

CATHSNEWS

Issue 1 / November 2019

Meet CATHSSETA's
CEO

CATHSSETA Launches its
Inaugural Heritage Expo

CATHSSETA Accreditation
Process Explained

Learning Programmes
Beneficiary Roadshows



higher education
& training

Department:
Higher Education and Training
REPUBLIC OF SOUTH AFRICA



**Congratulations to the Springboks for
winning the Rugby World Cup 2019.
We are the World Champions!
#StrongerTogether**



SPRINGBOK



cathsseta

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FOREWORD BY THE CEO

Dear valued stakeholder, it is my utmost pleasure to present to you CATHSSETA's first stakeholder newsletter titled CATHSNEWS. You will agree with me that this is long overdue.

Since this is our first issue, please allow us to take you on a journey of the milestones we have achieved this year. These will be shared in the form of stories, highlights and visuals. A lot happened and all of it were efforts to fulfil our mandate of skills development within our diverse sectors.

We strive to add value and advance our stakeholders through skills development in such a way that it contributes positively to the wellbeing of our beneficiaries, our subsectors and the economy at large. It is our aim to contribute towards the upliftment of those in previously disadvantaged areas. As a skills development entity, our mandate is to empower and upskill stakeholders within our diverse sectors. We were able to achieve this through our Strategic partnerships.

In this year alone, CATHSSETA embarked on a number of strategic partnership with the aim of developing and supporting small businesses, trade unions, Non-Governmental Organisations (NGOs), Non-Profit Organisations (NPOs) and Co-ops. We also continue to support the big corporates that we've always supported.

Through these partnerships, CATHSSETA for the first time in its history partnered with the Chinese Culture and International Education Exchange Centre to provide 112 students Technical and

Vocational Education and Training (TVET) college students with the opportunity to undertake a one-year internship programme in China. Initially the programme, fully funded and supported by CATHSSETA and the Chinese Culture and International Education Exchange Centre, targeted Tourism and Hospitality students but because of its success rate we have now opened it to the Art and Design students. We are grateful to the TVET colleges for embracing the opportunity and for assisting us in recruiting suitably qualified students for this programme.

The workshops held with TVET College Principals, delegates from the Chinese Culture

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**WE STRIVE TO ADD
VALUE AND ADVANCE
OUR STAKEHOLDERS**

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and International Education exchange Centre and CATHSSETA Executives assisted greatly with mapping the gaps in the TVET college space. The workshops also assisted with outlining the challenges experienced by the first cohort of students in China and together we were able to craft solutions for the upcoming groups. Yes this project was new for all of us and there were teething problems which I am pleased to say we managed to avail with the second, the third and lastly the fourth group that left for China in October this year.

Who would forget one of our biggest highlights in 2019? Our inaugural Heritage Careers Expo counts as one of our highlights as a SETA. Started with the media launch in February 2019, the Heritage Careers Expo took place in April 2019. Once again this was a testament of

what strategic partnerships have a capability to achieve. The expo was hosted in partnership with the Department of Higher Education, Food and Beverage (FOODBEV SETA), Fibre and Processing Manufacturing (FP&M SETA), Media Information and Communication Technologies (MICT SETA). Hosting this expo was very exciting for us as CATHSSETA. We were deliberate in our action to shine a spotlight on the Arts, Culture and Heritage sector. Having noticed that the Arts, Culture and Heritage careers are often neglected and not widely marketed, we thought it is necessary to have a specific careers expo to shine the light on careers that exist within these subsectors. We used this expo to expose high school learners to endless opportunities which exist in the Arts, Culture and Heritage sector.

You may have noticed that this year we had a wide range of stakeholder workshops. As the management of CATHSSETA we decided to embark on tailor made workshops for each of the areas where we realised there were still gaps. This was to ensure that we provide our stakeholders with much needed clarity for our various programmes e.g. we embarked on accreditation workshops. We also engaged stakeholders nationally seeking input into what will soon form part of our Sector Skills Plan. We also held information sharing workshops with our learning programme beneficiaries. We have also started plans to support and participate in sectorial events with the aim of promoting and positioning CATHSSETA in the minds of all our stakeholders.

I invite you to sit back and walk this journey with us. Your commitment towards CATHSSETA is admirable.

Yours in Skills Development

Keitumetse Lebaka





EDITOR'S NOTE

Welcome to CATHSSETA's newest stakeholder newsletter CATHSNEWS. We are very excited to finally bring you a newsletter dedicated to share with you our advances towards skills development while showcasing the latest trends in our six diverse subsectors. What an exciting time this is!

Just weeks ago the South African Rugby team – the Boks - brought us an overwhelming victory when they beat England 32 – 12 in the Rugby World Cup finals in Japan. As evidenced throughout the country, this was not only a victory for sport fanatics but it was a sure win for all South Africans as it managed to unite all of us in our rainbow nation. The Webb Ellis has found a new home in South Africa and congratulations to Siya Kolisi and his team for reminding the world that South Africa is alive with possibilities. I remember watching this game at home with my family. By the time the game was nearing the end we were all standing next to the TV waiting for that final whistle.

While we couldn't contain the excitement we saw the name South Africa being engraved on the Webb Ellis. This blew our minds away. We were overjoyed, we were beyond ourselves. It was such a great feeling, a feeling similar to the day our late Tat'Mandela was released from prison.

For me the greatest reminder was that as South Africans and as diverse as we are, we have a great potential to achieve much more if we put our differences aside and work together. Our country needs this more than it ever did before. Once again CONGRATULATIONS TO THE BOKS!

