

montwedi

A quarterly newsletter for SASSETA Stakeholders

Issue 10 • March 2012

**7 000 youth
learn about
the value of
Learnerships**

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**SASSETA**
SAFETY & SECURITY



Tsholofelo Nyamathe Deputy Editor

Dear Colleagues and Friends

Welcome to the 10th edition of Montwedi. Once again it gives us the delightful responsibility of waving the SASSETA flag with pride at the milestones that are being achieved by the organisation together with its dedicated and hardworking stakeholders.

Firstly, let me extend a hearty Montwedi welcome to our Equity Employment Committee, which has the weighty responsibility of ensuring the organisation's compliance with anti-discrimination legislation. Find out more on the news pages. We are encouraged by the progress that has already been made by the committee and its three working groups and we all look forward to reaping the fruits of their labours in the near future.

Community outreach continues to be a focus of SASSETA and we have a couple of items of SASSETA's involvement with other like-minded organisations on striving to improve training and education among the disadvantaged, along with their chances of gaining sustainable employment.

Montwedi also congratulates three senior SASSETA staffers who have successfully completed the demanding NQF 7 course entitled National Certificate in Executive Leadership and are now reaping the benefits of their hard work in their jobs.

We enjoy bringing you the latest news about the events, training, graduations, success stories, and more, that make up the life of this dynamic organisation. We trust you enjoy reading about them.

Yours in upliftment,

Tsholofelo Nyamathe

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Zongezile Baloyi SASSETA CEO

WHAT LIES AHEAD FOR 2012?

Figures quoted by President Jacob Zuma in his State of the Nation Address in February reveal that the rate of unemployment came down in the fourth quarter of 2011 from 25 percent to 23.9 percent as a result of new job creation. “During 2011, a total of 365 000 people were employed. This is the country’s best performance since the recession of 2008,” the President said, adding that jobs were being created in the formal sector including in mining, transport and trade, which he attributed to greater co-operation with business.

This is good news and it does indicate that we are on the right track as far as job creation is concerned in this country, but as we start a new financial year, we must acknowledge the challenges that still lie before us.

It has been a year since the National Skills Development Strategy III was launched and it has necessitated some fundamental changes, not least of which is the Discretionary Grant process. We have committed extensive resources to adjusting our processes to bring them in line with the appeal by Minister Blade Nzimande at the time of the launch of the NSDS III to ensure that projects could only be nominated if they met NSDS III objectives, as well as respective SETA Sector Skills Plans and Strategic Plans.

As a result, there are changes in the way Discretionary Grant projects are nominated, advertised, evaluated and implemented. Our

focus is now more specifically targeted at ensuring that beneficiaries of DG projects fall within development requirements that include youth, disadvantaged rural populations, people with disabilities, and women.

As we progress with our revision of the Discretionary Grants processes, we will strive to keep all our stakeholders informed of the reasons for the changes and how they affect SASSETA employers and training providers. We believe this new direction for Discretionary Grants is a positive one that will have an impact on the upliftment of our more marginalised communities within the safety and security sector, and in so doing, on the greater South African society.

Another welcome area of progress for SASSETA is the appointment of an Employment Equity Committee and within it, three working groups, which have been mandated to eliminate areas of discrimination and identify other issues that need improvement to ensure harmonious and productive working conditions for every person on our staff. I personally am delighted to welcome this committee and to wish it all the best as it undertakes the demanding tasks that it faces.

All that remains for me to do now is to wish us all well as we embrace the challenges that our 2012 financial year holds for us.

Zongezile Baloyi

NEW COMMITTEE

AIMS FOR IMPROVED EQUITY



Ntombekhaya Qamata *Chairperson of the EE Committee*

The new Employment Equity Committee at SASSETA has been appointed to develop an integrated long-term approach to employment equity through the development of the organisation's equity programmes, assisting departments in the development of appropriate strategies, and by ensuring the organisation's compliance with state and federal anti-discrimination legislation.

The committee is pleased to report that since the election of the EE Committee in July last year, three meetings have been held as well as one workshop with staff members with the aim of

completing the EE Plan for sign-off by the CEO, Zongezile Baloyi.

At the committee's most recent meeting on 31 January 2012, the EE Plan was consolidated with the inclusion of input from SASSETA's staff members. Once the CEO gives the committee approval on the Plan, it will be presented to the rest of the staff.

In the interests of improving the standard of employment in our organisation, three working groups have been elected – each with its own mandate.

First Working Group

Recruitment & Selection, Human Resource Development, and Performance Management



Bruce Mohamed



Joyce Mabaleng



Roy Ngcobo



**Mandla Sihlangu
(Group Chairperson)**

This group's duties include ensuring the equitable representation of suitably qualified people from designated groups in all occupational categories and levels in the workforce; ensuring effective recruitment and retention of people with disabilities; ensuring effective recruitment and retention of women, especially black women in middle and senior management level; and ensuring the effective recruitment and retention of youth.

Second Working Group

Gender, Disability, Working Facilities, and Procurement



Khanyisile Mbuli



**Mmasello
Makgalemele**



Nathi Dube



**Hlokomelo Nyarash
(Group Chairperson)**

The aims of this group include ensuring availability and equitable distribution of facilities; ensuring accessibility to all offices occupied by SASSETA; ensuring availability and distribution of adequate facilities/equipment for all employees with disabilities. This group also aims to elevate the issue of gender equality in the work place and eliminate unfair discrimination among female and male staff members.

