

montwedi

A quarterly newsletter for SASSETA Stakeholders

Issue 15 - May 2014



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new employees - Page 5**

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LETTER FROM THE DEPUTY EDITOR



Hi to all our colleagues and friends,

I would like to acknowledge the support and participation of our stakeholders during the sessions we had over the past 12 months. We have had a number of challenges through the year but your courage, determination, hard work and relentless desire to fulfil the company objectives has brought us this far.

The successful road shows that SASSETA conducted in all the provinces gave us an excellent opportunity to engage and interface with our stakeholders with regard to recent developments in the new legislations and the Workplace Skills Plan (WSP) and Annual Training Report amendments (ATR). These sessions were highly informative for the SETA and will assist us greatly as we move towards the implementation of our new strategic plan.

Another extremely encouraging initiative is the SASSETA Summit. SASSETA hosted the first of its kind Summit with the theme: Strengthening collaboration to be the leading force in the skills revolution on the 30 and 31 October 2013 at Birchwood Hotel. Read more about the summit on **page 11**.

As the year turns, SASSETA fiscal year and general operational plans turn as well. The end of a financial year is always a good time to regroup, re-examine and revisit our strategies and tactics - from a business perspective.

Thanks again to everyone involved in the production of this magazine. It's a job well done, and reflects well on SASSETA's efforts to keep the lines of communication among all our stakeholders wide open.

Yours in safety
Tsholofelo Nyamathe

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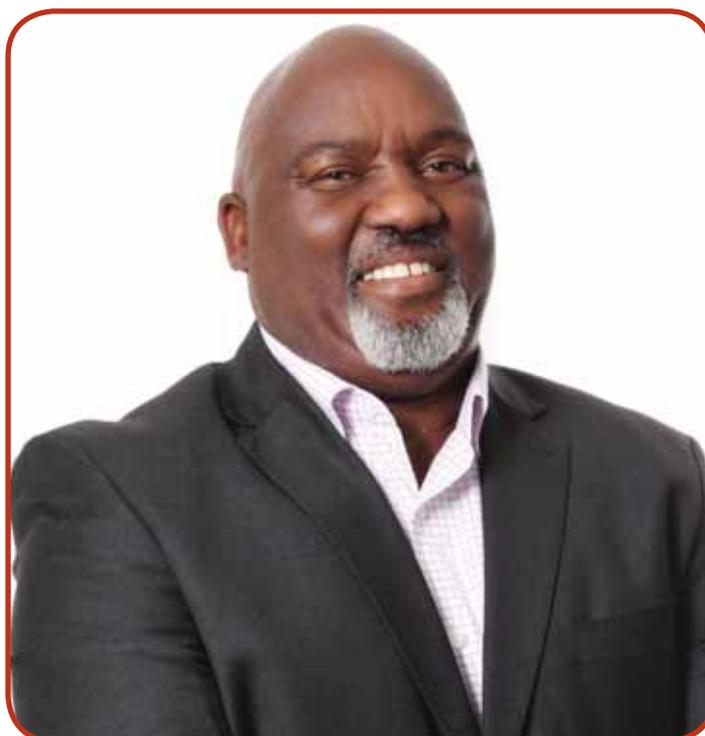
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MESSAGE FROM THE CHAIRPERSON



SASSETA Board Chairperson: Abbey Witbooi

Greetings Colleagues and Stakeholders,

The circumstances we currently face are all fairly challenging ones in which to work. However, no matter the circumstances, we must not lose sight of our target: to be a strong and financially sustainable organisation that puts our stakeholders at the heart of everything we do.

By advising our stakeholders when necessary and by being flexible where possible, we prove that we can support our stakeholders in meeting their financial needs.

For our stakeholders and training providers, it is important for us to use our time wisely and to swiftly and decisively move forward with our projects in 2014.

This will only be possible with continued dedication and support. We need to continue to work together to reach our targets, so I urge you, when making decisions, not only to evaluate what is best for our business, but also the potential impact on other parties.

The past few years have had a significant impact on all of us, but I would like to thank you all for your support and dedication during these challenging times. The year ahead will bring its own challenges, but I am sure that by working together, remaining focused on our goals and putting our stakeholders first, we can realise our ambitions. These will certainly continue to be my priorities and I am convinced that I can count on you to do the same.

I offer you my best wishes for success, good health and happiness throughout 2014.

Abbey Witbooi

SASSETA Board Chairperson

MESSAGE FROM THE ACTING CEO



Acting SASSETA CEO: Makubetse Sekhonyane

Dear Colleagues,

Let me begin by conveying my best wishes for 2014 to the SASSETA Board, employees and stakeholders. Whoever said that time waits for no one is obviously more than correct. Looking back at 2013, it is clear that we have achieved many great things.

SASSETA hosted the first Summit, which drew stakeholders from all provinces who take an interest in the latest SASSETA news, its vision for the next five years and how collaboration between sectors will contribute to the expansion of our sector's skills set.

During the National Skills Conference, hosted by the National Skills Authority (NSA) and the Department of Higher Education and Training (DHET), SASSETA nominated five top achievers for recognition for the work placement opportunities they created, all of whom received awards at the Conference Gala Dinner.

We will continue our efforts to support the development of a skilled workforce by supporting higher education at Further Education and Training (FET) colleges and through the Learning Partnership. SASSETA believes that it is creating a nation that will secure life, liberty, and prosperity for all South Africans. At the same time, the SASSETA Board, management, and staff will take a stand with other public and private stakeholders against tyranny, unemployment, poverty, inequality, and injustice.

