



ENERGY & W ATER SECTOR EDUCATION AND TRAINING AUTHORITY

PCHET



Presentation Outline

- ▶ **EWSETA (Vision, mission and scope of coverage)**
 - ▶ **Strategy development and strategic goals**
 - ▶ **Budget and planned initiatives**
 - ▶ **Planned synergies within the spheres of government**
 - ▶ **Stakeholder management**
 - ▶ **Challenges**
 - ▶ **Conclusion**
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Vision and Mission

- Vision

- The leading facilitator of world-class skills development for the Energy and Water Sectors

- Mission

- To facilitate skills development for energy and water stakeholders, through providing integrated, value added education and training services

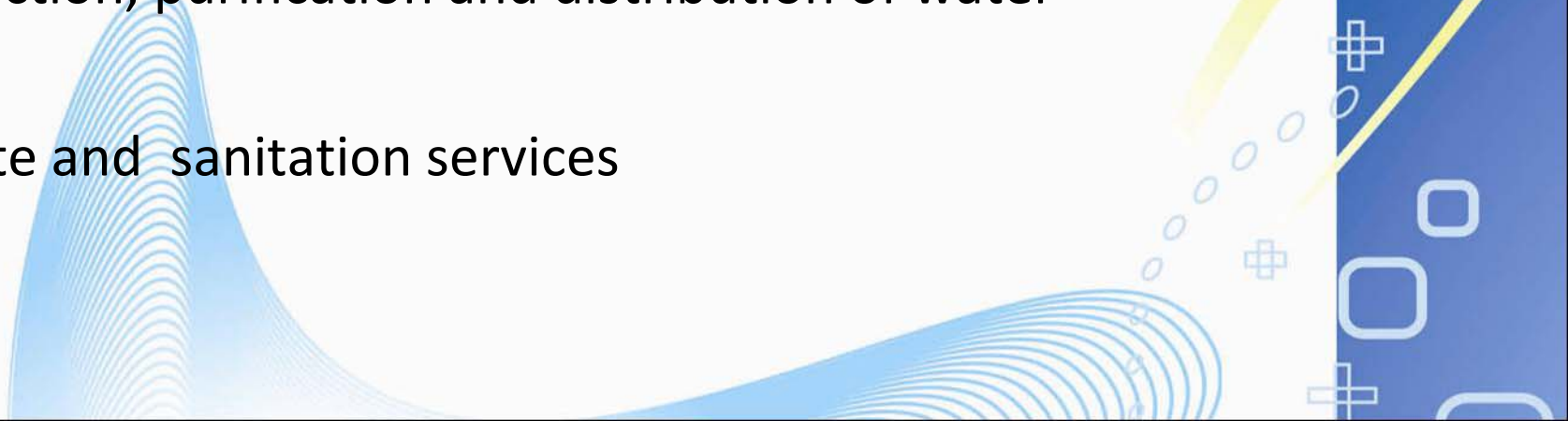
Scope of coverage

- Energy

- Generation, transmission and distribution of energy
 - Electricity
 - Renewable energy
 - Gas

- Water services

- Collection, purification and distribution of water
- Waste and sanitation services



The Energy & Water SETA - Past

- Challenges encountered in 2010/2011 include:
 - Weak Corporate Governance
 - Under performance
 - Financial Management and
 - Overall Effectiveness in delivering on our SLA with the DHET

- Consequently:

On 17 September 2010 the Honourable Minister of Education and Training officially placed the EWSETA under Administration in terms of Section 15 of the Skills Development Act, as amended.

The Energy & Water SETA – Past cont...

The Administration period was divided into three key phases, namely:

- Stabilisation Phase (September to November 2010)
 - focused on analysing the key challenges within EWSETA
 - and designing key interventions to address the key challenges
- Recovery Phase (December 2010 to March 2011)
 - focus shifted to putting in place the key building blocks for EWSETA's future operations,
 - re-designing the organisation,
 - re-visiting the identified strategic direction,
 - institutionalising corporate planning and
 - enhancing the governance framework.

