



2020 – 2025

PERFORMANCE REVIEW:

A FIVE-YEAR REFLECTION ON EWSETA'S
HIGH PERFORMANCE JOURNEY



OUR MANDATE

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



VISION

The Vision of the EWSETA is "To create a sustainable tomorrow today, through skills".



MISSION

We will achieve our vision through:



Research to determine the skills demand



Facilitating and coordinating skills development programmes to respond to sectoral challenges



Driving excellence through quality assurance



Fostering an ecosystem in energy and water that creates inclusive economic development



VALUES



RESPECT:

A sense of value and trust towards each other and our stakeholders



INTEGRITY:

We act with honesty and integrity, not compromising the truth



TEAMING:

Positively contributing and collaborating towards the greater vision



EXCELLENCE:

Striving for the best in all our actions

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

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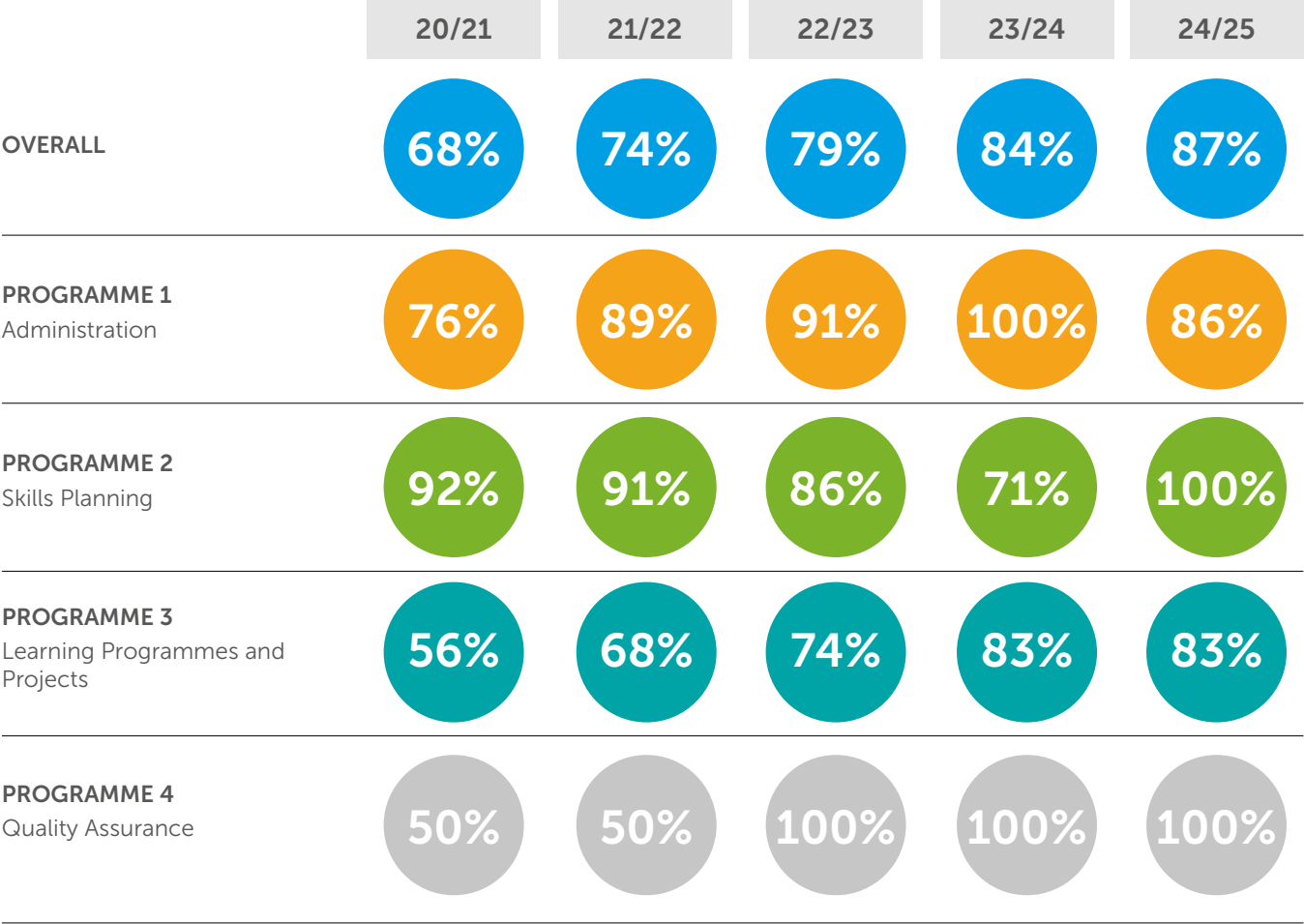
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ABBREVIATIONS AND ACRONYMS

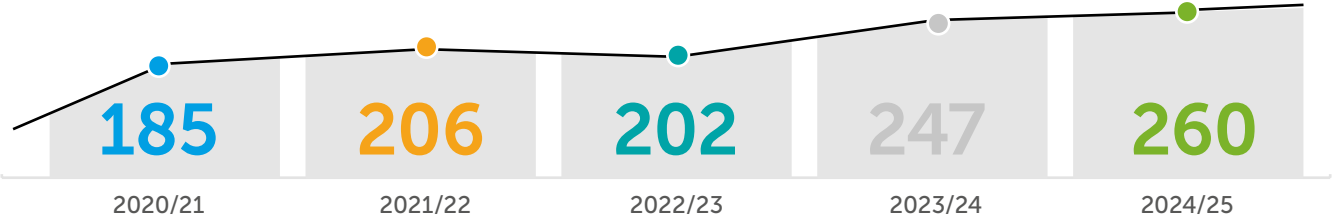
ABET	Adult Basic Education and Training
APP	Annual Performance Plan
ARPL	Artisan Recognition of Prior Learning
ATR	Annual Training Report
CET	Community Education and Training (College)
DUT	Durban University of Technology
EIPA	Energy Institute of Professionals Africa
EPC	Energy Performance Certificate
ESG	Environmental, Social and Governance
FET	Further Education and Training
HET	Higher Education and Training
HEI	Higher Education Institution
HTFVs	Hard-to-Fill Vacancies
ILO	International Labour Organization
IPP	Independent Power Producer
IRP	Integrated Resource Plan
JET	Just Energy Transition
LMIS	Learner Management Information System
MIS	Management Information System
NEET	Not in Employment, Education or Training
NSDP	National Skills Development Plan
PSET	Post-School Education and Training
PV	Photovoltaic
QMR	Quarterly Monitoring Report
REIPPPP	Renewable Energy Independent Power Producer Procurement Programme
SDF	Skills Development Facilitator
SIC	Standard Industrial Classification
SMME	Small, Medium and Micro-Enterprise
SSP	Sector Skills Plan
TVET	Technical and Vocational Education and Training (College)
WIL	Work-Integrated Learning
WSP	Workplace Skills Plan

SNAPSHOT OF 2020/21 – 2024/25 STRATEGIC PERIOD

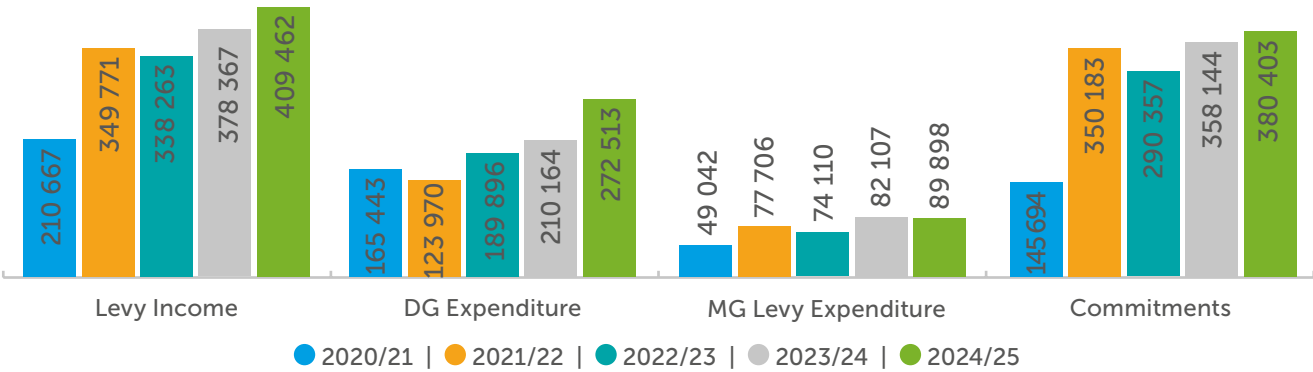
PERFORMANCE AGAINST APP TARGETS: 20/21 – 24/25



5-YEAR REVIEW OF WSP/ATR SUBMISSIONS



5-YEAR FINANCIAL OVERVIEW (R'000)



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

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

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

SUPPORT FOR HEIS

TVET Colleges	Universities	CET Colleges
R214,3 million	R166,6 million	R98,4 million
1 859 learners	2 004 learners	1 020 learners

Investment in Energy Sector

R1.44 billion
18 651 learners

Investment in Water Sector

R675.18 million
10 025 learners

Cross-sector Investment

R319.18 million
5 407 learners

Interim Chairperson's Review:

FIVE YEARS OF PROGRESS, PARTNERSHIP AND PURPOSE

Lester Goldman

During the 2020 – 2025 strategic period, EWSETA navigated one of the most turbulent periods in South Africa's democratic era marked by COVID-19 and post-pandemic recovery, increased loadshedding coupled with accelerating energy transition, mounting water security pressures, rapid technology advancement and digitalisation of work and a nation that wanted more accountability from political leaders as was evidenced in the formation of the Government of National Unity in 2024. Through it all, EWSETA's journey to becoming a high-performance entity whose impact is felt by the most vulnerable members of society, remained the key focus.

The overall year-on-year performance improvement of the entity over the past five years is one that the Accounting Authority can be particularly proud of, however, it did not come about by chance. Decisive and intentional actions taken by both the Accounting Authority and management have played a significant role in EWSETA's performance outcomes highlighted in this high-level 2020-2025 performance review.

The Accounting Authority demonstrated significant resilience and maturity in strategic governance and risk management, ensuring that organisational integrity remained at the core of its mandate.

Governance modernisation, integrating risk awareness into daily operations and establishing a proactive culture of compliance were key priorities over this strategic period. The Accounting Authority, supported by its Audit and Risk Committee, refined the organisation's risk management framework to align with best-practice principles and King IV corporate governance standards. This enterprise-wide approach ensured that strategic, operational, financial, and compliance risks were systematically identified, assessed, and mitigated. The implementation of a comprehensive policy register, continuous review of control systems, and regular internal audits reinforced oversight effectiveness, while forensic investigations and fraud-hotline reports underscored the entity's commitment to transparency, ethical conduct, and corrective action where necessary.

Strategic risks such as going-concern sustainability, audit regression, budget management, ICT governance, and internal-skills capacity were continuously monitored through quarterly committee reviews and annual strategic-risk planning.

The Accounting Authority also strengthened coordination among its governance structures to ensure seamless information flow and accountability across planning, performance, and financial stewardship. Through this integrated oversight model, EWSETA achieved four unqualified audit outcomes during the strategic period and built a sustainable governance environment founded on ethical leadership, financial discipline, and effective risk mitigation.

The implementation of the 2020-2025 strategy required considerable commitment from EWSETA's leadership and employees alike and the success outcomes speak for themselves.

I must extend my appreciation to our energy and water sector partners from industry, government, the Post-School Education and Training sector and the international community, who have headed our call for greater collaboration for impact and worked with us to build a capable workforce for the energy and water sector.

Looking back at this period, we have continuously improved in skills planning with no less than 18 Research Studies funded and the submission rates of Workplace Skills Plans and Annual Training Reports increasing year on year - a valuable indicator that our robust stakeholder engagement strategy is paying off. In skills delivery we have also achieved some remarkable traction particularly in the areas of Artisan Development, SMME and HEI support with a key focus on the water sector.

The actions taken and the achievements obtained provide a strong foundation for the incoming Accounting Authority to continue advancing good governance and organisational excellence.

