependent on the potential termination of employment, which is unknown at year-end.

12. NON-EXCHANGE REVENUE**Administration**

Levies received from SARS	44 264	41 260
Levy adjustments	3 887	2 853
Levies from Government Departments	1 824	1 529
Levies accrued	4 695	4 116
	54 670	49 758

Mandatory grants

Levies received from SARS	84 315	78 593
Levies adjustment	7 406	5 434
Levies accrued	8 942	7 840
	100 663	91 867

Discretionary Grants

Levies received from SARS	208 810	194 690
Levies received from penalties & interest	1 139	6 139
Levies adjustment	18 325	13 450
Levies from Government Departments	3 648	3 058
Levies accrued	22 132	19 405
	254 054	236 742

Special project income

Special Project - War on Leaks	1 040	696
Special Project - UNDP/USAID	2 891	-
	3 931	696

Impairment Reversal	-	(120 453)
Revenue Loss	-	120 453
Total non-exchange revenue	413 320	379 063

Levy adjustments included in the levy income above represents increases/reversals of levy income recognised in prior years. SARS determines levy income through the employee tax process. Adjustments to the levy income may arise from SARS own internal review processes or objections/appeal processes. SARS increases/reverses the levies sent to the SETA, and pays the SETA current year levies net of all prior year reversals and/or additions. Such levy reversals or adjustments are treated as changes in accounting estimates and adjusted prospectively. The effect of the change in estimate on the current year is shown separately within revenue as levy adjustments. Prior year presentation has been restated in line with the current year presentation.

Figures in Rand (R'000)**13. EXCHANGE REVENUE**

Insurance proceeds and gain on disposal of assets

2025**2024**

134

439

14. INTEREST INCOME

Interest received from bank

43 344

41 855

Interest income comprises of interest earned from short-term investments and the positive bank balances on the entity's current accounts. Interest was earned on both the short term investments and positive bank balances at an effective interest rate of between 6% and 8% throughout the year.

15. MANDATORY GRANT, DISCRETIONARY GRANT AND SPECIAL PROJECT EXPENSES**Mandatory grants**

Mandatory grant expenses

89 898

82 107

Discretionary grants

Discretionary grant expenses

236 378

181 790

Project administration expenses

21 956

21 587

Qualification development

8 014

2 028

External moderation

3 189

2 165

Career guidance

2 053

1 486

Research

923

1 108

272 513**210 164****Special projects**

War on Leaks (refer to note 12 & 23)

1 040

696

Total**363 451****292 967**

*Figures in Rand (R'000)***16. ADMINISTRATION EXPENSES**

	2025	2024
Accommodation	1 644	1 407
Advertising	1 395	982
Auditors remuneration	8 428	4 419
Bank charges	77	74
Cleaning and facilities management	610	448
Computer expenses	1 598	4 167
Consulting and professional fees	7 605	11 934
Document storage	839	539
Catering	127	149
Governance committee fees	2 490	2 068
Insurance	618	575
Office and printers rental	4 744	4 572
Legal fees	1 964	940
Marketing and communication	3 431	2 997
Staff relocation costs	-	10
Postage and courier	3	100
Printing and stationery	303	479
Promotions and sponsorships	2 774	2 720
QCTO expenses	2 491	2 259
Municipal rates	277	280
Security	911	911
Small Assets	122	5
Staff recruitment costs	672	1 034
Staff welfare	732	536
Licenses and subscriptions	3 262	2 704
Telephone and fax	1 057	1 607
Training	873	2 803
Travel	2 142	3 361
Water and electricity	285	285
Workshops	1 715	2 348
	53 189	56 713

*Figures in Rand (R'000)***17. EMPLOYEE RELATED COSTS**

	2025	2024
Basic	30 640	22 650
Bonus	2 651	490
Medical aid - company contributions	106	94
Unemployment Insurance Fund	53	52
Skills Development Levy	218	193
Leave pay provision charge	1 401	(905)
Provident fund	1 397	1 243
Other insurances	470	387
	36 936	24 204

18. ACCUMULATED SURPLUS**Allocation of net surplus to reserves - 2025**

Revenue	Administration Reserve	Mandatory Grant Reserve	Discretionary Grants	Special Projects	Total per Discretionary	Total P&L
Skills development levy income	52 846	100 664	249 267	-	249 267	402 777
Government levies	1 824	-	3 648	-	3 648	5 472
Penalties and interest	-	-	1 139	-	1 139	1 139
Interest income	43 344	-	-	-	-	43 344
Special project income	-	-	-	3 931	3 931	3 931
Other income	76	-	-	-	-	76
Gain on disposal of assets	58	-	-	-	-	58
Total revenue	98 148	100 664	254 054	3 931	257 985	456 797
Administration expenses	(53 189)	-	-	-	-	(53 189)
Employee costs	(36 936)	-	-	-	-	(36 936)
Depreciation and amortisation	(2 514)	-	-	-	-	(2 514)
Employer grants and project expenses	-	(89 898)	(272 512)	(1 040)	(273 552)	(363 450)
Loss on disposal of assets	(169)	-	-	-	-	(169)
Repairs and maintenance	(64)	-	-	-	-	(64)
	5 276	10 766	(18 458)	2 891	(15 567)	475

See accounting policy 1.11 for the explanation of EWSETA's reserves.