The Energy & Water SETA - Present

- Performance Phase (from April 2011)
 - EWSETA is currently in the Performance Phase, with a new Board being appointed as the Accounting Authority from 1 April 2011
 - a new Constitution being adopted and
 - the key recommendations of the Administrator being implemented by the new board and the management team
 - Focus on delivering on the SLA targets
 - **Improved stakeholder engagement with FULL representation of all key sectors i.e. ENERGY & WATER SERVICES**

Strategy development - basis

- National skills development strategy (NSDS III)
- Sector skills plan (SSP)
- National skills accord
- National growth path (NGP)
- Priorities of government



Strategic goals

- Organisational growth
- Process improvement
- Stakeholder management and relations improvement
- Socio-economic impact



Financial information (2012 – 2017)

	Budgeted	Medium-term expenditure estimate				
	Outcome					
	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17
Name of the Objectives						
Administration	20,740	21,866	23,069	24,222	27,245	30,527
Compensation of employees	9,483	10,419	10,992	11,542	12,235	12,969
Use of goods and services	11,257	11,447	12,077	12,680	15,010	17,558
Interest, dividends and rent on land						
Other						
Discretionary Grants	55,044	55,485	61,463	61,463	64,536	67,763
Transfers and subsidies	55,044	55,485	61,463	61,463	64,536	67,763
Mandatory Grants	84,503	94,573	104,763	104,763	110,001	115,501
Transfers and subsidies	84,503	94,573	104,763	104,763	110,001	115,501
Other -	250	704	780	780	780	780
Acquisition of assets	250	704	780	780	780	780
Transfers and subsidies	-					
Other						
	160,537	172,627	190,074	191,228	202,562	214,570

EWSETA PERFORMANCE INDICATORS 2012 – 2013 to 2016 – 2017

NO	Objective most closely linked to achievement of indicator	Indicators	Description	Current year	Projection					
				2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	
NSDS III (2012-15)	Facilitate the disbursement of mandatory grants	Percentage levy payers that received mandatory grant	Disbursed mandatory grants to at least 95% of levy payers that met the criteria for disbursing mandatory grants as per the regulations of the Skills Development Act	95%	95%	95%	95%	95%	95%	
	Establishing a credible institutional mechanism for skills planning	Sector Skills Plan is developed and approved by the Board, sector stakeholders and the DHET on an annual basis.	Sector skills plans provide a sound analysis of the sector, articulate an agreed sector strategy to address skills needs and is accessible to stakeholder.	Yes	Yes	Yes	Yes	Yes	Yes	
	Increasing access to occupationally-directed programmes	Number of learners assisted to enter and complete training programmes to address middle level skills needs in the sector	By March 2017 at least 3335 unemployed learners should be assisted to enter into training programmes	500	550	600	660	725	800	
			By March 2017 at least 1620 learners should have completed training programmes	250	225	300	330	365	400	
		Number of learners assisted to enter and complete artisan training programmes	By March 2017 at least 8340 learners should be assisted to enter into artisan training programmes	1250	1375	1500	1650	1815	2000	
			By March 2017 at least 4175 learners should have qualified as artisans	625	690	750	825	910	1000	

EWSETA PERFORMANCE INDICATORS 2012 – 2013 to 2016 – 2017

	High level national scarce skills needs are addressed by work ready graduates	Number of interventions to support improved access to priority programmes, increase work experience and experiential learning	By March 2017 at least interventions are supported through •Agreements entered into with universities •Entrance to priority programmes supported •Work experience opportunities created	6 100 200	4 150 220	3 150 245	3 200 270	4 220 300	3 245 330
	Relevant research and development and innovation capacity is developed and innovative research projects	Number of programmes supported to produced research that have impact on achievement of economic and skills development goals	By March 2017 at least 8 research has been produced	2	2	2	2	2	2
	Promoting the growth of a public FET college system that is responsive to sector, local, regional and national skills needs and priorities	Number of programmes that have been reviewed and updated that provide sound foundational basis for relevant skills	By March 2017, 16 NCV and N courses are reviewed and promoted qualifications that addresses the industry needs	1	5	4	6	5	6
		Number of identified FET colleges with relevant programmes and put in place partnerships to offer vocational courses and work experience for college learners.	By March 2017 at least interventions are supported through •Agreements entered into with FET colleges •Entrance to vocational courses supported •Work experience opportunities created	3 100 200	3 150 220	3 150 245	3 200 270	3 220 300	3 245 330

