

Launch of PSETA e-News

This is the first issue of our newly launched e-newsletter. Our aim is to keep you informed about the activities and achievements of the PSETA, and the goals we are striving to achieve in support of the National Skills Development Strategy (NSDS).

We recently celebrated eight years as the SETA responsible for promoting skills development within government departments. In the year ahead, we will continue to apply our knowledge and expertise to address the education and training needs in the public services sector through our learning programmes, skills planning and education and training quality assurance.

Our commitment is to help develop effectively skilled Public Service workers who – in the Batho Pele spirit of “people first” – can deliver an efficient Public Service.

Sipho Majombozi
PSETA Acting CEO

Learning Programmes



*Mamello Mohamed
Manager,
Learnership Unit*

The PSETA’s annual provincial workshops with government departments, held early in 2008, focused on their role and responsibility in the registering, implementing and reporting of learnerships, internships and ABET training. Participants included human resource development

managers and skills development facilitators.

A number of compliance issues, which have been communicated to Department Heads, were also addressed. Amongst others, these included:

Registering learnership agreements with the PSETA is a compliance requirement before learning programmes can commence. This enables the PSETA learnerships unit to meet its reporting mandate and obtain the required validation for education and training expenditure by Government departments.

Government-funded learning programmes can only be validated if these are registered with the PSETA as the SETA mandated to report on this expenditure. This evidence-based reporting, which includes the performance by departments against the application of a minimum 1% of their human resource budgets for skills development, is integral to improving competence and service delivery in the public sector.

Skills development interventions must be aligned with the success indicators of the NSDS to coordinate and guide deliverables.

Compliance with the above is aligned with achieving the NSDS objectives and creating a competent, skilled and productive public sector workforce, as well as increase the sector’s return on investment in skills development and training.

Registered learnerships and skills programmes

During the 07-08 financial year local and national government departments implemented 770 learnerships, including:

The Public Service Sector Education and Training Authority (PSETA) promotes the development and improvement of skills in the Public Service and provides education and training to meet current and future government needs.



Public Service and Administration Minister Ms Geraldine Frazer-Moleketi and PSETA Acting CEO Mr Sipho Majombozi at the launch of the PSETA Board on 5 July 2007.

The PSETA’s role in South Africa’s skills development revolution in the years leading up to 2010 is integral to meeting the objectives of the National Skills Development Strategy (NSDS) and the Government’s Accelerated Shared Growth Initiative of South Africa (ASGISA).



Ltr back row (standing): Ms Lekgethile Mothoa, Ms Mamello Mohamed, Mr Alex Mahapa, Mr Francisco Fields, Mr Percy Huma, Mr Daniel Makhetha, Mr Molaodi Khutsoane, Mr Konkie Heflin, Mr Clive Mtshisa, SAQA CEO Mr Samuel Isaacs, Mr Sibusiso Mpungose, Mr Henk Bresler, Labour DDG Mr Sam Marotoba and Ms Sally Rowney.

Ltr front row (sitting): Mr Zamo Khuzwayo, Ms Astrid Samboer, PSETA Chairperson Mr Tahir Maepa, Minister for Public Service and Administration Ms Geraldine Frazer-Moleketi, PSETA Acting CEO Mr Sipho Majombozi and Ms Thabo Zulu.

This newsletter is issued by the PSETA Marketing and Communication Unit. Recipients are invited to submit information for publication in the newsletter to Rampote Chauke or Lavhelesani Mainganye at pseta@pseta.co.za

Free State Department of Education: 335 learnerships in accounting, computing science, financial management, bookkeeping, childhood development and business administration.

Gauteng Department of Transport, Roads and Public Works: 132 learnerships in construction masonry and construction carpentry, public administration, mechanical engineering, air conditioning and refrigeration, electrical engineering, civil technicians, accounting, computer aided drawing.

Limpopo Premier's Office and Department of Agriculture: 60 learnerships in internal auditing and human resource management.

Mpumalanga Department of Agriculture: 20 learnerships in project management.

National Government Departments (DPSA, DFA, OPSC, GCIS, the Presidency, Transport, Public Works, Agriculture): 94 learnerships in human resource management, marketing and communication, public administration, fast food services, IT, office administration, and marketing and sales.

North West Departments of Finance and Education: 130 learnerships in accounting, internal auditing, human resource management and construction contracting.

In the year ahead we will increase our interaction with public sector employers.

We will also continue to encourage them to fully utilisation of the 1% allocation of their human resources budgets to implement skills development programmes and staff training.

Skills Planning



*Daniel Makhetha
Manager,
Skills Planning Unit*

The PSETA Skills Planning Unit prepares the Public Sector Skills plan (SSP) and its related updates.

The SSP is updated with the scarce and critical skills listed in the Workplace Skills Plans (WSPs), which are received from government departments and parastatals.

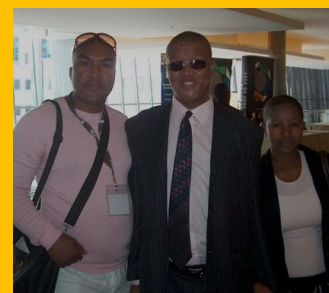
The Unit is also responsible for quarterly monitoring and annual reporting on public sector training, as well as conducting research into scarce and critical skills needs and the training of skills development facilitators.

Recent achievements include:

- Approval by the Department of Labour for the updated Sector Skills Plan (SSP).
- Updating the scarce and critical skills list information in the SSP with data from the Workplace Skills Plans.
- Validation from the Department of Labour of the PSETA's Schedule 2B report on its achievements in facilitating learnerships and skills development.
- A Sector Career Guide and 178 SDFs trained on its use.

