

montwedi

A quarterly newsletter for SASSETA Stakeholders

Issue 11 – June 2012



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Zongezile Baloyi**

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in rural areas

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to unlock the golden door of freedom

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boosts small brokerages

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DEAR COLLEAGUES AND FRIENDS

Welcome to our first edition of Montwedi for the new financial year; a year that promises great progress for SASSETA and our stakeholders, as long as we all stay focused on our goals.

In this edition, we welcome Mahubetse Sekhonyane to the SASSETA team as our new Manager: Skills Implementation and Monitoring. Read his story on page 4.

A proud achievement for SASSETA which is highlighted in this magazine is that we are doing well in terms of reaching into the rural areas as per the NSDS III 4.8 mandate. We covered most of the provinces last year and are extending our reach in this financial year.

A new section in this magazine is called SETAs, where we cover a successful initiative undertaken by another SETA. In this edition, we look at an excellent new SMME Learnership developed by the Insurance Sector SETA – INSETA.

Diabetes is our health topic. We find out here that it's not the death sentence that some people believe it to be; often it offers an opportunity for a new direction and a healthier lifestyle. Treating diabetes early, when treatment is most effective, can help to prevent complications. Read the article we have included in the publication.

There's a lot more in Montwedi and I trust you are as inspired when you read it as we were when we gathered it all together.

As usual, hearty thanks must go to the team that worked so hard to put this great publication together.

Yours in upliftment

Tsholofelo Nyamathe



Tsholofelo Nyamathe
Deputy Editor

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“EDUCATION IS THE KEY TO UNLOCK THE GOLDEN DOOR OF FREEDOM.”

*George Washington Carver
(US scientist)*

In his budget vote speech on 24 April, Minister of Higher Education and Training, Dr Blade Nzimande, once again emphasised that job creation is a key priority for the government and that education and training are critical components of this priority. Education now constitutes more than 21 percent of government’s total allocated expenditure for the 2012/2013 financial year.

SASSETA has continued to strengthen its resolve with regard to this priority. We consistently assess our progress in terms of the NSDS III – the primary mandate for SETAs – to ensure that our efforts are on target across the board in terms of achieving short-term and longer-term goals.

In our role as an education and training authority, we have also been reviewing the Green Paper on Post School Education and Training, released by Minister Nzimande early this year. This paper sets out a vision for a single, coherent, differentiated and articulated post-school education and training system, which aims to expand access to post-school opportunities, overcome inequalities in education, and achieve high levels of excellence and innovation.

The intention is to encourage closer cooperation between universities, colleges, levy-grant institutions and between these institutions and the labour market. We have carefully studied the proposals and considered their implications



Ntombekhaya Qamata
Acting SASSETA CEO

and have submitted our comments to the Department, and we await with interest, the release of the White Paper in due course.

In his budget speech, the Minister also mentioned that artisan training has been proceeding at a fast pace; according to data from SETAs, 24 378 artisan learners entered the system in 2011/12, which is an increase of 861 over 2010/11. We are pleased that SASSETA’s contribution to this learning programme is not insignificant, and we respectfully encourage our stakeholders to continue to set their sights on increasing the throughput of learners through learnerships and internships.

The important contributions to skills development by many of the SETAs in line with NSDS III were also acknowledged in the speech and here we, as SASSETA, would also like to acknowledge the critical role that our Board, our Chambers and their member companies, relevant government departments, training providers, our staff, and other stakeholders, continue to play in our ongoing striving for greater success in meeting the training and education needs within the safety and security industry.

May our efforts continue unabated as we embark on the challenges that this new financial year holds for us.

Ntombekhanya Qamata
Acting CEO

MY PASSION FOR SKILLS DEVELOPMENT

By Makubetse Sekhonyane



Makubetse Sekhonyane Senior Manager
Skills Implementation and Monitoring

“Everyone, young and old, must have access to the knowledge and skills to participate in the evolving economy.” James Douglas (US politician)

I was once called an expert. I said no. If I were an expert I would travel 9 000km to be paid huge amounts of money just to present to people what they know. I consider myself a worker who is always prepared to chart new territories and therefore learn new skills. My career, although having spanned various areas of expertise over the last 16 years, has been rooted in the safety and security environment. First ten years in the research environment at the now defunct Human Rights Committee and the Institute for Security Studies. During this period I developed strong research and analytical skills and conducted research on different issues in the criminal justice system.

