

CATHSNEWS



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ISSUE 01

2021 NATIONAL TOURISM
CAREERS EXPO NTCE

WSZA PARTICIPATES
IN WORLD SKILLS AFRICA

THE IMPACT OF THE 4TH INDUSTRIAL
REVOLUTION ON CATHSSETA SUBSECTORS

AFRICA TRAVEL INDABA



higher education
& training

Department:
Higher Education and Training
REPUBLIC OF SOUTH AFRICA





Congratulations to Banyana Banyana
for being the WAFCON Champions 2022



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FOREWORD BY THE CEO

Mr Marks Thibela

Dear Valued Stakeholder,
It is my greatest pleasure to welcome you back to our stakeholder newsletter, CATHSNEWS. It has been over two (2) years now since we delivered our last issue which was halted following a series of events including the COVID-19 pandemic. As we look towards reviving this key communication tool, we hope to add much-needed value to our stakeholders and narrow any communication gap that may exist.

As we look to rebuild after the devastations left behind by the COVID-19 pandemic, it is important to remember what we have overcome as a country, as people, and as a Sector Education and Training Authority (SETA). Although the economy did not fully shut down, most of the CATHSSETA's subsectors were negatively impacted. Borders were shut to international travellers, all sporting codes suspended their programmes, and large gatherings of people were prohibited which meant no arts-related activities could take place, thus crippling the industry. The measures put in place were projected that they would have a considerable impact on people's livelihoods, on the life of our society, and on our economy, however, the human cost of delaying the implementation of the lockdown and other regulations would be far greater.

CATHSSETA experienced a decrease in revenue collection with the advent of the COVID-19 pandemic, besides the industry coming to a standstill because of the lockdown, the decline in revenue was due to the four-month levy holiday which was announced by the President of the Republic of South Africa, on 23 April 2020. The announcement was made to alleviate some of the challenges posed by the outbreak of Covid-19 to the levy-paying organisations and contributors. Fast forward months

after the lockdown and subsequent opening of economic activities and relaxation of certain regulations, CATHSSETA has been witnessing an upward trajectory in relating to revenue collection, although this is not happening at the pace that we expect. In the first quarter of the 2022/2023 financial year, His Excellency President Cyril Ramaphosa lifted the National State of Disaster, after 750 days since it was put in place, and nearly all restrictions on economic and social activity had already been lifted with the country's tourism industry seeing a return to normality. Sport stadiums have been allowed to take up to 50% of their capacity, bringing much excitement to the local sporting fans. As a SETA we welcomed the decisive decision taken by the government towards rebuilding the country's economy whilst we learn to live and manage the pandemic. We are mindful that the virus is still with us and as such, we continue to be vigilant in our operations to make sure we don't find ourselves back in hard lockdown.

As part of its legislative mandate as encapsulated in the National Skills Development Plan, 2030 the CATHSSETA is expected to "Support career development services" CATHSSETA has signed numerous Memorandum of Understanding with various stakeholders to promote strategic partnerships to broaden the provisions of skills opportunities countrywide. Some of the initiatives that the CATHSSETA pride itself in being part of are the National Tourism Careers Expo and the Heritage Careers Expo which fall within our sub sectors, aimed at raising awareness of the career opportunities that are available to the learners who are still at the point of making decisions on their future careers. To understand the skills needs within our sector, the CATHSSETA has been conducting various research studies and produced reports containing findings on recommendations. These reports are being used as a guiding mechanism to inform future planning on the type of skills required as well as the methods of delivery. We are committed to providing support and assistance to our stakeholders in all of our six (6) subsectors as we seek to deliver on our mandate of delivering skills development initiatives post the aftermath of the pandemic. Please be on the lookout for articles in this publication that share the good stories that CATHSSETA is proud of and are in line with achieving our mandate.

**“ IT IS IMPORTANT TO
REMEMBER WHAT WE HAVE
OVERCOME AS A COUNTRY,”**



EDITOR'S NOTE

Mr Karabo Makgato

A warm welcome to you, our dear valued stakeholders to our newsletter, CATHSNEWS.

This is the first edition we are issuing after a long absence in this communication space. This read aims to pick up from the success of its former vision and share with you the SETA's advances towards skills development while showcasing the latest trends in our six diverse subsectors. I saw it befitting to allude to our readers that this is the first issue with me as the editor, I hope our team did the publication justice and that the newsletter will be enjoyable to read as was for us putting it together for you.

As a SETA, we are constantly looking at ways of improving our communication efforts and sharing with our stakeholders the happenings within the entity, reviving this newsletter is one of many projects we have committed to undertake as we try to strengthen our communication mediums. This edition offers a range of articles that speaks to efforts that CATHSSETA has undertaken during this calendar year that form part and parcel of the SETA's commitment towards the delivery of its mandate of skills development and training.