The next five years will challenge South Africa's capacity to build the skills that power resilience and growth whilst seeking to eradicate poverty and increase employment through job creation. As the nation confronts the imperatives of grid modernisation, water infrastructure rehabilitation, hydrogen and energy storage value-chain development, and municipal service recovery, the demand for specialised skills will intensify. Meeting these challenges requires even greater collaboration, agility, and a shared commitment to transformation.

As our slogan so aptly captures, a sustainable tomorrow needs to be built today, and skills is at the heart of that endeavour.

“

SAPVIA values its progressive partnership with EWSETA as we have found in them a truly supportive ally in the strengthening and upskilling of the youth within the PV sector. Together, we have gathered intelligence on sectoral skill needs and implemented appropriate sectoral interventions. Initiatives such as PowerUp, delivered in collaboration with other industry partners, demonstrate how this partnership is informing fit-for-purpose real capacity building.”

Dr Rethabile Melamu, Chief Executive Officer
South African Photovoltaic Industry Association (SAPVIA)

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Acting CEO's five-Year Reflection:

REPOSITIONING FOR RELEVANCE, IMPACT AND NATIONAL TRANSFORMATION

Robyn Vilakazi

At the start of the 2020-2025 strategic period, EWSETA faced a South Africa at the crossroads of energy insecurity, water stress, and a youth employment crisis.

The onset of the COVID-19 pandemic in 2020 tested every system in place and forced the EWSETA to become agile, to digitise, decentralise, and re-imagine how a SETA of national significance could continue to deliver amid disruption. Out of that crisis came innovation: new digital processes, virtual stakeholder engagement, a sharper focus on critical occupations that would shape a just energy and water transition and greater emphasis on impact that translates into inclusive economic participation of our beneficiaries.

The organisational-design journey that commenced early in the strategic period was not just structural, it was cultural. We invested in our people, strengthened performance management, automated systems, and cultivated a high-performance culture grounded in accountability and teamwork. This cultural renewal underpinned the steady rise in APP performance, from 68 % in 2020/21 to 87 % in 2024/25. The EWSETA became a learning organisation in the truest sense, capable of adapting and improving with every cycle.

EWSETA's experience over the past five years has reaffirmed that transformation happens fastest when the system works together. Through deliberate collaboration across government, industry, academia, and civil society, the organisation has expanded opportunities, deepened inclusion, and strengthened national capacity in the energy and water sectors. Partnerships have become the foundation for meaningful change, aligning collective resources and expertise to build the skills, innovation, and leadership needed for a just and sustainable transition.

In practice, these collaborations have delivered measurable impact across multiple fronts. In gender transformation, partnerships with Wits Business School, Duke Corporate Education, USAID Power Africa, and South African Women in Plumbing and Trades (SAWIPT) opened leadership and technical pathways for women across provinces. In Post-School Education and Training (PSET) strengthening, joint work with TVET and CET colleges, Chinese Culture and International Education Exchange Centre established new inter-institutional and international bridges.

In innovation and SMME development, co-investments with CSIR, DUT, MTN, and UWC supported incubators, hackathons, and applied research initiatives that nurture green and digital entrepreneurs. Meanwhile, in clean energy and water security, collaboration with Bambili Energy, IEPA, WRC, and municipalities laid the groundwork for national skills pipelines in green hydrogen, biogas, energy efficiency, and smart water systems. Collectively, these partnerships have positioned EWSETA as a catalyst for inclusive growth and a driver of systemic transformation in South Africa's energy and water future.

Tracer studies confirmed that EWSETA training has improved beneficiary employability, and host employers recognise our graduates as work-ready contributors. We have expanded career-guidance outreach to more than 300 schools, ensuring that young people see exciting futures in the energy and water economy. We have also brought small enterprises into the formal value chain proving that transformation is not an event, but a sustained process of inclusion.

Financial recovery and disciplined grant management restored confidence in our stewardship. Through prudent fiscal oversight, we ensured that every rand spent contributes to national capability. The rollout of automated learner management and quality-assurance systems now gives us a real-time view of skills delivery performance, enabling quicker corrective action and more transparent reporting.

The enhancement of our automated Mandatory Grant module has enabled seamless Workplace Skills Plans and Annual Training Reports submissions and Mandatory Grant disbursement, while our digitally enabled Help Desk allows for 24/7 support to our stakeholders no matter their physical location.

As the EWSETA enters the next strategic period, our mission is clear: to mobilise the energy and water skills ecosystem for South Africa's just transition, infrastructure renewal, and sustainable livelihoods. Achieving this will require deeper partnerships with employers, public entities, and academia; innovation in qualification design; and renewed investment in the human capital that keeps our lights on and our taps running.

EWSETA stands ready to serve as the convenor and catalyst of that collective effort. I invite every stakeholder to walk this next mile with us—to collaborate, co-create, and commit to building a future where energy and water security are powered by skilled South Africans.

Together, we can transform potential into progress and ensure that no community is left behind.

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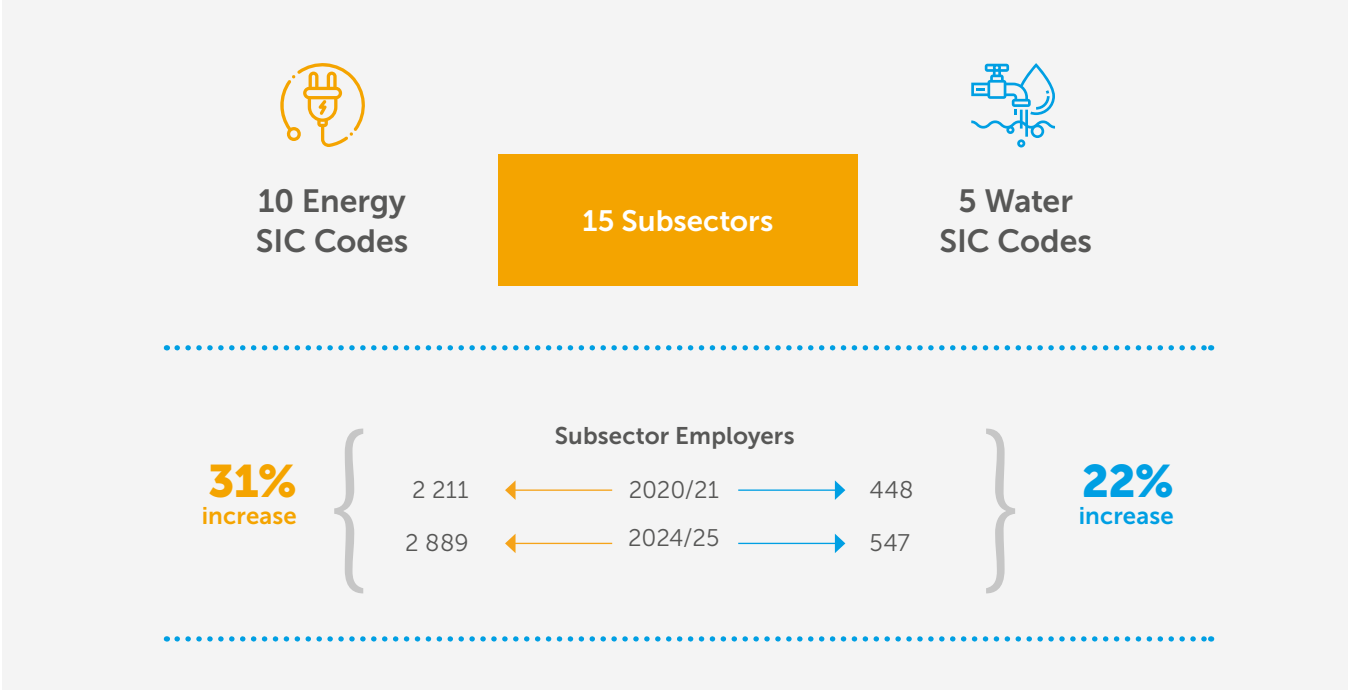
Collaborating with institutions such as EWSETA through our Necsa Learning Academy is essential to advancing South Africa's national and socioeconomic development agenda. The MoU signed with EWSETA year enables us to better define and meet the evolving skills needs of the nuclear sector, ensuring our industry has the capacity to support strategic infrastructure and energy goals. This partnership reaffirms both Necsa and EWSETA's commitment to playing a catalytic role in advancing South Africa's nuclear energy and water sectors, unlocking opportunities for skills development, industrialisation, and long-term economic growth”.

Ms Sithembile Mbuyisa, Group Executive: Human Capital
South African Nuclear Energy Corporation (Necsa)

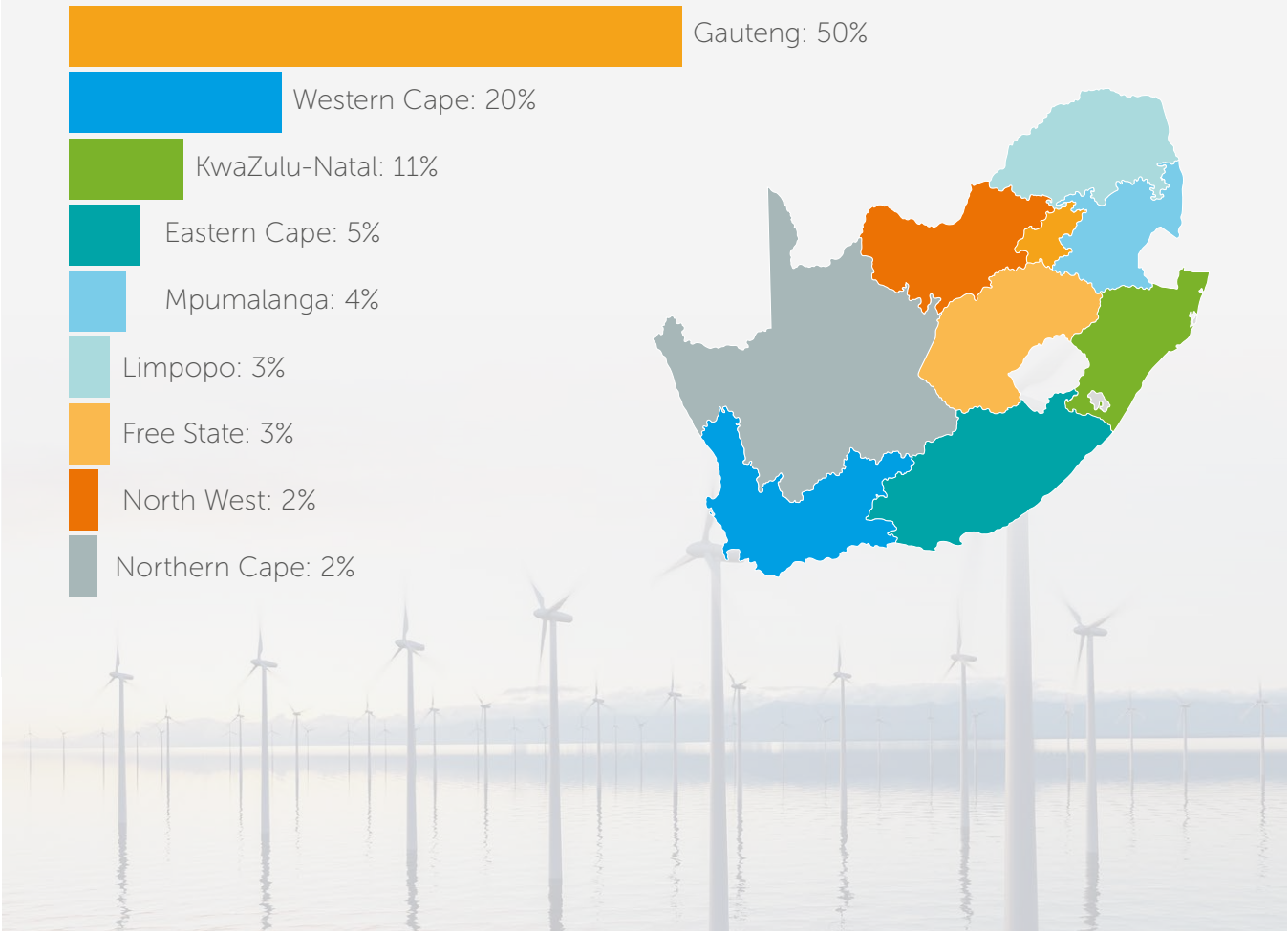
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SECTOR OVERVIEW