I have published a number of articles and chapters around the issues of crime, popular justice, prisons, human rights, and restorative justice. I joined the Department of Correctional Services in 2005 as the Director of Strategic Planning Management and Monitoring. It was a new territory I was charting and I acquired new skills in planning, co-ordination, facilitation and monitoring and evaluation.

I hold a Bachelor of Social Sciences from the University of KwaZulu-Natal, a Professional Certificate in Public Management from Wits Public and Development Management School, a Certificate in Leadership Development Programme from Wits Business School, and a Masters Degree in Public and Development Management. I am currently studying towards a PhD focusing on monitoring and evaluation.

Passion for skills development

The success of a country rests on building human capital among many interventions. The Human Resource Development Strategy and the National Skills Development Strategy III in particular, provide a clear mandate for building human capital that not only improves the quality of individual's lives but will in turn ensure that individuals contribute meaningfully to society. Skills development is an essential ingredient in uplifting people's standards of living. As the saying goes, 'it is better to teach a person to fish than to give them a fish'. In this way there is sustainability of the intervention.

However, in South Africa, the challenges are legion and this requires a multi-faceted approach. Many people are caught in a vicious circle of poverty. Unemployed with no money, people are unable to look for jobs, and when people are unable to look for work, they suffer from hunger. Illness is then likely to follow, which is incapacitating and contributes further to their inability to find work.

Therefore, interventions need to complement each other. For example the provision of social security grants should be complemented by increases in funding for education, and focused strategies for youth development as well as the creation of opportunities for the unemployed. These issues were articulated in the State of the Nation Address and given expression in the Budget Speech of the Minister of Finance.

Another critical area for SASSETA is improving on transformation imperatives that include focus on people with disabilities, youth, women and people living with HIV/AIDS. It is going to be critical that SASSETA engages with associations or organisations already doing work in this area. This will require the stakeholder engagement strategy to be refined. My passion therefore is to see improvements in lives for all in South Africa through, among other interventions, skills development.

Vision for SASSETA

SASSETA has been recertified. This has provided SASSETA with an opportunity to chart a new path that will make meaningful contribution in the sector. SASSETA must be the champion in this sector.

For us to lead in the field we need to be on top of the game. This requires us to be information hunters, analyse the information we have and act on it with speed. For example, what are the trends in crime? What are the implications of these trends on our work? What then are the skills required by the sector? Are these aligned to the NSDS III and industry needs? Our projects, programmes and services must be informed by this process.

Therefore SASSETA needs a strong research capacity that will inform planning, projects, and programme delivery. Another critical area that requires enhancement is the monitoring and evaluation within SASSETA. Monitoring and evaluation allows for evidence-based decision making, reporting and accountability.

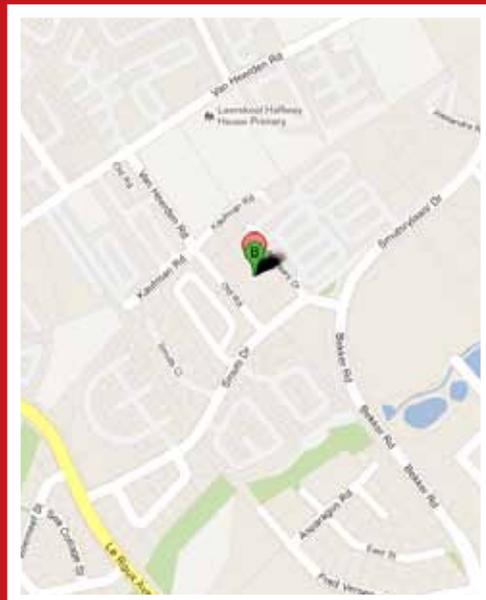
SASSETA is moving

SASSETA will be
relocating to new
premises on 31
July 2012!

Our new address is:

Riverview Office Park,
Janadel Avenue (off
Bekker Road), Halfway
Gardens, Midrand.

Call centre 086 110 2477
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FAREWELL TO ZONGEZILE BALOYI

*Message to the former CEO of SASSETA, Zongezile Baloyi
By Dr John Baker, Chairman of the Board of Governors of the
SA Institute of Security*



Zongezile Baloyi *former CEO of SASSETA*

As a governor of the South African Institute of Security, I have been requested by the Chairman of the Board of Governors and members of the Institute to deliver this farewell message to Zongi Baloyi who has ended his term as SASSETA CEO.