Before I get carried away, in this issue we share with you how CATHSSETA brought one of Johannesburg's heritage sites, the Constitution Hill, to a standstill when it hosted its first ever Heritage Careers Expo. You may agree with me

that it is not often that you get to easily access information about career opportunities that exist within the Arts, Culture and Heritage subsectors. This expo not only offered information about these career opportunities but a showcase of the different offerings was on display from traditional clothing being sewn at the exhibition stands to traditional food being cooked and served at the exhibition stands for tasting. Activities ranging from song and dance and painting were also some of the features. Read more about this on page 7.

Not long ago we welcomed back the first cohort of Technical and Vocational Education and Training (TVET) college students who undertook a one-year internship programme in China. CATHSSETA for the first time in its history partnered with the Chinese Culture and International Education Exchange Centre to secure placements for these learners. The first intake was for Tourism and Hospitality subsectors but because of the wide interest in this programme, we have now taken the Art and Design TVET college students. To find out more about this story, please go to page 11.

“ WHILE WE COULDN'T CONTAIN THE EXCITEMENT WE SAW THE NAME SOUTH AFRICA BEING ENGRAVED ON THE WEBB ELLIS. ”

We also take a closer look at the stakeholder engagement activations for both our external and internal stakeholders. We have mentioned some of the highlights for this year and these include the stories about many learners who got absorbed into permanent positions after completing their learning programmes, e.g. internships or learnerships.

I now invite you to sit back and walk this new and exciting journey with us. We will be bringing you this newsletter on a quarterly basis.

Happy reading....

Poshy

MEET CATHSSETA ACCOUNTING AUTHORITY / BOARD

The Board members were appointed by the Minister of Higher Education and Training in 2018 and they represent the employer group, labour, community and government and fall within our sub sectors.

In terms of the approved CATHSSETA Constitution, the Accounting Authority has the following duties to perform:

- Govern and manage CATHSSETA in accordance with the PFMA (1999) and any other applicable legislation.
- Ensure that CATHSSETA achieves the objectives contemplated in item 4 and performs the function contemplated in item 5 of the Constitution.
- Provide effective leadership to executive management and ensure that CATHSSETA implements the goals of the NSDS and the Service Level Agreement with the Minister.
- Provide strategic direction for CATHSSETA.
- Liaise with stakeholders.
- Ensure that CATHSSETA complies with the relevant statutory requirements of this Constitution.
- Exercise the duty of utmost care to ensure reasonable protection of the assets and records of CATHSSETA.
- Act with fidelity, honesty, integrity and in the best interests of CATHSSETA in managing the financial affairs of CATHSSETA.
- On request, disclose to the Minister all material facts, including those reasonably discoverable, which in any way may influence the decisions or actions of the Minister.



Dr Victor Ramathesele



Advocate Nhlanhla Sibisi



Ms. Thandiwe Msibi



Ms. Tshidi Mkhosana



Mr. Xolisa Mpeqeka



Mr Mike Sikani



Ms Vivian Malema



Mr Kgatle Lebogo



Ms Shanita Khan



Mr Wiseman Dinwa



Mr Moses Motha



Mr. Thabiso Dube



Ms Keitumetse Lebaka is the current Chief Executive Officer of the Culture, Arts, Tourism, Hospitality, and Sport Sector Education and Training Authority (CATHSSETA).

Her journey towards being the CEO of CATHSSETA consists of hard work, passion, and consistency. She has occupied many leadership roles that led her to where she is today. With each role Ms Lebaka occupied, she made sure that the team she was leading meets their targets. This strategy still applies today.

Before occupying the CEO seat in CATHSSETA, Ms Lebaka occupied the following senior positions as Deputy Director: Projects and Training Coordination, Learning Programmes Manager, Executive Manager: Skills Development and Acting CEO of CATHSSETA.

In her various roles, she had led successful projects, initiated strategic partnerships, mobilized stakeholders, while ensuring that her team is well motivated and equipped to deliver excellent service to their stakeholders.

Ms Lebaka continued earnestly to contribute towards skills development initiatives. During her tenure as CATHSSETA's Acting CEO, a position she was appointed to in 2017, she initiated a strategic partnership between the Gordon Institute of Business Science (GIBS) and CATHSSETA. Through this partnership a custom-made Global Executive Development Programme (GEDP) was developed for managers who fall under the CATHSSETA sub-sectors. The aim of the programme was to upskill these managers and to support transformation within our sub-sectors.

The CATHSSETA/GIBS partnership inspired

GET TO KNOW CATHSSETA'S CEO –

KEITUMETSE LEBAKA

Ms Lebaka to do more in skills development by initiating the CATHSSETA China Work Integrated Learning (WIL) partnership project, a partnership with the Chinese Culture and International Exchange centre. Through this partnership 120 TVET learners were placed on a 12-months WIL programme in China. The programme is aimed at bridging the skills gap and contributing positively towards the growth and development plan of the country.

Under her belt of achievements, we can also count the Executive Development Programme for Women in Tourism, a partnership between CATHSSETA, UNISA Graduate School of Business, and the National Department of Tourism aimed at building leadership capacity for women in the Tourism and Hospitality sector. To date, 50 women have participated in this programme and 20% have been promoted to managerial positions in the Tourism industry. Initiated in 2016 this programme was designed as a transformation intervention to capacitate black women for executive positions within the sector.

One of Ms Lebaka's highlights for 2019 was being recognised by President Cyril Ramaphosa at the State of the Nation Address (SONA) reply in May this year. In his reply, the President congratulated Ms Lebaka for being one of the finalists in the CEO of the Year Award category of the 2019 Annual Future of HR Awards. Ms Lebaka was one of the two CEOs from the state entities to have reached this level. Her nomination and recognition by the President was well received by her peers and CATHSSETA colleagues.

Ms Lebaka is currently enrolled for MBA. Her career life spans over 17 years work experience gained from both private and public sector. Lastly, Ms Lebaka goes by the motto of doing things right the first time around.