We just come from hosting a successful National Tourism Careers Expo that was held for the first time in Gauteng Province at NASREC expo centre Johannesburg. The three-day expo saw multitudes of learners and teachers from across the country converge in one space and be taken through different exhibition stalls and activities that were meant to expose them to the many opportunities that exist in the Tourism industry as a career choice. What was more fascinating at the expo was that most of the exhibitions there were interactive, and providing learners with first-hand experience. We are currently affianced with the Heritage Careers Expo which we will share with you in our next issue.

Other articles to look forward to in this issue include our contribution as CATHSSETA towards the Continental World Skills Competitions, another strategic partnership that forms part of the SETA's legislative mandate as encapsulated in the National Skills Development Plan 2030 being to support career development services. We also highlight the Work Readiness Programme as implemented by CATHSSETA to help address the challenges of work readiness for our historically disadvantaged

youth. The programme intends to provide learners with the capability and knowledge to bridge the gap between post-school and the world of work. In this edition, we take a close look at one of our stakeholders, the African Global Skills Academy and highlight their role in Conservation, as well as their contribution to the upliftment, and empowerment of unemployed youth of South Africans through skills development. With every issue we publish, we will look at various CATHSSETA stakeholders who operate in different subsectors and focus on the work they do. In our effort to create an inclusive publication that caters to the needs of our stakeholders, we call upon our readers to bring forward suggestions of areas of interest that they would like for us to feature in our next issues, those suggestions can be sent to KaraboMa@cathsseta.org.za. Please note that CATHSNEWS will be published every quarter. Let us embrace this publication and see it grow.

“we are constantly looking at ways of improving our communication efforts and sharing with our stakeholders the”



2021 NATIONAL TOURISM CAREER EXPO

CATHSSETA in association with the Department of Tourism and The Gauteng Department of Economic Development (GDED) as represented by the Gauteng Tourism Authority (GTA) hosted the 2021 National Tourism Careers Expo at Johannesburg Expo Centre, Nasrec from the 25 –27 March 2022.

The expo is hosted by different provinces on a rotational basis for a three-year period and the city of gold, Gauteng is on its first year hosting the expo. Themed “Rebuilding a resilient and inclusive tourism sector for the future” the 2021 installment of the NTCE saw over 4000 participants attend the three-day expo at Nasrec. Initially billed for 2021, the expo was subjected to several postponements last year due to restrictions and other unforeseen challenges. The relaxed COVID-19 meant that the NTCE as plenary committee could run with the project and bring tourism and hospitality career opportunities to our learners and a variety of stakeholders. The Expo was well executed, and the team went over and above to ensure that learners, educators, and stakeholders in the sector were well taken care of.

The NTCE is an important platform for promoting career guidance and tourism thus created a teacher-only platform to capacitate them through various workshops conducted by the best in the industry because our educators play an important role in advising our learners with career choices.

The CEO, who attended the NTCE for the very first time engaged with CATHSSETA beneficiaries who were qualified Chefs, flight attendants, mixiologists, hotel managers, business owners, PSET institutions was grateful to meet the CATHSSETA team that works behind the scenes to ensure that they receive the training they need to advance in the world of work.

The Expo allowed learners to participate in School Competitions such as the Hospitality category - Novelty High Cake, Consumer Food Prep, Public speaking, and Soft Furnishing Category. These competitions are a big deal and schools go all out to represent their provinces, as learners look forward to because they stand a chance to win prizes such as laptops, tablets, cell phones, and vouchers. The Mpumalanga Province dominated the NTCE's schools competitions winning first prize in all four categories they competed in. The awarding of the prizes was done at a formal gala dinner hosted on the second day of the expo at Nasrec. This event was attended by the Deputy Minister of Tourism, Honourable Mr. Fish Mahlalela, learners from participating schools, educators, and proud parents.



HOSPITALITY CATEGORY

Novelty High Cake: Each competing learner had to create a three-layer novelty cake using at least three advanced garnishing methods, perfect for a delightful South African high tea.

Elizabeth Du Preez - Lydenburg High School in Mpumalanga (first)

Alnrie Hefer - E.L. Deigre in Gauteng (second)

Bianca Theart - Belfast Academy in Mpumalanga (third)



PUBLIC SPEAKING PREP

Grade 11 learners were invited to share their thoughts on restarting, rejuvenating, and recovering the tourism industry.