The SA Institute of Security is the professional training body of the security industry alliance which represents the major security industry role players in South Africa.

Zongezile Baloyi has, for the past three years, been a patron of the SA Institute of Security – a position in which he constantly supported the quality training of security practitioners. The institute would like to thank him for his commitment in this role.

In his term as SASSETA CEO he constantly strove to implement skills development training within the security industry, according to the government skills development policy and strategy. He was part of the formulation of the new security training regulations

to improve and uplift the quality of security training in South Africa. In this he always had at heart the quality training of our security officers who render such an important service to the safety and security of all South Africans, as well as protecting our valuable assets.

He was also ready to listen to any training problems encountered within the security industry and to render advice. In one case worth mentioning, the security training providers had a communication problem with SASSETA and Mr Baloyi, together with the Institute and Security Industry Alliance, presented himself and his senior management at a workshop to listen to these problems and to offer workable solutions.

Together with our past chairman, Terry Scallan, he travelled to the United Kingdom and had discussions there with the UK skills development authorities, the UK Security Institute and the British Security Industry Authority.

He contributed significantly to the exchange of ideas and values and found that the security skills development training in South Africa ranked among the best in the world.

We wish Mr Baloyi well in the future.

YOUTH PROJECT TACKLES SKILLS DEVELOPMENT

“Passion rebuilds the world for the youth. It makes all things alive and significant.” Ralph Waldo Emerson



Youth of Tembisa attending the SASSETA Flagship Project

The Youth Flagship Project hosted by SASSETA on 26 March 2012 at Sam Hlalele Hall in Tembisa addressed skills development in the area and outlined scarce and critical skills within the Safety and Security Sector.

Bruce Mohamed, Head of Department of Skills Monitoring and Implementation and Programme Director for the day, opened the event by thanking everyone who attended.

Chairperson of the Board, Abbey Witbooi, gave words of encouragement to unemployed youth. He said that every person has two choices every day when we wake up. We can either get up, go out there and make a difference; or we can go back to sleep. Whichever choice we make, we must take responsibility for it.

He told the youth that the SASSETA Board had taken a decision to engage directly with the public so that people would know about and understand what they can benefit from SASSETA. He added that the Chairperson is mandated by the Board to drive this project.

“Out of this workshop here today, we are willing to identify people who are committed, dedicated and who will make a difference in Tembisa. SASSETA will then maintain close relations with those who are selected; we will nurture those people, and we will make sure they get the right support,” said Witbooi.

He added that Minister of Higher Education and Training, Blade Nzimande, is passionate about skills development and he mandated SETAs to go to where the people are to address the skills needs. “Our project will not end here,” said Witbooi, “it will roll out to other townships in all provinces.”

The then CEO of SASSETA, Zongezile Baloyi, outlined the role of SETAs to the unemployed youth – he said to the attendees that as young people, they have a choice to go the academic route or the skills development route. “Remember that by choosing the SETA route, you will be able to acquire skills as well as a full qualification equivalent to any qualification that you will find at Universities of Technology.”

Wilson Sangweni, Senior Practitioner in Skills Research, outlined the critical and scarce skills within SASSETA. He told the youth that if they choose an occupation that is described as a scarce skill it means the chances of being employed after completing the training were very high.

The workshop proved to be highly informative and interactive as the SASSETA managers engaged productively with the youth. Attendees asked questions relevant to what was discussed in the workshop and showed appreciation to SASSETA for taking the initiative to address the youth and unemployed of Tembisa.

At the end of the workshop, Mohamed handed out questionnaires to the youth to enable SASSETA to make an accurate needs analysis. SASSETA will link what they pick up in the assessment forms to specific Learning Programmes that the respondents qualify for. Those who are selected will be notified at the next workshop.

TOMORROW'S LEADERS – TODAY

“As we look ahead into the next century, leaders will be those who empower others.” Bill Gates

The fifth anniversary of Tomorrow's Leaders Convention was hosted by award-winning Leadership magazine and was held at the Sandton Convention Centre on 13 March. The aim of the event was to create an ongoing ethos of mentorship involving the candidates' companies and the Tomorrow's Leaders Fellowship whose 2 600 members are all former Tomorrow's Leaders.

The leaders of tomorrow were addressed by today's leaders from key sectors of the country's economy – finance, commerce and industry, and politics – on the problems and situations they are likely to face in the future. The main addresses were followed by sector-specific sessions where the candidates shared ideas and experiences. This bonding with peers was one of the most important features of the convention.