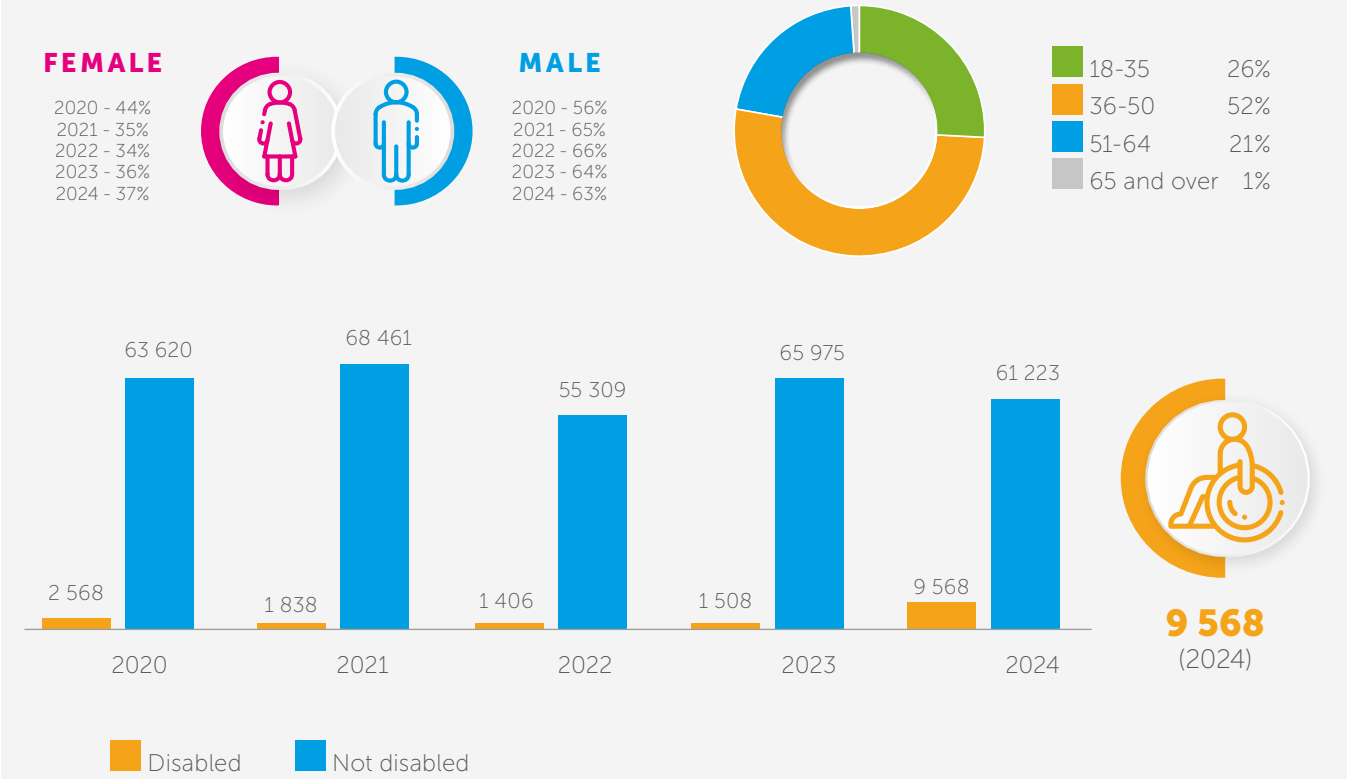
ENERGY		WATER	
SIC Code	Subsector	SIC Code	Subsector
41111	Generation of energy	42000	Collection, purification, and distribution of water
41112	Distribution of purchased electric energy only	42001	Public water enterprises: Collection, purification, and distribution of water, including potable water supply, domestic waste, and sewage systems, refuse and sanitation services
41114	Generation of renewable energy	42002	Private water companies: Collection, purification, and distribution of water, including potable water supply, domestic waste, and sewage systems, refuse and sanitation services
41115	Transmission of energy	42003	Irrigation Boards: Collection, purification, and distribution of water, including potable water supply, domestic waste, and sewage systems, refuse and sanitation services
41116	Project management, maintenance and operation of electrical generation, transmission and distribution, plants, networks, and systems	94003	Water and sanitation services (potable water supply, domestic wastewater, and sewage systems)
41118	Marketing of electricity		
41200	Manufacture of gas; distribution of gaseous fuels through mains		
41300	Steam and hot water supply		
50222	Construction of pylons for electric transmission lines		
87141	Industrial research for electrical energy		



EMPLOYER REPRESENTATION BY PROVINCE



SECTORAL DEMOGRAPHIC PROFILE





SOUTH AFRICA'S ENERGY SECTOR

South Africa's energy sector is the backbone of the national economy, underpinning industrial growth, employment creation, and social development. Historically dominated by coal, which still accounts for over 70% of electricity generation, the sector is undergoing a profound transformation driven by the imperatives of energy security, decarbonisation, and technological innovation.

Persistent challenges in the form of aging infrastructure, load-shedding, and maintenance backlogs, have accelerated the government's commitment to diversify the energy mix through renewable energy, hydrogen, gas, and storage solutions under frameworks such as the Integrated Resource Plan (IRP) and the Renewable Energy Independent Power Producer Procurement Programme (REIPPPP).

Policy emphasis on the Just Energy Transition (JET) seeks to balance environmental sustainability with socio-economic inclusion, ensuring that new energy pathways create jobs and industrial opportunities. The emergence of smart grids, distributed generation, and private-sector participation has reshaped the market, increasing demand for specialised technical, digital, and managerial skills.

Within this evolving landscape, EWSETA plays a critical role in aligning skills development with industry needs, supporting workforce readiness for a resilient, low-carbon, and inclusive energy future. From an energy sector perspective, EWSETA is mandated to anticipate and meet the skills needs of the workforce across generation including fossil fuels, clean energy like nuclear and renewables, transmission, distribution, energy efficiency, and smart-grid operations. By producing artisans, engineers, and technologists equipped for both legacy and emerging technologies, EWSETA contributes directly to energy security, economic competitiveness, and the creation of sustainable livelihoods, ensuring that skills development remains a key driver of national transformation.

- During the strategic period, South Africa's energy landscape entered a period of accelerated change marked by:
- Renewable-energy expansion through the *Renewable Energy Independent Power Producer Procurement Programme (REIPPPP)* and the rise of independent power producers (IPPs).
 - Ongoing loadshedding and infrastructure constraints, revealing shortages in technical and maintenance skills.
 - Policy commitment to a Just Energy Transition, incorporating hydrogen, battery storage, and energy-efficiency innovations.
 - Digital and smart-grid technologies, driving demand for new technical and data-driven competencies.



SOUTH AFRICA'S WATER SECTOR

South Africa's water sector is a critical enabler of life, economic activity, and environmental sustainability, yet it faces mounting challenges driven by climate variability, ageing infrastructure, pollution, and increasing demand. The country's semi-arid climate and uneven rainfall patterns make water scarcity a structural risk, compounded by high levels of non-revenue water, deteriorating municipal systems, and inadequate technical capacity.

To address these pressures, the Department of Water and Sanitation (DWS) has prioritised investment in infrastructure rehabilitation, catchment management, and the rollout of smart water technologies, supported by policy instruments such as the National Water and Sanitation Master Plan.

The outcomes of the Blue Drop and No Drop assessments underscore the need for improved governance, operational efficiency, and water quality management. Innovative solutions such as water reuse, desalination, and digital metering are emerging, requiring new skills and modernised competencies. Within this context, EWSETA plays a vital role in developing a technically skilled and future-ready workforce to strengthen municipal operations, support water boards, and enable the sustainable management of one of South Africa's most precious and vulnerable resources.

- Between 2020 and 2025, South Africa's water sector has been characterised by:
- Escalating water insecurity, driven by population growth, drought risk, and climate variability.
 - Infrastructure decline, with the Development Bank of Southern Africa (DBSA) estimating investment needs of R7.16–R8.79 trillion by 2050 to modernise and expand water systems.
 - Skills shortages in technical areas such as treatment-plant operations, sanitation management, and smart metering.
 - Emerging technologies, including water reuse, desalination, and IoT-enabled monitoring, all of which require new training pathways.
 - Policy alignment with the *National Water and Sanitation Master Plan*, emphasising innovation, conservation, and equitable access.

KEY CHANGE DRIVERS IN THE ENERGY AND WATER SECTORS

The transformation seen over 2020-2025 in both sectors has been steered by several overarching change drivers. These include:

1. TECHNOLOGICAL CHANGE AND INNOVATION
- In the energy sector: the falling cost of renewables (solar PV, wind), growth of battery storage, grid-modernisation, electrification of transport, hydrogen, and smart systems. E.g., the large-scale renewable energy market intelligence report identifies the decreasing cost of renewables as a key driver.
 - In the water sector: digital water-management systems, IoT sensors, automation in treatment plants, alternative water-supply technologies (reuse, desalination), and data-driven operations.
2. POLICY, REGULATION AND THE JUST TRANSITION
- National commitment to decarbonisation, to transition away from coal, to meet climate-change commitments and to create a "just transition" for workers and communities (especially in coal regions).
 - Regulatory reforms (including opening generation to IPPs, unbundling, local content rules) that reshape the workforce requirements.
 - In water, stronger emphasis on universal basic services, performance of water boards and municipalities, and regulatory oversight.
3. INFRASTRUCTURE BACKLOG AND SERVICE DELIVERY IMPERATIVES
- Energy: maintenance deficits, ageing power plants, grid constraints, load-shedding, delays in large projects.
 - Water: infrastructure deterioration, leakage, non-revenue water, sanitation backlogs, demand growth from population and economic expansion.
- These backlogs create an urgent need for skilled artisans, technicians, managers and service-delivery support.
4. SKILLS SHORTAGES AND LABOUR MARKET SHIFTS
- Both sectors face shortages of artisan trades, technicians, process controllers, digital-systems operators, and emerging occupations (like hydrogen technician, energy-efficiency auditor, smart-grid engineer).
 - The traditional workforce is ageing; new entrants must be equipped for changing technologies, emerging value chains and more complex roles.
 - EWSETA's role in anticipating these shifts, supporting ARPL (recognition of prior learning), and facilitating PSET (Post-School Education and Training) responsiveness is critical.
5. SOCIO-ECONOMIC AND INCLUSIVE GROWTH IMPERATIVES
- The triple burden of unemployment, inequality and poverty force the sectors to not only deliver services but also contribute to inclusive growth, youth employment and gender equity.
 - SMMEs, cooperatives and local manufacturing in the value chains are increasingly important (e.g., solar-component manufacture, water-system services).
 - Community, local-government and township-economy dimensions become key: the sectors are not just technical but deeply socio-economic in impact.
6. CLIMATE CHANGE, ENVIRONMENTAL PRESSURES AND RESOURCE SCARCITY
- Energy: need to reduce CO₂ emissions, shift to low-carbon generation, manage water-intensive generation (coal uses water), adapt to changing demand.
 - Water: rainfall variability, drought risk, pressure on water resources, need for reuse and resilience, interlinkage with energy (water for energy, energy for water) and biodiversity/ecosystem factors. For example, investment modelling in the water sector shows that climate conditions, energy-transition pace and interventions such as clearing of invasive alien plants all materially affect investment needs.