Thandokuhle Sidyiyo - Esizwakele High School in Mpumalanga (first)

Chichi Chiloane - Khanyisile High School in Mpumalanga (second)

Nombulelo Mambane - Thembisa High School in Gauteng (third)

CONSUMER FOOD PREP

Vuyolwethu Mhlaba - Cyril Clark High School in Mpumalanga (first)

Tshepang Mdakane - Phoenix High School in Gauteng (second)

Ayanda Ngwenya - Cyril Clark High School in Mpumalanga (third)



SOFT FURNISHING CATEGORY

Each province was represented by one learner who sewed a cushion that meets the Grade 11 2021 PAT Guidelines' criteria.

Khensani Khoza - Lovunywa High School in Mpumalanga (first)

Ayanda Ntuli - Sizwakele High School in Mpumalanga (second)

The CEO, in his speech at the NTCE gala dinner, stated that CATHSSETA was very mindful of the responsibility placed upon it in terms of the National Skills Development Plan, 2030 Outcomes, being to there is "Support career development services". When CATHSSETA was approached by the Department of Tourism early last year regarding the hosting of the NTCE, there was no commitment for any funds to be made available as the SETA was still recovering from the difficult situation which even led to the cutting of its operational costs, including re-organisation.

Although the SETA had not improved in the collection of revenue, I am glad to state that funds have been made available to support the Gauteng leg of NTCE for the current financial year, this was done purely based on the importance of the NTCE, said the CEO of CATHSSETA.

Some of the highlights of the expo included panel discussions, motivational talks by leading local tourism entrepreneurs and personalities, exhibitions of local tourism products and related services, as well as Post School Education and training (PSET)

institutions that offer courses that cater to the industry, tourism educator seminars, digital and social media platforms designed to profile tourism career opportunities and much more.

CATHSSETA exhibition stand abuzz with learners, TVET and University Students, as educators who were eager to know about the SETA and its offerings. Other exhibitors included South African Airways that brought to the expo, pilots, cabin crews, and their exhibition stand included cockpit simulation as well cabin seating and airline meal trolley.

The Chef's corner hosted by the South African Chefs Association, presented an interactive offering to those in attendance, 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.

The 2022 NTCE will be hosted later this year from the 30 September to 02 October and aims to be bigger and better with the hope that all schools from all our provinces will get the chance to experience this one of a kind expo.

AFRICA TRAVEL INDABA PLAYS HOST TO THE NATIONAL TOURISM CAREERS EXPO BUSINESS NETWORKING SESSION

On the 4th of May 2022, The Culture, Arts, Tourism, Hospitality and Sport Sector Education (CATHSSETA), and the Department of Tourism in partnership with the Gauteng Department of Economic Development (GDED) as represented by the Gauteng Tourism Authority (GTA) hosted the National Tourism Careers Expo Business Networking Session at the backdrop of the 2022 Africa Travel at Durban ICC, KwaZulu Natal.

Africa's 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. It showcases the widest variety of Africa's best tourism products and attracts international buyers and media from across the world. The three-day expo which was held from 03-05 May 2022 served as a great platform for the NTCE partners to host the Business Networking Session there, leveraging on the popularity of the

Travel Indaba and all the industry stakeholders looking to close business deals there.

The aim of NTCE Business Networking Session was to share highlights and experiences of the recently hosted 2021



NTCE to the tourism stakeholders. Furthermore, the business networking session intended to create awareness on NTCE and the opportunities for the tourism industry to participate at the Expo and solicit buy in and commitment from the tourism industry on the need for them to pledge internship, learnership and part / full time job offers as they register for exhibition at the NTCE 2022 that will be held later in the year.

Whilst the Tourism industry met to close business deals at the Indaba, they also needed to be conscientised about the need to know that human capital sourcing, development and retention is critical for a labour-intensive industry like tourism.

Therefore, their participation in a platform such as the NTCE would help facilitate them coming closer to realising such an objective. The NTCE 2022 Business Networking Session is therefore meant to create awareness and mobilise the industry for this realisation. The CEO re-affirmed the SETA's support to the National Tourism Careers EXPO. CATHSSETA partaking in the NTCE forms part of its legislative mandate encapsulated in the National Skills Development Plan, 2030 being to "Support career development services"

In support of the recovery strategies that are put in place, CATHSSETA CEO stated that the SETA was supporting a group of learners that are participating in the chef artisan programme; providing financial assistance to over 300 students (missing middle students) studying in various Universities, Universities of Technology and TVET Colleges; Supporting learners that are participating in Work Integrated Learning Programmes. Additionally, CATHSSETA was developing new qualifications that could be offered online as a way of responding to the challenges presented by the Fourth Industrial Revolution (4IR).