Here's what SASSETA's Tomorrow's Leaders had to say about the event:



Wilson Sangweni

Once again I am grateful that SASSETA offered me the opportunity to attend the Tomorrow's Leaders Convention.

I must admit this year's convention exceeded my wildest expectations. The presentations added value to my life.

The presentation by Public Protector Thuli Madonsela was of particular importance to up and coming leaders.

When she pointed out that no matter how much you achieve as a leader, if you are unethical and corrupt it will be a matter of time before you will be found out and brought to book, thus ruining your

whole legacy and image. The presentation by businessman and former political prisoner Saki Macozoma was also of interest.

He said before we bother ourselves with tomorrow's leaders, we need to bother about today's leaders, because the leadership baton is passed from one generation to another.



Tsholofelo Nyamathe

I would like to thank my manager for giving me the opportunity to attend the convention.

I was inspired by the Public Protector, Thuli Madonsela when she said “Managers, well, manage people.

They sort out what it is that has to be done, and then make sure the right people do it. Leaders, however, share a unique vision with people and supply the necessary values and skills to move people to really want to accomplish things; leaders touch people emotionally.

If you consider yourself as a leader, or are interested in becoming one, you must first understand that becoming a good leader is a process that never ends.”



Ingrid Sithole

I learned a lot especially from the founder of Brand Leadership Group, Thebe Ikalefeng's presentation on the 10 key points

for branding your identity, as well as from Public Protector Thuli Madonsela, who said true leaders are not about titles, but about sound ethical conduct.



Anna Boshomane

From the bottom of my heart I thank SASSETA's management for giving us this opportunity to mingle with other leaders at the Tomorrow's Leaders convention. I learned a lot and will be putting the lessons into practice.

I learned that a leader can be defined as one's ability to get others to willingly follow. A leadership is less about your needs, and more about the needs of the people and the organisation you are leading.

Leadership styles are not something to be tried on like suits, to see which fits. But rather, it should be adapted to the particular demands of the situation, the particular requirements of the people involved and the particular challenges facing the organisation.

Finally a leader should be a visionary, a coach, be affiliative and democratic, and be a pace setter.



Anda Sixaba

I would like to thank SASSETA for nominating me to represent SASSETA as one of its Tomorrow's Leaders. It was a great honour. The conference had a profound impact on me; with the likes of our Public Protector, Thuli Madonsela, as well as CEOs of various successful companies addressing us as speakers.

SASSETA's vision states clearly that we want to be leaders in skills development in the safety and security sector; the Tomorrow's Leaders conference rejuvenated my pledge to help SASSETA to cement that wonderful vision.



Mmapula Mokoape

I was motivated and encouraged when Thebe Ikalafeng said in his presentation, "Personal branding is vital; branding starts with an individual." According to him, branding is not what you think about yourself, but what people see and think about you. He encouraged the participants not to associate with people who are not adding any value to you. My

interpretation of this is that you should surround yourself with people who are positive and who will leave a positive mark on your life.



Lorraine Matjila

Firstly I want to thank SASSETA Management for nominating me to attend the Tomorrow's Leaders Convention. The conference was about identifying solutions to today's problems and issues that affect the business world, and how future leaders can overcome them.

I have realised that even where there is no one else to lead except you, leading yourself requires leadership. In fact the most difficult person you will ever lead is yourself. In other words you lead first then someone gives you a title to lead.

A quote from Thuli Madonsela that inspired me was, "Leadership involves the power to influence people in pursuit of a specific vision or to achieve a desired outcome. We are all called upon to lead at some level throughout our lives."

Those that step up to the challenge without any leadership title are true leaders while those that depend on titles to lead are mere title holders.

PROMOTING QUALITY TO TRAINING PROVIDERS

“Quality is not an act, it is a habit.” Aristotle

The SASSETA ETQA Division holds full responsibility for promoting quality among SASSETA providers to make sure that training is implemented in terms of best practice in areas such as assessments, moderation and RPL.

The ETQA conducts information briefings as well as capacity-building sessions to relevant SASSETA stakeholders on a regular basis to promote the continuous improvement of learning delivery.

The ETQA conducted a Quality Promotion Workshop on 30 March 2012 aimed at our newly-accredited training providers. The purpose of the workshop was to capacitate accredited training providers to implement training of a high quality. The workshop attendees identified and discussed many concerns pertaining to accreditation processes and procedures.