Third Working Group

Integrated Communications, Employee Wellness, and Labour



Wahida Moosa



Eric Ndawo



Stancilla Freese



**Isabel Bowden
(Group Chairperson)**

The aims of this group include implementing an employee health and wellness programme strategy; ensuring the commemoration of HIV/AIDS national calendar days to promote awareness and prevent new infections; ensuring Occupational Health & Safety promotion; developing guidelines for the prevention of workplace violence and bullying; and ensuring that barriers to communication are identified and that all SASSETA employees are informed of the contents of the new EE Plan.

A PARADIGM JUMP FOR THE DISCRETIONARY GRANT PROCESS



Bruce Mohamed *Acting Senior Manager:
Skills Implementation and Monitoring*

SASSETA has revisited the entire Discretionary Grants process as a direct result of the introduction of the NSDS III. When launching the NSDS III, Blade Nzimande, the Minister of Higher Education and Training, made it clear that projects could only be nominated if they were strictly in line with NSDS III objectives, SETA Sector Skills Plans (SSP) and SETA Strategic Plans. The Minister also stated that SETAs need to move away from short courses and skills programmes that are often not even unit standards-based to full qualifications at NQF Level 4 and above.

This change has impacted the way Discretionary Grants projects should be nominated, advertised, evaluated and implemented. Minister Nzimande wants SETAs to take a new direction, described as

more than a paradigm shift – but a paradigm jump – which has seen the Project Management Office (PMO) reviewing the SASSETA Discretionary Grants policy to bring it in line with the NSDS III document.

The policy has to ensure that the transformation and development imperatives such as race, class, gender, disability, geography (urban/rural), and age (under 35) are considered when the beneficiaries of DG projects are identified.

NSDS III also shifted the emphasis from outputs to goals, which include:

- Establishing a credible institutional mechanism for skills planning
- Increasing access to occupationally-directed programmes
- Encouraging better use of workplace-based skills development
- Encouraging and supporting cooperatives, small enterprises, worker-initiated development programmes, Non-Governmental Organisations (NGOs), and community training initiatives

The PMO also had to ensure that the application forms for DGs were reviewed. Various new forms have been developed – for employers, training providers, Community-Based Organisations (CBOs), and NGOs – to ensure alignment with NSDS III as well as the requirements of the auditor-general. The employer application form was separated from the provider application. These new forms ensure that employers and providers comply with non-negotiables such as current and valid tax clearance, CIPRO documents, and accreditation for the programme to be delivered.

The development of the new forms meant that each Discretionary Grant Evaluation Committee (GDEC) is required to use new compliance criteria. For instance, the provider applications must be evaluated with the emphasis on accreditation for the programme to be delivered, capacity in respect of assessors and moderators, and legal compliance in relation to CIPRO and tax clearance.

During the evaluation process, much emphasis was also placed on what is referred to as first time entrants – these are employers and providers who have not previously been awarded a DG contract by SASSETA. In addition, consideration was given to rural provinces – employers and learners in provinces that do not normally apply.

The SASSETA Discretionary Grant Funding Window advertisement has been redesigned and specifically invites its member employers, including those companies owned by youth, women, and people with disabilities, to submit applications for Discretionary Grants. The advertisement also clearly encouraged SASSETA employers focusing on or involved with vulnerable groups such as youth, women, people with disabilities, and people located in rural areas across all provinces, to submit application for Discretionary Grants.

SETA accredited training providers, including those owned by youth, women, and people with disabilities, public Further Education and Training

(FET) colleges and universities, as well as those who have never previously applied to SASSETA, or who were declined in the past were invited to apply to offer training in partnership with SASSETA employers.

Applicants who responded to the previous Request for Proposals advertisement and who were unsuccessful were encouraged to re-apply.

SASSETA is now confident that all its Discretionary Grant processes, including its advertising, is strictly in line with NSDS III specifications.

To facilitate the new process, Bruce Mohamed, Acting Senior Manager: Skills Implementation and Monitoring, has conducted sessions with various employer bodies and providers to brief them on the requirements for completing the application forms, the submission of supporting documents, as well as the evaluation of applications and the outcome of the process.

USE THE LITTLE YOU HAVE TO ACHIEVE THE MOST YOU CAN



**Ntsoaki Chaka from DCS (seated)
leading the wellness drive**

SASSETA is mandated to educate and train its stakeholders about HIV/AIDS and wellness programmes. This responsibility is taken seriously and saw a stakeholder wellness day being held on 23 February in the Free State.

Ntombekhaya Qamata, Senior Manager: Corporate Services at SASSETA, outlined the purpose of the event that was held at Tharollo Combined School for the community and employees within the safety and security sector in the rural area of Bluegum Bosch in the Qwa-Qwa region of the Free State.

“It is our aim to demonstrate the importance of the partnership that should exist between government and its parastatals in fighting the social issues of the community and organisations; to ensure that as the SASSETA Wellness Committee, we optimise our efforts by raising the level of awareness of the benefits living a healthy lifestyle; and we engage in proactive mechanisms that will ensure that our training interventions are not undermined by an

increased level of sickness among the members of our sector.”