The Unit will continue to interact with Directors General and Heads of Departments to help resolve challenges in the implementation of staff training and skills development.

The PSETA's vision is to contribute towards the development of a dedicated, productive and people-centered Public Service, staffed by public servants whose performance is maximised and whose potential is fully developed, through the comprehensive provision of appropriate, adequate and accessible training and education at all levels.



*Adv Steve Kekana and colleagues
at the Public Trainers' Forum.*

Competent and efficient managers in the Public Service are integral to its effective service delivery.

The PSETA supports the Department of Public Services and Administration (DPSA) in its drive to develop skilled and competent managers at all levels in the Public Service through education and training.



The challenges include:

- The timeous submission by departments of their WSPs by the annual 30 June deadline (all SETAs adhere to this date).
- Creating an understanding within government departments of the importance of validation by the Department of Labour of the PSETA training reports, as these reflect training expenditure by departments.

Currently the Skills Planning Unit is involved in the training of skills development facilitators in all nine provinces.

- Introduced Subject Matter Experts to conduct learning programme evaluations.
- Conducted workshops in all provinces to increase the number of training providers for the services sector.

Current activities

- Reviewing and streamlining the accreditation policy and procedures for emerging training providers and developing a Recognition for Prior Learning (RPL) policy for the Public Service.
- Capacity building programme to increase the number of training providers with a further 45 trainers that comply with the PSETA unit standards to support the implementation of the 2007-2015 Human Resources Development Strategy.
- Continually increasing interaction with our stakeholders whom we support in the implementation of NQF and HRD-related matters.
- Preparing for the SAQA audit scheduled for 27-30 May 2008 – we are looking forward to a positive outcome and yet another recertification as an ETQA body.

Database of training providers

Processing applications from accredited service providers is an ongoing activity to ensure that we increase the number of providers in the public sector.

The increased use of technology through the introduction of systems such as HR Connect (HRMIS) will enable departments and other users to access the PSETA training provider database and minimise the use of non-accredited providers.

In the interest of promoting the objectives of the National Quality

Education and Training Quality Assurance (ETQA)



*Zamo Khuzwayo
Manager, ETQA*

The main tasks of the PSETA ETQA Unit are to accredit training providers, promote quality training and validate assessments. The Unit also registers assessors and moderators, facilitates external moderation, certifies learners and facilitates the development and registration of standards and qualifications.

Recent achievements include:

- Launched an Institute of Sectoral or Occupational Excellence (ISOE) in Kimberley to improve the quality and relevance of training provision.
- Monitored compliance by providers to the PSETA accreditation standards and requirements.

Advanced training



Enforcement Services Officers and Inspectors from the Department of Labour attended an advanced training course for public sector workers in Mpumalanga (November 2005).

With the increasing emphasis on partnerships to achieve goals, the PSETA has adopted a business partnership model.

This enables it to forge closer relationships with stakeholders in the interest of successful skills development across all national and provincial departments, irrespective of which SETA houses their line function.



Members of the PSETA management team participating in a business planning workshop earlier this year.

Framework (NQF), departments and parastatals are urged to consult the database and select only accredited providers that use quality-assured training programmes.

The database contains the names and contact details of providers and qualifications and/or standards against which the providers have been accredited.

Using this information will help ensure:

- the efficient and effective implementation of HRD and other skills development initiatives
- the selection of 'best practise' training
- a skilled workforce that can actively improve service delivery and
- establishing a culture of quality training in the Public Service.

Contact Suzan Motsepe at the PSETA ETQA Unit on 012 663 2334 for further information.

From a PSETA Marketing and Communication perspective ...



*Rampote Chauke
Marketing and
Communication.*

The PSETA is committed to the National Skills Development Strategy (NSDS) objectives.

While much has been achieved since the NSDS targets were defined, much still remains to be done.

The most significant challenge is to encourage government departments,

who have not yet made provision for or are not using 1% of their training budgets for skills development, to comply to the legislation in this regard.

Advancing NSDS objectives

The inherent limitations in the structure of the Public Service, lack of training in certain key delivery areas, immobility of personnel and various related problems also frustrated further advancement in addressing and achieving the NSDS objectives.

To support the PSETA in meeting these objectives to achieve effective skills development in the Public Service, our ongoing activities are aimed at:

- Prioritising and communicating critical skills for sustainable growth, development and equity.
- Promoting the need to accelerate quality training in the workplace.
- Promoting skills development to increase employability and sustainable livelihoods.
- Assisting designated groups, including new entrants, to participate in accredited work-integrated learning and work-based programmes to acquire the critical skills needed to enter the labour market or become self-employed.
- Promoting the quality and relevance of providing skills development programmes.

It is important that all learning programmes selected and implemented by departments and parastatals are registered with the PSETA as the reporting entity to the Department of Labour.

We have the knowledge and the will to assist employers to effectively plan and implement their skills development programmes to optimise competence development and return on investment.

NQF level training

It is also clear that the growing need of National Qualification Framework (NQF) level training in the public and private sectors demands a serious commitment to training and skills development by all stakeholders. In addition, the dynamic increase in the level of knowledge-intensity in economic and social development in South Africa demands a knowledge-rich workforce.

This is not exclusive the private sector. What is of great concern is the level of illiteracy in the Public Service and its resultant inability to respond effectively and deliver efficient services to the public it serves.

Working together to achieve the NSDS skills development goals is therefore an imperative in our drive towards meeting national growth targets.

Rampote Chauke PSETA Marketing & Communication



*Lavhelesani
Mainganye
recently joined
the PSETA's
Marketing and
Communication
Unit.*

Contact the PSETA at 012 663 2334 for further information about its activities or visit the website at www.pseta.co.za