EWSETA PERFORMANCE INDICATORS 2012 – 2013 to 2016 – 2017

	Address the low level of youth and adult language and numeracy skills to enable additional training	Number of learners assisted with provision of training or work experience that improves employability	By March 2017 unemployed learners should be entered programmes that improves language and numeracy skills •Youth learners •Adult learners	200 100	220 110	245 125	270 135	300 150	330 165
			By March 2017 unemployed learners should have completed programmes that improves language and numeracy skills •Youth learners •Adult learners •Work experience facilitated	100 50 100	110 55 110	125 65 130	135 70 140	150 80 155	165 85 170
	Encouraging better use of workplace-based skills development	Number of projects that have been in place to address specific sector skills gaps	By March 2017, at least 12190 workers should be entered and 6095 workers should have completed programmes that address specific sector skills gaps •Number of learners entered •Number of learners completed	1800 900	1980 990	2200 1100	2420 1210	2660 1330	2930 1465

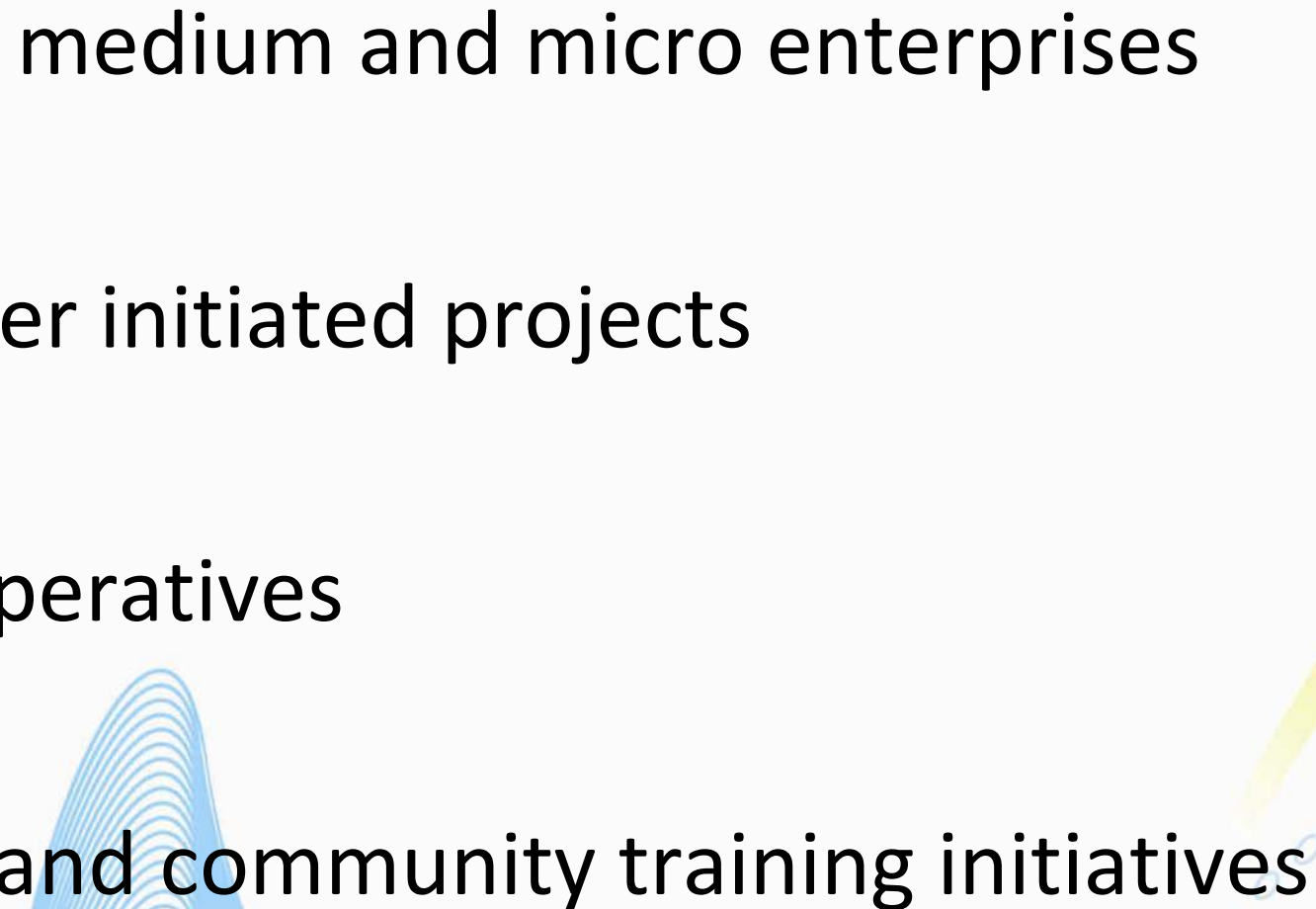
EWSETA PERFORMANCE INDICATORS 2012 – 2013 to 2016 – 2017