NATIONAL AND SECTORAL IMPERATIVES/CONTEXT THAT SHAPED EWSETA'S STRATEGIC APPROACH FROM 2020 - 2025

EWSETA RESPONSE	
 ECONOMIC RECONSTRUCTION AND RECOVERY PLAN (ERRP) – 2020 ONWARD	<ul style="list-style-type: none">Infrastructure investmentEmployment creation through public and private partnershipsGreen economy and energy reformLocalisation and industrialisation
 NATIONAL INFRASTRUCTURE PLAN 2050 Approved in 2022, the plan aims to modernise water, energy, digital, and transport infrastructure.	<ul style="list-style-type: none">Infrastructure investmentEmployment creation through public and private partnerships
 ENERGY SECTOR TRANSFORMATION <ul style="list-style-type: none">Load shedding crisis (ongoing since 2008, intensified in 2021–2023)Unbundling of Eskom and acceleration of Independent Power Producer (IPP) procurementExpansion of renewable energy projects (REIPPPP Bid Windows 5–7)Launch of the Just Energy Transition Investment Plan (JET-IP) in 2022	<ul style="list-style-type: none">Increased allocation to energy-specific interventions: R1.44 billion over five yearsScaled up artisan and internship programmes to support solar, wind, and energy efficiency projectsNew international partnerships for energy skills transfer (R21 million invested in learners for international best practice and practical work exposure)
 WATER SECTOR PRESSURES <ul style="list-style-type: none">Water scarcity, droughts, and pollution intensified post-2020 (e.g., Eastern Cape, Limpopo)Municipal under-performance and poor water infrastructure maintenanceImplementation of National Water and Sanitation Master Plan	<ul style="list-style-type: none">Water-specific programme investment: R675 millionTechnical skills delivery in water treatment, reticulation, and quality controlNational partnerships with water boards and TVETs in affected provincesWater research bursary allocation prioritised
 YOUTH UNEMPLOYMENT AND NEET CRISIS <ul style="list-style-type: none">South Africa's youth Unemployment rate remained over 60% during 2021–2024.9.6 million young people (15–34) were Not in Employment, Education or Training (NEET).	<ul style="list-style-type: none">Expansion of learnerships (9,482 learners) and internships (3,360 learners)Targeted inclusion of rural learners, women, and persons with disabilitiesInvestment in ABET and CET Colleges (R98.4 million) to improve foundational skills and re-entry into formal learning
 GROWTH OF PUBLIC COLLEGE SYSTEM <ul style="list-style-type: none">Increased funding and emphasis on TVET-Industry linkagesCurriculum revisions to integrate workplace learning	<ul style="list-style-type: none">Over R214 million investment in TVETsDG support for work-integrated learning (WIL) and occupational qualificationsParticipation in Centres of Specialisation aligned to artisan trades
 GREEN SKILLS AND CLIMATE-SMART INNOVATION <ul style="list-style-type: none">Growing demand for climate resilience, renewable energy skills, and circular water economy professionalsIndustry uptake of sustainable technologies, including smart grids and desalination	<ul style="list-style-type: none">Introduction of green skills modules within artisan and skills programmesPilots 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 <ul style="list-style-type: none">National digital migration and 4IR-related policies created demand for ICT-enabled utilitiesMunicipalities began integrating smart metering and predictive maintenance systems	<ul style="list-style-type: none">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.

STRATEGIC PILLARS (2020/21 – 2024/25)

Over the five-year period under review, EWSETA implemented a transformative strategy anchored in five strategic pillars designed to strengthen organisational capability, sectoral relevance, and national impact. Through these pillars, the organisation translated its mandate into measurable results, improving governance and administration, developing credible skills planning mechanisms aligned with national priorities, expanding access to skills development opportunities across the energy and water value chains, building a skills pipeline from career guidance at secondary education level through to worker continuous professional development and supporting the growth of informal economies.



FOSTERING A HIGH-PERFORMANCE, VALUES-DRIVEN ORGANISATIONAL CULTURE

- EWSETA recognised that sustainable performance begins with internal transformation. The Authority therefore prioritised an organisational culture built on its RITE values, Respect, Integrity, Teaming, and Excellence. Key initiatives included:
- The design of the Operating Model built on two key design principles of stakeholder-centricity and operational excellence
 - A comprehensive Organisational Design (OD) Programme that re-engineered business units for efficiency and accountability, aligning people, processes, and systems.
 - Implementation of performance-linked management frameworks with greater emphasis on staff and leadership development programmes to cultivate a culture of ownership and continuous improvement.
 - Introduction of custom-built integrated, digital and automated systems for improved efficiencies and user experience.



DEVELOPING A CREDIBLE MECHANISM FOR SKILLS PLANNING AND FORECASTING

- As the sector's designated skills authority, EWSETA strengthened its planning and intelligence systems to anticipate and respond to changing labour market dynamics. Key achievements included:
- Publication of annual Sector Skills Plans (SSPs) grounded in robust labour-market analysis and research partnerships with the CSIR, WRC, NRF, and leading universities.
 - Improved data integrity through enhanced WSP/ATR submissions, particularly from SMMEs, enabling more representative insights into employer needs.
 - A robust Research Agenda (2020–2025) that investigated clean energy, hydrogen technologies, climate adaptation, SMME and Cooperative skills needs and water infrastructure skills.
 - Commissioning of tracer studies to assess learner outcomes and inform funding priorities.



CLOSING GAPS IN SCARCE AND CRITICAL SKILLS ACROSS THE ENERGY AND WATER SECTORS

- Over the review period, EWSETA accelerated delivery to address persistent skills shortages in priority occupations. Key interventions included:
- Expansion of artisanship, learnership, and internship programmes across renewable energy, water process control, maintenance, and engineering trades.
 - Establishment of strategic partnerships with public and private entities for greater impact.
 - ARPL programmes enabled employed, but unqualified, workers to gain formal certification, thereby improving labour mobility and recognition in a transitioning economy.
 - Co-funding of catalytic projects supporting green hydrogen, biogas, energy efficiency, and water-treatment technologies, ensuring future skills relevance.
 - Strengthening the public college system through bursaries, infrastructure support, Work-Integrated Learning placements and lecturer development to enhance quality output through our TVET and Community Colleges
 - Occupational Qualification development and reviews supported with industry-aligned short skills programmes aimed at addressing industry needs now and in the future



STRENGTHENING CONTINUOUS PROFESSIONAL DEVELOPMENT AND CAREER GUIDANCE SYSTEMS

4

- EWSETA prioritised professional growth, mentorship, and career awareness as essential enablers of sectoral transformation. Key actions taken included:
- Development of Continuous Professional Development (CPD) pathways for existing practitioners, in partnership with industry bodies and higher education institutions.
 - Implementation of leadership and management programmes for women, in collaboration with Duke CE, Wits Business School, and USAID PowerAfrica.
 - Delivery of career guidance and outreach initiatives reaching over 300 schools nationwide, inspiring youth to pursue technical and professional careers in energy and water.
 - Capacitation of Career Development Practitioners across the country in recognition of their role in career development and building the skills pipeline for the sector
 - Digitisation of career-awareness platforms and promotion of STEM education to support early pipeline development.



CONTRIBUTING TO INCLUSIVE AND SUSTAINABLE ECONOMIC DEVELOPMENT

5

- EWSETA's approach to transformation extended beyond training numbers to tangible socio-economic impact. The Authority's interventions targeted historically disadvantaged individuals, communities, and enterprises to ensure equitable participation in the green and blue economies. Key results included:
- Increased funding for SMME and cooperative development, including incubation, mentorship, and business management training.
 - Support for localised manufacturing and innovation, through initiatives such as the 4IR Aquatech Programme, DUT Solar Boat Challenge, and CSIR SMME Incubation Project.
 - Strengthened partnerships with municipalities and water boards to address service-delivery backlogs through targeted skills deployment.
 - Increase in rural initiatives to address the geographical imbalance of skills development opportunities
 - Gender-focused programmes, including SA Women in Plumbing and Trades (SAWIPT) and the African Women in Energy and Power initiative, to advance inclusivity in technical fields.

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Our partnership with EWSETA has significantly strengthened SANEDI's mandate, particularly through recent support to the G20 Energy Transitions Working Group (ETWG) Secretariat and other strategic capacity-building initiatives. This collaboration has enabled us to mobilise young and energetic technical expertise, elevate South Africa's energy leadership, and enhance sector-wide readiness for a just and inclusive energy transition. EWSETA's support continues to deliver tangible value and lasting impact for SANEDI and the broader energy ecosystem.”

Dr Titus Mathe Chief Executive Officer
South African National Energy Development Institute (SANEDI)

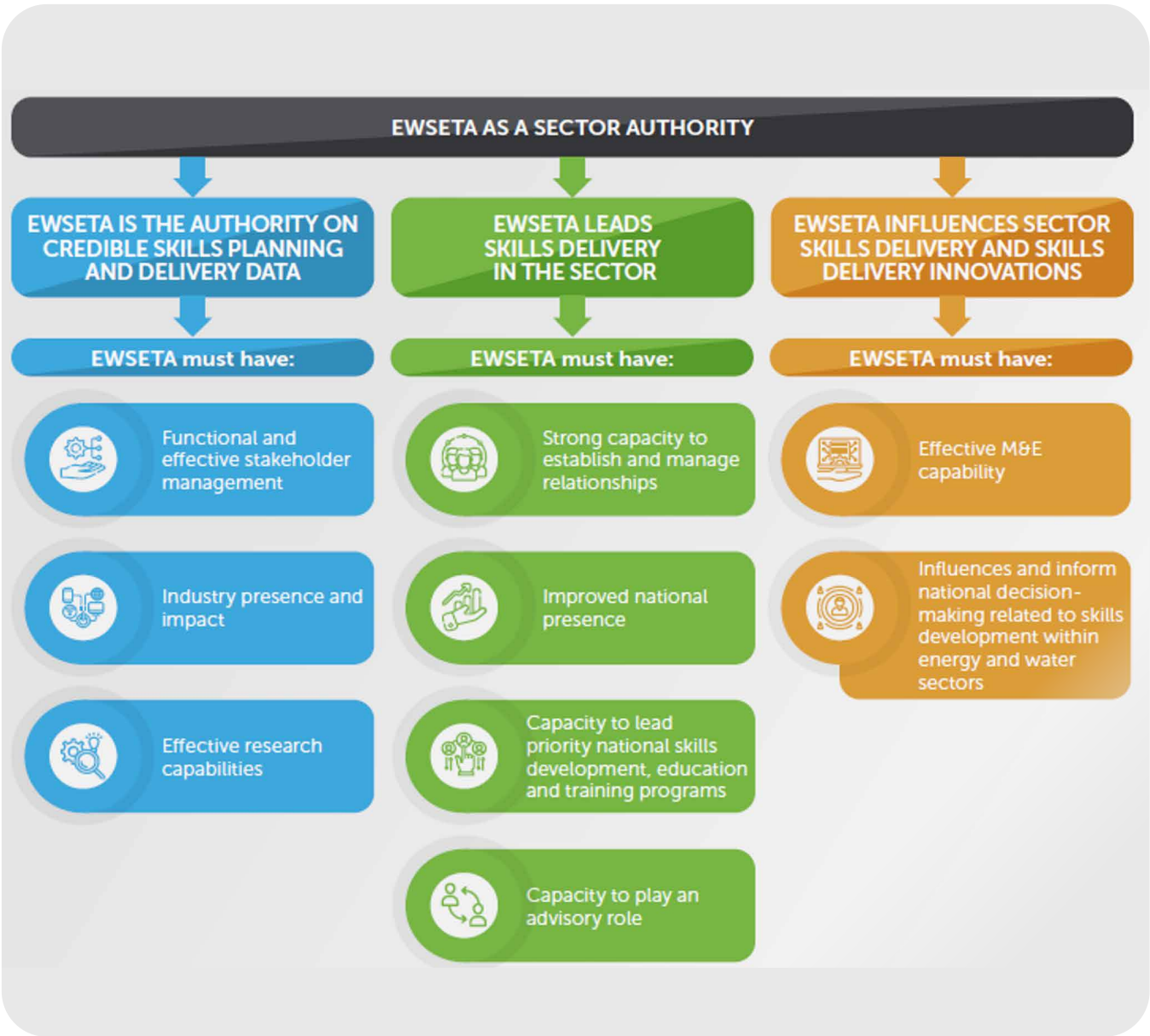
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OPERATING MODEL AND ORGANISATIONAL DESIGN

In 2020, EWSETA initiated an ambitious Organisational Design (OD) programme as part of its broader transformation journey to deliver more impactfully on its mandate as an “authority” in the energy and water sectors. The programme aimed to realign the organisation’s operating model, business processes, structure, and systems to a future-ready, stakeholder-centred approach that strengthens innovation, collaboration, agility, and operational excellence.