She added that Wellness Day is broader than HIV/AIDS and encompasses other chronic diseases that affect members of our sector and that need to be managed in the same way HIV/AIDS is managed.

The Wellness Day event was held under the auspices of the SASSETA Wellness Committee headed by chairperson Tshepo Cindi with assistance from Jimmy Lenong, Wellness Coordinator at Kroonstad, and Ntsoaki Chaka from Harrismith Correctional Services Centre.

Officials from SAPS, the Department of Correctional Services, private security, legal sector and the justice sector, gathered for an opportunity to undergo a screen test and be given advice on how to live positively. Various aspects of wellness were covered that included spiritual, physical, financial, and others.

The SASSETA Wellness Committee also went the extra mile by donating groceries to a child-headed

family of five children who are under the care of a 22 year old girl who is unemployed but taking care of her siblings and cousins – Mthombeni Moeketse (17 years in grade 11), Moloji Pule (14 years in grade 9), and Moloji Thomi (12 years in grade 7).

Mumsy Molakeng, the caregiver, who completed her matric but cannot continue with her studies because of lack of funding, has a four-year old daughter, Neo Molakeng. The family was identified by a member of Gogo-Getters, Susan Radebe, who asked Ntsoaki Chaka from Correctional Services to assist this family which lives in a house built out of mud that could collapse at any time.

SASSETA's Mmapula Mokoape said when she witnessed the eagerness of this family to succeed even in their difficult situation, she realised that life is what you make it with the little that you have, and that your history does not determine your success.

SASSETA and Correctional Services concluded the event by donating school clothing to the children of Tharollo Combined School.

A GOOD EDUCATION IS OF GREAT VALUE

SASSETA employees, Roy Ngcobo, Nathi Dube and Tebogo Mashamaite, last year completed the three-year National Certificate in Executive Leadership (NQF Level 7) that was offered by the Public Administration Leadership and Management Academy (PALAMA) in partnership with the Vaal University of Technology (VUT).

PALAMA is formerly known as South African Management Development Institute (SAMDI), and this programme was known as Public Service Leadership Development Programme (PSLDP).

The modules included:

- Policy Formulation and Implementation
- Strategic Human Resource Management
- Leadership for Good Governance
- Financial Management and Budgeting
- Leading Change
- Strategic Planning and Management
- Project and Programme Management
- South African Economy in a Global Context
- Communication and Customer-focused Strategies
- Research Methodology



From left: Roy Ngcobo, HoD: Human Resources, Tebogo Mashamaite, Acting HoD: Learning Programmes and Nathi Dube, HoD: Finance

Roy Ngcobo, Head of Department: Human Resources, explained the benefits he gained from the course and how he will apply the learning in his career. "As the HR person, I was lacking in some areas that were covered by the programme. Now I have gained knowledge in new areas falling outside my primary focus. Well of course, the modules speak for themselves in respect of what development interventions I was exposed to. They are equally important for every person holding a management position. By applying knowledge acquired, improvement in efficiency through applied competency shall yield positive results."

Nathi Dube, Head of Department: Finance, said, "Since I attended this programme, my management skills have improved a lot. I am now considering the challenges facing management in the current highly competitive business environment, the time value of money, the nature and measurement of risk."

Tebogo Mashamaite, Acting HoD: Learning Programmes said the programme was meant to develop a new crop of leaders within the public service and public entities space who will serve as change agents. "I can say without a shadow of doubt in my mind that it has achieved this objective because it has improved the way in which I understand and perform my duties at SASSETA immensely.

"My participation in the programme has taught me that it is very important for people who are responsible for the implementation of policies to understand the spirit with which they were developed because then it becomes easy to interpret them and this enhances smooth implementation. This also ensures that as a leader one can be creative and inspire others to determinedly work towards achieving the goals and objectives entrenched in their institution's mandate," said Mashamaite.

SAIS

IS A 'BEACON OF HOPE' FOR PRIVATE SECURITY



The SA Institute of Security (SAIS) has been a shining ambassador in the way it has represented the South African private security industry in Africa and other countries around the world, advancing the interests of the industry and ensuring that global networking and relationship-building are enhanced, SASSETA CEO Zongezile Baloyi told guests at the annual SAIS Christmas lunch seminar in Johannesburg on 25 November 2011.

In congratulating the Institute on its contribution to the security industry, he said, "2011 has been an eventful year taking domestic and international developments into account, which range from the global economic crises, regime changes in the

Middle East, the impact of climate changes on our environment, and other political developments in our country. All of these events and developments have presented unique challenges and implications on the work that we do in our industry.

We are highly grateful that SAIS has always served as a beacon of hope and a positive future for the private security industry by creating a platform of resilience and engagement during times of turbulence."

Baloyi said it is SASSETA's hope that the major successes achieved by SAIS "will bestow on you the necessary motivation to enter the New Year with determination to do more for your members and the industry at large."

7 000 YOUTH LEARN ABOUT THE VALUE OF LEARNERSHIPS

*“Belief in oneself is one of the most important bricks in building any successful venture.”
American activist, Lydia M. Child*



Learners at the Learnership Expo answer questions about Learnerships

The second Learnership Awareness Expo was held at the Edendale Wadley Stadium in Pietermaritzburg from 8-10 February 2012, hosted by Busisizwe Communications in partnership with the Msunduzi Municipality and Umgungundlovu District Municipality. The event was attended by SASSETA employees, Katlego Pitso from the Learning Programmes Department and Tsholofelo Nyamathe from the Marketing and Communications Department.