	Encouraging and supporting cooperatives, small enterprises, worker-initiated, NGO and community training initiatives	Number of projects established to support co-operatives	By March 2017, at least co-operatives should have been supported with skills training and development •Number of projects initiated •Number of projects completed	20 5	15 10	15 10	10 10	15 10	10 10
		Number of partnership projects established to support small businesses	By March 2017, small businesses should have been supported with skills training and development •Number of projects initiated •Number of projects completed	3 1	3 1	3 1	3 1	3 1	3 1
		Number of quality pilot projects established to support worker, NGO, community based education programmes	By March 2017, projects should have been established to support •Unions (workers) •NGO •Community based education programmes	5 5 9	5 5 9	5 5 9	5 5 9	5 5 9	5 5 9
	Building career and vocational guidance	Number of impact assessment of career guides developed per province	Update career guides on an annual basis, disseminate information and assess impact to the target market •Number impact assessment conducted	5	9	9	9	9	9

Priorities areas of EWSETA

- Learner progression from one level to another
- GET band (this currently not catered for by EWSETA, it was previously ABET)
- FET band through apprenticeships, learnerships, internships, mentoring and bursaries (listed per NQF Level and Trades)
- HET band through bursaries and facilitation of work-place experience
- Research that is informed by SSP
- Focused support to institutions of higher learning

Priorities areas of EWSETA - cont.

- Small medium and micro enterprises
 - Worker initiated projects
 - Co-operatives
 - NGO and community training initiatives
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National department – synergies in service delivery



(Primary stakeholders)	(Secondary stakeholder)
1. Department of Energy	1. Economic Development Department
2. Department of Water Affairs	2. Department of Labour
3. Department of Human Settlements	3. Department of Public Works
4. Department of Environmental Affairs	
5. Department of Public Enterprises	

Public entities - synergies in service delivery



1. CEF (Pty) Ltd (PetroSA, iGAS, Petroleum Agency SA, OPCSA, SANERI, NEEA,SFF, EDC)	1. ESKOM
1. South African Nuclear Energy Corporation Limited	1. Trans-Caledon Tunnel Authority
1. National Energy Regulator of South Africa	1. National Nuclear Regulator

Provincial and local government presence

- Identify the provincial and local government structures that are responsible for the skills planning
- Identify levy payers that are operating within the province/ municipalities
- Develop structured skills development initiatives including deep rural areas