The Minister of Higher Education and Training, Blade Nzimande indicated in his 2012 budget vote speech that SETAs must open offices in all 50 public FETs in order to

be present in specific areas as well as to provide a service to the community. "I am proud to announce that SASSETA has opened its provincial offices at Thekwini FET (Durban), Majuba FET (Newcastle) and Elangeni FET (Pinetown)", said Makubetse.

The Premier of KwaZulu-Natal, Edward Senzo Mchunu launched the Work Integrated Learning (WIL) programme on the 4 April 2014 at Mgungundlovu (Persislaer) TVET College in Pietermaritzburg. The Minister of Higher Education and Training, Blade Nzimande introduced the WIL programme to provide the opportunity for students to acquire and apply knowledge in workplace contexts.

As we start the new financial year, we should welcome the challenges that lie ahead. The road to transforming South Africa's high unemployment rate is a tough one. The provision of skills to unemployed learners to allow them to start their own sustainable businesses is one of our major challenges, the achievement of which will assist in combating other social ills that threaten our democracy.

On behalf of the SASSETA Board, management and staff, I would like to wish all our stakeholders a wonderful and rewarding year. Let us all roll up our sleeves and get to work!

Makubetse Sekhonyane
Acting CEO

SASSETA welcomes the new Senior Manager Corporate Services



Senior Manager Corporate Services: Mfanelo Ntsobi

SASSETA recently secured the services of Policy Analyst Mfanelo Patrick Ntso-bi as Senior Manager Corporate Services.

Mfanelo is a policy analyst and communication strategist by training, having amongst others successfully completed a Bachelor Degree in Military Science (BMil), Honours in Public Management (BPA Hons) and Masters in Administration (MAdmin).

He is a PHD candidate with Wits University, focusing on Entrepreneurship and Township Economy. He is the Deputy Chairperson (non-executive) of Mtha Aviation.

Mfanelo serves in the following Boards; Gauteng Growth and Development Agency (GGDA), Auto Industry Development Centre, Big Break Legacy Youth Entrepreneurship Fund and GGDA Audit and Risk Committee.

The following are his key strengths and experience:

- Knowledge of the public sector especially defence and criminal justice
- Knowledgeable on issues of governance, planning and development
- Exposure at strategic level in the private sector
- Trade union and labour relations experience
- Competent in Financial Management
- Experience in Strategy and Operations Management
- Extensive research knowledge
- Policy Development and Analysis
- Security and Political Risk Analysis

"I embrace the notion that Education is the best weapon to liberate the nation from the shackles of poverty. To that end, SASSETA is a beacon of hope to those who were deprived of learning opportunities in the past", said Mfanelo.

"My vision for SASSETA is to enable its expansion and increase its visibility beyond the borders of Gauteng to South Africa's rural areas, where the majority of young, unemployed people are most in need of the support and programmes we offer," he adds.

Meet the new Chief Financial Officer



Chief Financial Officer: Phehello Tsotetsi

SASSETA has appointed Phehello Tsotetsi as its new Chief Financial Officer. Phehello is a qualified Chartered Accountant, CA (SA) with working experience in various audit firms.

In May 2005 he completed his BCom Accounting Sciences with the University of Pretoria (Tuks). After he completed his degree, he worked for a small accounting practice BSC & CO. Accountants and Auditors which was offering advisory services in the fields of accounting, taxation, audit, financial management, due diligence and forensic investigation to the small private firms and government organisations.

In January 2007 he registered for BCom (Hons) / CTA on a part time basis with The University of South Africa (UNISA) while working for OMA Chartered Accounts to serve his articles.

In February 2010 he joined the office of the Auditor General as an Audit Assistant Manager. After completing his Chartered Accountancy qualification in February 2012, he was able to broaden his experience by securing a senior position at the office of the Auditor General as the Audit Manager. Qualifying as a Chartered Accountant taught him about hard work, discipline and about the business.

It is in this time that his passion for clean administration in the government grew, hence he decided to join the public sector in the finance administration to serve the country and the people of these nation.

In his career of almost nine years, seven years and 3 months has been spent in the SETA environment which is driven by skills development in terms of the Skills Development Act. He have seen the closure of National Skills Development Strategy (NSDS) II and now involved in the efficient implementation of NSDS III with SASSETA.

“Skills development is beyond the formal learning programmes whereby learners or staff members are enrolled in to enhance their skills or learn new traits. It is at the core of the day to day running of the business where people are:

- Capacitated on the job-training, coaching and mentoring so they can perform beyond their known capabilities;
- Afforded more responsibilities beyond their job descriptions and allowed to thrive at the level of the next position; and
- Where staff members can be sent on the formal training and expected to roll out training on the same areas to staff that did not attend the training – this encores what they learnt as they share it with other staff members.

Learning programmes is a very important aspect of skills development. Above am just highlighting that this intervention should not be delegated to learning programmes, on the job training is also important” says Phehello.

He further said skills development is at the core of the country’s development and is vital in eradicating the challenges of unemployment, poverty, illiteracy and inequality. My vision for SASSETA is firstly to be champion SETA in driving clean administration and most importantly, delivering on our mandate; delivering skills programmes that improve the lives of our people and meeting the targets we agree upon with our Minister in the Higher Education segment.