CATHSSETA LAUNCHES ITS INAUGURAL HERITAGE CAREER EXPO WITH A BANG

In April 2019, CATHSSETA in collaboration with the Department of Higher Education and Training hosted the inaugural Heritage Career Expo at Constitution Hill, Johannesburg.

The Heritage Career Expo followed a successful launch by the Deputy Minister and CATHSSETA CEO, Ms Keitumetse Lebaka, which took place at Freedom Park in February. Themed “Unlocking the wealth in our heritage”, the Heritage Career Expo was aimed at telling the story of heritage in higher education. This expo was aimed also at showcasing what Technical and Vocational Education and Training (TVET) Colleges, Universities, and Universities of Technology have to offer in skilling young people towards careers in the arts, culture, and heritage sector. The expo being held at the historical Constitution Hill welcomed learners from and around Gauteng who were ushered from one exhibition stand to the other to interact with institutions offering careers within the Heritage sectors.

Close to 2000 high school learners and tertiary students were exposed to exhibitions, and also had an opportunity to get first-hand experience through interaction with the professionals, during master classes. This colourful expo hosted artists, chefs, dancers, crafters, and poets who engaged with high school learners on the various opportunities that exist in this sector.



CATHSSETA CEO, Ms Keitumetse Lebaka with our Master Champions at the Inaugural Heritage expo media launch, Freedom Park.

One of the draw cards for this expo were the Master Classes which were championed by:

- The world renowned Ndebele painter, Dr Esther Mahlangu and Poet and Cultural Activist, Professor Pitika Ntuli for Visual Arts;
- Poetry by singer, actress and poet Ms Jessica Mbangeni;
- Song and Dance by recording artist and actress, Ms Maduvha Madima;
- Fashion by the winner of M-Net’s Project Runaway South Africa, Ms Kentse Masilo; and
- Lastly Food by the world renowned chef and author of Through the Eyes of an African Chef, Ms Nompumelelo Mqwebu.

The Master Classes provided a platform for information sharing between the Master Class Champions and learners, with the aim of unlocking opportunities for learners, while offering practical demonstrations. Our learners were delighted and excited to sing with recording artist, Maduvha Madima, cook with Ms Nompumelelo Mqwebu, recite poetry with Ms Jessica Mbangeni, and paint and interact with Dr Esther Mahlangu and Professor Pitika Ntuli. The Master Class Champions proved to be a hit with our learners.

One of the most outstanding exhibition stands was from Multichoice. It attracted both learners and their teachers alike. Multichoice came into the party with the Magic in Motion academy to speak to those learners who are interested in the TV and Film industry. The Magic in Motion academy inspired learners and encouraged them to consider careers in the TV and Film industry so that one day they can be able to tell their stories and share them with the rest of the world.

CATHSSETA and their partners, were intentional with every activity that took place at the expo. The

organizing team wore traditional outfits on that day, our traditional food was cooked and served at the premises, traditional clothing was designed and sewn on the day, and later on that day, the CEO of CATHSSETA, Ms Keitumetse Lebaka was presented with the 'Seshweshwe' dress that she wore at the fashion show, and the Deputy minister, Mr Buti Manamela was also presented with the Seshweshwe cape.

Talking about the Heritage Career Expo, Ms Lebaka said, "Heritage Expo aims to tell the story of arts, culture and heritage in higher education. It aims to showcase what institutions of higher learning have to offer in skilling young people towards recognised careers in the arts, culture and heritage sectors. The arts, culture, and heritage sectors boasts endless opportunities, some of which are only celebrated and recognised in September. This cannot be correct.

Our young people at schools have not fully tapped into the potential wealth that exists in the Arts, Culture, and Heritage sectors. It is for this reason that as CATHSSETA we committed our resources to expose high school learners to the endless opportunities that exist in these sectors. Similarly, through our skills programmes we support up-and-coming artists, crafters, poets, dancers, singers, and fashion designers by committing funding towards learnerships, internships, and work integrated learning."

The Heritage Careers expo proved to be a winner as it achieved its objectives, which was to unlock the wealth in our heritage. There was a variety of demonstrations by the TVET and university

students. These were ranging from dance performances, poetry, and drawing. A drawing by Sibusiso Nxokweni from Fort Hare University is among some of the demonstrations that stood out. This drawing was presented to the Deputy Minister of Higher Education and Training, Mr Buti Manamela.



Some of the learners visiting exhibition stands at the Heritage Expo

For the year 2020, CATHSSETA looks forward to engaging with stakeholders and form strategic partnerships aimed in facilitating skills development and training.

The collaboration was further made possible by the support of Fibre Processing and Manufacturing (FP&M SETA), Food and Beverages Manufacturing Industry (FoodBev SETA) and the Media, and Information and Communication Technologies (MICT SETA) who committed resources to ensure that this expo becomes a great success.



Deputy Minister, Mr Buti Manamela, accepts his portrait made by Sibusiso Nxokweni from Fort Hare University



The legendary Dr Esther Mahlangu

CATHSSETA ATTENDS AFRICA TRAVEL INDABA



Stakeholders being attended by CATHSSETA staff at our stand

Earlier this year, CATHSSETA attended the Africa's Travel Indaba in Durban KwaZulu-Natal. The Travel Indaba is one of the largest tourism marketing events on the African calendar and one of the top three 'must visit' events of its kind on the global calendar. CATHSSETA leveraged on the Travel Indaba to promote its offerings to local and international stakeholders in the traveling market.

The Travel Indaba brought together the biggest names in the travel industry, both from Africa and the world and as result the CATHSSETA stand had visitors from as far as Brazil, China, France, Botswana, Madagascar, America, Angola, Ghana and many more delegates from different organisations across the world.

The Exhibitor categories included accommodation, tour operators, game lodges, transport, online travel, luxury products, Hidden Gems, media publications, industry associations, camping and safari companies.



Sho Majozi (South African rapper and poet) at the Brand South Africa stand talking to her fans after her performance.