The Expo, which attracted more than 7 000 Grade 10, 11 and 12 learners and unemployed youth from local municipalities, was designed to expose disadvantaged youth to the career opportunities and choices that are available to them, and to give them a glimpse of the SETA landscape. The primary objective of the event was to create a platform that would provide youth with access to information on Learnerships and the potential they hold to provide critical and scarce skills, which in turn can lead to gainful



Katlego Pitso from Learning Programmes Department (seated), is giving learners information about Learnerships

and sustainable employment. It was an excellent youth empowerment initiative and information sharing platform. The event gave the youngsters the opportunity to meet, engage and interact with SETAs face to face.

The event was featured on the SABC 2 Morning Live programme and included distinguished speakers such as the Honourable Yusuf Bhamjee, Mayor of Umgungundlovu; Councillor Sandile Gabela; Phila Khuluse, Skills Development Officer with Umgungundlovu Municipality; Nathi Hlongwa, Ward 12 Chairperson; speakers from the Department of Health, and SETA representatives.

18 exhibitors comprising SETAs, government departments, and educational and training institutions, provided valuable information for the youth. The event setup enabled the youth to get up close and personal with government entities that drive the skills development industry. A refreshing format of a main marquee, gazebos and mini tents

allowed delegates to gather in small discussion groups for one on one engagement and to deeply examine the most critical issues faced by the youth.

20 young people were identified for the role of marshals during the Learnership Expo. The marshals gained experience in dealing with the public, customer service and handling different personalities. They also had an opportunity to network with the representatives of the SETAs and government departments as unemployed young people from in and around Msunduzi.

These young people were given the opportunity to meet other young people from other parts of the city and gained valuable insight from the manager of the youth advisory centre about grabbing opportunities that come their way. They also learned more about the SETAs and resources available to them.

INDABA

TEACHES LEARNERS TO REALISE THEIR RIGHTS TO INFORMATION



Brian Manyelo from the Marketing and Communications Department, explaining to learners on how to access SASSETA-funded Learnerships.

18 February was a memorable day for learners and educators in the Ulundi area of KZN Province. Professor Hlengiwe Mkhize, Deputy Minister of Higher Education and Training, hosted the Education Indaba and Community Outreach on Career Options at the Ulundi old Legislature Building. More than 1 000 learners and community members from Mahlabathini, Nongoma, and the surrounding areas gathered under one roof to acquire skills and information on career pathing.

As she addressed the learners and community members, Professor Mkhize explained why she had invited SETAs and other institutions to attend the career options event at Ulundi. She said, “We came to Ulundi because you are learning from schools and families which are facing too many challenges. For example, while other learners from urban areas can run after the Minister and Deputy Minister daily, in your case, access to the leadership is not a given.”

Professor Mkhize elaborated. “Our mandate is to put young people who are not at school, nor in any of the institutions of higher learning, nor at work, in what we call the skills pipeline, starting with our post-school learning centres, training as artisans, and workplace learnerships. We aim to prepare you for what you need to do to ensure that you don’t miss the boat when there is a call for those with critical skills, for urbanising your region such as with road construction and many more. Career guidance is one of the tools we use to prepare you adequately for post-school education.”

She added that some of the learners she was addressing do not have access to television, internet, and social networks. “We are here to help you to realise your right to participate in thinking about your future; we are here to help you to realise your right to information.” Professor Mkhize also appealed to the learners to take moral responsibility for their own lives and to be vigilant and stay away from drugs and alcohol.

Almost all SETAs were present at the Indaba and the youth from that region of KZN showed a strong interest in SETA programmes. SASSETA was represented by Brian Manyelo and Mmapula Mokoape, both from the Marketing and Communications Department. During the interaction with learners, Mokoape advised learners to take responsibility for their lives and their learning interventions because education is the key to a successful future. “Once educated, no man can take away your skills and education.” Manyelo encouraged learners to use any available learning interventions offered by SASSETA.

This was an interactive event where learners were given an opportunity to interact and take pictures with political leaders such as Prince Zebulun Zulu, Chief Mangosuthu Buthelezi and Senzo Mchunu, member of the executive council for Education in KZN, for the first time in their lives.

In her closing remarks, Professor Mkhize said, “This indaba must be the beginning of a long process that will strengthen career guidance in all parts of the education system in KwaZulu-Natal.”

EVERY JOURNEY STARTS WITH A DREAM

Ditaung Security Services and Projects –
Elandsfontein, Gauteng

“A winner is someone who recognizes his God-given talents, works his tail off to develop them into skills, and uses these skills to accomplish his goals”. Coach Larry Bird



Ditaung Security Services and Projects General Security Officers learners

Programme Director Bangi Makopo opened an exuberant graduation ceremony for 46 General Security Officers (GSOs) by reminding the graduates that the foundation of success is how you see things; always look at things in a positive way. The ceremony was hosted by local security company, Ditaung Security Services and Projects and held in Elandsfontein in Gauteng.

Linah Mbanjwa, Managing Director of Ditaung Security Services and Projects, also encouraged the learners. “Security is a career – take your skills, go out there and demonstrate or apply the skills you have acquired. And remember that every journey start with a dream.” She thanked SASSETA for their support and said she hoped that the relationship will continue to grow from strength to strength.

