



PERFORMANCE OVERVIEW 2024 / 25

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





FOREWORD BY THE *former accounting authority* **Dr. Limakatso Moorosi**

The 2024/25 financial year marked the close of EWSETA's five-year strategic period and the conclusion of the Accounting Authority's term, offering a pivotal moment for reflection and strategic recalibration. Throughout the period, the SETA remained focused on building a skilled, agile workforce to support transformation in the energy and water sectors, which are central to the NDP and the country's economic, social, and environmental wellbeing.

While progress was recorded, particularly growth in solar and wind energy, South Africa continued to face deep infrastructural and developmental challenges, requiring strengthened collaboration across the value chain. National priorities emphasised in the 2025 SONA and Budget Speech underscored the urgency of ensuring energy security, diversifying supply, modernising infrastructure, and reducing emissions. In the water sector, the Department of Water and Sanitation advanced key initiatives on conservation, infrastructure rehabilitation, and smart water management, reinforcing the need for responsive, demand-led skills development.

EWSETA's performance remained closely aligned to these sectoral needs, achieving 87% of APP targets in 2024/25, up from 84% the previous year, with an average improvement of 4.75% per year since 2020. This progress reflects strengthened governance, improved operational oversight, and the impact of the Organisational Design programme initiated in 2020/21.

Strategic partnerships across the public and private sectors have been instrumental, supporting initiatives in women's empowerment, rural development, TVET college capacitation, SMME support, innovation incubation, and green-economy skills. Enhanced agility was demonstrated through increased provision of short courses and just-in-time skills aligned to the sector's transition, supported by a more robust stakeholder engagement strategy.

As EWSETA advances into the 2025–2030 strategic cycle, the organisation is well-positioned to deepen its contribution to national priorities. Guided by the MTDP 2024–2029, the new strategy focuses on building a high-performance culture, strengthening demand-led skills planning, enabling innovative delivery models, and expanding support for SMMEs. With strengthened capacity and committed leadership, EWSETA stands ready to deliver high-impact skills development that empowers individuals, supports industry, and contributes to a more resilient and sustainable South Africa.

OVERVIEW BY THE *former chief executive officer* **Mpho Mookapele**

The 2024/25 reporting period marked the culmination of EWSETA's 2020–2025 strategic cycle, offering a moment to reflect on progress, strengthen internal systems, and chart a forward-looking path. Over the past five years, EWSETA has expanded its relevance and organisational capability, shifting from widening access to building a future-fit, resilient skills pipeline for South Africa's evolving energy and water sectors.

The implementation of a fit-for-purpose Operating Model, supported by streamlined processes, enhanced policies, and the development of the InteGREAT management information system, ensured improved organisational efficiency and strengthened service delivery. This people-centred transformation included investment in workforce development, revised incentive models, and the promotion of a high-performance culture, enabling the SETA to deliver increasingly responsive and impactful skills development.

During this period, EWSETA worked to drive inclusion in emerging industries such as green hydrogen, biogas, energy efficiency, and smart water technology. Strategic partnerships amplified impact, including contributions to the SAREM PowerUp skills initiative, the Univenda Biogas Internship Programme, the Hydrogen Skills Mentorship Platform with DSI and CSIR, and international learning exchanges that exposed TVET learners and lecturers to global renewable energy practices.

Organisational performance strengthened consistently, with EWSETA achieving 87% of its 2024/25 APP targets and securing an unqualified audit opinion following decisive improvements in governance, internal controls, and financial reporting. Enhanced oversight, tighter contract management, strengthened SCM processes, and a commitment to consequence management further reinforced institutional resilience.

Looking ahead, the EWSETA's strategy is anchored in four pillars: fostering a high-performance culture, advancing credible skills planning, enabling innovative delivery models, and deepening support for SMMEs and the informal sector. EWSETA remains committed to expanding access, strengthening partnerships, and shaping inclusive, future-ready skills pathways. With unwavering support from its Board, partners, and dedicated staff, the SETA is well positioned to continue transforming lives, empowering communities, and building South Africa's energy and water future.