Phehello will be more than enthralled to see SASSETA where any person can walk through the reception area and:

- Ask anyone in this building, including the esteemed security guards at the gate/door about our learning programmes and get the appropriate and adequate response;
- An organisation where there is no finance, projects, HR, research, just staff members who fully understand the mandate, annual and future plans of the organisation and share it with our stakeholders or any interested party; and
- An organisation where our stakeholders can be proud to be associated with and become the ambassadors of our learning programmes.

He concluded by saying, SASSETA has been appointed as the lead SETA in KwaZulu-Natal, this is not enough, we need to lead by example in all the Provinces and be seen as the leaders in skills development, playing a critical role in educating our people, improving their lives especially in the most rural communities and creating hope in every child walking in the beautiful land of Mzansi.

It always seems impossible until it is achieved, together as an organisation we can make this happen.

TALK TO US!

Effective communication is always a two-way street. We need to hear from you to make sure that we are covering important events in our sector and giving you, our readers, what you want to see in Montwedi.

Montwedi is also available as a download from www.sasseta.org.za.

Please let us know if something has happened in your sphere of operation that would be of interest to our Montwedi readers, or if there is something in this magazine you would like to comment on.

Send your contributions, comments, news and views to montwedi@sasseta.org.za, or call us on 0861 102 477. The best contributions will be featured in the next edition of Montwedi.

We look forward to hearing from you!

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Please post your comments on our facebook page.



SASSETA in turn around mode



Senior Manager, Skills Planning and Administration:
Mpho Sechoaro

Mpho Sechoaro has been appointed as the Senior Manager Skills Planning and Administration at SASSETA.

Mpho has a Bachelor of Arts in Education (BA Ed) and Bachelor of Arts in Communication - Honours (BA. Com. Hons.) both obtained from the University of North West. She obtained her Masters in Public Administration with the Georgia State University, Atlanta GA (USA) in 1999.

She has taken on a wide variety of responsibilities throughout her career: Executive Director of Active Blue Consulting (Pty) Ltd, a company which has rendered HR solutions to a number of companies; HR Advisor; Operations Manager; Marketing Executive; Deputy Director: Human Resource Development.

She has worked at various levels of management, junior, middle management and senior management which have given her a practical experience and strategic leadership opportunities. Her experience of working in the USA added a global viewpoint in international management by witnessing how other countries manage their human resources, transformation change management and organisational development practices.

She has a passion for Skills Development and was fortunate to work in the Office of the Premier in North West during the implementation phase of the Skills Development Legislature, in the entire province. Among other things, she monitored Human Resource Development interventions, reported and advised Management and the Executive Council. She also managed the project that led to the drafting of the provincial Skills Development strategy for the North West province, a project which involved both public and private sectors including NGOs and Tertiary Institutions.

Mpho is a result-oriented professional with well-developed broad-based competencies; she welcomes change as force for improvement. In her impressive career she has gained a solid executive which has contributed to her strategic leadership and value creation for organisations and team members.

Mpho is a firm believer that resilience and hard work can take one to great heights and that nothing is impossible to those who believe and are willing to stretch themselves to their greatest potential. This has been demonstrated in the many different managerial positions in a wide range of fields she has occupied that spell for over a period of 20 years.

Meet the new Acting Senior Manager Skills Implementation and Monitoring



Acting Senior Manager Skills Implementation and Monitoring: Thembelani Mangena

Thembelani Mangena joined SASSETA as Projects Head of Department in October 2013 now he is the Acting Senior Manager Skills Implementation and Monitoring.

Thembelani tells his story:

Allow me to open by thanking the Board and Senior Management for giving me an opportunity to work for SASSETA. I am indebted to the leadership provided by the Acting Chief Executive Officer, Makubetse Sekhonyane as he has created an enabling working environment for me to perform. I strongly believe employees must be allowed room to perform with strategic and technical guidance.

I will be very brief to serve the reader from the pain of my lack of storytelling. I am Thembelani Mangena born to an extended family of eight, 4 boys Mpumelelo; Lindani; Mlondolozu and 4 girls Bathabile, Sixolelwe, Nokulunga and Nokuthula. I have two kids with Gladys Nyameka their names being, Lethuxolo Ntuthukoyethu Matatazela and Thabani Mlungisi Vikizitha. For those of us who speak the Nguni languages the names of my kids mean a lot to me and I will not change them for anything.

Due to parents living in the United Kingdom I was raised by relatives including the privilege of living under the guidance of descendant of uMntwana uDabulamanzi Ka Mpande. I remain very indebted to the Zulu Royal Family and will always pay the debt till death.

The vision of the SASSETA is to be leaders in skills development within the safety and security. I plan to participate in the implementation and monitoring of this vision through offering strategic support of designing and building policies and processes that will deliver on all strategic objectives.

I am currently completing my MBA degree dissertation and the topic is around SETA. I am an Incorporated

Financial Accountant with the Institute of Financial Accountant (IFA). The Institute of Financial Accountants (IFA) is an internationally recognised professional accountancy membership body, whose members work for small and medium-sized enterprises (SMEs), or who run or work in small and medium-sized accounting practices (SMPs) that advise SMEs in the United Kingdom.

The IFA is a full member of the International Federation of Accountants (IFAC), the global accounting standard-setter and regulator. I am also a registered Book-keeper with the International Association of Book-keepers domiciled in the United Kingdom.