Allocation of net surplus to reserves - Restated 2024 Figures in Rand (R'000)

Revenue	Administration Reserve	Mandatory Grant Reserve	Discretionary Grants	Special Projects	Total per Discretionary	Total P&L
Skills development levy income	48 229	91 867	227 546	-	227 546	367 642
Government levies	1 529	-	3 058	-	3 058	4 587
Penalties and interest	-	-	6 139	-	6 139	6 139
Interest income	-	-	41 855	-	41 855	41 855
Special project income	-	-	-	696	696	696
Other income	439	-	-	-	-	439
Reversal of impairment loss	255	-	-	120 453	-	120 708
Total revenue	50 452	91 867	278 598	121 149	279 294	542 066
Administration expenses	(56 713)	-	-	-	-	(56 713)
Employee costs	(24 204)	-	-	-	-	(24 204)
Depreciation and amortisation	(1 718)	-	-	-	-	(1 718)
Employer grants and project expenses	-	(82 107)	(210 164)	(696)	(210 860)	(292 967)
Impairment loss	(0)	-	-	(120 453)	-	(120 453)
Loss on disposal of assets	(291)	-	-	-	-	(291)
Repairs and maintenance	(144)	-	-	-	-	(144)
	(32 618)	9 760	68 434	-	68 434	45 576

19. CASH GENERATED FROM OPERATIONS

	2025	2024
Surplus	475	45 576
Adjustments for:		
Depreciation and amortisation	2 514	1 718
Loss on derecognition of assets	200	291
Reversal of impairment	-	(120 708)
Revenue loss	-	120 453
Movements in provisions	(8 651)	(5 300)
Changes in working capital:		
Receivables from exchange transaction	444	479
Other receivables from non-exchange transactions	(6)	(32)
Prepayments	(399)	635
Payables from exchange transactions*	6 943	1 634
Payables from non-exchange transactions	37 532	17 137
Unspent conditional grants and receipts	(3 931)	2 195
	35 121	64 078

*Figures in Rand (R'000)***2025****2024****20. FINANCIAL INSTRUMENTS**

	At amortised cost	Total
Categories of financial instruments		
2025		
Financial assets		
Trade and other receivables from exchange transactions	3 403	3 403
Receivables from non-exchange transactions	911	911
Cash and cash equivalents	630 096	630 096
	634 410	634 410
Financial liabilities		
Trade and other payables from exchange transactions	17 324	17 324
Payables from non-exchange transactions	47 479	47 479
Unspent Conditional grants	32 966	32 966
Provisions	51 795	51 795
	149 564	149 564
2024		
Financial assets		
Trade and other receivables from exchange transactions	2 804	2 804
Receivables from non-exchange transactions	911	911
Cash and cash equivalents	597 024	597 024
	600 739	600 739
Financial liabilities		
Payables from exchange transactions	11 404	11 404
Payables from non-exchange transactions	58 028	58 028
Unspent Conditional grants	36 897	36 897
Provisions	62 313	62 313
	168 642	168 642

Analysis of financial assets that are individually determined to be impaired as at the end of the reporting period

	2025	2024
Receivables from exchange transactions	37 947	37 947
Receivables from non-exchange transactions	193 321	193 321
	231 268	231 268

Reconciliation of the changes in the provision for impairment

Receivables - impairment

2025

Provision for impairment

Opening balance	Reversal of Impairment	Total
231 267	-	231 267

2024

Provision for impairment

Opening balance	Reversal of Impairment	Total
351 721	(120 454)	231 267

21. COMMITMENTS

Authorised operational expenditure

Discretionary Grants <i>Figures in Rand (R'000)</i>	Opening balance 2024/25 Restated**	Adjustments 2024/25	2024/25 Additional commitments	Utilised 2024/25	Closing balance 2024/25
ABET Programme	2 890	-	-	(739)	2 151
Artisan Development/Apprenticeship Programme	107 107	(29 805)	64 141	(44 571)	96 872
Bursaries Programme	28 723	(18 651)	44 248	(37 696)	16 622
Internship Programme	52 126	(21 974)	61 715	(28 362)	63 505
Learnership Programme	60 011	(10 318)	98 184	(61 088)	86 789
Trade Union Support	500	-	-	(500)	-
Candidacy Programme	12 772	(1 336)	-	(3 974)	7 462
Skills Programme	8 382	(16)	50 505	(36 712)	22 159
Research	86	147	807	(923)	118
Small Business Support	7 509	(336)	3 053	(1 225)	9 000
Non-Pivotal Programme	22 682	(12 094)	20 233	(16 599)	14 222
Research Chairs	3 655	-	-	-	3 655
Quality Assurance Support	12 825	(527)	1 997	(9 192)	5 103
	319 268	(94 910)	344 883	(241 581)	327 658

Administration	Opening Balance 2024/25	Adjustments 2024/25	Additional commitments 2024/25	Utilised 2024/25	Closing balance 2024/25
Figures in Rand (R'000)					
Energy Sector	-	-	117	(117)	-
Finance	1 371	-	8 740	(5 810)	4 301
Governance and Legal	-	-	3 200	(129)	3 071
HR Support and Training	4 529	185	6 204	(3 020)	7 899
ICT and Facilities	7 835	1 989	16 788	(12 113)	14 500
Audit and Risk Management	6 448	-	50	(2 324)	4 174
Legal Services	1 738	-	3 489	(2 027)	3 199
Marketing and Public relations	4 068	(600)	12 416	(10 742)	5 141
PME	-	-	20	(20)	-
Project Administration	77	(77)	-	-	-
Project Management	1 200	-	-	-	1 200
Risk and compliance	-	-	1 326	(165)	1 161
Secretarial and Governance Support	443	-	275	(571)	147
Stakeholder Engagement	711	-	489	(414)	785
Water Sector	-	-	169	(169)	-
SCM & Facilities	2 292	(84)	4 272	(3 957)	2 524
	30 712	1 413	57 555	(41 578)	48 102

Reconciling amount of R4.9 million between discretionary grants expenditure (Note 15) and the commitments (Utilised) is due to:

- Payments for services that were delivered within the contract period but paid after the contract period
- Portion of payments relating to co-funded projects not included in commitments, and
- adjustments from prior period errors.