The CATHSSETA stand with its signature white and red colours became a meeting place where our stakeholders with accreditation, funding and general queries were attended to by our staff from the KwaZulu-Natal regional office and Head Office. The stakeholders who visited the CATHSSETA stand varied from guest house owners, tour guide operators, hotel managers, international buyers and TVET College students who enquired mostly about the CATHSSETA internships, work integrated learning and bursaries.

CATHSSETA together with its National Tourism Careers Expo partners used the Travel Indaba platform to lobby support for the September



Stakeholders with our ETQA manager, Ms Dimpho Phungwayo

NTCE event by hosting the NTCE Networking session where our Board Chairperson, Dr Victor Ramathesele addressed tourism stakeholders and encouraged them to support the NTCE and ensure that this year it becomes bigger and better.

During the Tourism Indaba CATHSSETA also had the opportunity of taking part at other Tourism related events. One such event was the 6th Women in Tourism (WiT) Networking Dinner under the theme “An African Culinary Experience Growing Culinary Tourism” hosted by the then Deputy Minister of Tourism, Ms Elizabeth Thabethe at Cappene Estates in Ballito, Durban.

For the past five years, the WiT Networking Dinner sessions have provided a unique platform for women in the tourism industry, stakeholders and experts from the tourism sector to share ideas on building strong business skills and leadership capabilities amongst women. The ultimate goal for the networking sessions is to enhance and nurture top leaders and entrepreneurs in the sector.

The WiT networking gala dinner showcased South African cuisines prepared by world renowned Chef and author of “Through the eyes of an African chef” Ms Nompumelelo Mqwebu.

The event was also graced by the presence of the High Commissioner of Ghana, Ms Lulu Xingwana

who was also the keynote speaker. Ms Xingwana made a call to women in the Tourism sector from across the continent to work together and have joint programmes so that their voices can be heard and be more impactful.



Ms Rakhee Deeplaul from our KZN office answer stakeholder questions.



Amadumbe, Imbuya and Imifino Yentanga (pumpkin leaves) and corn prepared by Chef Nompumelelo Mqwebu who sourced all her ingredients from local female suppliers



Travel Indaba delegates entertained by Zulu traditional dancers.

CATHSSETA PARTNERED WITH THE CHINESE CULTURE AND INTERNATIONAL EDUCATION EXCHANGE CENTRE TO EXPOSE TVET STUDENTS TO WORLD CLASS TRAINING

CATHSSETA and the Chinese Culture and International Education Exchange Centre a leading Chinese institution in South Africa offered a life-changing 12 month work integrated learning opportunity to 120 Technical and Vocational Education and Training (TVET) students to gain work experience in China while completing their studies at various institutions in China. The programme was fully funded by CATHSSETA and supported the Chinese Culture and International Education Exchange Centre.

The aim of the programme was to expose TVET students to international standards, enhance their work ethics in order for them to become global citizens and to provide them with a competitive advantage that will help them to have a stepping stone into the industry of Hospitality and Tourism when they complete the programme.

On implementing this programme, Ms Keitumetse Lebaka, CATHSSETA CEO said, "The programme is aimed at bridging the skills gap and contributing positively towards the growth and development plan of the country.

The students were placed in a position where they received an on-the-job experience to enable them better chances of securing employment when they come back home. The funding included return tickets to China, a monthly stipend for one year, and all class fees at the Chinese training institutes.

The very excited bunch of winners were sent off to China in style at Emperors Palace in the presence of Deputy Minister of Higher Education and Training, Mr Buti Manamela, CATHSSETA board and CEO, the Chinese delegation, TVET principals, lectures and their parents.

The atmosphere in the room was full of excitement as students engaged with their lecturers and parents who also had a role of motivating the nervous students while assuring them that a world of new opportunities was awaiting them. The Deputy Minister of Higher Education, Science and Technology, Mr Buti Manamela encouraged the students to give it their all during the duration of the programme and learn as much as they can. It was a bitter sweet moment for all who were present at the sendoff function.

The students came from all walks of life. They represented a group of young, hardworking people from all corners of South Africa who wanted to be given a chance to prove to themselves to the world.

The students were recruited from the following TVET Colleges:

- Capricorn TVET College - Limpopo

- Mnambithi TVET College – KwaZulu-Natal
- Mthashana TVET College - KwaZulu-Natal
- Northlink TVET College – Western Cape
- Central Johannesburg TVET College – Gauteng
- Motheo TVET College – Free State
- Nkangala TVET College – Mpumalanga
- Thekwini TVET College - KwaZulu-Natal
- Wescol TVET College – Gauteng

One of the biggest takeaway from the programme was that some of our students came from the deep rural areas and they had never set foot in a hotel or aeroplane but through this programme, they flew for the first time from one continent to the other.

Upon arrival the students were warmly welcomed to a country that was going to be their home for the next 12 months. Throughout their stay, they were introduced to the extensive working culture of their Chinese counterparts. They quickly adapted to their new lives.

This once in a lifetime experience gave our students a front row seat into the culture and lifestyle of China and as added bonus, they learned few Chinese phrases.

One of our students, Phambili Sulelo from Mthatha, Eastern Cape was placed in the city of Hangzhou at Zhejiang College. He learned amongst other things the Chinese cuisine, cultural foods and beverages.

To date, our students are now back in the African soil and we are very proud that they have completed the 12 month programme.

CATHSSETA is proud to announce that last month we recruited and sent a group of 15 Art and Design TVET students to China who will be placed in various institutions to gain work experience and advance in their skills.

We are convinced that the experience they now possess will give them an advantage in seeking employment or even in starting their own businesses. We expect much from them as we believe that they are capable of achieving more than what we can think of. The sky is the limit for our student.