Feedback received from attendees was positive and highly appreciative, and attendees committed to promoting best practice in skills development and training.



Newly-accredited training providers at ETQA workshop

PARTNERING WITH UNIVERSITIES ON RESEARCH

“Research is creating new knowledge.” Neil Armstrong

The new NSDS III calls for SETAs to work closely with universities – primarily in research and the implantation of learning programmes – which has seen SASSETA beginning to engage with some of the universities and other research bodies.

In March, SASSETA met with representatives from the Centre for Education Policy Development (CEPD) based at the University of Johannesburg to deliberate on a possible partnership. The envisaged partnership will be centred on research and the Sector Skills Plan.

The partnership is expected to benefit the credibility of SASSETA's Sector Skills Plan as the CEPD is extremely experienced in skills development; SASSETA will be working together with the centre to improve the quality of its SSP in 2012 and beyond. The partnership will also strengthen and contribute to building capacity within SASSETA's Skills Planning and Research activities.



Mantungoe Chidi, Keke Rakgosi both from Centre for Education and Policy Development and Wilson Sangweni Acting HOD: Skills Planning and Research

ADDING VALUE IN DE AAR

“Learning never exhausts the mind.” Leonardo da Vinci



Arshall Sampson from Marketing and Communication Department, giving learners information about learnerships

The De Aar Career Exhibition was arranged by the Department of Education in conjunction with the National Student Financial Aid Scheme (NSFAS) – as the first career expo to be held in this Northern Cape region in nine years.

The event was held from 13-14 March at the De Aar Community Hall and was attended by Arshall Sampson and Rishaan Govender from Marketing and Communications Department.

The Grade 12 learners' primary interest was to find job opportunities. There was particular interest in the Justice sector, which was no surprise as experience shows that learners feel isolated and deprived from any development, not just skills.

At the SASSETA stand we distributed learner and career guides and note pads, 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. Pedro Makulettie from the Department of Education insisted that we give him boxes of these guides to distribute to local schools and institutions.

The unemployed members of the public and the schools from the local community had the opportunity to visit the exhibition on day two. There was a shortage of handouts and we decided to improvise by holding an impromptu quiz with the students. Everybody participated and left with smiles on their faces.

GETTING TOGETHER TO TAKE SERVICES TO RURAL AREAS

“All growth depends upon activity. There is no development physically or intellectually without effort, and effort means work.” Calvin Coolidge

The SETAs' mandate is to facilitate, co-ordinate and monitor the implementation of the National Skills Development Strategy III (NSDS III). NSDS III Goal 4.8 focuses on providing career and vocational guidance. One of the transformational and developmental imperatives of NSDS III is provision of skills for rural development.

SETAs are therefore obliged to align their strategic delivery objectives to improve service delivery to under-served communities in rural areas. These communities are not near any SETA offices or delivery points and have limited access to SETA road shows or internet access to information websites. Community access to SETA services is often further impeded by the inability of community members to travel to service points due to financial and logistical constraints.

To meet these challenges in delivering services to the affected communities, a GSETA (Government Seta) Forum was established as a platform for collaboration on various initiatives by government structures responsible for human resource development in the public service. This has enabled the public service to collectively respond to the question on the capacity of the state to meet its service delivery mandate.

In response, the GSETA Forum has identified mobile service delivery as a viable option to deliver SETA services to these communities in a shared services approach across a number of SETAs.

SASSETA was privileged to be part of this rural development partnership initiative. In March, three rural areas were visited where unemployed youth and learners were offered advice on career guidance, how to access SASSETA information, and on what SASSETA offers.

The areas were:

- Trompsburg in the Free State on 2 March
- Kwamhlushwa in Mpumalanga on 20 March
- Piet Retief in Mpumalanga on 23 March

Government has prioritised job creation across all sectors of the economy, in particular, opportunities for rural communities as a high priority. But the challenge that the government faces is that some people in rural areas don't know about career opportunities other than as police, soldiers, teachers, nurses, doctors or lawyers. SASSETA is doing its best to extend understanding in the rural areas to the many career choices available in the safety and security sector.