I do not claim to have operational knowledge of our industry but certainly can assure to deliver strategic support to the senior management and Board towards attaining of our strategic and financial objectives. I have experience in financial and administrative management within the public sector and the corporate world. This included bookkeeping from source documents to preparation and presentation of the monthly management accounts to the Directors and also in project management plus the provision of leadership and management to strategic business units.

Lastly I draw a lot of inspiration from listening to cultural roots Reggae music and also reading African history especially on my late great great grandfather Alfred Mangena whom I am told was the first African in South Africa to qualify as an Attorney followed secondly by Pixley ka Isaka Seme whom they went to open a Law firm in partnership called "Mangena and Seme". Which defended several Africans including the Zulu and Swazi Royal Family in the European courts systems of then.

I look forward to working with you all and my door is always open especially for constructive discussions and ideas which would take SASSETA forward in meeting the Ministerial performance targets.

SASSETA Briefing Sessions on WSP/ATR and Discretionary Grants



Gauteng stakeholders attending the SASSETA briefing session

SASSETA (Safety and Security Sector Education and Training Authority) has embarked on making sure that they host briefing sessions every once a year also known as Roadshows for their Stakeholders. The aim of the briefing session is to ensure that our stakeholders are up to date a new legislations and any amendments especially when it comes to WSP's (Workplace Skills Plans) and ATR's (Annual Training Reports) as this is very vital since it plays a huge role in making sure that our stakeholders can claim back money on the training that they have done in their various organisations/ institutions.

This year SASSETA also made sure that they include the discretionary grant information and the window was open during this period to explain to their Stakeholders on how they can benefit from these grants but more importantly how they can apply and do so correctly.

We held these sessions in 6 provinces as shown in the below table and the table also includes the number of delegates per province which attended the sessions.

The sessions were a huge success especially in the main provinces as we had a large number of attendees, but they were also well received in the smaller provinces since the feedback we got was very positive in that the Stakeholders appreciated that SASSETA took the time to come to them in order to explain the vital changes in the WSP's and ATR's.

The sessions were held nationally and were all successful; as can be seen in the table;

SASSETA is moving rapidly towards electronic submission and, as is evident from the attendance table below, as stakeholders become more confident with online WSP submissions, their need for face to face training decreases.

Date	Province	City	Venue	Delegates
18/02/2014	Limpopo & Mpumalanga	Polokwane	Bolivia Lodge	45
20/02/2014	Free State & N. Cape	Bloemfontein	President Hotel	15
25/02/2014	Eastern Cape	Port Elizabeth	Pine Lodge	21
26/02/2014	KwaZulu-Natal	Durban	Garden Court	61
28/02/2014	W. Cape	Cape Town	Strand Tower Hotel	32
27/02/2014	Gauteng & North West	Pretoria	Ditsong National Museum	236
			Total attendance	410

SASSETA Summit – strengthening collaboration to be the leading force in the skills revolution



Mmatshapo Nkaoane from SASSETA Learning Programmes giving the learners information about the learnerships

The inaugural SASSETA Summit took place on 30 and 31 October 2013 at Birchwood Hotel and Conference Centre, Boksburg, Gauteng, and targeted representatives from government, the employer and labour sectors, training providers, assessors and moderators, members of the media, chair people of associations, prominent industry role players, SASSETA Board and management, as well as learners and youth.

The summit was a success in that it achieved the objectives it set out to meet. The attendance exceeded expectations. A good hybrid of topics and speaker personalities ensured that a high standard of presentations were delivered on both days. Industry experts shared their insights.

Attendance statistics for the various sub-events of the Summit is set out below:

Summit Day one	640
Summit Day two	354
Gala Dinner	320
Learner Career Expo	390
Exhibitors	8

The intention of the Summit was to bring SASSETA stakeholders together to share information and remind them that the colossal roll out for skills development in the country is required in order to equip young people with relevant and right skills in particular in the safety and security sector. And also to position the SETA as a force for positive change in the development of the safety and security industry by addressing:

- The security environment in which SASSETA operates
- The core goals it should seek to achieve,
- The overarching doctrine of strategic leadership, an
- A set of initial policy priorities forvits lifespan.

In his opening speech, SASSETA Board Chairperson, Abbey Witbooi, said that the summit would provide a framework for a national security strategy that meets current demands and needs. As such, leadership recognises that, in an interconnected world, the best way to secure our own interests is to understand and help secure the interests of others.

It understands that in a world in which power has diffused, leadership can mean convening, listening and brokering agreements as well as taking initiative and expecting others to follow.

NEWS AND EVENTS

“This interaction is an effort on our side to engage with our stakeholders and to forge closer working relationships. We need each other to respond to and to deliver better skills development results, which in turn will improve productivity and service delivery in the sector,” said Witbooi.

The key note speakers consisted of the Director General of the Department of Justice and Constitutional Development, Nonkululeko Sindane on day one of the summit and the National Police Commissioner, Riah Phiyega on day two.

Several key topics were discussed by a number of commissions. The discussions took place as follows:

- Cyber crime as an international scourge
- The role of RPL in advancing skills development:
A case of SANDF

- The dilemma of transformation in the legal fraternity in South Africa: The role of Skills Development in the legal fraternity
- Opportunities and projects in SA

Youth Career Development event run concurrently with Summit. The purpose of the career expo day was to demonstrate our commitment to the enablement of a skilled and productive workforce in the Safety and Security industry (Strategic Goal 4) by providing career development information to black youth and learners on the many and varied career options available to them in the safety and security industry, the pre-requisites for being offered learnerships and bursaries and the options open to them through our employer sectors and other SETAs.