Moreover, CATHSSETA supported a group of 14 TVET College learners from various provinces who participated in the Continental World Skills Competitions that were held at Swakopmund in Namibia from 28 March to 02 April 2022. Team South Africa won eight out of 16 medals, one silver medal was recorded in the cooking category. To this effect, an amount of R5 million was committed and this will also include participating in the international World Skills Competitions that will be held in different countries in 2022, said the CEO.

WSZA PARTICIPATES IN WORLD SKILLS AFRICA

South Africa was part of the 13 African countries that participated in World Skills Africa Competition (WSAC) that took place from 28 March to 2 April 2022 in Swakopmund, Namibia. South Africa competed in 14 skills at the competition covering the following disciplines:

- Construction & Building Technology;
- Manufacturing and Engineering Technology;
- Information and Communications;
- Social and Personal Services;
- Creative Arts and Fashion;
- Transportation and Logistics.

The World Skills competition is a ministerial project under the Department of Higher Education and Training (DHET). The year 2014-2024 has been declared as the Decade of the Artisan by the Minister of Higher Education, Science and Technology, honourable Dr Bonginkosi Emmanuel Nzimande. The Decade of the Artisan came into existence as a result of a shortage of qualified artisans in the country to sustain industries

and support economic growth, which prompted the Minister to identify it as a priority area for skills development. The National Development Plan (NDP) prescribes the Department of Higher Education and Training (DHET) with the goal of producing 30 000 Artisans by the year 2030. The DHET is not only planning to produce the Artisans, but quality world class Artisans.

The programme focuses on:

- Collaborative mentorship between World Skills International Experts and National Experts (VET teachers/trainers from Africa)
- Inclusiveness and human-centred design approach
- Knowledge exchange on occupational standards, skills training, Test Project development with social values, and skills competition management

Furthermore, this initiative aimed to create employment opportunities through, inter alia, portable skills acquired. Due to high unemployment rate in the country, World Skills partnerships aims to encourage self-employment

The collaboration between CATHSSETA and WSZA further intended to encourage the utilisation of the developed qualifications registered on the NQF by the industry, fast tracking of training projects implementation, opening up of employment opportunities for learners after training completion, and providing alternative sourcing of funding training and development projects.

CATHSSETA supported the vision of DHET by availing R5 million in support of 25 TVET learners (chef, cooking, baking) and 28 Trainers/Experts who participated at the World Skills Competitions taking place in Swakopmund in Namibia from 28 March to 02 April 2022. The financial support afforded by CATHSSETA assisted WSZA implement the support and training of competitors/learners and National experts/mentors in the WSZA Provincial and National Competitions in preparation to the International Competition.

The world skills competition is one of the biggest competitions in the world and CATHSSETA had the pleasure to sow into the category of Social and Personal services with the focus in restaurant services and cooking. Our CATHSSETA representatives, Executive Manager for Learning programmes, and Education and Training Quality Assurance (ETQA), Unit Head flew to Namibia to support and encourage our learners competing in this very competitive competition. The world skills South Africa (WSZA) is a big deal and participating countries go all out to represent their countries. The best of the best can only make it. No mediocre. WSZA enjoyed coverage from Namibian Broadcasting Corporation, DSTV channel 282 and other local and international media houses. The pressure was certainly on but Team SA was ready to make it on the mountain top. The participants with support from their mentors, SETA representatives gave their all and managed to come home with

medals. The South African Flag was waved with pride. Out of 16 skills areas, team South Africa competed in 14 skills and were able to scoop 5 gold medals, 2 silver medals and 1 bronze in the following categories:

- Automotive Technology: Gold - Ceajay Bosman - Port Elizabeth TVET College
- Bricklaying: Gold - Lungelwa Mtetwa - Coastal TVET College
- Fashion Technology: Gold-Thulubheke Ncanana - DUT
- Plumbing: Gold - Siphesihle Masina -Gert Sibande TVET College
- Hairdressing: Gold - Hilke Miinnie-College of Cape Town
- Mechatronics: Silver - Boesman Mpete and Gift Morokolo - TUT
- Cooking: Silver - Daivy Ramphela -Waterberg TVET College
- Web Technology: Bronze - Azanda Zama - Institute Turmeric Digital

Team SA also received two certificates of participation in two skills, Water Technology and Refrigeration and Air Conditioning. These categories did not have any winner due to the limited number of competitors.

The biggest winner at the WorldSkills Africa Competition was Africa. Africa united and showed the spirit of unity. A win for one African country, is a win for all of us. The next host for the 3rd WorldSkills Africa Competition will be decided and announced at the 2022 WorldSkills International Competition in China, Shanghai.