YEAR AT A GLANCE

APRIL 2024 – MARCH 2025

PERFORMANCE BY PROGRAMME AGAINST APP TARGETS

PROGRAMME 1
ADMINISTRATION

86%

Previous year: 100%

PROGRAMME 3
LEARNING
PROGRAMMES
AND PROJECTS

83%

Previous year: 83%

Overall
achievement:
87%

PROGRAMME 2
SKILLS PLANNING

100%

Previous year: 71%

PROGRAMME 4
QUALITY
ASSURANCE

100%

Previous year: 100%

2022/23
Unqualified Audit

79%

2023/24
Qualified Audit

84%

2024/25
Unqualified Audit



87%



SUBMISSION OF WSPs/ATRs

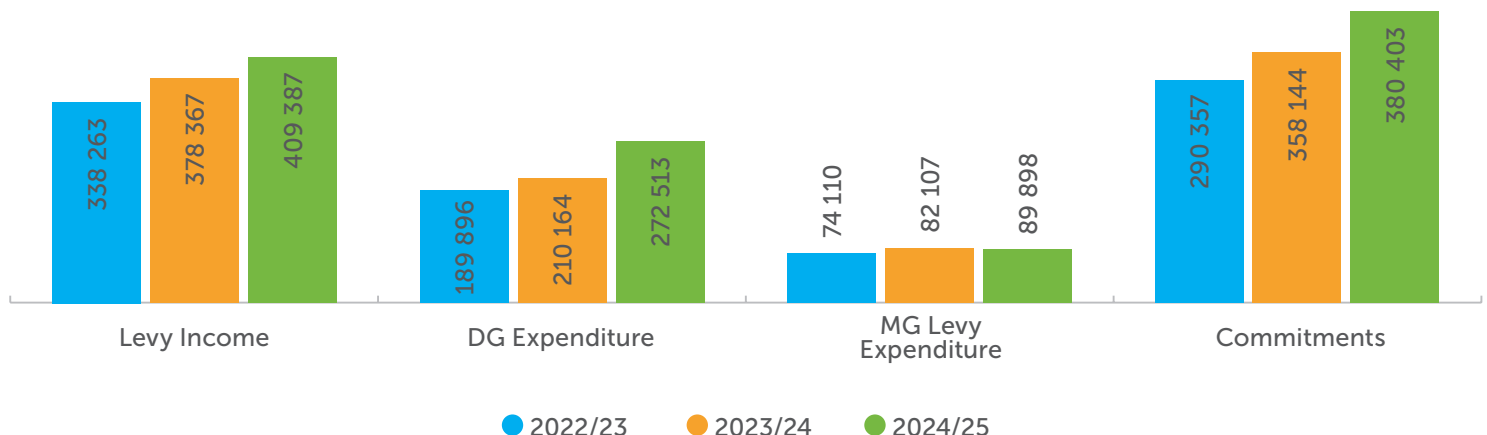
260
approved

Small: **182**

Medium: **48**

Large: **30**

3-YEAR FINANCIAL OVERVIEW (R'000)



NATIONAL PROJECT STATISTICS



R342 million

invested

6 678

beneficiaries

130

projects



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

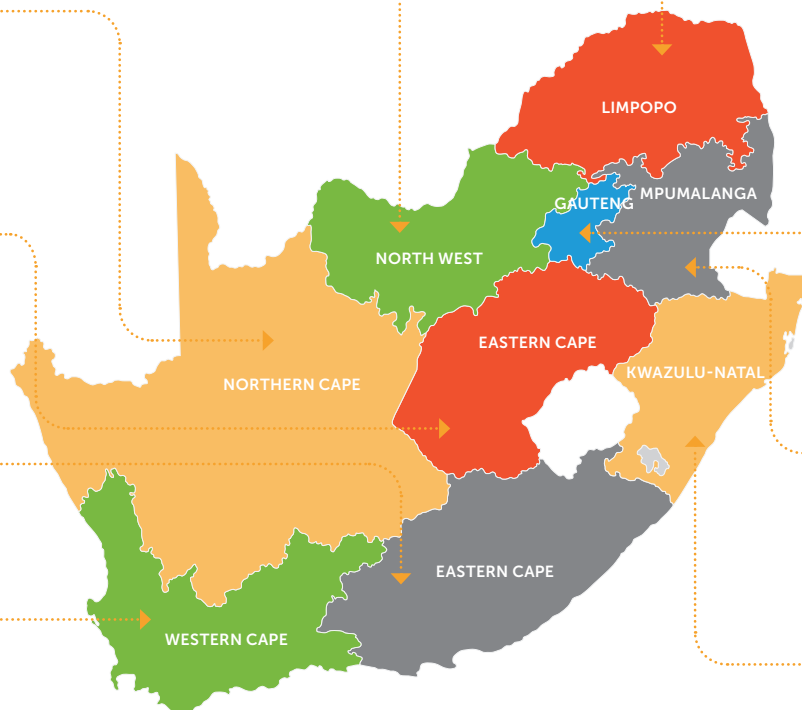
Artisan Development Programme: **336** learners
Internship Programme:
78 learners
Learnership Programme:
200 learners
Skills Programmes: **682** learners