EWSETA has sufficient resources to honour the commitments at reporting date.

Figures in Rand (R'000)	2025	2024
Operating leases - as lessee (expense)		
Minimum lease payments due		
- within one year	3 433	3 338
- within two to five years	1 210	4 826
	4 643	8 164

Operating lease payments comprise of rent payable by EWSETA for the lease of the premises and printing machines. Leases are negotiated for an average term of five years and rentals are pre-determined for the period. No contingent rent is payable.

*Restatement of comparatives

**The opening balances of commitments have been restated.

22. CONTINGENCIES AND LITIGATION CONTINGENT LIABILITIES

Contingent liabilities

Mandatory Grants Regulation

In October 2019, BUSA won the court case against DHET, where the Department’s decision to decrease the mandatory grant levies from 50% to 20% in terms of section 4(4) of the SETA grant regulations was set aside. No decision has been made on the mandatory levy or grant percentage to be applied from the court date onwards. The effect of the ruling is that the Minister would have to decide on the percentage for the mandatory grants in consultation with the sector. To date, the Minister has not yet made the decision with regards to the mandatory grant percentage.

DHET continued to show the mandatory levies portion as 20% in the 2025 year (2024: 20%) in the levy download information provided to the EWSETA. The EWSETA also continued to pay and accrue mandatory grants at 20% in the 2025 (2024: 20%) financial year in the absence of a revised percentage, which was aligned to the Approved Annual Performance plan. The mandatory grant expenditure (Note 16) and the mandatory grant liability (Note 9) were calculated using a grant of 20% (2024: 20%).

The EWSETA therefore discloses a contingent liability for the mandatory grants payable to qualifying levy payers from the date of the court decision to the year-end. This is disclosed as a contingent liability as the intention of the litigant, was to increase the mandatory grant from 20% to 50%. The timing and amount of this contingent liability is uncertain and no reasonable estimate can be made at reporting date.

First time employer registrations

The SDA allows an employer registering for the first time six months to submit an application for a mandatory grant.

At the reporting date, it is estimated that an additional mandatory grant expenditure of R 15 thousand (2024: R108 thousand) will be payable to such employers as per the SARS levy schedule. This amount is contingent based on the uncertainty of the number of submissions that will be received and approved.

Surplus funds

All uncommitted surplus funds as at year-end may be forfeited to the NSF should an application for retention of surplus funds be denied. An application to National Treasury for the retention of uncommitted surplus funds will be made after the financial statements are finalised. The forfeiture of surplus funds is contingent on National Treasury rejecting EWSETA’s application to retain the surplus funds. Historically, EWSETA has not forfeited the surplus funds because all of its funds were committed to the implementation of its strategy. The surplus is calculated using a formula provided by National Treasury and the estimated surplus calculated for 2025 is R394 million (2024: R393.3 million).

Calculation in terms of Paragraph 3.2 of the National Treasury Instruction No12 of 2020/21

	Amount R’000
Cash and Cash Equivalents	R630 096
Add: Receivables	R4 398
Less: Current Liabilities	R240 523
Surplus	R393 971

Litigation

Contingent Liabilities

- a. EWSETA is the respondent in an arbitration matter referred by BCEI in relation to the War on Leaks Project. The dispute relates to contract management matters involving project implementation agreements. BCEI has instituted a claim against EWSETA amounting to approximately R61.7 million. The matter is currently at the arbitration stage, with proceedings on merits and quantum scheduled for October 2025. The arbitration process is complex and still unfolding. The outcome of the arbitration remains uncertain, and EWSETA is defending the matter and has filed its statement of defence and counter claim. At this stage, no reliable estimate of the potential financial obligation can be made with certain.

Contingent Assets

- a. EWSETA has issued a summons against a service provider for failure to complete refurbishment works on the Cape House property. The supplier breached the service level agreement by failing to deliver services as contracted. An amount of R22.2 million (2024: R15.9 million), which was paid in advance, is claimable from the service provider.

Summons were initially issued in 2020, and efforts to secure a default judgment are ongoing. The claim is being re-quantified and re-issued. Tracers have located the respondents in Cape Town and are working to confirm liquidator details as the service provider has filed for voluntary liquidation. EWSETA will pursue recovery through the estate.

- b. EWSETA has instituted legal proceedings against various parties for breach of contract, recovery of overpayments, or failure to deliver services. In all these cases, EWSETA is the claimant and is seeking financial compensation or recovery of funds already paid.

At the reporting date, the outcomes of these matters remain uncertain, and while recovery is being pursued, the timing and amounts of any potential inflows are not yet virtually certain.

The matters relate to:

- Breach of contract by service providers or implementing partners.
- Recovery of training funds where services were not rendered.
- Recovery of amounts paid in advance for undelivered goods or services.
- Claims arising from non-compliance with funding agreements.
- A disputed contract concluded without proper authority.

In some of these cases, summonses have been issued, and legal processes are underway, while others are pending finalisation of documentation or tracing of respondents. The possibility of economic inflow exists; however, recognition is not appropriate until the inflows become virtually certain.

The contingent assets relate to on-going legal proceedings and disclosure of amounts could compromise the legal matters.

23. RELATED PARTIES

EWSETA has been established by the DHET in terms of SDA. The Minister of Higher Education and Training is the Executive Authority. EWSETA is ultimately controlled by DHET and is therefore related to all other entities reporting to DHET.