Suzan Botsi from the Learnership Department gave the keynote address. She said it is through events such as these where SASSETA witnesses the fruit of their labour. “We hope that the learning programmes that these learners are graduating in will bring life-changing experiences and improve

their chances to make a meaningful contribution to the community. It is our hope too that the learners do not stop developing themselves when opportunities become available and that they live up to the spirit of the NSDS to engage in life-long learning.”

Botsi added that this will mean that we have a crop of young people who are forever ready and in a position to participate in the dynamic mainstream economy and also to assist those who are still languishing in the pool of poverty and unemployment. “This is the spirit with which the legislation around skills development was developed and promulgated and we at SASSETA are proud to have partnered with Ditaung to ensure that we breathe life into and give meaning to these well-crafted pieces of legislation.”

Thando Hlungwane represented the learners. He said, “There are those who deny themselves opportunities like this and maintain that they do not see the need for SETAs. They do not know what they are missing. Today I am receiving a certificate that will open many doors for me in future. Thank you SASSETA and Ditaung Security Services and Projects.”

104 LEARNERS GRADUATE WITH A RANGE OF SKILLS

Ramazwi Security Services and Training
Agency – Makhado, Limpopo Province

“Education is the most powerful weapon which you can use to change the world.”

Nelson Mandela



Victor Ramambila CEO of Ramazwi Security Services and Training Agency congratulates Andries Ramulongo on his achievement

On 26 November 2011, Ramazwi Security Services and Training Agency hosted the joyful graduations of National Key Point – 70 learners; Call Centre Learnership – 14 learners; and Specialist Security – 20 learners.

Victor Ramambila, CEO of Ramazwi Security Services and Training Agency, said, “Education is our passport to the future for tomorrow belongs to the people who prepare for it today. We have a great education here which makes it far more than a step between the college and the real world but rather a stepping stone to our future. Ramazwi is built out of trust and not out of the money we get or accolades we receive. People come to us because they can trust us and believe in us.”

Ramambila said the reason most people fail isn't because of the competition but because of the limits they place upon themselves, allowing defeat to take over. “Everything starts in your mind and if you apply your mind positively you can turn your breakdown into a breakthrough and allow your discipline to determine your destiny.

“Remember that there is no such thing as a free lunch – the only place you can get free lunch is in jail, but you will surely never enjoy it. So to get things to happen one must just work hard.”

Lorraine Matjila from the SASSETA Learning Programmes Department thanked Ramazwi for serving as an agent for change and ensuring that they make a positive contribution to society through their partnership with SASSETA. She further said Ramazwi must grow and develop the capacity in others to do the same. “As a wise man once said, a candle loses none of its spark by lighting another.” Matjila also thanked the Mayor of Makhado for their support and congratulated the learners on their achievements.

LAUNCHING THEIR LIFELONG LEARNING WITH ABET

Siyafunda Adult Education Training, Gauteng

“Anyone who stops learning is old, whether at twenty or eighty. Anyone who keeps learning stays young. The greatest thing in life is to keep your mind young.” Henry Ford



Peter Msimango and Talala Method are both Fidelity employees and are proud to be ABET learners

Siyafunda ABET graduations were held in Gauteng at Fidelity Corporate Services on 27 January 2012 and at Hlanganani Security on 28 January 2012.

Lawrence Mpinga, CEO of Siyafunda, told learners that training of a human mind is not complete without education. “Education makes man a right thinker. It tells man how to think and how to make decisions. The importance of education is that only through the attainment of education is man enabled to receive information from the world around him; to acquaint himself with past history and receive all necessary information regarding the present.”

Tsholofelo Nyamathe from Marketing and Communications gave the keynote address which focused on encouraging the learners to be disciplined and on the look-out for opportunities to develop themselves. She said SASSETA is delighted to have partnered with Siyafunda Security Services and Fidelity. “We also note the high quality of facilitation and lectures that you have provided during the rollout of this programme. Our sincere appreciation goes to the CEO of Siyafunda for the outstanding leadership and support that has ensured the successful implementation of this programme.”

Nyamathe added, "Today we are witnessing the good achievements which are the results of your hard work, dedication and perseverance." She congratulated the learners on their achievements and wished them well in their careers.

General response from learners was great excitement and joy as the graduates are now able to express themselves in different languages. Talala Method represented the learners by extending thanks to SASSETA for funding the training. "We were denied opportunities like this, but today I am proud to be standing here thanking Fidelity, Siyafunda and SASSETA for giving us the opportunity to develop ourselves.

"The English that I am speaking today, I learned it from Siyafunda. I remember when I started to work at Fidelity, the workers went on strike asking for 11 percent increment. At that time I didn't know how to calculate an 11 percent increment of my salary and did not understand why they were asking for that percentage. Today, I can, thanks to Siyafunda."

Peter Msimango thanked the government for developing SETAs to close the skills gap in South Africa. He also thanked the facilitators from Siyafunda for being patient and understanding.

Anna Setsetse, Programme Manager from the Chamber Department, said that the learners who were receiving the certificates must take pride in what they have achieved. "The milestone you have reached is a basis for further personal enrichment and growth, dignity and a sense of self-worth that empowers you to live a better life and contribute to the development of your children and the nation as a whole."