Nonkululeko Sindane

Director General of Justice and Constitutional Development, Nonkululeko Sindane giving the key note address on the first day of the summit



Riah Phiyega

National Police Commissioner, Riah Phiyega giving the key note address on the second day of the summit

DHET Career EXPO



Police officers from Mitchell's Plain filling in the SASSETA register after receiving the career guidance.

The Minister of Higher Education and Training, Blade Nzimande launched a skills development project in Mitchell's Plain, Cape Town on the 23 April 2014 at False Bay College. The project was intended to equip youth with various career options available in the post school education and training system and also capacitate local communities on various skills development initiatives such as skills programmes, learnerships and artisan development. These interventions are intended to create a labour pool of skilled workforce can take part in the socio-economic development of communities and the country at large.

The Minister of Higher Education and Training, Blade Nzimande gave the key note address at the event. He said the Department of Higher Education and Training (DHET) have made strides in ensuring success in the post-school sector. For example, the National Student Financial Aid Scheme (NSFAS) has grown from R400 million in 1999 to R9.5 billion in the current academic year. Allocations to Western Cape universities, including NSFAS recoveries, have grown from over R400 million in 2011 to over R500 million in 2014. The work of NSFAS is held in high esteem by many informed and knowledgeable people.

Various Sector Education and Training Authorities (SETAs) have put their shoulders to the wheel to ensure that they fully service the people. To strengthen work placement

between industry and TVET institutions, we have resumed the process of opening SETA offices in TVET colleges. To date, more than 40 offices have been opened in various TVET colleges in different parts of the country. This includes offices in six TVET colleges in this province: Boland, College of Cape Town, False Bay, North Link, South Cape and West Coast. These SETA offices also serve as career guidance centres.

“As government and as the DHET, we are committed to serving every South African irrespective of race, colour or creed. I must take this opportunity to make the following pledges to the young people of Khayelitsha and Mitchell's Plain: we are issuing a total of 130 bursaries; 30 young people will receive artisan development training; 70 will receive apprenticeship development; 240 will receive learnerships, and 20 of our young future leaders will participate in the skills programmes. All these will be funded and facilitated by SETAs such as, FP&M SETA, HWSETA, INSETA, LGSETA, SASSETA, and SERVICES SETA” said Blade.

Tsholofelo Nyamathe and Busisiwe Makobela from the Marketing and Communications department manned the SASSETA exhibition stand. They distributed career guides and shared valuable information on how to apply for learnerships, internships and bursaries. The career guide gave the learners a new perspective on how to prepare for the labour market after school.

K53 Driving Launch



Seated from left: Abbey Witbooi, SASSETA Board Chairperson, Makubetse Sekhonyane, Acting SASSETA CEO and Riah Phiyega, National Police Commissioner, signing of the agreement of the K53 project between SASSETA and SAPS. Back: Isabel Bowden, Head of Department: Marketing and Communications and the SAPS Deputy National Commissioner, Nobubele Mbekela

The National Police Commissioner, Riah Phiyega and Safety and Security Sector Education and Training Authority hosted the launch of the K53 Project at the SAPS Training College, Pretoria West on the 24 April 2014. This is a collaboration effort of the Division Human Resource Development, SASSETA and the Service Provider, Chippa Investment Holdings. This project is directed at members who are not in possession of a driver's licence through the K53, to address operational concerns and service delivery impediments. The value chain of command and control in the respective environments have identified this project as an opportunity to improve the driving skills of SAPS members.

"The South African Police Service (SAPS) has faced numerous challenges over the years, and through those obstacles, have learned extensively. We have overcome numerous challenges with remarkable endurance. On behalf of the SAPS management, I am pleased to announce that the SAPS has entered into an agreement with the Safety and Security Education and Training Authority (SASSETA) and Chippa Investment Holdings CC to equip one thousand (1 000) SAPS operational members countrywide with driving skills during the financial year 2014/2015", says the National Commissioner of the South African Police Service, General Riah Phiyega.

She further said this unit standard will empower the learners to be able to meet the requirements in order to obtain a learner's licence, be a safe driver in order to obtain a valid driver's licence for a motor vehicle. Although the SAPS management waived the possession of a driver's licence as a requirement for police recruits in 2010 to accommodate previously-disadvantaged candidates, it was decided to address the issue of operational members who did not have driver's licences through additional, external initiatives such as this one.

Two testing centres were established to assist the members to obtain their driver's licences, one in Benoni (Gauteng) and one in Bishop Lavis (Western Cape). The management of the SAPS is confident that through this intervention, the existing challenge will be addressed adequately and more SAPS members will be empowered to fight crime effectively and efficiently.

The Chairperson of SASSETA Board, Abbey Witbooi said that the launch of this partnership between SASSETA and South African Police Services is yet another occasion where SASSETA can truthfully state that we have met the Minister's mandate. SASSETA exists to improve the skills of the Safety and Security Industry in South Africa. Our mandate set out by the Minister of Higher Education and Training is very clear. SASSETA exists to ensure skills development and qualifications through effective and efficient partnerships.

Work Intergrated Learning Launch

The Minister of Higher Education and Training, Blade Nzimande introduced the WIL programme to provide the opportunity for students to acquire and apply knowledge in workplace contexts.