Related party transactions

Transactions and balances with related parties

The transactions with all related parties are consistent with normal operating relationships between the entities and are undertaken on terms and conditions that are normal for such transactions. Where there were transactions and balances arising due to the movement of funds between entities under the common control of the Department, these were undertaken at arms lengths. The transactions included discretionary grant allocations and mandatory grant payments. The statement of financial positions and commitments at year-end includes balances relating to these transactions.

Related party balances 2025	Nature of relationship	Transaction Type	Balances (R'000)	Commitments (R'000)
TVET Colleges	Entity under common control	Discretionary grants	(10 807)	(48 874)
Higher Education Institutions	Entity under common control	Discretionary grants	(27 184)	(18 657)
Community Education and Training Colleges	Entity under common control	Discretionary grants	-	(10 648)
Sector Education and Training Authorities	Entity under common control	InterSETA transfers	(685)	-
Other entities reporting to Executive Authority	Entity under common control	Discretionary grants	(1 901)	(2 832)
Entities with representatives serving on EWSETA's Accounting Authority	Related to individuals with significant influence	Discretionary grants and mandatory grants	(51 865)	(103 142)
			(92 442)	(184 153)

Related party balances 2024	Nature of relationship	Transaction Type	Balances (R'000)	Commitments (R'000)
TVET Colleges	Entity under common control	Discretionary grants	(6 999)	(52 724)
Higher Education Institutions	Entity under common control	Discretionary grants	(60 037)	(38 138)
Community Education and Training Colleges	Entity under common control	Discretionary grants	(1 025)	(2 890)
Sector Education and Training Authorities	Entity under common control	InterSETA transfers	(698)	-
Other entities reporting to Executive Authority	Entity under common control	Discretionary grants	(2 346)	(17 052)
Entities with representatives serving on EWSETA's Accounting Authority	Related to individuals with significant influence	Discretionary grants and mandatory grants	(54 812)	(84 279)
Members of the Accounting Authority	Individuals with significant influence	Fees as a member of the Accounting Authority	(401)	-
			(126 318)	(195 083)

24. KEY MANAGEMENT INFORMATION**Executive Management Remuneration**

2025 (R'000)	Basic Salary	Post Employment Benefits	Performance bonus	Other Benefits*	Total
Ms. M Mookapele (CEO)	2 303	153	275	47	2 778
Ms. R Vilakazi (SDQA)	1 670	113	190	19	1 992
Ms. H Manyatsa (CFO:1/03/2024 to 31/10/2024)	997	65	-	17	1 079
Ms. C Moodley (CSE)	1 449	109	201	180	1 939
Mr T Yusuf (PME)	1 441	102	-	-	1 543
	7 860	542	666	263	9 331

2024 (R'000)	Basic Salary	Post Employment Benefits	Performance bonus	Other Benefits*	Total
Ms. M Mookapele (CEO)	1 999	180	121	67	2 367
Ms. R Vilakazi (CFO: 1/04/2023 to 30 Sep 2023) (SDQA: 1/10/2023 to 31/03/2024)	1 463	130	145	60	1 798
Ms. C Moodley (CSE)	1 342	134	159	189	1 824
Ms. H Manyatsa (CFO:1/02/2024 to 31/03/2024)	273	24	-	2	299
	5 077	468	425	318	6 288

*Other benefits include medical aid, acting, travel and cellphone allowances.

Accounting Authority Remuneration

2025 (R'000)	Meeting fee	Travel Costs	Other Allowances	Total
Dr L Moorosi (Chairperson)	139	-	-	139
N. Malumbazo	227	2	-	229
D. Magagula	291	-	-	291
N. Nobatana	251	1	-	252
L. Goldman	241	1	-	242
S. Bokaba	79	3	-	82
F.Van Heerden	196	-	-	196
N. Ngidi	238	-	-	238
	1 662	7	-	1 669

Figures in Rand (R'000)

2024 (R'000)	Meeting fee	Travel Costs	Other Allowances	Total
N. Malumbazo	183	2	-	185
D. Magagula	223	2	-	225
N. Nobatana	107	-	-	107
L. Goldman	213	1	-	214
S. Bokaba	114	3	-	117
F. Van Heerden	9	-	-	9
N. Ngidi	164	-	-	164
	1 013	8	-	1 021

The following members do not receive fees:

- Dr. L Moorosi (Chairperson)
- Ms. Hilda Mhlongo
- Dr. Esme Coetze
- Ms. Verena Meyer-Singh

25. RISK MANAGEMENT**Financial risk management**

The entity's activities expose it to a variety of financial risks: market risk, credit risk and liquidity risk. The risk management process relating to each of these risks is discussed below:

Liquidity risk

The EWSETA's risk to liquidity is a result of the funds available to cover future commitments. The entity manages liquidity risk through an ongoing review of future commitments.

At 31 March 2025 <i>Figures in Rand (R'000)</i>	0 - 30 days	31 - 90 days	91 days and more	Carrying amount
Payables from exchange transactions	(14 281)	(919)	(2 034)	(17 324)
Payables from non-exchange transactions (excluding mandatory grants payables)	(34 319)	(740)	(12 420)	(47 479)
Unspent conditional grant	-	-	(32 966)	(32 966)
Provisions	(35 405)	-	(16 390)	(51 795)

At 31 March 2024 <i>Figures in Rand (R'000)</i>	0 - 30 days	31 - 90 days	91 days and more	Carrying amount
Payables from exchange transactions	(9 165)	(253)	(1 986)	(11 404)
Payables from non-exchange transactions (excluding mandatory grants payables)	(52 213)	(2 695)	(3 120)	(58 028)
Unspent conditional grant	(2 195)	-	(34 702)	(36 897)
Provisions	(50 457)	-	(11 856)	(62 313)

Credit risk

Credit risk consists mainly of cash deposits, cash equivalents, and trade debtors. The entity only deposits cash with major banks with high quality credit standing and limits exposure to any one counter-party by depositing funds with different financial institutions.