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





- 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



NUMBER OF WSPS AND ATRS APPROVED



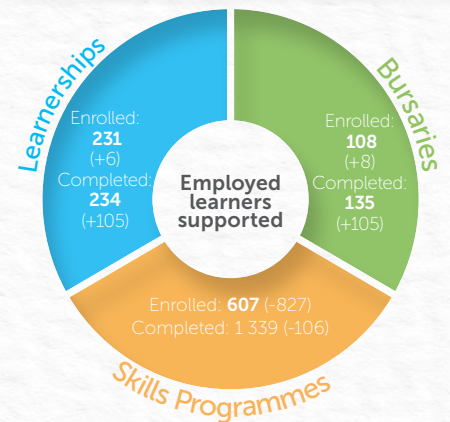
SSP reviewed and approved	
Sector research agreement: TVET growth	
Identified skills needs of established and emergent cooperatives	
Identified skills needs of small and emerging enterprises	
No. of topical research reports	
No. of M&E reports	



CAREER DEVELOPMENT

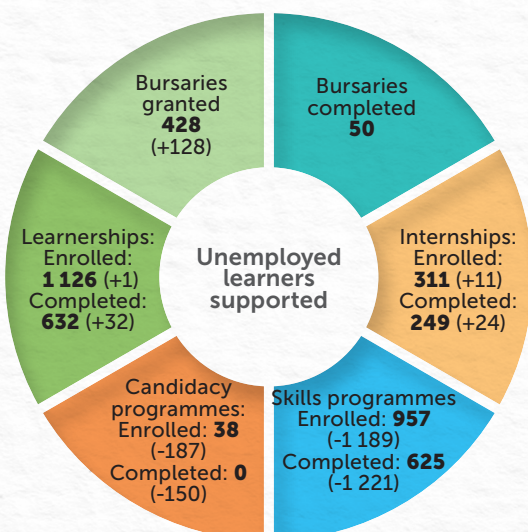
Events in urban areas **21 (+1)**
 Events in rural areas **26 (+6)**
 Career development practitioners trained **314 (+14)**
 Career development workshops **12 (+3)**
 Support for STEAM programmes **2**

Percentage of DG budget allocated to developing:		
High level skills Target: 30% Actual: 44% Variance: +14%	Intermediate level skills Target: 50% Actual: 41% Variance: -9%	Elementary level skills Target: 20% Actual: 16% Variance: -4%



SUPPORT FOR PUBLIC COLLEGES

Offices at TVET colleges 4	Centres of specialisation supported 4 (+2)	Industry exposure for TVET managers/lecturers 17 (+7)	TVET lecturers awarded bursaries 5
TVET infrastructure development 2	CET college managers/lecturers awarded skills development programmes 25 (+15)	CET college infrastructure development 2	CET learners accessing AET programmes 100 (+50)



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)
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	20	Number of workplaces approved
	2	Number of qualifications developed
	8	Number of skills programmes developed
	6	Number of QAS addenda developed (+2)

PARTNERSHIPS FOR MAXIMUM IMPACT

EWSETA implemented a partnership model that drives the co-funding of programmes, enabling wider and more impactful skills development across the energy and water sectors. These partnerships, described as a cornerstone of EWSETA's success, have created a powerful multiplier effect through collaboration with industry associations, training entities, international organisations, and sector partners.

The South African Renewable Energy Masterplan (SAREM) key strategic partnership supports the PowerUp digital skills facilitation hub, connecting industry, PSET institutions, SETAs, and associations for demand-led renewable-energy skills.



The Hydrogen Skills Mentorship Platform serves as a structured mentorship hub supporting the green hydrogen value chain.



An international partnership through which 54 TVET learners and 6 lecturers were sent to China for 12-month experiential learning in renewable energy and solar PV manufacturing.



EWSETA partnered with Sasol to support over 100 learners through bursaries, workplace learning, and technical skills training, advancing the Just Energy Transition.



University of Venda

The Univenda Biogas Internship and Incubation Programme partnership supports 51 rural biogas plants and is focused on rural youth empowerment and community upliftment.



The third cohort of the CSIR Energy Industry Support Programme provided technical incubation to energy-sector SMMEs developing technological innovations.



EWSETA worked in close partnership with DHET, other SETAs, TVET Colleges and CET Colleges to advance structural reforms, leadership development, lecturer capacitation, infrastructure support, accreditation and quality assurance. These multi-year partnerships improved provisioning capacity to deliver sector-relevant programmes.



SABYA

Participation in the third BRICS Summer School brought together young leaders and academics from BRICS nations.



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QR code to
full Annual
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2024/2025