Phase 1 of the OD programme centred on designing an operating model that reflected EWSETA’s evolving role in a complex skills-development landscape. A comprehensive “as-is” and “to-be” assessment, supported by data analysis, a business-maturity review, and extensive management consultations, highlighted the need for a more integrated, strategically aligned model. Approved by the Board in July 2021, the redesigned framework was anchored on customer and stakeholder centricity and operational excellence, supported by three authority-defining pillars. This marked a decisive move away from fragmented delivery toward a coordinated, evidence-based, and technology-enabled system positioned for measurable impact.

Phase 2 of the OD programme, launched in 2022, focused on translating the design into practical execution. This phase included defining roles, mapping business processes, developing job descriptions, and conducting job evaluations using the Paterson Grading System. The OD structure and Implementation Plan were approved following extensive engagement with staff and organised labour, with implementation beginning in March 2023 through a phased rollout covering executives, managers and specialists, and finally practitioners and administrators. The OD programme continues to embed a more agile, strategically aligned, and stakeholder-responsive organisational model, ensuring EWSETA remains well positioned to deliver on its evolving mandate in the energy and water sectors.



IMPACT OF THE ORGANISATIONAL DESIGN PROGRAMME

By the end of the strategic period, the OD initiative was already transforming how EWSETA delivers on its mandate. Early outcomes demonstrate stronger governance, improved systems, and a more responsive institution that partners effectively with industry and government to drive sectoral transformation.



STRATEGIC STAKEHOLDER ENGAGEMENT AND PARTNERSHIPS

EWSETA has repositioned itself as an authority and collaborator in the national skills ecosystem.

- At the end of the strategic period, partnerships accounted for 70–80 % of discretionary-grant funding allocations
- Strengthened internal capacity and governance have enhanced responsiveness to complex sector challenges
- The organisation has become a trusted advisory partner on policy and skills-planning processes, increasingly recognised for thought leadership in both energy and water



ENHANCED INDUSTRY PRESENCE

EWSETA’s visibility and influence within industry have grown significantly. Through strategic sponsorships, co-funded projects, and targeted DG investments, the organisation has consolidated its reputation as a credible authority on skills planning and delivery.

- Active participation in industry forums and conferences has positioned EWSETA as a coordinating voice on sector-wide skills initiatives.
- Recognition through local and international sector awards and invitations to policy platforms reflects growing confidence in the SETA’s expertise.
- The next phase will see EWSETA evolve from participant to leader—driving integrated planning across energy, water, and green-economy value chains.





PEOPLE AND CULTURE

At the heart of transformation lies people. The new structure created fit-for-purpose roles with clear responsibilities, promoting meaningful work and accountability.

- Staff engagement, learning, and wellness have improved through the “Yenza Kahle” Employee Engagement Strategy, addressing earlier concerns around communication, collaboration, and role clarity.
- Training investment of nearly R 800 000 annually has supported staff bursaries and study assistance, producing qualified practitioners, administrators, and managers with new functional competencies.
- Continuous training and bursary support have advanced academic and professional development, including MBAs, management-development programmes, and technical certifications.
- A comprehensive Total Rewards Strategy was introduced, aligning salaries to market rates and linking performance to remuneration.
- Wellness and lifestyle initiatives, such as Summer Shape Up, complement professional development, fostering holistic staff well-being.
- The RITE values, Respect, Integrity, Teaming and Excellence, underpin a high-performance culture and stronger customer relationship management.
- Organisational alignment and internal collaboration have improved performance outcomes and built resilience through change.

This commitment to people has enhanced organisational stability and contributed to the steady improvement in Annual Performance Plan (APP) results, demonstrating that empowered employees drive better service delivery and stakeholder satisfaction.

STAFF TESTIMONIAL

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.

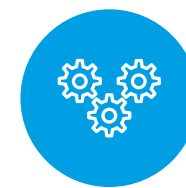
Lizzy's story reflects the impact of EWSETA's people development strategy – turning potential into performance, and personal growth into organisational strength.



IMPROVED PROCESSES AND BUSINESS MATURITY

The OD programme delivered a cross-functional redesign of business processes to enhance efficiency, eliminate duplication, and reduce operational silos. Key activities undertaken included:

- Collaboration between divisions, planning, stakeholder engagement, and project management has increased delivery effectiveness.
- Improved workflow automation and role clarity have contributed to a consistent improvement in organisational performance and a reduction in audit findings.
- Programme 3 (Skills Delivery) recorded year-on-year improvement, supported by clearer process ownership and accountability.
- Industry confidence has strengthened, with stakeholders now actively seeking EWSETA's advisory support on quality assurance and skills delivery.



TECHNOLOGY AND AUTOMATION

A major milestone was the development of InteGREAT, EWSETA's custom-built Management Information System (MIS).

- The system streamlines grant administration, project evaluation, and reporting, providing real-time performance insights.
- Departmental collaboration on process automation has increased productivity and reduced turnaround times.
- Defined enterprise architecture and a five-year roadmap now guide IT investment and governance.
- Electronic document management has improved responsiveness to stakeholder requests and ensured secure, auditable data storage.

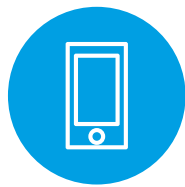


MONITORING AND EVALUATION: DRIVING ACCOUNTABILITY AND LEARNING

EWSETA's Monitoring and Evaluation (M&E) framework ensures that credible evidence informs planning, budgeting, and organisational improvement. The system links evaluation findings directly to strategic decision-making and continuous learning.

- Performance is tracked through tracer and impact studies, Quarterly Monitoring Reports (QMRs), and APP analysis.
- Primary and secondary data from evaluations feed into skills-planning and programme design, closing the loop between evidence and action.
- Annual tracer studies track learner enrolments, completions, and employment outcomes, ensuring that EWSETA's investments translate into measurable results.

This evidence-based approach reinforces transparency, accountability, and adaptive management, core elements of EWSETA's evolution into a credible and trusted authority in South Africa's energy and water skills ecosystem.



STRENGTHENED MEDIA PRESENCE AND VISIBILITY

EWSETA's strategic and robust communications strategy has amplified its profile and influence.

- Expanded media relations and thought-leadership content have boosted visibility and positioned the entity as a trusted partner in national skills development.
- Stakeholder satisfaction metrics show clear gains: the Net Promoter Score (NPS) improved from -23 in 2023 to +34 by March 2025, and the overall satisfaction index reached 70 %, signalling growing confidence in EWSETA's stakeholder-centric model.
- Proactive engagement campaigns and strategic storytelling continue to attract partners, reinforcing EWSETA's role as an implementation and co-funding collaborator.



The Organisational Design programme represents a decisive step in EWSETA's transformation from a compliance-driven entity to performance-oriented authority. Through redefined structures, digitised systems, skilled people, and a culture of accountability, the organisation is better equipped to serve its stakeholders and respond to national imperatives. The outcomes in the form of stronger partnerships, improved governance, higher stakeholder confidence, and a motivated workforce have EWSETA poised for the next strategic cycle: one that will continue to build capability, foster innovation, and advance South Africa's just energy and water transition.



STRENGTHENED QUALITY ASSURANCE (QA) ENVIRONMENT

EWSETA strengthened the quality assurance environment by introducing automated accreditation and approval workflows, supported by clear checklists that significantly reduced cycle times for providers, assessors and workplaces.

The organisation ensured continued relevance of training by developing and reviewing occupational qualifications in areas such as solar PV, wind energy (including Global Wind Organisation alignment), hydrogen, energy efficiency and water-process control, keeping the skills pipeline closely aligned with industry demand. Targeted interventions were implemented to strengthen the provider ecosystem, including assessor and moderator registration drives and capacity-building support for TVET, CET and community-based training institutions.

Continuous improvement was reinforced through the systematic use of evidence, with tracer-study findings informing corrective actions across records management, mentorship support, turnaround times and LMIS enhancements, to close the loop between learner outcomes and QA processes. Stronger internal controls, supported by auditable digital trails, further enhanced compliance and strengthened public confidence in the integrity of EWSETA's quality assurance systems.



NQF	Number Developed
NQF 2	1
NQF 3	6
NQF 4	12
NQF 5	10
NQF 6	7
NQF 7	1
NQF 8	2

“The collaboration between EWSETA and SANEA is a high-impact force multiplier for South Africa's energy skills agenda. At a time when the evolving energy landscape presents both immense opportunities and complex challenges, this partnership ensures that knowledge and skills development are directed to the highest-impact areas. Through its diverse resource support mechanisms, EWSETA makes a profound, tangible contribution to building the critical skills base the country needs to drive a secure, inclusive, and sustainable energy future.”

Ms. Kiren Maharaj, Chairman
South African National Energy Association NPC (SANEA)

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SKILLS PLANNING

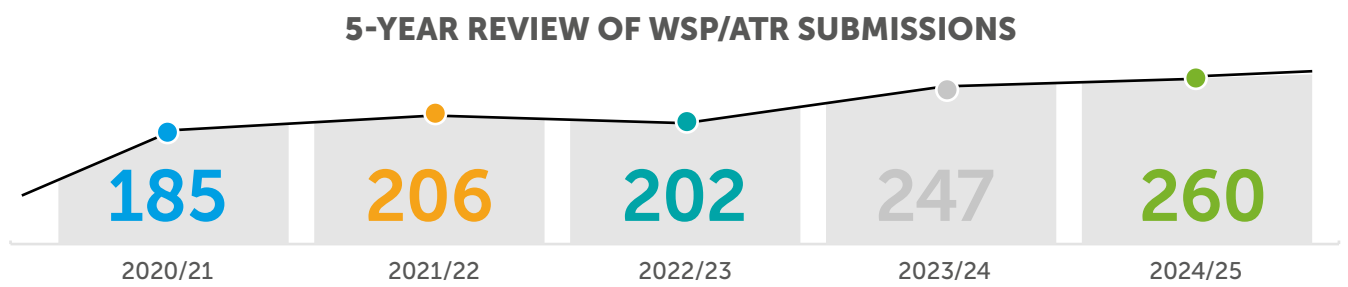
In an energy and water landscape undergoing rapid transformation, effective skills planning has never been more critical. South Africa’s transition toward renewable energy, digitalisation, advanced water management and a low-carbon economy is reshaping the workforce at an unprecedented pace. To avoid skills mismatches, ensure industry-relevant training, and accelerate skills localisation, the sector requires research-driven, industry-led demand planning that accurately anticipates future competencies.

EWSETA plays a pivotal role in this environment by generating credible labour-market intelligence, engaging directly with employers, and aligning the skills pipeline with emerging technologies and national development priorities. This approach ensures that South Africa develops a workforce capable of supporting energy security, sustainable water systems, and inclusive economic growth.

SUBMISSION OF WORKPLACE SKILLS PLANS AND ANNUAL TRAINING REPORTS

The submission of Workplace Skills Plans (WSPs) and Annual Training Reports (ATRs) forms the foundation of EWSETA’s evidence-based skills-planning and sector intelligence system. Each year, employers across the energy and water sectors submit these reports, providing critical data on workforce profiles, training interventions, and future skills needs. EWSETA analyses this information to identify hard-to-fill vacancies (HTFVs), track shifts in occupational demand, and inform funding priorities and qualification development.

Over the 2020–2025 period, submission compliance and data quality improved significantly through the introduction of digital submission platforms, enhanced stakeholder training, and closer collaboration with Skills Development Facilitators (SDFs). The aggregated WSP/ATR data, validated through employer consultations and sector research, directly feeds into the Sector Skills Plan (SSP), ensuring that EWSETA’s interventions are accurately aligned to labour-market realities and national development priorities.



TIME IS RUNNING OUT!
4 DAYS LEFT!