Financial assets exposed to credit risk at year-end were as follows:

Financial instrument (R'000)	2025	2024
Receivables from exchange transactions (Gross)	41 350	40 751
Impairment	(37 947)	(37 947)
Receivables from exchange transactions (Carrying Amount) Total	3 403	2 804
Receivables from non-exchange transactions (Gross)	194 232	194 232
Impairment	(193 321)	(193 321)
Receivables from non-exchange transactions (Carrying Amount) Total	911	911
Cash and cash equivalents	630 096	597 024

The entity does not have overdraft facilities and is not exposed to guarantees for the overdraft facilities and for guarantees issued in favour of the any creditors.

Market risk**Interest rate risk**

As the entity has significant interest-bearing assets, being the interest it earns on its cash deposits, the entity's income and operating cash flows are subject to changes in market interest rates.

Foreign exchange risk

The entity has limited exposure to foreign exchange risk, limited to international travel, as its operations are based locally and EWSETA does not hedge foreign exchange fluctuations.

26. GOING CONCERN

EWSETA has conducted a going concern risk assessment and has concluded that the entity will continue to operate as a going concern for the foreseeable future and there are no significant circumstances that cast doubt on the going concern assumption. The SETA's landscape period has been established to 31 March 2030.

Therefore, the annual financial statements have been prepared on the basis of accounting policies applicable to a going concern. This basis presumes that funds will be available to finance future operations and that the realisation of assets and settlement of liabilities, contingent obligations and commitments will occur in the ordinary course of business. Cash flow forecast to 2026 also shows that the EWSETA is liquid.

27. IRREGULAR, FRUITLESS AND WASTEFUL EXPENDITURE AND LOSSES FROM CRIMINAL ACTIVITIES

<i>Figures in Rand (R'000)</i>	2025	2024 (Restated)
Irregular expenditure	3 027	8 796
Fruitless and Wasteful expenditure	-	-
Loss from criminal activities	18	255
	3 045	9 051

2025

Irregular expenditure

Irregular expenditure consists of R2.5 million which relates to irregularities within the procurement process and R527 thousands for a payment against a contract extended after the expiry date.

Appropriate investigations have been initiated, and disciplinary or remedial actions are being considered in accordance with applicable legislation and internal policies.

Loss from criminal activities

Two employees laptops were stolen from their place of residence with a total book value of R18 000. The laptops were replaced by the insurance.

2024

Irregular expenditure

Irregular expenditure consists of R6.9 million which relates to non-compliance with the grant regulations i.e. Project administration costs exceeding 7.5% of Project expenditure and R 596 thousand for payments made in excess of the contract amount. Irregular expenditure of R1,3 million was incurred as EWSETA's reported expenditure exceeded its approved budget by this amount.

Loss from criminal activities

The loss of R255 thousand from criminal activities relates to uninsured laptops that were stolen during a theft incident in August 2023 which was reported to law enforcement agencies.

28. BUDGET DIFFERENCES

Material differences between budget and actual amounts

The changes between the initial approved budget and final approved budget are a consequence of reallocations within the budget, and an anticipated increase in revenue earned for the financial year and approved retained surplus.

- (a) The investment income is made up of interest earned on a cash balances and short-term call deposits. The income for the year is higher than the budget due to the application of inflation based adjustment of 4,6% during the budget revision instead of the actual interest rate of 8% .
- (b) EWSETA collected more revenue from levies compared to budget as the number of employers paying SDL was higher than that envisioned in the budget.
- (c) During the year under review a number of officials were recruited to fill roles on the approved structure. The total remuneration offers were aligned to reviewed salary bands. In addition to that, some management roles were filled by contractors whilst recruitment processes were underway.
- (d) Administrative expenses are lower than the budget. Higher expenditure was planned as part of implementing the approved structure (Refer to 28.c), and certain activities undertaken during the current year relate to multi-year commitments, which were funded through the retained surplus and are expected to be implemented over more than one year.
- (e) Depreciation and amortisation are non-cash items that the entity does not budget for.
- (f) Skills planning and monitoring expenditure comprises mainly of mandatory grants expenses,i.e review of WSPs and ATRs. As the mandatory grant revenue increased due to the increase in the number of employers paying SDL and the related expenditure increased concurrently.
- (g) Discretionary grant expenditure is below budget, this is primarily due to the adjusted budget, which includes the retained surplus which relates to multi year projects.
- (h) Quality assurance expenditure is below budget, this is primarily due to the adjusted budget which includes the retained surplus which relates to multi year projects.
- (i) During the year, the entity incurred legal fees related to a special project (WOL), these legal fees were not budgeted for initially.
- (j) Assets written off during the period were due to asset impairment and end-of-life replacements that were not anticipated in the budgeting process.
- (k) Lease Improvements exceeded budget due to increased costs incurred for office space improvements.