She added that the ability to read and write opens doors to many possibilities and opportunities for self-empowerment. Access to basic education and skills development opportunities are key determinants of good quality of life. The individual's personal development and growth in society depends on the ability to engage and execute basic transactional activities such as the application for an identity document, opening a bank account, operating an auto teller machine, reading a newspaper, reading the Bible in church, reading and understanding basic contracts, as well as assisting children with homework.

Learners expressed their sincere appreciation to SASSETA, Siyafunda, Fidelity and Hlanganani for the opportunity they had been given to learn.

100 PERCENT COMPLETION RATE IN GSO COURSE

Bavikeli Security Academy, Nelspruit, Mpumalanga



Bavikeli Security Academy General Security Officer NQF level 3 Graduates accompanied by the CEO of Bavikeli Security Academy Paulina Nkosi (seated on the right)

27 January saw 10 Security Officers graduating from General Security Officer NQF level 3 at

Bavikeli Security Academy in Nelspruit. Paulina Nkosi, CEO of Bavikeli Security Academy, congratulated the learners on completing the course and said that they demonstrated the discipline that is expected of them as Security Officers. She also indicated that it would be important for everyone involved in the project to ensure that completing this programme makes a difference in the lives of the learners – and that this could be done by consolidating efforts. She thanked SASSETA by saying that she hoped that SASSETA will exist forever.

Lorraine Matjila from Learning Programmes said that SASSETA was happy to have funded a project that has a completion rate of 100 percent. This would encourage more projects of a similar nature going forward. She emphasised the value of discipline and added that it was only through working together as a people that we can achieve great things.

START YOUR CAREER WITH EXCITEMENT

“All personal achievement starts in the mind of the individual. Your personal achievement starts in your mind. The first step is to know exactly what your problem, goal or desire is.” US businessman W. Clement Stone



Correctional Services learners who completed the Correctional Science Learnership

In his address to close on 1 000 learners who completed a year-long Correctional Services Learning Programme funded by SASSETA, Tom Moyane, National Commissioner of Correctional Services, quoted a passage from one of the last interviews Apple Corporation's Founder, Steve Jobs, gave before his passing in 2011. 'No one wants to die. Even people who want to go to heaven don't want to die to get there. And yet death is the destination we all share. No one has ever escaped it. And that is as it should be,

because death is maybe the single best invention of life. It is life's change agent. It clears out the old to make way for the new. Right now the new is you. And someday, not too long from now, you will gradually become the old and be cleared away.

Sorry to be so dramatic, but it's quite true.' Moyane explained that this perspective of Steve Jobs' was one that requires the right attitude of serving with excellence, a principled way of relating to others, and above all, a just and caring character.



Correctional Services learners

Moyane addressed the 978 unemployed graduates at the Correctional Services Kroonstad, Free State, Training College on 31 January. The graduates underwent three months of theoretical learning acquiring the skills, knowledge and experience expected from ideal correctional officials, and nine months of job training at correctional institutions. Moyane added that that it was very exciting to be part of Department of Correctional Services' centres across the country.

SASSETA Learnerships are geared to create a pool of excellence from which Correctional Services draws its entry level employees. They give the unemployed the skills, knowledge and experience to operate professionally in the Correctional Services environment. "It is also a means for Correctional Services to contribute to government's mandate to provide training and development for the youth of our country. This mandate also calls for assurance that learners are employed to use the knowledge and skills acquired during the training."

SASSETA Senior Manager Skills Administration and Research, Solly Ngoasheng representing Zongezile Baloyi, SASSETA CEO, said, "SASSETA has been working with the Department of Correctional Services in implementing the Correctional Science Learnership since the registration, launch and review of this programme a few years ago. As your SETA of primary focus and quality assurer of this programme we would like to compliment the Department of Correctional Services – as the lead employer in the Corrections Chamber – on demonstrating its capacity to host this Learnership that accommodates so many learners.

"The Department has committed all the necessary resources and personnel to ensure that this programme is successfully implemented and adheres to SASSETA's skills development regulations and stringent quality assurance requirements," he said. Ngoasheng concluded by heartily congratulating the learners for their achievement, commitment and hard work during their studies. "I commend you!" he said.

Nontsikelelo Jolingana, the Programme Director for the day, Chief Deputy Commissioner: Development and Care, reminded the learners that it is their responsibility to ensure that they are competent. She added that the transformation of the corrections curriculum and related occupational qualifications within the corrections fraternity is gradually bearing fruit. "Ensuring that the Department of Correctional Services responds to the scarce and critical skills requirements of the Corrections Sector and that it lays a solid foundation of DCS-member competency, are essential for effective safety and security service delivery dispensation."

In closing, Linda Bond, Correctional Services Chief Director HRD and SASSETA Board Member, congratulated learners, thanked families for their support of the learners, thanked all key players such as SASSETA – for making available the certificates and for quality assuring the training process and outcomes – and thanked the training heads of the Colleges for making it their priority to train learners for the betterment of the country.

SASSETA Event Co-ordinator, Mmapula Mokoape, was enthusiastic about the events of the day. "One could see the excitement in the eyes of the graduates; all dressed in the dark brown Correctional Services Departmental outfits and looking nervous at the prospect of going up in front of all the spectators to receive their SASSETA certificates."