Mmapula Mokoape from Marketing and Communication Department is giving Kwamhlushwa learners information about SASSETA learning programmes



Mmatshupo Nkoana and Busisiwe Makobela explaining how to access SASSETA bursaries to Trompsburg learners

REACHING OUT TO LEARNERS IN SEKHUKHUNE

*“A journey of a thousand miles begins with a single step.”
Lao Tzu (philosopher)*



Tebogo Mashamaite addressing learners from Sengange Senior Secondary School (Sekhukhune)

Choosing a career can be quite a challenge, especially for high school learners. The Academy for Mathematics, Science and Commercial Education (AMSCED), in association with Pearl Edu Vision and the Limpopo Provincial Department of Education organised a career expo to help learners make appropriate choices for their lives.



Sekhukhune learners and life orientation educators attending the 4th annual expo

The expo was aimed at addressing the challenges that learners and teachers often experience in rural areas. These challenges are as basic as a lack of facilities such as the internet to enable them to research their intended fields of study, as well as a lack of practical and useful career information and guidance to Grade 12 learners and life orientation educators.

The event was held on 9-10 May at Peter Nchabeleng Hall & Sports Grounds, Makhuduthamaga Municipality, Sekhukhune, Schoornoord in Limpopo, and was attended by 26 high schools from Jane Furse and 23 high schools from Nebo.

The event was attended by government departments, private companies, institutions of higher learning, and SETAs. Tsholofelo Nyamathe and Busisiwe Makobela, both from Marketing and Communication Department and Tebogo Mashamaite from Learning Programmes represented SASSETA at the event.

The exhibitors were alerted to the reality that access to information still remains one of the biggest obstacles for learners in rural areas. Many learners completing their matric have limited or no information about careers in their field of study.

VALUE THINGS THAT MATTER



Nomsa Gumbi of the Department of Higher Education and Training, addressing learners in Free State

The Free State has shown its commitment to ensuring that its youth and communities are kept informed on possible career guidance initiatives available in South Africa – as evidenced when Free State Premier, Ace Magashule, attended Career Guidance Day in Bethlehem in the Thabo Mofutsanyane Municipality on 26 April to offer his support for the initiative.

This was a big day for the region as learners and unemployed communities from different areas in Free State were able to interact with exhibitors that included government departments, SETAs, universities, colleges and private institutions, who gave them insight into different sector skills needs and advice on appropriate career paths. As he visited the stands at the Career Guidance Day, Ace Magashule expressed his delight at seeing organisations that not only placed a priority on skills development, but which also take rural development very seriously.

Nomsa Gumbi from the Department of Higher Education and Training (DHET) also attended the event and was delighted to see SETAs actively operating in the provinces. Gwebu is adamant that the responsibilities of SETAs include ensuring that training is not offered by fly-by-night providers or non-accredited institutions.

Mmapula Mokoape and Busisiwe Makobela represented SASSETA at this event and they

encouraged learner to work hard at school to benefit from the initiatives offered by government. In motivating learners and the unemployed community, Mokoape said, “Education is the key to the future. Once you have learned something, no one will take it from you.” She encouraged learners to make use of the opportunities offered by the exhibitors.



Hlonepho Tshabalala, Grade 12 learner at Bethlehem Comprehensive

Hlonepho Tshabalala

This youngster approached Mmapula Mokoape and told her about his passion for skills development:

I am Hlonepho Tshabalala. I am a 20-year old Grade 12 learner at Bethlehem Comprehensive. I have been raised by my mother who is doing temporary jobs trying to provide for the family. My father left when I was three years old. Despite the challenges that I face, my intention is to study using any resources and any learning intervention offered to me. I am asking SASSETA to assist me with a bursary to further my studies when I complete Grade 12.

As I was raised by my mother alone, once I complete my studies I want to work in the government sector to serve the nation and assist other young people who have similar circumstances.

The sky is the limit; I will do anything to better myself so that I can better the lives of other people.

HARD WORK AND HELP REAPS REWARDS

“A dream doesn’t become reality through magic; it takes sweat, determination and hard work.” Colin Powell



General Security Officers accompanied by Oxy Trading Directors

SASSETA celebrated with 20 learners graduating as General Security Officers at Oxy Trading in Phuthaditjaba on 14 April. The ceremony was attended by Suzan Botsi, Busisiwe Makobela and Alfred Khanye from SASSETA. The CEO of Oxy Trading, Motlatsi Tsoaela, thanked the parents for allowing their children to enrol for the General Security Officer learnership with Oxy Trading.