29. PRIOR PERIOD ERRORS

In the 2025 financial year, EWSETA identified and corrected prior period errors in accordance with the standard. These errors related to the omission of accruals for services rendered before year-end and incorrect depreciation charges. The restatements affected the Statement of Financial Position and the Statement of Financial Performance as outlined below:

Impact on the Statement of financial position <i>Figures in Rand (R'000)</i>	Amount previously reported	Prior period error	Restated amount
a. Payables from exchange transactions	(11 166)	(738)	(11 904)
a. Payables from non-exchange transactions	(92 480)	(874)	(93 354)
b. Property, Plant and Equipment	25 837	(21)	25 816
c. Net assets (Discretionary reserve)	394 836	(1 633)	393 203
Impact on the Statement of financial performance <i>Figures in Rand (R'000)</i>	Amount previously reported	Prior period error	Restated amount
a. Mandatory grant and project expenses	(292 093)	(874)	(292 967)
a. Administration expenses	(55 975)	(738)	(56 713)
b. Depreciation and amortisation	(1 697)	(21)	(1 718)
a & b. Surplus for the year	47 209	(1 633)	45 576

- (a) Invoices amounting to R 1.61 million for services rendered prior to 31 March 2024 were received after year-end and not accrued. This led to an understatement of expenses and liabilities by R1.61 million, which is now corrected.
- (b) Depreciation was understated by R21 thousand due to an error in the computation for computer and office equipment.
- (c) The above changes impacted the accumulated surplus/reserve balances, Statement of Changes in Net Assets, and Cash Flow Statement. The Notes to Financial Instruments were also updated to reflect these adjustments.

d) Irregular, Fruitless and Wasteful expenditure	Amount previously reported	Prior Period error	Restated amount
Irregular expenditure	8 219	577	8 796

- (d) The opening balance is restated due to the recalculation of the 7.5% project administration costs.

e) Contingent liabilities	Amount previously reported	Prior Period error	Restated amount
Surplus funds	395 000	(1 663)	393 337

The surplus funds in contingent liabilities have been restated from R395 million to R393.3 million due to a prior period error of R1.63 million, as reflected in the annual financial statement.

f) Admin Commitments <i>Figures in Rand (R'000)</i>	Amount previously reported	Prior Period error	Restated amount
Finance	1 371	-	1 371
HR Support and training	4 529	-	4 529
IT and Facilities management	8 911	(1 076)	7 835
Marketing and Public Relations	4 068	-	4 068
Internal Audit and Risk management	6 448	-	6 448
Legal Services	1 738	-	1 738
SCM support	1 242	1 050	2 292
Secretarial and Governance support	509	(66)	443
Project administration	77	-	77
Stakeholder engagement	734	(23)	711
Project management	1 200	-	1 200
	30 827	(115)	30 712
g) Discretionary Commitments <i>Figures in Rand (R'000)</i>	Amount previously reported	Prior Period error	Restated amount
Artisan Development/ Apprenticeship Programme	99 558	7 549	107 107
Bursaries Programme	36 483	(7 760)	28 723
Candidacy Programme	13 636	(864)	12 772
Internship Programme	49 328	2 798	52 126
Learnership Programme	55 117	4 894	60 011
Non-Pivotal Programme	12 328	10 354	22 682
Skills Programme	9 337	(955)	8 382
Infrastructure Support	6 845	(6 845)	-
Quality Assurance Support	13 425	(600)	12 825
Research	85	-	85
Research Chairs	3 655	-	3 655
ABET Programme	2 890	-	2 890
Trade union support	500	-	500
Small Business support	7 509	-	7 509
	310 696	8 571	319 267

f) & g) The opening balance of Discretionary and Admin commitments are restated due to contracts erroneously omitted from the schedule in the prior year, reclassifications of certain contracts within the disclosed categories and incorrect accounting for certain commitments transactions in the prior period.

h) Financial Instruments <i>Figures in Rand (R'000)</i>	Amount previously reported	Prior Period error	Restated amount
i) Financial Assets	-	-	-
Receivables from Exchange	2 923	(119)	2 804
Receivables from non-exchange	-	911	911
	-	-	-
ii) Financial Liabilities	-	-	-
Payables from exchange	10 355	1 049	11 404
Payables from non-exchange	57 965	63	58 028
Unspent conditional grant	-	36 897	36 897
Provisions	-	62 313	62 313
	71 243	101 114	172 357

- i. The adjustment of financial assets to exclude staff debtors as financial instruments and the disclosure of receivables from non-exchange transactions as financial instruments.
- ii. The exclusion of payroll accruals, mandatory grants, and inter-SETA balances as financial instruments, and the disclosure of unconditional grants and provisions as financial instruments.

i) Risk Management: Liquidity risk	Amount previously reported	Prior Period error	Restated amount
Payables from exchange	10 355	1 049	11 404
Payables from non-exchange	58 927	(899)	58 028
Unspent conditional grant	-	36 897	36 897
Provisions	-	62 313	62 313
	69 282	99 360	168 642

30. EVENTS AFTER THE REPORTING DATE

The CEO was appointed to assume the duties of the Accounting Authority for the entity effective from 22 May 2025 for a period of three(3) months or until the Accounting Authority is appointed, whichever comes first. This follows approval by National Treasury to appoint SETA Chief Executive Officers in terms of section 49 (1), (2)(a) & (b) and (3) of the Public Finance Management Act ('PFMA').

INFORMATION ON SUPPLY CHAIN MANAGEMENT

A) ANNEXURE A: PROCUREMENT BY OTHER MEANS

All deviations listed below followed the SCM processes, were approved in line with the EWSETA's Delegation of Authority, and were reported to National Treasury and Auditor General within the prescribed timelines.