The event was held at Mgungundlovu (Persislaer) TVET College in Pietermaritzburg on the 4 April 2014

In his speech the Minister of Higher Education and Training said, today we are celebrating the work placement of 2655 graduates from nine Technical and Vocational Education and Training (TVET) Colleges in this province and 504 from the Durban University of Technology (DUT). The placement of these graduates is facilitated by the Sector Education and Training Authorities (SETAs) and the private sector which are contributing resources towards the payment of stipends for the learners.

He further said work integrated learning and the placement of TVET learners, University of Technology graduates and out of school youth is a critical component of the Department of Education Higher Education and Training's (DHET) skills trajectory in terms of empowering and developing our youth.

Work integrated learning speaks directly to the vision of the White Paper on Post-School Education and Training, launched on January 16, which emphasizes the crucial role of technical and vocational education that combines academic and workplace learning. Hence our slogan of "Turning every workplace into a training space" which is embedded in our National Skills Development Strategy, said Blade. SASSETA sponsored the event by transporting the FET learners from all the FET's in Kwa-Zulu Natal to the event. Tsholofelo Nyamathe Tebogo Mashamaite and Vukani Memela from SASSETA attended the event.

COMPETITION

It's time to sharpen your pencils again for fun prizes in our **Montwedi Competition**. Remember, this is open to all our readers.

All you need to do is read the magazine and answer three simple questions – then send your entry, along with your contact details, to MONTWEDI COMPETITION, PO Box 7612, Halfway House, 1685.

QUESTIONS

1. What was the purpose of the Career EXPO at the SASSETA Summit? _____
2. What does TVET stands for? _____
3. Various _____ have put their _____ to the wheel to ensure that they _____.

YOUR NAME AND CONTACT DETAILS: _____

The closing date for the competition is on the 20 June 2014. The first correct entry drawn will win the competition. The draw will take place on 30 June 2014 in the foyer of the SASSETA offices and the winner will be contacted by phone, and announced in the next edition of Montwedi. No correspondence will be entered into.

Good luck!

Speaking all the right languages

Accurate interpretation makes a difference, especially when a person's rights are at risk. That is why excellence in legal interpreting is vitally important. Accredited graduates with a National Diploma in Legal Interpreting offer specialised interpreting services within the South African legal system in a professional and ethical manner. These graduates can safeguard human rights in court and offer equal access to a fair trial through effective communication.

The graduation ceremony for the Legal Interpreting Learnership was held at the University of the Free State on 30 January 2014 and was attended by guests from SASSETA, the Department of Justice and Constitutional Development and the university. This learnership, which was implemented throughout the country, started in February 2011 and ended in October 2013, resulting in 90 employed and ten unemployed learners.

"This is an important event for us to see the realisation of a goal that was formulated to bring about changes in the status of the legal interpreting field within our South African Court System," SASSETA Board Chairperson, Abbey Witbooi, told guests and graduates at the ceremony. "This qualification improves the professional status of court interpreting in South Africa."

He stated that the qualification will allow accredited learners to contribute to social and economic transformation by ensuring human rights in the court environment and equal access to a fair trial in terms of effective communication.

In conclusion Witbooi expressed his appreciation of the SETA's partnership with the University of the Free State, an academic institution of repute and academic excellence, and the first tertiary institution in the country to offer a National Diploma in Court Interpreting. He said that SASSETA takes note of the high quality of facilitation and the highly



Suzan Lombard, Chief Officer of Language facilitation and Empowerment at the University of Free State handing over the gift to Majowodwa Abednigo Nkosi for the Best Achiever in Theoretical Modules

qualified lectures the university provided during the roll out of this programme.