Put the power back in your hands for skills development in your organisation! **SUBMIT YOUR WSP/ATR REPORT BEFORE NEXT TUESDAY, 30TH APRIL 2024.**
Submission guidelines can be accessed at www.ewseta.org.za

WSP & ATR SUBMISSIONS

EW SETA

2023 | February

02 FEB

EWSETA 2023 SDF CAPACITATION SESSIONS

CALLING ALL STAKEHOLDERS IN THE ENERGY AND WATER SECTORS

EWSETA's 2023 SDF capacitation sessions will take place online.

SESSION DATES
7 February 2023 at 09:30
8 February 2023 at 09:30
9 February 2023 at 09:30

As the new EWSETA MIS MG Module was first introduced in 2022, it is encouraged that stakeholders attend our virtual capacitation sessions as they will cover all you need to know to submit your WSP and ATR by **30 April 2023**

Visit the EWSETA website at www.ewseta.org.za for more information and to download the SDF Registration Process and WSP/ATR Application Process Guides

APRIL 30 WSPS & ATRS **CLOSE**

2023 SDF CAPACITATION SESSIONS

EW SETA

RESEARCH AGENDA

EWSETA’s research agenda serves as a central pillar of its mandate to provide credible labour-market intelligence and evidence-based skills planning for the energy and water sectors. Integrated with Workplace Skills Plan (WSP) and Annual Training Report (ATR) data, this research framework produces triangulated insights for forecasting, identifying hard-to-fill vacancies (HTFVs), and mapping priority occupations to inform programme funding and qualification development.

RESEARCH AGENDA SEEKS TO:

1

Enhance the internal capacity of the Research Unit to plan, conduct, manage, interpret, disseminate and apply research

2

Increase EWSETA’s knowledge base

3

Support mutually beneficial research partnerships and collaborations with public research institutions, including universities

4

Use research outputs (such as evidence-based findings and recommendations) as inputs into primary activities (such as sector skills planning, strategic planning and annual performance planning)

18 research studies funded over strategic period

RESEARCH THEMES AND FOCUS DURING THE STRATEGIC PERIOD

Topic	Objectives of the study
The Future of Clean Cy Mix of South Africa: A PSET Perspective.	<ul style="list-style-type: none">To provide the context for understanding the role of clean coal technologies (CCTs) in support of cleaner fossil fuels in the energy mix.Explore the opportunities related to CCTs and how such opportunities can potentially be linked to the skills development landscape in the PSET context through a skills roadmap, including the current skills available to support CCTs.
EWSETA Tracer Study.	<ul style="list-style-type: none">Reconcile the outputs of respective learning programmes.Establish learner outcomes concerning their current whereabouts, i.e., employment tracking.
Energy and Water Sector Stakeholder Interviews.	<ul style="list-style-type: none">Ongoing research to establish hard-to-fill vacancies (HTFVs) in the sector, as well as to collect primary data concerning COVID-19 and how this has influenced skills development imperatives.
WSP/ATR Analysis Report.	<ul style="list-style-type: none">Annual data analysis to identify factors such as HTFVs, skills gaps and related variables.To identify new insights concerning, e.g., SIC code profile of the sector and the related trends, the shifts in the number of companies participating in skills development, etc.To make recommendations for improvements, such as increasing the participation rates of companies in the WSP/ATR submission process.
Research on SMMEs and cooperatives	<ul style="list-style-type: none">Skills needed for SMME & Cooperatives

KEY RESEARCH OUTPUTS



Priority-occupation alignment: Persistent demand for roles such as Electrical Engineers, Engineering Managers, Electricians, Energy Engineers, and Millwrights has guided discretionary-grant allocations and programme mix.



Qualification development: Research insights directly informed the design or update of occupational qualifications, including Photovoltaic (PV) Standalone Systems, Wind Turbine Technician, Power-Line Construction and Maintenance, and Water Works and Regulation programmes.



Evidence-based funding: Tracer study findings, showing 95% of learners reporting improved employability, validated the shift toward impact-oriented funding models that emphasise work-integrated learning (WIL) and employer-linked pathways.



Systems modernisation: Research and evaluation findings accelerated upgrades to the Learner Management Information System (LMIS) and automation of quality-assurance processes, improving data accuracy and reporting turnaround.



Partnership expansion: Collaboration with institutions such as the CSIR, WRC, NRF, and higher education partners enhanced research quality, diversified methodologies, and embedded innovation within the SSP process.





Call for Cooperatives to Respond to the Skills Needs Survey

Are you a cooperative working in the energy or water sector? We want to hear from you!

The EWSETA is conducting a survey to assess the skills needs of cooperatives like yours. Your input will help shape training and capacity-building programmes to support the growth and sustainability of cooperatives in these critical sectors.

By completing this short survey, you will:

- Highlight the key skills gaps in your cooperative
- Help inform future training and support programmes
- Contribute to the development of a stronger, more skilled cooperative sector

Your participation is voluntary, and all responses will be kept confidential.

Click the link below to take the survey and make your voice heard before 22 March 2025:
<https://bit.ly/4Lly0h>

For more information, contact us at: nomicbos@ewseta.org.za



While EWSETA has achieved significant progress, opportunities remain to strengthen the measurement and dissemination of research outputs. Future priorities include tracking the number of completed research projects annually, quantifying employer surveys and verified HTFVs, and documenting how findings translate into new or revised qualifications. Through continued investment in its research function, EWSETA aims to sustain a responsive, evidence-based skills-planning system that drives national capability in the energy and water sectors.

EWSETA'S PARTNERSHIP MODEL

EWSETA recognises that fulfilling its mandate to facilitate skills development, innovation, and transformation within the energy and water sectors requires strong, purposeful collaboration. The EWSETA Partnership Model provides a structured framework that connects stakeholders (government, industry, academia, development partners, and communities) to achieve sustainable sectoral impact and priorities. It ensures that skills development initiatives are aligned with national priorities and responsive to the evolving needs of the energy and water sectors.

The model positions EWSETA as a catalyst, connector, and enabler of impact, ensuring that collaboration translates into measurable outcomes across the skills development value chain.

In essence, the EWSETA Partnership Model transforms collaboration into impactful, inclusive, and sustainable skills development outcomes, ensuring that every partnership contributes meaningfully to South Africa's energy and water future.

SPECIFICALLY, THE MODEL SEEKS TO:



STRENGTHEN ALIGNMENT

Policy → Strategy → Implementation Alignment



PROMOTE INNOVATION AND TECHNOLOGY TRANSFER

to prepare the workforce for emerging green and digital economies



DRIVE INCLUSIVE PARTICIPATION

to prepare the workforce for emerging green and digital economies



IMPLEMENT CO-FUNDED, SCALABLE, AND SUSTAINABLE PROGRAMMES

that accelerate transformation and sectoral impact

THROUGH THIS MODEL, EWSETA HAS ENHANCED ITS ABILITY TO:



BUILD FUTURE-READY SKILLS PIPELINES

aligned to energy and water sector priorities



STRENGTHEN INSTITUTIONAL CAPACITY AND COORDINATION

across the post-school education and training (PSET) system



FOSTER

entrepreneurship, local manufacturing, and green innovation



EMBED EQUITY AND INCLUSIVITY

as cross-cutting enablers of sectoral transformation

SKILLS DELIVERY PARTNERSHIP SUCESESSES:
RENEWABLE ENERGY AND GREEN SKILLS DEVELOPMENT

The transition to a low-carbon economy has made renewable energy and green skills development essential for South Africa’s long-term energy security, economic resilience and global competitiveness. As the country accelerates its shift toward cleaner technologies, the demand for skilled technicians, engineers, analysts and innovators continues to grow, requiring coordinated partnerships and forward-looking training solutions.

EWSETA strengthened this agenda through a range of strategic collaborations. The China–South Africa Renewable Energy Industry and Education Alliance, established with the CCIEEC and several Chinese colleges, delivered new occupational qualifications for Solar PV installation, design, testing and manufacturing, and supported the establishment of micro-grid training centres at Vhembe TVET College.

The Just Energy Transition Skills Programme, co-led with DHET, DMRE and DWS, developed a national JET Skills Implementation Framework to guide reskilling in coal transition regions. Partnerships with HySA, the DSI, Sasol and Bambili Energy advanced hydrogen-economy skills pathways, while initiatives such as the Kanana Renewable Energy Programme strengthened local capabilities in the Bronkhorstspuit community.

EWSETA also addressed skills demand in solar, wind, hydrogen, energy-efficiency auditing, battery storage and smart-grid operations through collaborations with IEPA, SAWEA’s Wind Industry Implementation Programme and the G20 Clean Cooking Legacy Programme. Alongside these emerging areas, programmes for traditional energy roles were maintained to ensure a balanced workforce, and research-based foresight was embedded into qualification development to keep training aligned with future sector needs.

BENEFICIARY TESTIMONIAL

Rapula Mogajana: Wind Industry Internship Programme (WIIP)

Rapula Mogajana began his professional journey at Harmattan Renewables (Pty) Ltd as a Finance Intern through the EWSETA-funded Wind Industry Internship Programme (WIIP). Entering the renewable energy sector with limited practical experience, he quickly immersed himself in the financial operations of a dynamic and rapidly evolving industry. The internship challenged him to balance accuracy, compliance, and strict deadlines that ultimately strengthened his confidence, resilience, and technical capability.

Today, Rapula serves as a Graduate Accountant at Harmattan Renewables, a milestone made possible by the foundation built during his internship. Since completing the programme, he has earned several professional achievements, including becoming a Certified Tax Practitioner (SA), obtaining a Technical Accountant designation, and completing a Xero Professional Certificate. Grateful for EWSETA’s support, he continues to pursue advanced expertise with the goal of becoming a leading tax specialist in South Africa’s growing renewable energy landscape.



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“Our partnership with EWSETA has been instrumental in building the skills base the wind sector needs to grow in response to the IRP2025 call for more than 43GW of wind by 2042. Through initiatives such as the Wind Industry Internship Programme and the Management Development Programme, SAWEA and EWSETA have jointly unlocked opportunities for young professionals and women to strengthen the capabilities of the wind industry. This collaboration continues to create real impact for the sector and for South Africa’s just energy transition.”

Mr. Niveshen Govender, Chief Executive Officer
South African Wind Energy Association (SAWEA)

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SKILLS DELIVERY PARTNERSHIP SUCESESSES:
TRANSFORMATION - EMPOWERING WOMEN, YOUTH, AND PERSONS WITH
DISABILITIES

Transformation partnerships were intentionally structured to embed inclusivity and expand opportunities for historically under-represented groups across the energy and water sectors. A key focus was the advancement of women in leadership through collaborations with Wits Business School and Duke Corporate Education, offering middle-management and executive programmes that strengthened strategic leadership, governance and innovation capabilities. At a technical level, initiatives such as the Women in Plumbing Programme, delivered with industry associations and TVET colleges, equipped women artisans with essential plumbing and sanitation skills, while the DPWI Solar Mamas Programme supported rural women through training in solar installation, maintenance and energy entrepreneurship, broadening participation in the green economy.

EWSETA further prioritised the inclusion of persons with disabilities through partnerships with specialised training institutions and employers to deliver accessible training in solar assembly, water treatment and data capture. Youth and SMME empowerment was advanced through initiatives such as the Univenda Biogas Internship and Incubation Project in Limpopo and the Hydrogen Youth Innovation Challenge, both aimed at fostering entrepreneurship, workplace learning and innovation in emerging green-economy fields. Complementary partnerships with USAID Power Africa and SAWIPT expanded women-centred entry routes into trades, including artisan development and ARPL pathways.

By embedding gender targets in funding frameworks and strengthening monitoring systems, EWSETA ensured that transformation remained central to sector development, creating pathways that broaden access, build capability and drive long-term equity.

BENEFICIARY TESTIMONIAL

Morongwe Annah Raphasha

Morongwe Annah Raphasha’s journey reflects her lifelong passion for innovation, leadership, and problem-solving, qualities evident since the age of 17 when she built her own battery charger. As General Manager at Kriel Power Station, she has navigated the energy sector with determination, overcoming gender stereotypes and unconscious bias with confidence instilled early on by her family. Her career is defined by a balance of strategic thinking, compassion, and a commitment to driving impactful change in her workplace.