Suzan Botsi from the Learning Programme Department encouraged the learners. “Today, those who have encouraged you for years are happy to see you graduate. I know you will agree that they are owed a huge debt of gratitude for their support and love. Obviously, judging by your results, you studied hard, but you also had help from your tutors and mentors.

“There were many people involved in your graduation and it will be a sign of your maturity to thank them for their efforts on your behalf. Gratitude and graciousness towards others will always stand you in good stead in life.”

Mr Sithole from Correctional Services told the learners that the training they had undergone will make a huge difference in their lives. “The security industry is celebrating your achievements; your conduct will always be under public surveillance. The milestones you have achieved will take you to another level; you are now empowered to live a better life. Today you are called achievers, you are now graduates. What you have gained today, nobody will take it away from you. Congratulations!”

He also thanked SASSETA for the good work that we are doing.

INSETA BOOSTS SMALL BROKERAGES

“Continuous, unflagging effort, persistence and determination will win. Let not the man be discouraged who has these.” James Whitcomb Riley (poet)

A new Learnership Programme developed by the Insurance Sector Education and Training Authority (INSETA) and targeted at the SMME sector is likely to lead to an increase in the number of skilled and FAIS-compliant professionals in the insurance sector.

The programme, aimed at providing work-based experience and helping the sector grow its skills, will offer participants an NQF Level 4 qualification as well as FAIS compliance. “Our objective is to boost skills and promote a FAIS-compliant industry, as well as to give school leavers valuable hands-on work experience,” says INSETA CEO, Sandra Dunn.

Tackling unemployment

INSETA developed the programme as a response to high unemployment and the increasing demand for skilled professionals in the insurance sector. It will offer 180 matriculants the opportunity to gain experience in the workplace, with the potential for employment once their 12-month SMME Learnership is completed.

A total of 60 organisations across the Free State, Eastern Cape, Gauteng, Western Cape and KwaZulu-Natal will be hosting learners. The in-house training will be run by the African Resources Training Group, which helped develop the learnership. The human resource consulting SMME, Talent Up, will act as project managers to ensure that both learners and SMMEs achieve the best possible outcomes.

Dunn adds that this learnership is a heed to the Department of Higher Education’s call to establish more direct links with the workplace.

“School leavers are often left with little or no opportunity for higher education, and are forced to take any unskilled employment that is available, with no scope for development. This continues to exacerbate the lack of job creation and hinder transformation,” she says.

“This programme addresses these issues by offering work experience and an income, while at the same time providing school leavers with invaluable sector skills. Both the individual and the insurance industry will benefit from this process.”



INSETA learnerships have been awarded to people in different parts of the country



INSETA learnerships have been awarded to people in different parts of the country



INSETA learnerships have been awarded to people in different parts of the country

Clear and measurable objectives

INSETA has partnered with various organisations that have vested interests in the programmes' success. Each of the stakeholders agrees that the programme should be measured on how many learners successfully complete the work opportunity as well as how many find gainful employment at the end of it.

One of INSETA's aims is to form strategic, long-lasting partnerships that will offer ongoing benefits for the wider economy after the completion of the programme. These mutually beneficial relationships will be leveraged to tackle additional job creation programmes as opportunities arise.

The CEO of Talent Up, Serena Gopaul, described the programme as a year-long interview. "The programme allows SMMEs to develop and invest in talent, with the opportunity for substantial return on investment. INSETA pays the monthly incomes of the learners, and has done a wonderful job of ensuring that no parties are left wanting for anything. Support to the learners will include an SMS portal, counselling, quarterly visits from Talent Up, and learner engagement through connect sessions," she says.

Technology solutions

Vodacom has sponsored each of the learners with their product, the WebBox (a portable device offering internet access through a television), and a year's worth of free data for the device. This means that learners will be able to obtain all the information needed for their learnership programmes at no expense.

INSETA has set a high pass rate target of 90%. "Despite the high targets, I believe in the programme's potential," adds Dunn. "We are not obsessed with numbers because the programme is designed to change lives. In the event the learner cannot be placed at the work experience firm they will still leave with a valuable qualification and experience."

Benefiting all stakeholders

Dunn believes that the Learnership Programme could have a far-reaching impact on the industry. "There is a great need for training of this nature in the insurance sector and small businesses and skilled training are key ingredients for the country's growth and development," she says. "This programme enables us to develop skilled and innovative employees."