The CATHSSETA-China WIL programme interns enjoying the beauty of China

A LOOK AT THE 2019 NATIONAL TOURISM CAREERS EXPO

CATHSSETA in partnership with the Department of Tourism and the North West Department of Economic Development, Environment, Conservation and Tourism (DEDECT) hosted the National Tourism Career Expo (NTCE 2019) at the sunny province of the North West. The three day expo started from the 19th to 21st of September 2019. This year marked the eleventh year since the NTCE has been running, and it was its second year in North West Province.

Under the theme, “Broadening Your Horizons Through Tourism Opportunities”, this expo was designed to bridge the information gap between the industry, government, learners and educators.

The much anticipated 2019 NTCE was graced by the newly appointed Deputy Minister of Tourism, Mr Fish Mahlalela who at the official opening of the NTCE outlined the significance of the NTCE and its objective to contribute meaningfully to the economy by creating sustainable jobs. The Deputy Minister of Tourism in his address to the learners spoke about the importance of tourism in the development of our economy, “The NTCE is a catalyst for growth and development within the sector and training and education are key to the success of tourism” said Mr Fish Mahlalela.

Our CEO, Ms Keitumetse Lebaka in her address to the learners emphasized the importance of having an expo like the NTCE as it gives life to tourism and hospitality handbooks. Ms Lebaka further addressed stakeholders and partners in attendance about their critical role in creating spaces where young people will learn and grow in the Hospitality and Tourism sector, “It is our responsibility to skill our learners for the working environment” said Ms Lebaka.

Our tourism and hospitality exhibitors came ready and prepared to make the three-day expo one for the books. Our learners and teachers were ushered to the different exhibition halls that offered information about the many offering.



CATHSSETA staff attending to stakeholders



CATHSSETA CEO, Ms Keitumetse Lebaka with Radio 2000 broadcaster, Ms Ntombikayise Phiri



Conservation talks at the NTCE exhibition stands.



Some of the stands were experimental like the Chefs corner where learners were hands on with the art of cooking. Future Chefs interacted with qualified chefs who shared the ins and out of the chefs industry.

Because we live in a digital era, the NTCE had the Microsoft exhibitor's corner. The Microsoft team introduced our learners to Mahala.ms which is a portal for students to activate licenses for the Microsoft Office 365 suite and OneDrive cloud-based storage services free of charge. With Mahala.ms objective is to enable learners from grade R to 12 to become more productive and better prepared for the next phase of their academic careers or the workplace, by gaining free access to Office 365's services, including Microsoft Word, Excel, OneNote and PowerPoint.

Through the live demonstration from the Microsoft team, our learners were introduced to new ways of saving their documents and which games to play in order to familiarize themselves with coding and programming. The Microsoft exhibition room also taught the learners about personal branding and how much it contributes towards future career and life choices.

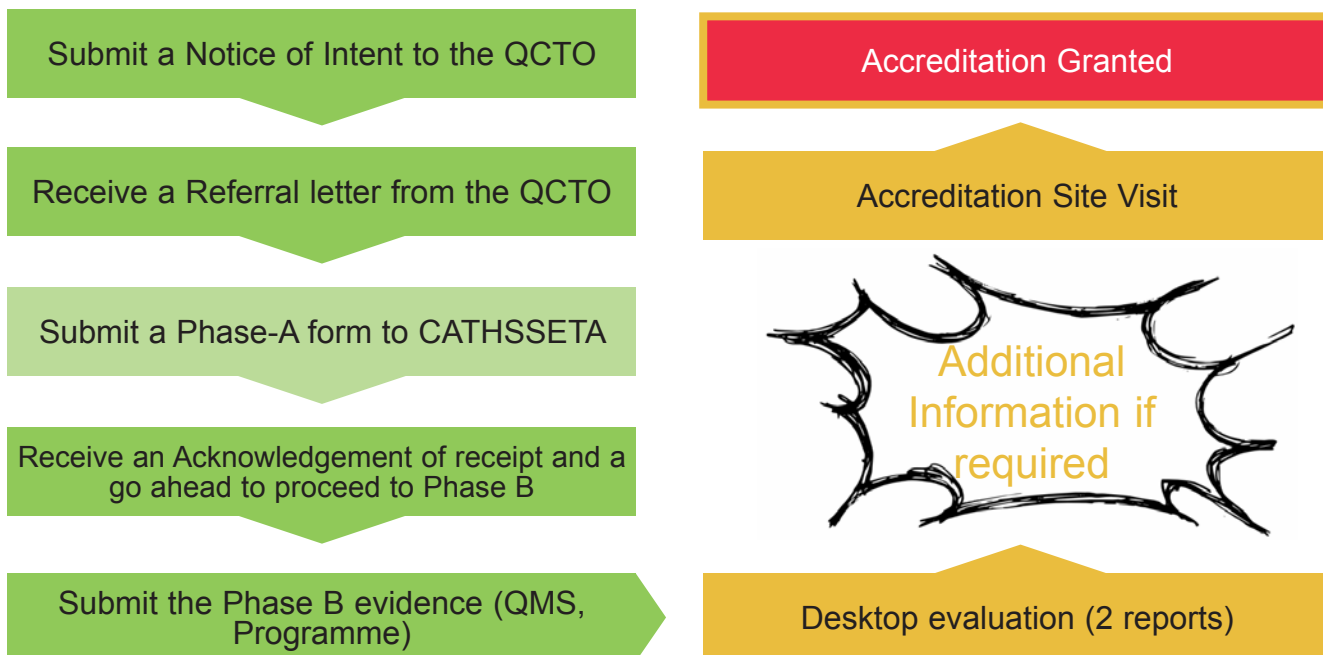
The expo had various competitions with real prizes to be won. The schools and educators were competing against each other for prizes such as laptops, vouchers, latest cellphones and vocational trips for the educators. The province with the highest wins in the NTCE 2019 competition was the Mpumalanga province that was awarded with a trophy. The teachers representing the provinces walked on stage dancing like nobody is watching.