Comments from two of the 978 learners who stood still for long enough to be interviewed:

"I've waited a long time for this (receiving her FET certificate). I'm relieved because I was very nervous," said 35-year-old Irene Oliphant who travelled all the way from Graaff Reinet in the Eastern Cape with her 94-year-old great grandmother.

Buntu Bokwe from Ezibeleni in Queenstown said he will grab this opportunity of permanent employment with both hands and work with passion. "I'm very happy. Getting employment is the most important thing to me."

EDUCATION IS NOT FILLING A PAIL, BUT LIGHTING A FIRE



Tsholofelo Nyamathe from Marketing and Communications Department handing over the certificate to Eric Madikizela, a Bonga and Praise Trading GSO learner

It was a highly emotional celebration when 70 learners received their General Security Officer certificates with joy and excitement. The event was held at Praise Tabernacle Hall in Hazyview on 17 February 2012.

Vusumuzi Malandule opened the ceremony with prayer and Sonnyboy Segale welcomed the guests. Victor Mogane, the owner of Bonga and Praise, congratulated the graduates on their achievement and urged them to look forward to the rich future that lies ahead of them, the blessed future that goes with the good fortune of being a

qualified security officer of our dynamic country. "The truth today, which I suspect you already know, is that you are among the fortunate of the world. You have been given a priceless education at no cost to you as learners and as such you are uniquely advantaged," said Mogane. He also thanked SASSETA for supporting this programme from inception until the end.

Tebogo Mashamaite, Acting Head of Department: Learning Programmes, said the love of learning never stops, nor should it, "because you never know where the hard work you have put in will lead you! Education is not the filling of a pail, but the lighting of a fire. I wish everyone of you the best, today and always, and hope you are all going forth from this graduation with that fire lit in you, ignited by sparks of knowledge, ablaze with the desire to keep the flame burning."

Ingrid Nkosi spoke on behalf of the learners. She sent words of gratitude to SASSETA and the CEO of Bonga and Praise, Victor Mogane. She said Mr Mogane is empowering the community by participating in SASSETA programmes. "We are now skilled and are able to apply the skills that we have gained in our workplace. Today is not the end, but the start of a new road for us. In a few years' time I will be receiving an NQF level 5 certificate."



Bonga and Praise Trading General Security Officer learners accompanied by Tebogo Mashamaite, Acting HoD: Learning Programmes and the CEO of Bonga and Praise, Victor Mogane

GINGIRIKANI SECURITY SERVICES GROWS IN SIZE AND SERVICES

By Patrick Madavhu



Patrick Madavhu
Founder of Gingirikani Security Services

Gingirikani Security Services (GSS) was formed in 2001 in Johannesburg. At that stage, the company's main focus was on events management and guarding services. In February 2009 GSS was accredited by SASSETA to offer Unit Standards Training.

The various management projects that the company undertakes ensure temporary employment for the local residents. Since our SASSETA accreditation, we have trained 45 Skills Programmes, 55 GSO NQF 3, five Contact Centre courses, and six Workplace programmes. The projects were successfully conducted. First preference for job placement is given to our learners in all sites that we render Security Services.

As a company we strive for quality and accredited work readiness on the job, and to train as many people as possible to upskill them for the job market. I am a qualified Assessor and Moderator and we also have a qualified facilitator and assessor in our employ.

I would like to thank SASSETA for providing opportunities for the previously disadvantaged to be equipped and to be awarded a qualification that enables them to be employable in the industry.

WHAT IS TUBERCULOSIS?

HEALTH

Tuberculosis (TB) is an infection caused by slow-growing bacteria that grow best in areas of the body that have lots of blood and oxygen. That's why it is most often found in the lungs. This is called pulmonary TB. But TB can also spread to other parts of the body, which is called extra-pulmonary TB. Treatment is often a success, but it is a long process. It takes about six to nine months to treat TB.

Tuberculosis is either latent or active. Latent TB means that you have the TB bacteria in your body, but your body's defences (immune system) are keeping it from turning into active TB. This means that you don't have any symptoms of TB right now and can't spread the disease to others. If you have latent TB, it can become active TB. Active TB means that the TB bacteria are growing and causing symptoms. If your lungs are infected with active TB, it is easy to spread the disease to others.

Symptoms of active TB may include:

A cough that brings up thick, cloudy, and sometimes bloody mucus from the lungs (called sputum) for more than two weeks; tiredness and weight loss; night sweats and a fever; a rapid heartbeat; swelling in the neck (when lymph nodes in the neck are infected); shortness of breath; and in rare cases, chest pain.

HOW IS IT TREATED?

Most of the time, doctors combine four antibiotics to treat active TB. It's important to take the medicine for active TB for at least six months. Almost all people are cured if they take their medicine exactly as instructed by their doctors. If tests still show an active TB infection after six months, then treatment continues for another two or three months. If active TB is not treated, it can damage your lungs or other organs and can be deadly.