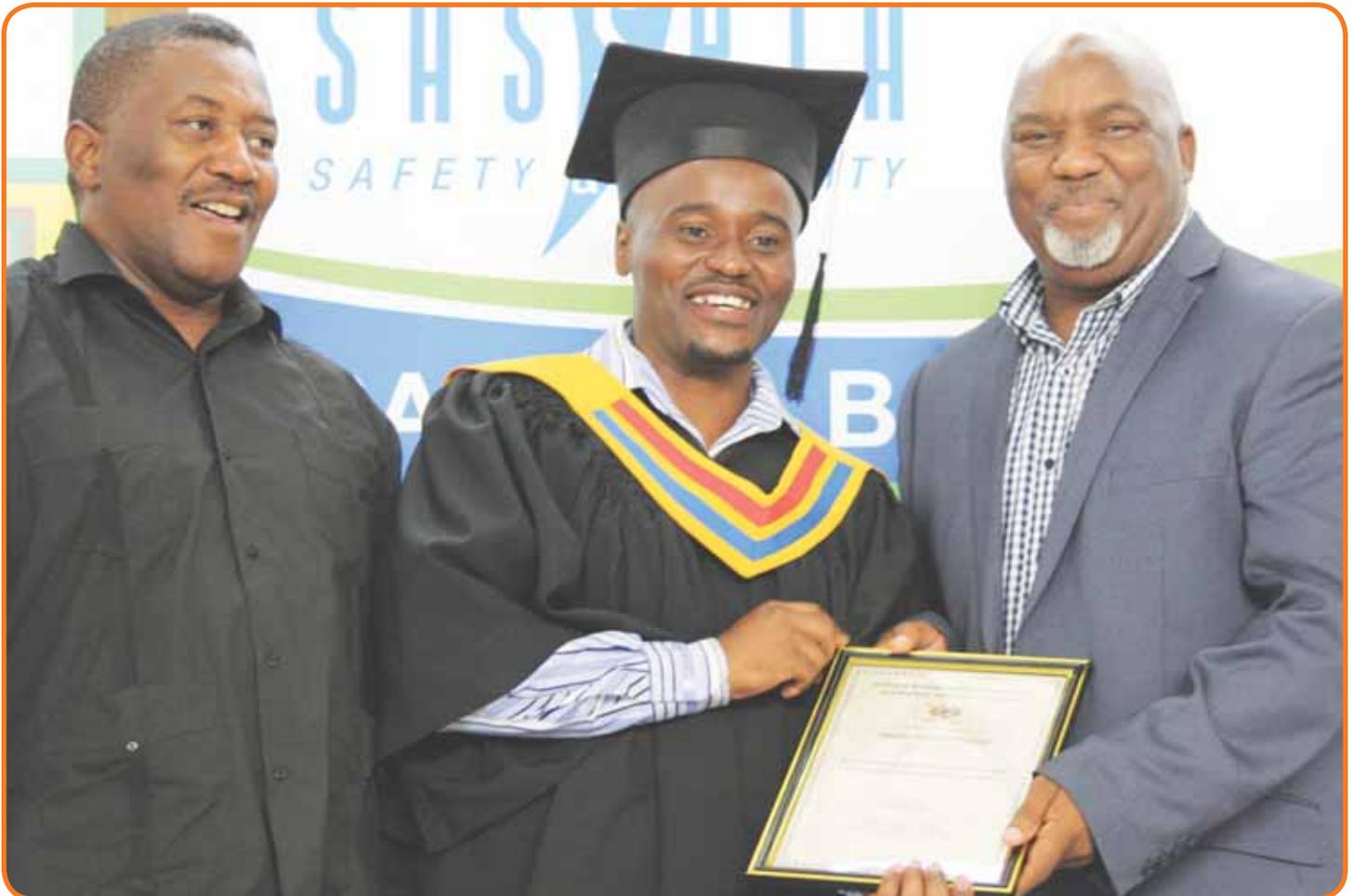
"I would like to express our sincere appreciation to the Head of Department of Afro-Asiatic Studies, Sign Language and Language Practice for the outstanding leadership and support in ensuring the successful implementation of this programme," he said. Witbooi also congratulated the learners on their achievements and thanked the Department of Justice and Constitutional Development for doing its part in the advancement of skills as outlined and expected by government.

As custodians of the Constitution, the Department of Justice and Constitutional Development has been transforming the justice system progressively to build and sustain the new democratic dispensation. Since 1994, the department has been working to change the face of language services and to reposition it to function as one of the cornerstones of the country's independent judicial system, said the department's Acting Deputy Director-General, Tsietsi Malema.

He further mentioned that the Legal Interpreting Learnership forms part of a global effort to build capacity and professionalise services for dignified and equitable access to justice for all. "We are certain that this qualification will improve the status of court interpreters by providing them with a recognised professional qualification."

He thanked SASSETA and the University of the Free State for coming forward to ensure that the dream of professional and ethical language services becomes a reality. He congratulated the graduates, saying that the Department of Justice and Constitutional Development is encouraged by their results and will continuously look for other initiatives to improve the administration of justice and the professionalisation of language services. "This qualification should propel you to seek more knowledge and skills in your chosen field," Malema concluded.

Tembisa Flagship graduates 29 youth



From left: Member of Mayoral Committee, Councillor Mthuthuzeli Sibozza from the Ekurhuleni Metropolitan Municipality Community and Safety Department; Temba Sidwell Mahlangu receiving the award for demonstrating Leadership Competency during the 12 months of GSO Learnership and Abbey Witbooi, Chairperson of the SASSETA Board.

On the 20 February 2014, SASSETA celebrated the achievement of the 29 learners who were graduating for General Security Practices. The event was held at Sam Hlalele Community Centre in Tembisa and was graced by the presence of the Member of Mayoral Committee, Councillor Mthuthuzeli Sibozza from the Ekurhuleni Metropolitan Municipality Community and Safety Department; Ekurhuleni Municipality, Acting Director Security & Loss Control, Muzi Madlala; the Chairperson of the SASSETA Board, Abbey Witbooi; the Acting CEO of SASSETA, Makubetse Sekhonyane; Acting Senior Manager Skills Implementation and Monitoring, Thembelani Mangena and the CEO of Siyafunda Security Academy, Lawrence Mpinga.

In his opening address, the Chairperson of the SASSETA Board, Abbey Witbooi said: We launched this project in March 2012 with the aim of addressing the skills shortage in the township. The project targeted 200 out of school and unemployed youth from Tembisa. Curriculum Vitae's (CV's) and supporting documents were collected from the youth in order to undertake an assessment to place the youth on SASSETA funded programmes that are most relevant to their development. Out of 120 CV's that were collected 29 of the participants were placed at different SASSETA employers for internship, 30 for General Security Practices Learnership, 20 qualified for bursaries and 40 for Enterprise Development.

“Ekurhuleni has been part of this initiative from the start. For the country to gain skills, we need to start at this level. We need municipalities to be part of creating a developmental state.

In building partnerships we must take history, culture and context seriously. We need to develop a situated partnership that is appropriate to our conditions; and we need to forge leadership that is distributed institutionally. Given the pressing challenges of poverty and unemployment, hunger and disease, social equity and justice, and deepening and consolidating our democracy, our task is to cultivate, grow and institutionalise ethical, responsible and accountable leadership across our society. I am proud to pronounce today that SASSETA have embarked on this partnership and today we see the results. Our partnership with the municipality dates a few months back and we hope to continue this partnership into the future”, said Abbey.