Project description	Name of supplier	Type of procurement by other means	Contract number	Value of contract R
Annual membership fees	LexisNexis	Deviation	PO137755	R50 208.52
Sponsorship	South African BRICS Youth Association	Deviation	PO137763. PO138090	R285 800.0
Advertising	Arena Holdings	Deviation	PO137796. PO138287. PO138358. PO138556. PO138659. PO138663	R408 435.71
Membership fees	The Institute of Directors In South Africa (IODSA)	Deviation	PO137834. PO137989. PO138501	R274 625.0
Sponsorship	SAICE	Deviation	PO137835	R69 000.0
Publication & Sponsorship	Vuka Events and Management Services	Deviation	PO137837. PO137838	R447 240.75
Sponsorship and Membership fees	Water Institute of Southern Africa (WISA)	Deviation	PO137849. PO137886. PO138698	R316 150.55
Sponsorship	The National Energy Association	Deviation	PO137872	R75 000.0
Sponsorships	Green Youth Network NPC	Deviation	PO137882. PO138632	R950 000.0
Consulting services and license fees	Softline Pastel T/A Sage South Africa	Deviation	PO137885. PO137913. PO138656	R134 319.46
Training	Wits Commercial Enterprise	Deviation	PO137878	R19 311.0
Consulting services	Rain Chartered Accountants	Deviation	PO137888	R202 032.0
Publication	Cape Business News/ Hypenica	Deviation	PO137915	R24 150.0
Additional storage	Dimension Data T/A Internet Solutions	Deviation	PO137974	R78 783.37
Additional work	Technology And Cabling Group	Deviation	PO137977. PO138093	R386 079.0
Sponsorship	ECG Africa Events	Deviation	PO137994	R132 250.0

Project description	Name of supplier	Type of procurement by other means	Contract number	Value of contract R
Consulting services	Blue Oceans Information Solutions	Deviation	PO137997	R525 504.0
Training	CCM Events Training	Deviation	PO138003	R15 988.0
Membership	Southern African Energy Efficiency Confederation	Deviation	PO138012	R36 368.75
Additional work	Printetc	Deviation	PO138013	R25 677.5
Membership	South African Institute of Business Accountants T/A Ciba	Deviation	PO138014	R5 375.0
Repairs & maintenance	Door Solutions	Deviation	PO138041	R40 000.0
Renewal of licenses	ITR Technology	Deviation	PO138057	R159 850.0
Workshop	The Institute of Risk Management South Africa	Deviation	PO138056	R164 507.5
Sponsorship	South African Youth Economic Council (SAYEC)	Deviation	PO138080	R100 000.0
Sponsorship	Lixan Projects	Deviation	PO138102	R521 427.0
Sponsorship	Business Engage Association	Deviation	PO138111	R28 750.0
Sponsorship	Sealzed Group	Deviation	PO138119	R150 000.0
Sponsorship	Southern African Energy Efficiency Confederation (Saeec)	Deviation	PO138130	R34 500.0
Conference & summit	Brandscapers	Deviation	PO138156	R40 000.0
Sponsorships	South African Wind Energy Association	Deviation	PO138188. PO138200	R402 500.0
Sponsorship	South African Public College Organisation	Deviation	PO138199	R172 500.0
Sponsorship	Inside Education	Deviation	PO138203	R86 250.0
Cisco switches	Siraha Group	Deviation	PO138209	R71 909.5
Cisco switches	ITGILITY	Deviation	PO138265	R200 636.13
Advertising	The Green Agenda	Deviation	PO138272	R34 442.5
Consulting	Finware Consulting	Deviation	PO138306	R80 000.0
Sponsorship	Institute Of People Management	Deviation	PO138313	R57 500.0
Publication	Media Expose/Van Heerden Mays Publication	Deviation	PO138316	R195 796.13

Project description	Name of supplier	Type of procurement by other means	Contract number	Value of contract R
Sponsorship	University Of Stellenbosch Institute for Advance Study (STIAS)	Deviation	PO138349	R36 800.0
Sponsorship	The South African National Energy Association	Deviation	PO138464	R109 250.0
Legal services	Ncube Incorporated Attorneys	Deviation	PO138359	R499 000.0
Conference/summit	Trade Innovation	Deviation	PO138374	R20 125.0
Legal services	Boqwana Burns Incorporated	Deviation	PO138425	R200 000.0
Consulting services	Talent Hub International	Deviation	PO138446	R133 256.25
Renewal of licenses and Subscription fees	CQS Technology Holdings (Adapt It)	Deviation	PO138445. PO138748	R117 334.09
Renewal fees	Department Of Labour	Deviation	PO138509	R55 112.01
Sponsorship	Anew Hotel OR Tambo	Deviation	PO138589	R100 000.0
Conference & summit	Spintelligent (Pty) Ltd T/A Vuka Group	Deviation	PO138608	R56 051.0
Sponsorship and exhibition stand	Africa Energy Indaba	Deviation	P0138622. PO138665	R67 906.92
Publications and advertising	M People Resourcing T/A Green Economy Media	Deviation	PO138108. PO138631. PO138681	R79 167.5
Publication	Global Africa Network	Deviation	PO138633	R52 736.12
Renewal of membership	SAICA (South African Institute of Chartered Accountants)	Deviation	PO138660	R27 971.3
Security risk assessment services	Bokang Consulting Services	Deviation	PO138662	R211 202.38
Renewal of subscriptions	South African Photovoltaic Association	Deviation	PO138661	R29 892.0
Annual membership fees	SA Biogas Industry Association NPC	Deviation	PO138678	R15 000.0
Publication	Infrastructure News	Deviation	PO138687	R49 450.0
Membership fees	South African Monitoring and Evaluation Association (Samea)	Deviation	PO138699	R840.0
Conference	Scan Display Solutions	Deviation	PO138730	R37 057.6
Training	Unlimited Business Innovations	Deviation	PO138757	R55 200.0
Total				R9 566 219.54

B) ANNEXURE B : CONTRACT VARIATIONS AND EXPANSIONS

All contract variations/extensions listed below were processed and approved in accordance with EWSETA's SCM Policy and Delegation of Authority, and reported to National Treasury and Auditor General within the prescribed timelines.