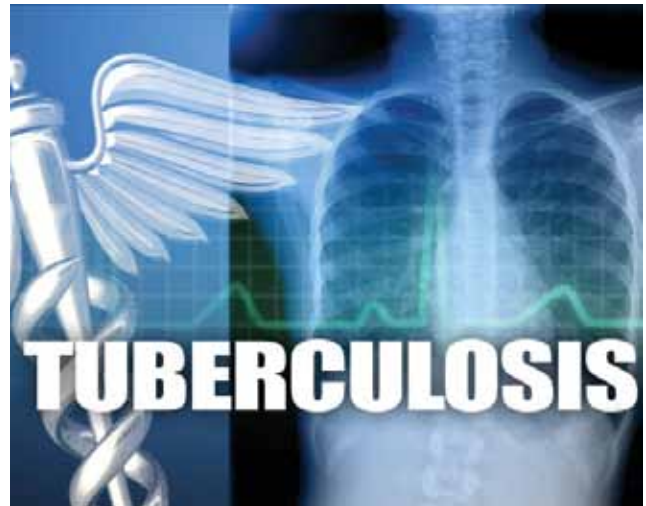
[Information sourced from MSN.com Health topics]

TB AND HIV/AIDS

In South Africa, TB is the most common opportunistic infection and the biggest killer of people living with HIV/AIDS. In 2006 about 5.7 million South Africans were HIV-infected, an estimated 1.8 million of whom were likely to get TB before they died.

TB is a major public health problem in South Africa which is ranked fifth on the list of 22 high-burden tuberculosis countries in the world. According to the World Health Organization's Global TB Report in 2009, South Africa had nearly 46 000 new TB cases in 2007, with an incidence rate of an estimated 948 cases per 100 000 population – a major increase from 338 cases per 100 000 in 1998.

Progress against the TB epidemic in South Africa is likely to be constrained over the next few years due to HIV/AIDS, states a 2009 USAID



report on infectious diseases. The TB-HIV/AIDS co-infection rate is high, with an estimated 73 percent of new TB patients co-infected with HIV. An estimated 31 percent of all TB-HIV cases in Africa are in South Africa. Multidrug-resistant (MDR) TB, largely caused by non-adherence to drug regimens or inappropriate drug regimens, is further exacerbating the epidemic. The number of laboratory-confirmed cases of MDR-TB more than tripled, from 2 000 cases in 2005 to 7 350 in 2007. Since 2007, South Africa has increasingly reported patients with extensively drug-resistant TB.

HIV increases the risk of developing active TB for those who have been infected with TB earlier in life, and the risk increases from 10 percent in a lifetime to 10 percent per year. If newly infected with TB, people with HIV are more likely to progress to active TB, which is now the leading cause of death among HIV infected people.

COMPLIANCE WITH TREATMENT IS ESSENTIAL

TB is particularly dangerous for people with HIV infection and people who have both HIV infection and latent TB are 20 to 30 times more likely to develop active TB as those who are not HIV positive. It is crucial that people newly diagnosed with HIV should be tested for TB as soon as possible and people living with HIV and at risk of TB exposure should be tested annually to find out if they have TB. If they do, they need treatment as soon as possible to prevent them from developing active TB. People with active TB must take prescribed medication to treat the infection and must comply stringently with the medication regime or they are likely to become resistant to the medication.

COMPETITION

It's time to sharpen your pencils again for a lovely book prize in our Montwedi Competition. Remember, this is open to all our readers.

We did not have winners in the last competition. Better luck this time!

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

Win a book prize worth more than R100 to help you continue your life-long learning process.

QUESTIONS

1. SASSETA has revisited the entire Discretionary Grants process as a direct result of _____
_____.
2. Where was the second Learnership Awareness Expo held?
In _____ Stadium in _____ (city).
3. How many unemployed graduates at the Correctional Services Kroonstad, Free State, Training College did Tom Moyane address on 31 January? _____
4. Which is the most common opportunistic infection and the biggest killer of people living with HIV/AIDS in SA? _____

YOUR NAME AND CONTACT DETAILS: _____

The first correct entry drawn will win the competition. The draw will take place on 14 May 2012 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!

TALK TO US

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

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. Is there something specific you would like to see covered in this publication?

Please 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!

Email: montwedi@sasseta.org.za
Call Centre: 0861 102 477
Snail mail: Montwedi, PO Box 612, Halfway House, 1685

Is the SASSETA website (www.sasseta.org.za) user friendly, informative and effective? Do you find all the necessary information you need?

Let us know and we'll take your comments into account as we give the site a facelift in 2012. Send your thoughts to callcentre@sasseta.org.za or tel 0861 102 477.



ACSA Graduates
(OR Tambo - Gauteng)



Bavikeli GSO Graduates
(Nelspruit - Mpumalanga)



Bonga and Praise GSO Graduates
(Hazyview - Mpumalanga)



Fidelity ABET Graduates (Gauteng)



Hlanganani ABET Graduates
(Pretoria - Gauteng)



Insimbi GSO Graduates
(Newcastle - Kwazulu Natal)



Ditaung Security Services
GSO Graduates
(Elandsfontein - Gauteng)



Correctional Services Correctional
Science FET NQF 4 Graduates
(Kroonstad)



Ramazwi Security Services and
Training Agency, General Security
Specialist Graduates
(Makhado - Limpopo)



Ramazwi Security Services and
Training Agency, General Security Officer
Graduates (Makhado - Limpopo)



Ramazwi Security Services and
Training Agency, Contact Centre
Learnership Graduates
(Makhado - Limpopo)



Ramazwi Security Services and
Training Agency, Skills Programme
National Key Point Graduates
(Makhado - Limpopo)



SAPS ABET Graduates (Gauteng)



SAPS ABET Graduates (Kimberley)