He concluded by congratulating the graduates for their achievement and the training provider for the efforts and dedication for the delivery of this programme.

The CEO of Siyafunda, Lawrence Mpinga said this journey has been the most challenging we have ever come across and therefore it qualifies me to say it was not for the feint hearted. These programme wouldn't have been a success if it was not because of a working partnership that existed between SASSETA and Siyafunda.

“I would like to extend our appreciation and regards to the alliance and say that together we can d more. We hold the name SASSETA higher than other names primarily because of the understanding of the value of skills development in all communities of our sector”, said Lawrence.

In closing he conveyed words of appreciation to the graduates by saying; “Graduates, after you receive your certificates a few minutes from now, you will be legitimate security officers entitled to walk shoulders high. You will be referred to as security officers every day where ever you will be employed because your call will be to protect and to serve”.

Councillor Mthuthuzeli Sibozza, Member of Mayoral Committee from the Ekurhuleni Metropolitan Municipality Community and Safety Department gave the keynote address on the day.

GSO Learner, Petunia Mmakgoshi Morema gave words of appreciation to SASSETA for giving them the opportunity to enrol for this programme. When we attended the first SASSETA workshop in March 2012 we thought it was a joke, but today we see the results. “It was not an easy journey but we survived because we were passionate, dedicated and determined about this programme. I would also like to thank Siyafunda for their patience and support they have given us throughout the programme”, said Petunia.



Seated from left: Training Manager Mathews Motaung from Siyafunda Security Academy; Acting CEO of SASSETA, Makubetse Sekhonyane; Member of Mayoral Committee, Councillor Mthuthuzeli Sibozza from the Ekurhuleni Metropolitan Municipality; Chairperson of the SASSETA Board, Abbey Witbooi and Acting Director Security & Loss Control, Muzi Madlala from from the Ekurhuleni Metropolitan Municipality *Back:* General Security Practice learners

Omega Risk Solutions, National Human Resource Manager

Marchel Coetsee, National Human Resource Manager at Omega Risk Solutions, is proud to have participated in SASSETA's internship programme. "Omega has not taken in interns in the past, however, we decided to give it a try to help and assist the unemployed youth in light of the new vision of the country and the minister to get unemployed youth trained. We decided to start with a few and not go too big and see how it works out," she said.

According to Marchel, one of their challenges was to create workstations for the interns – they needed equipment such as computers, desks, etc. This created additional financial pressure and administration. Marchel however believes that it was all worthwhile, as the interns are really giving back a lot to the company.



Omega Risk Solutions, National Human Resource Manager: Marchel Coetsee

"We have a very good relationship with these interns – they are very positive, motivated and they are even going the extra mile by working overtime without being paid for it. They come in on Saturdays to assist and we can see that this project is working because Omega is benefiting a lot from these interns and they are also benefiting by gaining experience," she said.

According to Marchel, they have appointed three of the interns, but would have liked to appoint all of them. "The challenge we have is that we do not have vacant positions for all of them." She concluded with the following: "We are looking forward to participating in this kind of programme in the next financial year to try and help the unemployed youth. If SASSETA agrees, we can even roll out this project to other provinces and place interns in our regional offices".

Proud to be a SASSETA beneficiary

Reginald Baijane from Westonaria was one of the SASSETA-funded learners at Krugersdorp Correctional Services Centre. He never imagined that he would one day be part of the Department of Correctional Services (DCS). He previously worked at the different mines for eight years before being retrenched in 2008. In March 2012 he saw the SASSETA learnerships advert in a newspaper and applied for the Corrections Science Learnership. As luck would have it, he was called for an interview and was informed that he has been nominated for the learnership.



Reginald Baijane

"SASSETA and the DCS helped us to restore our integrity and I have learnt a lot regarding life, respect, discipline and responsibility, not only towards life, but also towards my community and myself. I would like to thank you for the great opportunity you gave us, keep up the good work, as the country and the youth need such programmes", said Baijane. "May SASSETA grow stronger and reach out to many more. Thank you a lot."



Giving hope for the future by building careers today

Learners from Kaalfontein Secondary School in Ekurhuleni (Gauteng) queue to discuss their career options with the SASSETA guidance teams at the SASSETA Summit held at Birchwood Conference Centre on 30 October 2013.

Dedicating its services to South Africa's safety and security sector, SASSETA creates opportunities for training and education in Private Security, Policing, Legal, Justice Defence, State Security and Corrections. Scarce and critical skills within these sectors are of paramount importance to SASSETA, which offers a large number of projects and learnerships in all disciplines of safety security environment.

Success is the mainstay of SASSETA - in the past year it offered learnerships to 500 employed and 997 unemployed learners across the country. Bursaries in Information technology, Policing Practice and Chemical Engineering were offered to 27 unemployed and 83 employed learners during the past year.

And with SASSETA reaching out to rural areas where there are limited opportunities for the youth, its Apprentice programme last year offered learnerships in a variety of trades to 457 learners.

So if you want to study to become a doctor, dentist, engineer, pilot, psychiatrist, security guard, or to be anything you want to be in the wide and vibrant safety and security environment, give us a call. We will tell you how easy it is to achieve your goals.

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LinkedIn

If you have information that there are fraudulent activities at SASSETA, you can report that information and remain anonymous. Our fraud hotline number is 0800 20 50 61.

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