Through EWSETA’s ‘Women Leading in Energy Sector’ programme, Morongwe discovered a powerful community of women leaders who reinforced her belief that leadership thrives through collaboration. The programme strengthened her resolve to advocate for innovative practices at Kriel Power Station and to shape a more inclusive energy future. She continues to inspire young women to embrace the opportunities emerging within South Africa’s expanding and diversifying energy mix.



BENEFICIARY TESTIMONIAL

Reneilwe Mphahlele

Reneilwe Mphahlele was a proud graduate of the Institute of Energy Professionals Africa (IEPA) and EWSETA Energy Performance Certificate (EPC) programme, as well as a recent intern in the Certified Energy Auditor programme. Through these opportunities, she was placed with Blackdot Energy as her host employer, where she progressed into the role of an EPC practitioner, conducting assessments and implementing energy-saving measures to improve building efficiency.

The programme proved to be a game-changer for her career, equipping her with the skills to advise on energy efficiency and deepening her understanding of key standards and regulatory requirements for compliance. It also provided valuable hands-on experience, strengthened her problem-solving abilities, and ignited a passion for continuous learning in the energy sector. As an EPC practitioner, she qualified to work toward becoming a registered EPC professional. This journey was deeply rewarding, setting her on a purposeful and impactful career path, and she remains grateful for the opportunities it created.



SKILLS DELIVERY PARTNERSHIP SUCCESSES:
STRENGTHENING THE EDUCATION/WORK LINK THROUGH INDUSTRY
COLLABORATION

EWSETA partners with leading employers to enhance the skills base and secure future talent through bursaries, learnerships, skills programmes, short learning programmes, and internships. These collaborations improve training quality, relevance, and youth employability while supporting artisanal excellence and professional registration.

Collaboration with major employers such as Eskom, City Power, Motheo Construction and Proconics to host workplace learners, apprenticeships and internal training pipelines that directly supported industry needs. Employer-led curriculum review and structured workplace placements were incorporated into all interventions to enhance relevance and improve employability, while artisan development and ARPL programmes were prioritised in line with labour-market demand.

The organisation strengthened its quality assurance systems through an automated LMIS and enhanced online monitoring tools, resulting in faster turnaround times and improved oversight. Innovation in programme development included the creation of South Africa’s first Hydrogen Fuel Cells Systems Technician Skills Programme and collaboration with SAWEA and other partners to align the GWO-accredited Wind Turbine Installer programme with SAQA requirements.

Tracer-study findings indicated that 95% of graduates reported improved employability, while industry feedback consistently confirmed the strong work-readiness and practical competence of EWSETA-qualified learners.

“Our partnership with EWSETA has been instrumental in advancing artisan development, university/ TVET Internship and workplace readiness in the engineering and construction sectors. Through this collaboration, we have successfully trained over 100 young professionals with the absorption rate at 40% in 2024/2025, addressing critical skills shortages in South Africa. The trainees have brought vibrant energy and valuable new perspectives into New Age. Their willingness to collaborate has strengthened our team dynamics and kept us aligned with the latest industry trends, while also contributing to a growing pool of skilled, future-ready professionals within our organisation.”

Mr. Joseph Zinyana, Chief Executive Officer
New Age Engineering Solutions

“EWSETA has played a vital role in strengthening Proconics’ skills incubation, youth development, and graduate development efforts. Through our collaboration, we continue to nurture emerging talent and build the specialised capabilities needed to support sustainable growth across the energy sector.”

Dorah Tlala-Tanor, Group Chief Human Resource
and Corporate Affairs Officer
Proconics

PowerUp

EWSETA introduces PowerUp!

A New Skills Facilitation Platform

PowerUp bridges the gap between the skills required in the renewable energy sector and the training provided by post-school education and training (PSET) institutions.

The platform is a collaborative tool that aligns skills development with industry needs. This central hub is where industry leaders, PSET institutions, industry associations, SETAs, and social partners can connect to drive meaningful skills development.

SKILLS DELIVERY PARTNERSHIP SUCCESSES:
INTERNATIONAL AND DEVELOPMENT COOPERATION

EWSETA’s partnerships with international organisations and institutions played a pivotal role in strengthening South Africa’s energy and water skills ecosystem by introducing global best practices, technical expertise and collaborative innovation.

Through engagements with entities such as Denmark’s Energy Agency, USAID Power Africa, Res4Africa, the Chinese Culture and International Exchange Centre, the International Labour Organization (ILO), and other international training bodies, EWSETA accessed specialised knowledge that informed curriculum development, sector foresight and capacity-building initiatives. These collaborations not only advanced renewable-energy and water-management skills, but also supported digital and technical capability development, and expanded opportunities for youth, women and SMMEs to participate in the green economy. By aligning local skills development with international standards, EWSETA positioned South Africa’s workforce to contribute meaningfully within a globally connected energy and water landscape.



Nomac International Training Partnership

A cohort of 20 top-performing unemployed youth from Upington participated in a month-long international training opportunity in Dubai. The initiative was the result of a partnership between EWSETA, ACWA Power and Nomac, aimed at providing participants with advanced on-the-job exposure to thermal solar technologies.

The group consisted of eight young women and twelve young men who gained practical skills and technical insights that they could apply within their communities upon their return.

China Renewable Energy and Solar PV Manufacturing Programme

This international skills development initiative supported 54 students and six lecturers from TVET colleges across South Africa as they embarked on a year-long experiential learning programme in China. The project focused on renewable energy and Solar PV manufacturing and was implemented through a partnership between EWSETA and the Chinese Culture and International Education Exchange Centre.

The collaboration represented a strong model of inter-SETA cooperation, with CETA and the Food and Beverage Manufacturing SETA participating as co-funders. The programme aimed to strengthen South Africa’s competitiveness in a market where China is a leading player. A key outcome included the establishment of production lines for Solar PV, inverter and lithium battery manufacturing at participating TVET colleges, providing practical workplace training for learners while creating revenue-generation opportunities for the institutions.



SKILLS DELIVERY PARTNERSHIP SUCCESSES:
GOVERNMENT INSTITUTIONS

EWSETA aligned its programmes with national policy through close collaboration with key government departments, including the Department of Mineral Resources and Energy (DMRE), the Department of Water and Sanitation (DWS), the Department of Higher Education and Training (DHET), the Department of Electricity and Energy, and the Department of Women, Youth and Persons with Disabilities (DWYPD). These partnerships advanced youth and women’s participation in the energy and water sectors and strengthened the integration of skills development into national strategies. EWSETA also supported policy-alignment forums and research networks, and formalised its cooperation with local government agencies through Memoranda of Understanding that expanded opportunities for TVET colleges, staff and learners, ensuring stronger alignment between training programmes and national development priorities.

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The Department of Water and Sanitation values EWSETA’s commitment to building strong partnerships across government, municipalities, TVET colleges, universities and industry. Through our Memorandum of Understanding, we have strengthened efforts to improve municipal water-services capacity, support the National Water and Sanitation Master Plan, advance opportunities for women and youth, professionalise the sector and drive innovation in water management. Together, we are ensuring that South Africa’s water sector is led by skilled, ethical and capable professionals who can safeguard our water resources and deliver reliable services to all.”

Petunia Ramunenyiwa, CD: IGR Sector Transformation and Provincial Governance
Department of Water and Sanitation

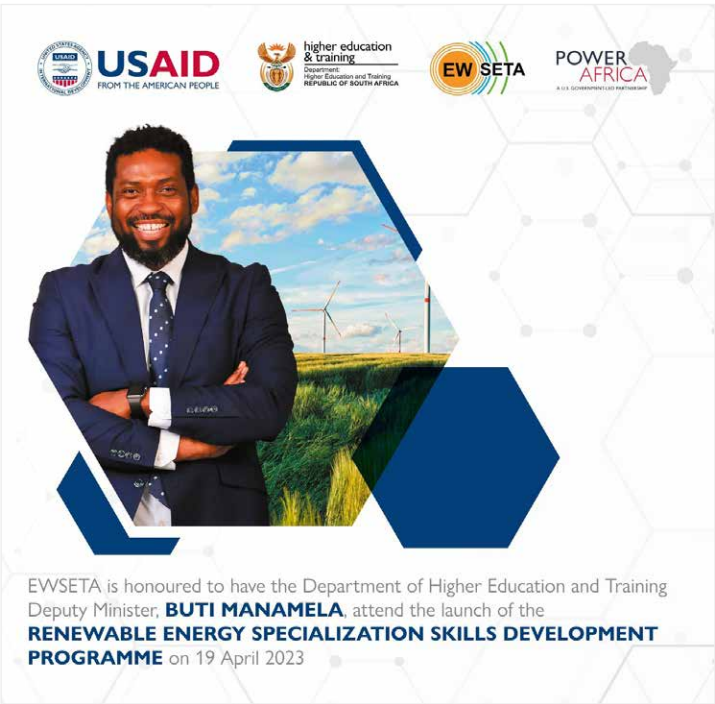
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EWSETA may you be proud of the work you do, the empowering institution you are! The difference you make to grow, strengthen and capacitate meaningfully the energy sector. Your commitment to skills development is not only shaping the future, but also empowering a stronger, more capable energy sector.”

Elizabeth Marabwa Chief Director Programme and Project Management Office
Department of Electricity and Energy

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SKILLS DELIVERY PARTNERSHIP SUCCESSES:
STRENGTHENING THE TVET AND CET COLLEGE SECTOR

EWSETA collaborated with TVET and CET institutions to develop new qualifications in renewable energy, water-process control and digital skills, while also partnering with Res4Africa and the Chinese Culture Exchange Programme to support lecturer upskilling, exchange visits and experiential training abroad. The organisation strengthened Centres of Specialisation and the Programme of Vocational Education in the energy and water sectors, and provided bursaries, development and infrastructure support to selected colleges to enhance capacity and industry relevance. These efforts were complemented by the systematic inclusion of employer and industry input into curricula to ensure strong alignment with workplace requirements.

BENEFICIARY TESTIMONIAL

Yaseen Kajee

Yaaseen Kajee qualified as a registered plumber in 2022 and has since built a career defined by professionalism, integrity, and technical excellence. His training instilled a strong commitment to quality workmanship and an unwavering belief in doing the job correctly the first time. Today, these values form the foundation of his business, where he consistently prioritises transparency, client education, and ethical practice.

Specialising in advanced leak detection—often using gas-based diagnostic methods, Yaseen takes pride in solving complex problems that other plumbers struggle to resolve. Although he initially entered the trade at his parents’ encouragement, he has since developed a deep passion for plumbing and entrepreneurship. His work reflects his dedication to being a dependable, skilled, and trustworthy artisan in his community.



BENEFICIARY TESTIMONIAL

Tiffany Amber Klein

Tiffany Amber Klein is a dedicated second-year Plumbing student at the College of Cape Town, where she also serves as a class representative. Inspired to break stereotypes surrounding women in technical trades, she chose plumbing as a way to forge her own path and develop practical skills that solve real-world problems. Her early exposure to the trade challenged traditional expectations and revealed her passion for hands-on technical work.

During her first year of training, Tiffany gained valuable on-site experience at The Riverlands project in Observatory, a formative opportunity that allowed her to learn directly from seasoned artisans. This practical exposure strengthened her commitment to mastering the craft and building a long-term career in plumbing. Motivated, hardworking, and determined to excel, Tiffany is proud to represent women in the trade and looks forward to contributing to the industry with skill, confidence, and professionalism.



“

Our partnership with EWSETA has been transformative for both our organisation (LPGSA) and the broader LPG sector. It has created real value through skills development, strengthened collaboration across stakeholders, and delivered measurable impact by empowering LPG distributors with the knowledge and competencies needed to uphold safety and compliance. Together, we are building a more skilled, sustainable, and future-ready industry.”