It is worth noting that they are also last year's winners. They keep on winning! Mpumalanga is a province of tourism champions at the NTCE.



The Deputy Minister of Tourism, Mr Amos Fish Mahlalela addresses learners at NTCE 2019

CATHSSETA ACCREDITATION PROCESS EXPLAINED



CATHSSETA ACCREDITATION WORKSHOP

One of CATHSSETA's strategic objectives is to increase accessibility to accreditation.

The ETQA unit has committed itself to conducting nine provincial provider accreditation workshops in the 2019/20 financial year. The first set of these workshops were held in September in Gauteng, North West, and Limpopo.

The purpose of the workshops is to enable CATHSSETA to address the challenge of lack of accredited training providers in provinces such as Free State, Northern Cape, Eastern Cape, North West, Mpumalanga, and Limpopo. This issue impacts negatively on the implementation of SETA funded programmes within these provinces. This intervention will capacitate training providers by ensuring that they are equipped to apply for accreditation, get accredited, and maintain their accreditation status.

The target audience for the workshops includes aspiring applicants who have submitted Phase-A accreditation application forms, and MOU training providers who expressed an interest in applying for CATHSSETA qualifications and skills programmes.

The objectives of the workshops are to:

- Provide information on the ETQA and QCTO accreditation process.
- Capacitate aspiring training provider on the accreditation process i.e. Quality Management System and Learning Programme design.
- Provide information on how to apply for MOU Programme approval.
- Provide information on how to register as an assessor/moderator.

The next workshops will be held in Mpumalanga, Western Cape, KwaZulu-Natal, Eastern Cape, Northern Cape, and Free State.

PLEASE SAVE-THE-DATES

| | |
|----------------------|-------------------------|
| Mpumalanga | 21 November 2019 |
| Western Cape | 26 November 2019 |
| KZN | 27 November 2019 |
| Eastern Cape | 25 February 2020 |
| Northern Cape | 26 February 2020 |
| Free State | 28 February 2020 |

For more information about the accreditation process you can email Dimpho@cathsseta.org.za

DISCRETIONARY GRANT STAKEHOLDER CAPACITATION WORKSHOP

We kicked off this year with Discretionary Grant (DG) Stakeholder Capacitation workshop. The national Discretionary Grant workshops takes place while the DG window is still open to ensure that the CATHSSETA team gets to share information about how to submit DG applications online.

The Discretionary grants are aimed at sharing pertinent information with stakeholders about CATHSSETA's role. With these workshops, CATHSSETA also assists stakeholders with any questions they may have that relate to submitting the DG applications, communicates deadlines and submission process.

INDUCTION FOR CHINA WIL N6 PROGRAMME

In October 2019, the CATHSSETA Eastern Cape Regional Office held an induction session for nine TVET College students from the region who were the last group to embark on the CATHSSETA/CHINA WIL programme. The programme was attended by CATHSSETA COO, Mr Sinaye Mjidi, Eastern Cape Regional Manager, Ms Nelisa Pambo and Special Programme Coordinator Vuyolwethu Madyaka and two delegates from Chinese Culture and International Education Exchange Centre.

The nine students were accompanied by their parents who also got to be part of the induction process for their children. This was to ensure that the parents are left at ease as they were taken through the programme and expectations from the learners once in China.



The Placement Officer for Lovedale TVET College, Mr Endurance Osemwenkhae who was initially part of the principals's workshop for the CATHSSETA/CHINA WIL programme was also part of this induction.

CATHSSETA HOLDS REGIONAL BURSARY, WIL AND INTERNSHIPS WORKSHOPS

CATHSSETA's Strategic Plan supports career choices in different subsectors through the provision of funding for Bursaries, Work Integrated Learning (WIL) and Internships for students at TVET Colleges, Universities of Technology and Universities. The Bursary, WIL and Internship programmes are learning interventions which fall within CATHSSETA's PIVOTAL Programmes.

This year, CATHSSETA held the Bursary, WIL and Internship workshops provincially. The purpose of the workshops was to create an awareness of the CATHSSETA brand and skills development programmes available for learners post their qualification and also promote the collaboration between

learners and employers where CATHSSETA has funded projects.

The workshops became a platform where our stakeholders (students) were given the opportunity to raise pertinent issues pertaining to bursary funding queries and the criteria for the work readiness programme.

Our Bursary, WIL and Internship workshops became a meeting place for learners to finally meet and engage with the people behind their programmes. The overall attendance of the workshops was positive with venues filled to capacity.

SONA DIALOGUE WITH PATRICK SHIELDS

Following the State of the Nation Address (SONA) by President Cyril Ramaphosa in May this year, CATHSSETA hosted a SONA staff dialogue where staff took a closer look at what was pronounced by the President and discussed what it means for the SETA. This included discussions around what CATHSSETA should focus on as a way of responding to the call made by the President. CATHSSETA staff were joined by Mr Patrick Shields who is a Business Technologist, Speaker, Author & Coach who helped CATHSSETA staff to unpack the outcomes of the SONA. He also touched on the 4th Industrial Revolution and what it means for skills development and training.



Patrick Shields with CATHSSETA's Executive Management Team

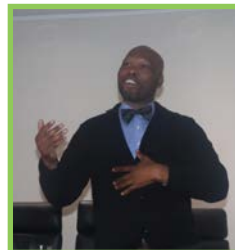
YOUTH DAY COMMEMORATION

As an organisation that is dominated mostly by young people, CATHSSETA places an extra emphasis on commemorating the Youth Month. This year was no exception as we commemorated Youth Month under the theme "25 Years of Democracy: A Celebration of Youth Activism".

While we recognise the role played by young people in liberating the youth of the 1970s – we realize that the struggle faced by the youth of today is different.