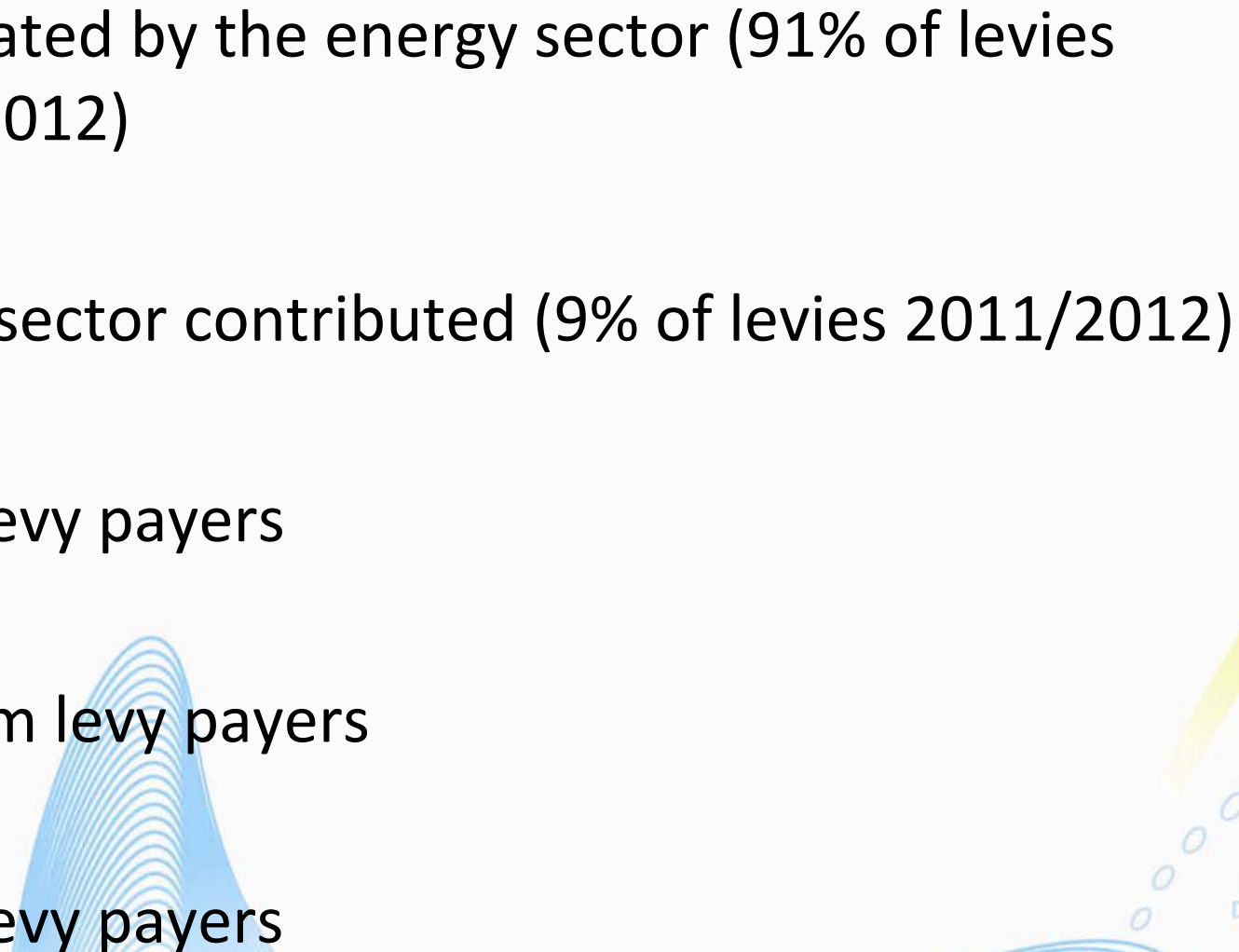
Stakeholder management

- Maintain relevance of EWSETA to our sectors
- Eliminate the feeling of 'non inclusion' amongst stakeholders
- Improve stakeholder engagement and dissemination of information
- Ensure legal compliance
- Re-build the corporate image and reputation of EWSETA to re-gain stakeholder's trust and support
- Constantly portray professionalism

EWSETA relevance to the sectors

- Assess relationship that EWSETA has with the levy payers in for each SIC code
- Identify the EWSETA initiatives including learning programmes related to SIC Code (funded and non-funded)
- Map the skills set requirements for the SIC code (specific to EWSETA and those that required co-ordination with other SETAs)
- Identify qualifications relevant for each SIC code and the council where those qualifications are / to be registered (CHE, Umalusi, QCTO)
- Identify or develop the occupational base qualifications that are required for each SIC Code

Levy base analysis

- Dominated by the energy sector (91% of levies 2011/2012)
 - Water sector contributed (9% of levies 2011/2012)
 - Large levy payers
 - Medium levy payers
 - Small levy payers
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Performance reporting

- Reporting includes initiatives
 - **funded** through discretionary grants and
 - **non-funded** initiatives (funded exclusively by employer as well as through mandatory grants)
- All learners should be are registered through the EWSETA system
- Quality assurance is performed on time as well as the smooth transition process through the value chain (entry to exit – certification)

Challenges

- Instability in governance and leadership roles
- Weaknesses in the control environment
(nature of audit opinions between 2007/2008 and 2009/2010)
- Capacity – financial and human resources
- SIC code transfers (LGSETA and CETA)

In Conclusion

- I would like to appeal to all stakeholders to continue engaging with EWSETA. Know that your contribution, dedication, perseverance and efforts towards ensuring that the people of South Africa are empowered through skills development, has been the driving force behind EWSETA's turn around strategy.
- This is an important time in EWSETA's legacy and now more than ever, we urge our stakeholders to come forward and with EWSETA embrace the spirit of our nation - *TOGETHER, WE CAN DO MORE.*

Thank you

**EWSETA – Giving Skills Development and Energy
Boost**