CATHSSETA AND NOLU GROUP IMPLEMENT WORK READINESS PROGRAMME

CATHSSETA in collaboration with the Nolu group implemented the Work Readiness Programme (WRP) in five (5) provinces, namely: Gauteng, Northwest, Mpumalanga, Limpopo, and Free State. The objective of the WRP is to provide learners with additional support to acquire knowledge and bridge the gap between public Higher Education Institutions (HEI's) and the world of work.

The work readiness programme was implemented over a six (6) week period, wherein fifty (50) learners per province from

Technical Vocational Education and Training (TVET) college-sand Universities and Universities of Technology (UoT) were trained and mentored on five (5) modules of the Work Readiness Programme. Most of the recipients are hopeful young people from challenging backgrounds who grabbed the opportunity with both hands. The programme initiated in (2021) between CATHSSETA and NOLU group seeks to remedy the level of impact in the absorption of learners, and aims to prepare young TVET and university graduates for the world of work in the six sub-sectors we operate in.

After the completion of the WRP, the training provider, NOLU Group will support our learners by providing them with industry sites where they can put into practice what they

have learned and gain work experience to advance them as new job seekers. The graduation ceremonies took place in the following areas:



PROVINCE	TOWN	INSTITUTION	CAMPUS	DAY	DATE
Gauteng	Springs, Kwa – Thema	Ekurhuleni East College	Springs, Kwa – Thema	Tuesday	19 April 2022
North West	Rustenberg, Mankwe	Orbit TVET College	Mankwe Campus	Wednesday	20 April 2022
Mpumalanga	Acornhoek	Ehlanzeni TVET College	Mapulaneng Campus	Thursday	21 April 2022
Mpumalanga	Barberton	Ehlanzeni TVET College	Barberton Campus	Friday	22 April 2021
Free State	Bloemfontein	Motheo TVET College	Bloemfontein Campus	Monday	25 April 2022
Free State	Phuthaditjhaba	Maluti TVET College	Phuthaditjhaba Campus	Tuesday	26 April 2022
Limpopo	Venda	Vhembe	Tshisimani	Thursday	28 April 2022

The graduation ceremonies were attended by CATHSSETA representatives; Learning Programmes Manager, and Gauteng, Northwest, Mpumalanga, and Limpopo Regional Manager. The room was also filled with campus managers, municipal representatives, Host employers, Small Business Development,

Environmental Affairs, and Limpopo Tourism Agency. The resounding support from these entities shows that South Africa is ready to rebuild the economy one learner at a time.



THE IMPACT OF THE FORTH INDUSTRIAL REVOLUTION (4IR) ON CATHSSETA'S SUB-SECTORS

The Research, Monitoring, and Evaluation department conducted numerous research studies that provide critical information about the SETA's subsectors and its ever-changing operational landscape. The research studies such as Tracer Studies and Evaluation Studies on various programmes have among others, helped CATHSSETA understand how it is perceived by its stakeholders. Furthermore, these studies aid CATHSSETA to comprehend how to connect to stakeholders, as well as informing the strategic planning for the SETA.

As part of the 2020/21 Research Agenda, the SETA conducted a study on the Fourth Industrial Revolution (4IR) and its implications for skills development in the sector. Key research questions included:

What should CATHSSETA do to strategically support its sub-sectors, through skills development, to respond to the 4IR?

- What skills and qualifications should CATHSSETA, its sub-sectors, and South Africa be focusing on?
- How should CATHSSETA and South Africa be building these skills?
- Does the sector have the human resources to

teach these skills to others? If not, how do we develop them?

- What strategy should each sub-sector take to prepare for the 4th Industrial Revolution?
- What role should Skills Development Facilitators play in the context of the 4th Industrial Revolution?

The Forth Industrial Revolution (4IR) is blurring boundaries between the physical, digital, and biological worlds. It's a fusion of advances in artificial intelligence (AI), robotics, the Internet of Things (IoT), 3D printing, genetic engineering, quantum computing, and other technologies. The experiences and needs of the respective CATHSSETA sub-sectors with 4IR are vastly different. The sector needs to be equipped with digital skills and explore innovative approaches to training delivery, this includes reviewing of qualifications, training provision and accreditation to meet the changing nature of the sector. Below are some of the 4IR technologies available in the various CATHSSETA subsectors:

SUB-SECTOR	4IR RELATED TRENDS
Arts, Culture and Heritage	<ul style="list-style-type: none"> Virtual reality (VR) and improved digital communications in the Arts, Culture and Heritage sub-sector give an opportunity for those in the industry to reach wider audiences. Technologies such as computer-aided design and improved audio-visual software play a role in the creation and distribution of creative work.
Gaming and Lotteries	<ul style="list-style-type: none"> 4IR technologies including Artificial intelligence (AI) Augmented Reality (AR), VR and blockchain have transformed the Gaming and Lotteries sub-sector. The use of AI and swarm intelligence to track, predict and control human behaviour; the use of AI-based nudging techniques to influence punters' decision making in gambling and gaming; AI drives operational improvements - the use of AI to profile individuals and provide personalised advertising for gambling services and product; and AR and VR make virtual games and casinos possible, and blockchain improves the security of transactions. to influence punters' decision making in gambling and gaming; AI drives operational improvements - the use of AI to profile individuals and provide personalised advertising for gambling services and product; and AR and VR make virtual games and casinos possible, and blockchain improves the security of transactions. to influence punters' decision making in gambling and gaming; AI drives operational improvements - the use of AI to profile individuals and provide personalised advertising for gambling services and product; and AR and VR make virtual games and casinos possible, and blockchain improves the security of transactions. to influence punters' decision making in gambling and gaming;
Hospitality	<ul style="list-style-type: none"> AI drives operational improvements - the use of AI to profile individuals and provide personalised advertising for gambling services and product; and AR and VR make virtual games and casinos possible, and blockchain improves the security of transactions. Internet of Things (IoT) devices in the Hospitality industry are used in hotels to improve guest experiences; and Recognition technology is being used in some hotels to allow access to rooms via fingerprint recognition and semi-contactless check-outs.

SUB-SECTOR	4IR RELETED TRENDS
Sports, Recreation and Fitness	<ul style="list-style-type: none"> • Gene sequencing and nanotechnology in sports and fitness are improving athletes' performance; • IoT systems are improving monitoring of physical well-being; and • Wearable technology ingrained in professional sports allows adverse metrics to be utilised within training. • Big data analysis, and cloud systems has improved service delivery and marketing;
Travel and Tourism	<ul style="list-style-type: none"> • The digitisation of products makes it easier to meet customer needs more accurately; and • Electronic tourist passes and Global IT booking systems make it easier for tourist guides to easily access information on key points of interest.
Conservation	<ul style="list-style-type: none"> • Artificial Intelligence (AI) is used to create biological search engines, allowing for greater understanding of ecosystems; and • Improved videography and photographic technologies improve the sub-sectors ability to gather data on wildlife.

Overall, the implementation of 4IR technology in the sector results in a risk of automation for different occupations. Automation in the sector is likely to result in the displacement of jobs as the human element is substituted by new technologies. Substituting the human element with new technologies is likely to give rise to the job market segregating into low-skill/low-pay and high-skill/high-pay job segments. Some occupations in the sector are therefore at risk of becoming obsolete as they are being replaced with digital technologies.

Key recommendations emanating from the study are as follows:

- Organisations need to focus on upskilling and reskilling employees to keep abreast of international standards and developments in line with the 4IR;
- The sector needs to facilitate/provide exposure to

4IR technologies;

- Even experts within the sub-sectors do not understand what the 4IR is and how it can impact their work.
- It is not possible for sub-sectors to identify the technologies that they can use without knowing what is available and how they have been used in the past.

4IR career guidance initiatives need to be embarked on to ensure that the youth receive guidance on new and emerging careers in the sector;

- Implementing a strategic plan to meet each of the sub-sectors individual needs in order to effectively bring 4IR in to the sector;

Overall, the sector first needs to be brought to an equal level of understanding on the 4IR, so that they can be involved in the development of a strategy that is relevant and applicable to their contexts.