This ranges from high rate of unemployment, drug abuse, suicide cases, femicide, HIV/Aids leading to child-headed families, lack of hope and confidence and many others.

We had a dialogue about these issues while acknowledging the strides the South African youth has made since we obtained democracy 25 years ago. A young and successful guest speaker, Mr Thokozani Miya who is the Founder, Co-owner and CEO of Neo Aviation was invited to address and inspire CATHSSETA staff.



CELEBRATING CATHSSETA WOMEN

In celebration of Women's Month, CATHSSETA hosted the "25 Years of Democracy: Growing South Africa Together for Women's Emancipation" workshop for its female staff. The workshop was aimed at empowering the women of CATHSSETA who contribute immensely towards the success of the organisation.

Considering the number of responsibilities that most women have, the workshop touched on the importance of sisterhood in the workplace, where women were encouraged to be more caring towards each other. This was supported by the hashtag #MySister'sKeeper.

A big part of the workshop entailed a discussion about Mental Health Awareness. Ms Tinashe Kushata a Managing Partner at Kush Consulting and a counsellor at the South African Depression and Anxiety Group explained the signs that CATHSSETA women should look out for to know that they have mental health issues. These entailed the following:

- Feeling anxious or worried
- Feeling depressed or unhappy
- Emotional outbursts
- Sleep problems
- Weight or appetite changes
- Quiet or withdrawn
- Substance abuse
- Feeling guilty or worthless
- Changes in behaviour or feelings



Keynote speaker Ms Tinashe Kushata with CATHSSETA CEO, Ms Keitumetse Lebaka



I AM MY SISTER'S KEEPER

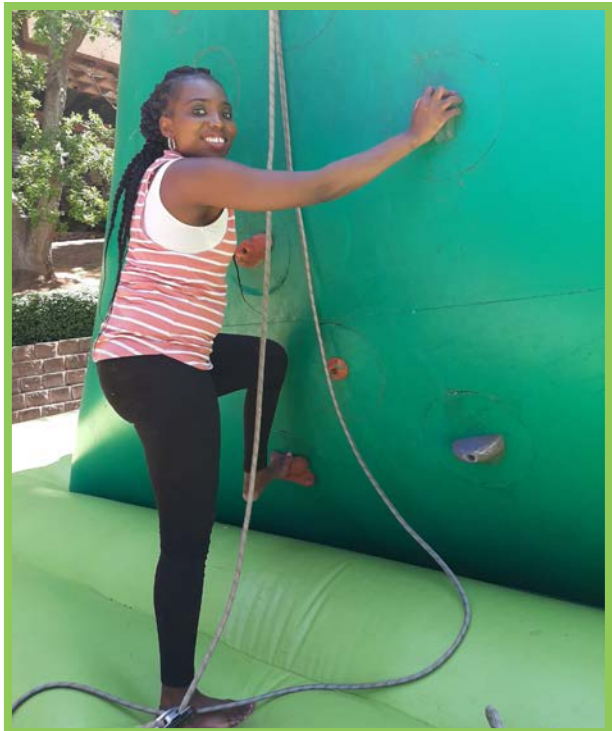
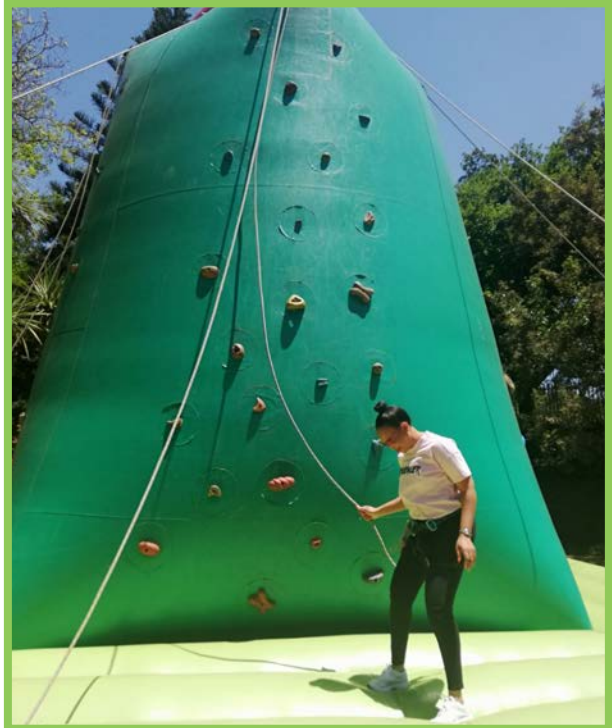




CATHSSETA WELLNESS DAY

CATHSSETA cares about the wellness of its employees whether it be psychological, emotional, social or physical wellness because it is critical for improving team effectiveness and organisational performance. Recently we held a CATHSSETA Wellness Day where our staff had the opportunity to do their health and wellness screenings. The day was packed with a number of activities to test strength and endurance. These included manual reflexology, climbing walls, inflatable boxing ring, drunk buster goggles, giant jenga and many more. There was also a session with the laughing coach who taught staff about the importance of laughter more so during stressful situations.

Laughter is the best medicine after all.



DAY FILLED WITH ACTIVITIES TO TEST STRENGTH AND ENDURANCE

WELLNESS DAY



CATHSSETA BIDS FAREWELL TO THEIR INTERNS

Once again, CATHSSETA invested in the lives of young graduates by offering them the internship opportunity to work at CATHSSETA offices for a duration of 12 months. The opportunity introduced them to the working environment of chasing deadlines and engaging with stakeholders. At the end of their one year internship, CATHSSETA organised a beautiful sendoff to award them with their certificate of completion and wish them well





CATHSSETA's young graduates



CATHSSETA FUNDED STUDENT IN INTERNATIONAL WORLDCHEFS YOUNG CHEF COMPETITION

This month, CATHSSETA funded QCTO occupational certificate Chef Apprenticeship learners, Kyle Arnold, represented South Africa at the World chefs International Young Chef Competition (IYCC) in Ningbo, China, together with another QCTO occupational certificate chef learner, Shaye Godden, from The Fusion Cooking School. There were 32 teams of international competitors from nations around the globe and 55 local Chinese teams.