Ms. Gadibolae Dihlabi, Managing Director
Liquified Petroleum Gas Association South Africa (LPGSA)

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SKILLS DELIVERY PARTNERSHIP SUCCESSES:
INNOVATION AND SMME DEVELOPMENT

Support for SMMEs was designed to strengthen local enterprise development and build a more inclusive, competitive energy and water skills ecosystem. Through targeted training, incubation and workplace-learning partnerships, small businesses gained access to specialised skills in biogas, solar installation, water treatment, energy auditing and emerging green-economy technologies. Initiatives such as the Univenda Biogas Internship and Incubation Programme, renewable-energy training projects and collaborations with industry associations, municipalities and private-sector partners created pathways for young entrepreneurs to acquire technical expertise, business development support and market exposure.

EWSETA further co-invested with organisations such as the CSIR, MTN, the University of the Western Cape through the SAIAMC research initiative, and the Durban University of Technology’s Solar Boat project to drive innovation through SMME incubation, hackathons and applied research in clean-energy technologies. Programmes like the 4IR-Aquatech initiative integrated digital tools into water-treatment and enterprise development, while the SMME Pavilion at IFAT showcased emerging firms within the sector. These efforts were reinforced by discretionary-grant models that prioritised SMME participation and co-funding, with entrepreneurship and business-management training embedded across programmes to strengthen both technical and commercial capabilities.

“The partnership between CSIR and EWSETA through the Energy Industry Support Programme has been instrumental in empowering small, medium, and micro-enterprises (SMMEs) in South Africa’s energy sector. By providing skills development, technical support, and business mentoring, we are fostering innovation that contributes to a just energy transition. This collaboration has proven vital in driving meaningful impact within the industry and supporting our collective vision for a sustainable future”

Dr. Thabo Hlalele, Manager (Energy Research Centre Manager)
Council for Scientific and Industrial Research (CSIR)



SCAN THE QR CODE TO WATCH THE SMMES VIDEO

SKILLS DELIVERY PARTNERSHIP SUCCESSES:
WATER INFRASTRUCTURE AND SECURITY

EWSETA addressed key sector priorities such as non-revenue water reduction, treatment-plant maintenance, process control, water quality and overall service delivery across municipalities. Collaboration with the Water Research Commission (WRC), the Water Institute of Southern Africa (WISA) and the Department of Water and Sanitation (DWS) supported research and training initiatives for water boards and municipalities. This work included the development of training pathways for water-process controllers and municipal water-service technicians, aligned to the National Water and Sanitation Master Plan, as well as skills programmes focused on infrastructure rehabilitation to manage ageing assets and climate-related risks.

EWSETA also promoted the adoption of smart-water technologies, including sensors, IoT systems and decentralised solutions, accompanied by relevant technical skilling. Joint programmes with DWS, water boards and WISA expanded training in leak detection, wastewater treatment and smart-water systems to strengthen service delivery and support employment creation. In addition, EWSETA partnered with professional bodies such as WISA, the Engineering Council of South Africa (ECSA) and the South African Institution of Civil Engineering (SAICE) to advance professionalisation in the energy and water sectors, with particular emphasis on elevating professional standards within the water industry.

“Building a resilient, professional workforce is premised on an environment that is enabled to provide capacity building opportunities. The EWSETA and WRC partnership, is geared towards ensuring that there is a pool of empowered young people for the water and energy sector. A good investment for a secure water future.”

Jennifer Molwantwa, Chief Executive Officer
Water Research Commission

BENEFICIARY TESTIMONIAL

EWSETA’s Support for Youth Innovation through the 4IR Aquatech Hackathon

Through its commitment to the Economic Reconstruction and Recovery Plan (ERRP), the EWSETA partnered with MTN’s App of the Year Awards, WISA’s Water Innovation Competition, and the 4IR Aquatech Hackathon to promote youth-led digital innovation across the country. The initiative created a national platform for app developers to use technology to address pressing challenges in the water and energy sectors, with particular focus on drought-related issues in the Eastern Cape. By providing business development support and exposure, EWSETA helped young innovators transform their ideas into practical, high-impact solutions.

One of the programme’s standout beneficiaries is Faith Mokgalaka, founder of Puno, an agri-fintech solution designed to give farmers access to the financial resources they need to thrive. Her participation in, and success at, the EWSETA/ICDR 4IR Aquatech Hackathon accelerated the growth of her venture and strengthened its impact within the agricultural sector. Faith’s journey reflects the core purpose of EWSETA’s innovation partnerships: empowering young entrepreneurs to build technology-driven solutions that contribute to South Africa’s economic recovery and long-term sustainability.



FINANCIAL OVERVIEW

In an operating environment marked by economic uncertainty, evolving sector priorities, and increasing expectations for public accountability, a prudent financial approach is essential.

Sound financial management ensures that resources are allocated efficiently, risks are mitigated, and organisational sustainability is protected. For an entity entrusted with public funds, prudent financial stewardship strengthens credibility, supports long-term planning, and enables the organisation to respond effectively to emerging opportunities and challenges.

Ultimately, disciplined financial oversight is the foundation that allows strategic goals to be achieved while maintaining transparency, stability, and value for money.

5-YEAR REVIEW OF TOTAL ASSETS AND RESERVES

	2020/21	2021/22	2022/23	2023/24	2024/25
Total Assets	R709m	R513m	R567m	R628m	R661m
Reserves	R652m	R350m	R375m	R420m	R421m

Post COVID-19 Financial Recovery and Stability

- EWSETA experienced a temporary financial setback in 2020/21 due to the government’s COVID-19 three-month levy payment holiday, which reduced levy income and resulted in a deficit.
- The organisation demonstrated strong resilience and strategic financial management, returning to surplus from 2022/23 onwards.
- Surplus recovery reflects improved financial controls, effective cost management and strengthened operational efficiency.

Growth in Assets and Reserves

- Total assets increased by R70.6 million between 2021/22 and 2024/25, representing 28.9% growth (averaging R49 million per year).
- Organisational reserves also grew by approximately R70.6 million, a 20.2% increase, as EWSETA rebuilt financial stability following the pandemic’s impact.

Strong Liquidity and Cash Position

- Cash balances remained consistently robust over the five-year period, averaging above R480 million, ensuring operational continuity and the ability to invest in strategic initiatives.
- Cash and cash equivalents that grew from R369 million in 2020/21 to R630 million in 2024/25, reflecting a 71% increase, attributed to prudent cash management and sound investment strategies.
- This strong liquidity enables EWSETA to meet its obligations, support sector priorities and respond to emerging opportunities effectively.



R630M

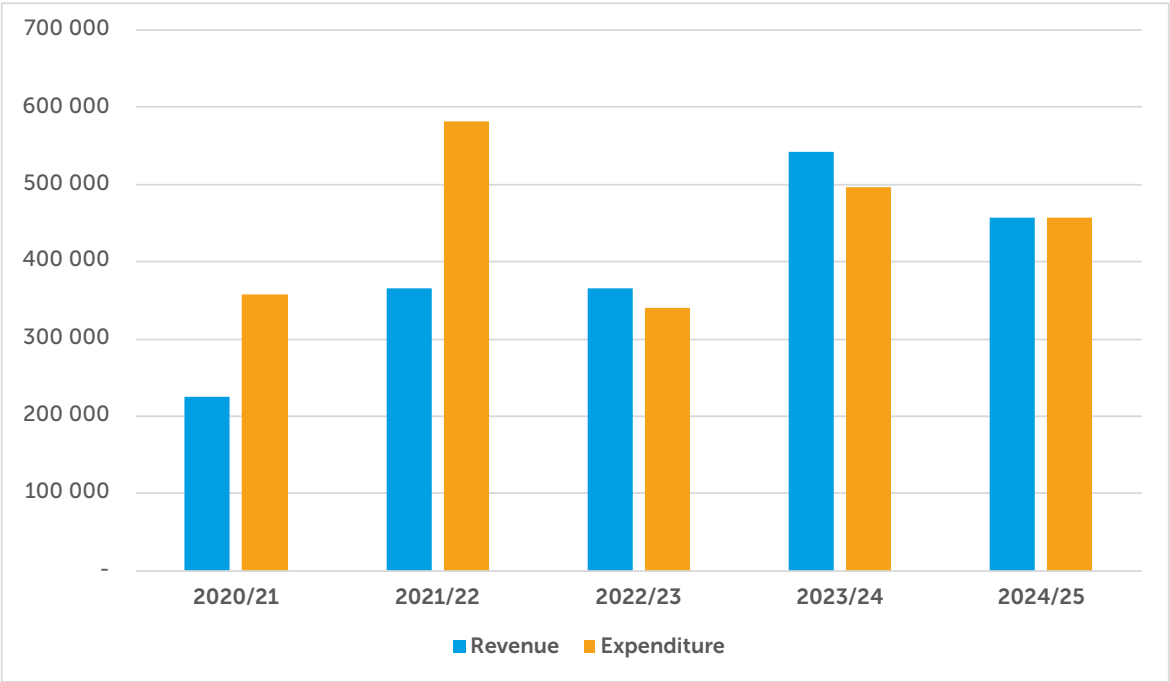
2024/25 Cash Balance



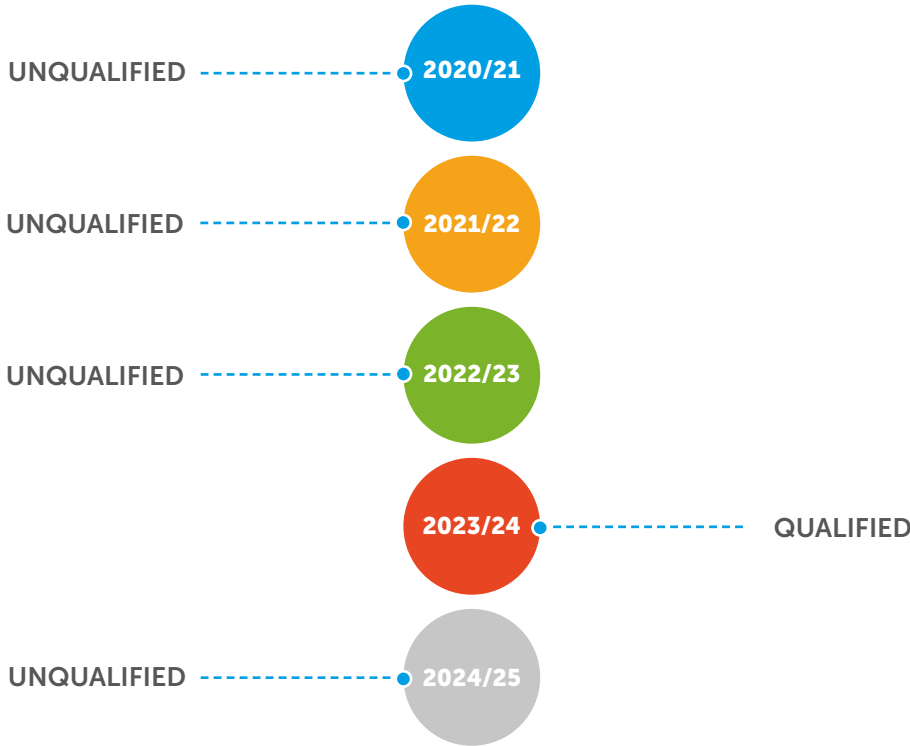
71%

growth since 2020/21

REVENUE AND EXPENDITURE TRENDS



AUDIT EXCELLENCE AND ACCOUNTABILITY



EWSETA has maintained strong financial governance, achieving unqualified audit opinions in four out of five financial years

Unqualified Opinion = Fairly presented Annual Financial Statements with no material findings on performance reporting

2024/25 audit outcome reflects improvement in financial management and performance reporting

CAPACITATING YOUTH WITH CAREER GUIDANCE



ENERGY AND WATER SECTOR EDUCATION AND TRAINING AUTHORITY

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General Queries

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Follow Us



NEED HELP WITH?

- Collaborating with EWSETA for strategic skills planning and delivery for national impact
- Inter-SETA Transfer support
- WSP/ATR process and system capacitation

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- Participation and Subject Matter Expertise in Qualification/ Skills Programme development or Qualification and curricula reviews
- Workplace Approvals
- Registration as Assessors, Moderators and Facilitators

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