INSETA learnerships have been awarded to people in different parts of the country

SASSETA SUCCESS

- ESTHER PHOSHOKO

“One secret of success in life is for a man to be ready for his opportunity when it comes.” Benjamin Disraeli

Esther Phoshoko was born in a village called Ga-Matlala Semaneng in Polokwane, Limpopo. She was raised by her grandmother as her mother passed away when she was six years old. She was raised very well and her grandmother made sure that she had everything she wanted. In 2003 she enrolled with Integrity College in Polokwane to study a Secretarial Course – on her grandmother’s pension money. “I am who I am today it is because of my grandmother,” says Phoshoko.

After she graduated in 2004 she was employed at a Jet store in Midrand as a stockroom assistant. Then in October 2010 she was employed by SASSETA in an internship where she administered projects in the Project Management Office. In March 2011 she was moved to Chambers as the ABET Administrator.

Phoshoko then applied for the Legal Admin position at the National Youth Development Agency (NYDA) in December 2011 and in March 2012 she was offered a job as Legal Admin Assistant at the NYDA Head Office in Midrand.



Esther Phoshoko
From Intern to Legal Administrator

“I want to express my big thanks to SASSETA, especially Manoke Setsetse, who never doubted me. I value the opportunity she gave me. The experience I gained opened doors for me at NYDA. If it was not for SASSETA, my road to success would still be dark. From the bottom of my heart, THANK YOU VERY MUCH SASSETA. Be a light for South African youth who still need to gain experience out there,” says an enthusiastic Phoshoko.

ALL ABOUT DIABETES

HEALTH

(Source: Centers for Disease Control and Prevention)

Diabetes (diabetes mellitus) is classed as a metabolism disorder. Metabolism refers to the way our bodies use digested food for energy and growth. Most of what we eat is broken down into glucose. Glucose is a form of sugar in the blood – it is the main source of fuel for our bodies.

When our food is digested, the glucose makes its way into our bloodstream. Our cells use the glucose for energy and growth. However, glucose cannot enter our cells without insulin being present – insulin makes it possible for our cells to take in the glucose.



Insulin is a hormone that is produced by the pancreas. After eating, the pancreas automatically releases an adequate quantity of insulin to move the glucose present in our blood into the cells, and lowers the blood sugar level.

A person with diabetes has a condition in which the quantity of glucose in the blood is too elevated (hyperglycaemia). This is because the body either does not produce enough insulin; produces no insulin; or has cells that do not respond properly to the insulin the pancreas produces. This results in too much glucose building up in the blood. This excess blood glucose eventually passes out of the body in urine. So, even though the blood has plenty of glucose, the cells are not getting it for essential energy and growth requirements.

There are three major types of diabetes:

- Type 1 diabetes is usually diagnosed in childhood. Many patients are diagnosed when they are older than 20. In this disease, the body makes little or no insulin. Daily injections of insulin are needed. The exact cause is unknown. Genetics, viruses, and autoimmune problems may play a role.
- Type 2 diabetes is far more common than type 1. It makes up most of diabetes cases. It usually occurs in adulthood, but young people are increasingly being diagnosed with this disease. The pancreas does not make enough insulin to keep blood glucose levels normal, often because the body does not respond well to insulin. Many people with type 2 diabetes do not know they

have it, although it is a serious condition. Type 2 diabetes is becoming more common due to increasing obesity and failure to exercise.

- Gestational diabetes is high blood glucose that develops at any time during pregnancy in a woman who does not have diabetes. Women who have gestational diabetes are at high risk of type 2 diabetes and cardiovascular disease later in life.

Treatment is effective and important

All types of diabetes are treatable, however type 1 and type 2 diabetes last a lifetime; there is no known cure. The patient receives regular insulin, which became medically available in 1921. The treatment for a patient with type 1 is mainly injected insulin, plus some dietary and exercise adherence.

Patients with type 2 diabetes are usually treated with tablets, exercise and a special diet, but sometimes insulin injections are also required.

If diabetes is not adequately controlled, the patient has a significantly higher risk of developing complications such as hypoglycaemia, ketoacidosis, and nonketotic hyperosmolar coma. Longer-term complications could be cardiovascular disease, retinal damage, chronic kidney failure, nerve damage, poor healing of wounds, gangrene on the feet which may lead to amputation, and erectile dysfunction.

It clearly makes sense to be tested for diabetes and to live a healthy and active lifestyle.

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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

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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 call 0861 102 477.

SASSETA teambuilding at Stonehenge



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