The South Africa team amassed six medals - five bronze and one silver. Kyle took three bronze medals. Kyle was also the winner of the recent regional Chaîne des Rotisseurs competition held in KwaZulu-Natal, and progresses through to the National competition to be held in February 2020.

Well done to Kyle, Shaye and Shaun Smith, Principal, Chef Patron, Chaîne Conseiller Culinaire & Worldskills Chief Expert.



A group of learners that represented South Africa at the Young Chef competition in China



23 LEARNERS OBTAINED PERMANENT EMPLOYMENT AFTER COMPLETING CATHSSETA ASSISTANT CHEF SKILLS PROGRAMME

It is not often that all learners enrolled on any skills programme get to be absorbed for permanent employment almost all at the same time. This was the case when 23 learners who were enrolled for CATHSSETA Skills Programme - Assistant Chef NQF Level 2 got employed at the new mall in Qwaqwa working for various restaurants there.

Mr Mandla Mthembu, Director of Youth In Action had this to say, “As Youth In Action Organisation we would like to express our wholehearted gratitude for CATHSSETA support and collaboration in support of skills development for the community, especially the youth of Maluti A Phofung Local Municipality. This programme came at the time when we needed it the most, when the community of QwaQwa was happy and enjoying that QwaQwa has a new mall. All our 23 learners signed contracts at different restaurants and celebrated their permanent employment. This

is a lifetime opportunity for them, CATHSSETA Certificate has opened doors for them which will not only benefit them only but their families.”

Mr Mthembu also added that the learners would still be unemployed had it not been for CATHSSETA's skills programme. He also commended the companies that opened their doors for these learners giving them a lifetime opportunity to do their practicals.



TOURVEST ALLOCATION IN THE WESTERN CAPE

In 2018 CATHSSETA funded Tourvest for a WIL TVET programme. The duration of the programme was 12 months and the allocation was for 10 learners.

Upon completion of the programme, three of the learners were then absorbed by Tourvest for permanent placement. They are Nokuphela Ngqu, Zandile Zonisele, and Robyn Van Dieman. These learners have since been enrolled on Tourvest MDP (Management Development Programme).



Nokuphela Ngqu, Zandile Zonisele, and Robyn Van Dieman

UNIVERSITY OF JOHANNESBURG, DEPARTMENT OF SPORT AND MOVEMENT STUDIES

The Department of Sport and Movement Studies at the University of Johannesburg applied for Work Integrated Learning (WIL) grants. These grants assisted the students to pay for their studies, accommodation, as well as food, thus enabling them to complete their studies.

This WIL grants enabled the sport students in various sport qualifications such as the Diploma in Sport Management, Bachelors in Sport Management, Sport Science, and Biokinetics to receive 'on-the-job' training in the University of Johannesburg's sport programmes as well as outside sport and health organisations.

This resulted in permanent jobs as soon as the students completed their studies.

Permanent Placements

Thus far we have managed to place the following students permanently at:

- UJ Sport **3**
- City of Johannesburg Sport and Recreation **2**
- Gauteng Sport Confederation **2**
- South African Football Association **3**

Gauteng Department of Sport, Arts, Culture, and Recreation

- Orlando Pirates **6**
- Central Gauteng Lions Cricket **1**
- Blue Bulls Rugby **2**
- Golden Lions Rugby **1**
- Tsogo Sun **2**
- Stadium Management South Africa **1**

"The financial grants from CATHSSETA not only assists the students in completing their qualifications but also gives them an opportunity to be exposed to the Sport Industry working environment," CS Fortuin, University of Johannesburg Project Coordinator.

HLANGANISA SPORTS PROMOTION

In the spirit of empowering the unemployed youth, more so, in the rural areas, CATHSSETA funded the Hlanganisa Sports Promotions where 15 unemployed learners were trained.

Mr James Mathonsi, who is the director of Hlanganisa Sports Promotions, took it upon himself to recruit learners from the Greater Tzaneen Municipality in rural communities like Giyani, Nkowankowa, and Tzaneen for the sports administration skills programme. These learners were recruited from various sporting federations, representing a number of sporting codes, namely, rugby, netball, soccer, basketball and volleyball.

In March 2019, Hlanganisa Sports Promotion held a graduation ceremony at the Nkowankowa Local Hall where they received their certificates from CATHSSETA. All 15 learners completed the training programme and are currently involved in organising various sporting events for the Greater Tzaneen Municipality. The training provider, Exercise Wellness, ensured training was delivered effectively and successfully.

The graduation ceremony was attended by CATHSSETA's Mpumalanga/Limpopo Regional Manager, Ms Phamela Khosa who was representing CATHSSETA.



Sitting in the front row from left to right are:

Mr Kobus Redilynghuis:
Limpopo Blue Bulls Development Officer
Mr Schoolboy Shiluvane:
Facilitator/ Board Member for Limpopo Academy of Sports
Ms Yvonne Moyane:
Chairperson Ritavi Netball Association
Mr James Mathonsi:
Director for Hlanganisa Sports Promotions
Ms Phamela Khosa:
CATHSSETA Limpopo/Mpumalanga Regional Manager
Mr Pumezo Nyamela: Director for Exercise Wellness Academy



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Western Cape

Northlink College

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Panaroma

7506

Our Vision

A leader in skills development within our diverse sector

Our Mission

To facilitate skills development through strategic partnerships for CATHSSETA to contribute to economic growth

Our Values

Service Excellence

Fairness & Transparency

Respect

Accessibility

Integrity

Stakeholder Orientation



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