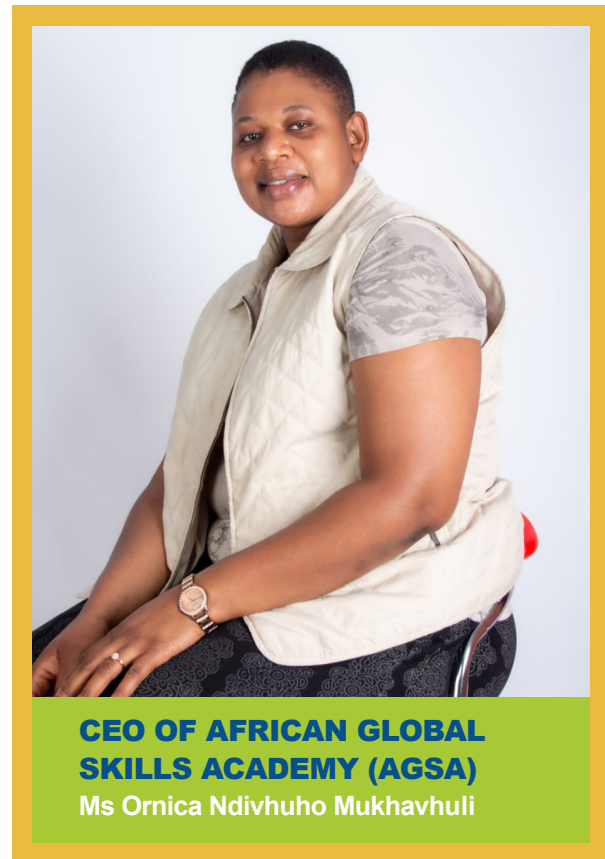
GET TO KNOW OUR STAKE HOLDERS: AFRICA GLOBAL SKILLS ACADEMY

Mrs Ornica Ndivhuho Mukhahuli is the founder and the CEO of African Global Skills Academy (AGSA). She is a serial entrepreneur, a strategist and a Project Manager who is also an Assessor, Moderator, Material Developer and a Skills Development Facilitator for various SETAs and Employers. She has assisted many hospitality establishments with both human resource management and development. Mrs Mukhahuli is experienced in various areas of education, training, and development although she has a high preference to the Hospitality and Tourism industry due to her own background studies.

The idea to start AGSA came about after Mrs Mukhahuli learned that there were no female black owned training providers within the tourism industry, hence AGSA was established. The involvement between AGSA and CATHSSETA started off when the Ms Mukhahuli got involved with CATHSSETA as a Skills development contract broker in the Eastern Cape. This entailed travelling around the province to inform employers about the Seta and its learnerships. She learned about the seta prior to it being converted from the Hospital Industries Training Board (HITB) and had interest to be part of what was happening.

1. What is African Global Skills Academy and who do you serve (target market)?

African Global Skills Academy (Pty) Ltd [AGSA] is a black owned company that delivers training and other related services to adult learners and supplies training related services nationally for over 19 years. Our focus is Education, Training, Project Management and Consulting. AGSA is accredited with the following SETAs: Culture, Arts, Tourism, Hospitality



**CEO OF AFRICAN GLOBAL
SKILLS ACADEMY (AGSA)**
Ms Ornica Ndivhuho Mukhahuli

and Sport Sector Education and Training Authority (CATHSSETA), Services SETA, Agricultural Sector Education Training Authority (Agriseta), FoodBev Manufacturing Sector Education Training Authority (Foodbev SETA), Local Government Sector Education and Training Authority (LGSETA), Education, Training and Development Practices Sector Education and Training Authority (ETDP SETA), Fibre Processing & Manufacturing Sector Education and Training Authority (FP&M SETA), Media, Information and Communication Technologies Sector Education and Training Authority (MICT SETA), Energy & Water Sector Education Training Authority (EWSETA) and Construction Education & Training Authority (CETA). Auditor - General South Africa (AGSA) renders services to learners, employers, training providers, government departments, municipalities, businesses, and franchisees.

2. Under which sectors do you operate in?

AGSA operates in the following sectors: Arts, Culture, Heritage Conservation, Gaming and Lotteries, Hospitality, Sport, Recreation and Fitness, Travel and Tourism, Agriculture, Manufacturing, Technology, Energy and Water and Construction.

3. What are the growth prospects in your various sectors?

Currently, the Hospitality, Travel, Tourism and Conservation sectors growth prospects has been impacted heavily by COVID-19, the focus lately on these sectors has been on the reconstruction and rebuilding plan on the reconstruction and rebuilding plan of these industries. We are looking at reskilling members of these sectors and those who faced retrenchment so that they are ready when the industry opens fully, and the international market can travel to South Africa easily.

The growth prospects in the gaming industry currently have a poor outlook due to COVID-19 effects. Nonetheless, we believe that during the phase of recovery, there will be strategies put in place that will bring new opportunities in the industry. Currently there is a trend and potential in the online gaming industry.

4. Let's talk about Conservation, what is conservation?

Conservation entails conserving and preserving the wildlife, rivers, forests, and other natural resources to ensure that they are protected, and they do not become extinct

5. What are the careers associated with this sector?

Careers associated with this sector may include working in the wildlife, the environment, parks or at the marine life as an educator, a researcher, working for non-governmental organizations and Non-Profit Organizations, private or consulting companies that require conservationists. Some of those careers involve the following:

- Wildlife rehabilitator;
- Animal welfare advocate;
- Anti-poaching member;
- Park ranger;
- Special forces;
- Zoologist;
- Conservation scientist;
- Marine animal rescuer;
(Armed or unarmed);
- Field ranger - Protected Area
(Armed or Unarmed), and
- Senior Field Ranger.