Project description	Name of supplier	Contract modification type (Expansion or Variation)	Contract number	Original contract value	Value of previous contract expansion/s or variation/s (if applicable)	Value of current contract expansion or variation
				R	R	R
Provision for Desktop Management Services Resource	Ms. Mosibudi Rosah Nchachi	Expansion	PO137785	R 823 500.00	R000	R141 140.40
Provision of Financial Resource	Equilab Solutions	Expansion	PO137829	R 9 99 999.00	R000	R 382 500.00
Provision of Managed Printing Services	Nashua	Variation	PO137832	R 2 165 369.87	R000	R 1 93 489.87
Provision of Managed Printing Services	NASHUA	Variation	PO137942	R2 165.369.87	R193 489.87	R129 000.00
Provision for Marketing & Communications Manager	Kredd Communications	Variation	PO137914	R720 000.00	R229 500.00	R190 000
Appointment of a Server Engineer	Zakheni ICT	Variation	PO137996	R460 800.00	R000	R397 440.00
Provision for Legal Services	Adams & Adams	Variation	PO138033	R990 000.00	R1 000 000.00	R990 000.00
Online Travel Management System	Tourvest	Variation	EWSETA/ RFQ/036/2022	R999 000.00	R149 850.00	R600 000.00
Appointment of an Interim SCM Manager	Kwakuhle staffing solutions	Variation	PO138050	R700 000.00	R000	R403 037.60
Appointment of Finance Consultants	Equilab solutions	Variation	PO138051	R999 000.00	R382 500.00	R401 250.00
Provision for Labour Relations Services	Extribyte	Variation	PO138055	R950 000.00	R000	R310 500.00
Appointment of a Financial Accounting Administrator	Samasi Advisory Tax Audit	Variation	PO138105	R749 000.00	R000	R749 009.00
Appointment of an Interim Marketing Manager	Kredd Communications	Variation	PO138107	R720 000.00	R190 000.00	R70 000.00
Appointment of an Interim Marketing Manager	Kredd Communications	Variation	PO138106	R720 000.00	R70 000.00	R981 036.14
Appointment of an Interim Financial Accounting Manager	Equilab solutions	Variation	PO138113	R999 000.00	R401 250.00	R1 558 592.00
Provision for Managed Printing Services	Nashua	Extension	PO138115	R2 165 369.87	R129 000.00	R129 000.00

Project description	Name of supplier	Contract modification type (Expansion or Variation)	Contract number	Original contract value	Value of previous contract expansion/s or variation/s (if applicable)	Value of current contract expansion or variation
Provision for Performance Management Services	Vision Activ holdings	Extension	EWSETA/ RFP/07/2021	R3 582 194.90	R000	R0'00
Security Services	Bidvest Protea coin	Extension	PO138312	R487 968.00	R0 00	R325 312.00
Appointment of Finance Consultants	Equilab solutions	Extension	PO138210	R999 000.00	R1 558 592.00	R624 096.00
Appointment of a Server Engineer	Zakheni ICT	Extension	PO138214	R460 800.00	R397 440.00	R956 800.00
Appointment of a Mandatory and Discretionary Grants (DG) System Developer. Analyst and Support Engineer	Zakheni ICT	Extension	PO138229	R976 703.28	R000	R994 716.35
Appointment of a Senior ETQA SETMINLRD Tech Engineer	Zakheni ICT	Extension	PO138228	R951 278.16	R000	R940 071.65
Appointment of an Interim SCM Manager	Kwakuhle Staffing Solutions	Extension	PO138315	R700 000.00	R403 037.60	R460 614.40
Records management services	AGS Records Management	Variation	EWSETA/ RFP/024/2020	R2 022.480.00	R000	R'0.00
Online travel management system	Tourvest Holdings	Variation	EWSETA/ RFQ/036/2022	R999 000.00	R600 000.00	R257 004.00
Intergreat system	Hadar t/a Strategic Dimensions	Variation	EWSETA/ RFP/024/2020	R2 795 259.00	R000	R950 000.00
Performance management services	Vision activ holdings	Extension	EWSETA/ RFP/07/2021	R3 582 164.00	R000	R'0.00
Cleaning services - EWSETA head office	Ronerotshi (Pty) Ltd	Extension	EWSETA/ RFQ/089/2021	R960.000.00	R000	R92.400.00
Cleaning services - EWSETA cape-town office	Delta facilities management	Extension	EWSETA/ RFQ/090/2021	R290.361.52	R000	R27.407.01
Appointment of an Interim SCM Manager	Kwakuhle Staffing Solutions	Extension	EWSETA/ RFQ/097/2023	R700 000.00	R460 614.40	R690 921.60

Project description	Name of supplier	Contract modification type (Expansion or Variation)	Contract number	Original contract value	Value of previous contract expansion/s or variation/s (if applicable)	Value of current contract expansion or variation
Provision for legal services	Adams & Adams	Variations	EWSETA/ RFQ/025/2022	R990 000.00	R990 000.00	R2 000 000.00
Appointment of senior python developer SETMIS. ETQA. NLRD	Zakheni ICT	Variations	EWSETA/ RFQ/109/2023-24	R951 278.16	R940 071.65	R354 663.60
Appointment of senior python developer mg and dg systems	Zakheni ICT	Variations	EWSETA/ RFQ/110/2023-24	R976 703.28	R994 716.35	R356 229.27
Public relations services	At vogue communications agency	Variations	EWSETA/ RFP/01/2022-23	R2 095 656.50	R000	R215.351.47
Stakeholder interviews	Khumbula Consulting	Variations	EWSETA/ RFQ/010/2022-23	R457 394.10	R000	R000
Provision of organisational development services	The Talent Hub International	Variations	EWSETA/ D053/2022-23	R499 100.00	R000	R000
Total				R42 803 749.51	R9 050 561.87	R16 975 572.23





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