6. AGSA is accredited with CATHSSETA to offer full qualifications and skills programmes as follows:

- Conservation General Assistant;
- Field Ranger - Law Enforcement
(Armed or unarmed);
- Conservation General Assistant;
- Field Ranger - Law Enforcement
- Field ranger - Protected Area
(Armed or Unarmed);
- Senior Field Ranger;
- Community Conservation Liaison & Officer;
- Professional Hunting;
- National Certificate: Nature;
- Conservation: Resource Guardianship, Further Education and Training;
- Certificate: Nature Conservation: Natural Resource Guardianship Terrestrial;
- National Certificate : Natural Resource Management and
- Tourism Guiding among many other programmes.

7. What else do you do to promote the conservation sector?

AGSA is actively engaging with various organisations such as reserves, parks, museums, and government departments with regards to how we can assist in awareness programs, we also attend exhibitions where we make connections with various organisations working in and out of the organisation to assist in protecting and growing the industry.

9. Which problems does your sector provides solutions for?

One of the AGSA's mission is to contribute to the upliftment, enabling and empowering of individual South Africans by equipping them with the skills and competencies needed for economic growth and social development. We provide education nationwide and upon completion of our various programmes one attains a national recognised qualification. In a case where we have learners on our learnership, internship or WIL programmes, poverty relief through stipends and absorption by employers at the end of the programme is our success story. When these individuals are employed their income levels will increase and that will be a step towards fighting poverty and unemployment in the country. We believe that this reduces crime as well as reliance on Government funds for good.

We also facilitate and implement initiatives that promote entrepreneurship as the community at large.

10. Can you share with us your achievements as an organisation in relation to conservation?

AGSA has contributed to the upliftment of individual South Africans by equipping them with the skills and competencies required in the workplace. We have provided skills development training, placement and employment opportunities to over 2500 learners in the

conservation industry. Many of our former learners have been absorbed into permanent employment positions.

11. What is your staff compliment?

Currently, AGSA has a compliment staff of 25 employees, 20 are female and 5 are male. Women make up the highest share of managers by 99% and only 1% is male. Additionally, we have 150 independent contractors made up of facilitators, assessors and moderators.

12. How many of your current staff are CATHSSETA beneficiaries?

Our current employees are not CATHSSETA beneficiaries. It is the Youth of South Africa, our learners, and former learners who benefit from CATHSSETA programmes. These learners or former learners are placed in the Tourism and the Hospitality establishments such as in Nature Reserves and Hotels.

13. How has the programme impacted their livelihood?

Our employees benefit through salaries from implementing programs that are funded by CATHSSETA.



CATHSSETA QUALIFICATIONS THAT WERE UNDER PUBLIC COMMENT

The function of qualification development has been delegated by the QCTO to the Development Quality Partners (DQP) to manage the process of developing specific occupational qualifications, curricula, and assessment specifications. In the 2018/2019 financial year, CATHSSETA appointed a Qualification Development Facilitator that developed and reviewed qualifications on its behalf. The qualifications were submitted to the QCTO for evaluation in October

2019. All the qualifications were evaluated by the Quality Council for Trades & Occupations (QCTO) and published in the government gazette no. 45846 on the 31 January 2022 for public comment. No change recommendations were made to the gazetted qualifications and as such the full list of qualifications has been recommended to SAQA for registration. Status on South African Qualifications Authority (SAQA) registrations is still pending.

Below is a list of Qualifications awaiting registration at SAQA:

CURRENT QUALIFICATION NAME	NEW QUALIFICATION NAME	PART QUALIFICATIONS
Further Education and Training Certificate: Sport Administration	Higher Occupational Certificate: Sports Administrator	<ul style="list-style-type: none"> Sport Talent Scout
National Certificate: Hospitality Reception	Occupational Certificate: Hotel Receptionist	<ul style="list-style-type: none"> Porter Valet Concierge
National Certificate: Fitness	National Occupational Certificate: Fitness Instructor	<ul style="list-style-type: none"> Individual Fitness Instructor
National Certificate: Craft Production	Occupational Certificate: Product Designer	<ul style="list-style-type: none"> Planner
National Certificate: Accommodation Services	Occupational Certificate: Commercial Housekeeper	<ul style="list-style-type: none"> Room Attendant Public Area Cleaner Hospitality Laundry Assistant
National Certificate: Craft Enterprise	Occupational Certificate: Craft Enterprise	<ul style="list-style-type: none"> None
New	Occupational Certificate: Park Ranger	<ul style="list-style-type: none"> Field Ranger Anti-poaching Ranger

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