



# 2023

## PROJECT SUCCESS

### *Stories*



higher education  
& training

Department:  
Higher Education and Training  
REPUBLIC OF SOUTH AFRICA





# Contents

1.	International Leadership Development Programme	PAGE 1
2.	Retail Management Development Programme	PAGE 7
3.	Bursary Scheme	PAGE 9
4.	Postgraduate Bursaries	PAGE 10
5.	Wholesale and Retail Leadership Chairs	PAGE 11
6.	Turning workplaces into training spaces	PAGE 20
7.	Preparing students and graduates for the world of work	PAGE 33
8.	The Clothing Bank Project	PAGE 46
9.	Entrepreneurship Development Programme	PAGE 49
10.	Youth Enterprise Development Project	PAGE 51
11.	Inculcating a culture of entrepreneurship	PAGE 53
12.	First learnership implemented by informal traders	PAGE 55
13.	Informal Traders and Micro Enterprises Development	PAGE 58
14.	SMME Access to Retail - Shelf Readiness	PAGE 60
15.	Transforming the fuel retail industry through skills development	PAGE 63
16.	Rural Development	PAGE 65
17.	Hands Up for Reaching Potential Learnership Project	PAGE 67



## Moving from **good** to **great**, **TOGETHER!**

The Wholesale and Retail SETA is proud to present its 2023 project success stories which is a collection of raw, heartfelt, and inspiring stories of change from our various skills development programmes.

We extend our heartfelt gratitude to all stakeholder companies and strategic partners for their contributions and thoughts to the successes we have achieved and are highlighting in this book.

We hope you will be equally as proud of the collective investment and impact we have made in making skills development a reality for the citizens of South Africa.



# ILDP

International Leadership Development Programme





# 1 International Leadership Development *Programme*

The International Leadership Development Programme (ILDP) is a proud W&RSETA legacy which marked 14 years of successful implementation in 2023. The programme was conceptualised to accelerate the professional and personal development of previously disadvantaged groups within the sector and to enable them to ascend to higher leadership echelons in their companies. Part of the objectives of the ILDP was to redress gender and racial equity in leadership positions in the sector.

Since the inception of the programme in 2009, the W&RSETA has partnered with leading business schools in South Africa selecting top talent from small, medium and large retailers for the ILDP. Delegates were equipped with skills and knowledge from local and international leading faculties and thought leaders, and are making significant contributions in the boardrooms of wholesale and retail companies. Importantly, they are positioning wholesale and retail as a career of choice.



## *Brian Mtongana*

Another major success story from the ILDP is that of Brian Mtongana; an alumnus of the 2017 programme whose career has reached great heights. Brian joined the programme as Head of Design for Woolworths, a role he occupied for about 13 years. In 2022, Brian was appointed as the retail giant's Executive Creative Director.

"Through the ILDP, I have discovered strengths I never knew I had before. Based on the role I played in the business, I think I probably boxed myself in for a long time but here I am now with a broader horizon and even more immense value that I have added to the business whilst studying on the programme. I even get quoted in some meetings based on the rich content I have been exposed to on the ILDP.

"The ILDP has provided me with a deeper understanding of the wholesale and retail business in South Africa and across the globe. I feel truly privileged to have been selected as part of this life-changing programme that is transforming and bringing diversity to the industry. The current status quo in the industry will not transform itself, we need interventions like the ILDP to chart the way forward. The ILDP is a great catalyst for change and a powerful means to empower black executives to realise their full potential in their companies and roles. Thank you to the W&RSETA for keeping this programme going," said Brian.

## *Fatima Sayed*

Fatima's journey with the W&RSETA spans over almost two decades when she was appointed Human Resources Manager for Shoprite and enrolled on the W&R Generic Management NQF Level 4 Learnership. Approximately 18 months into the programme, Fatima was promoted to Regional Human Resources Manager. The learnership programme added immense value to Fatima's career, providing her with retail knowledge and experience. Fatima was selected for the W&RSETA's prestigious ILDP after which she was promoted to Divisional Human Resource Manager.



## *Lenesh Singh*

Another raving success story from hundreds of participants under the ILDP is that of Lenesh Singh who is a 2018/19 alumnus. Lenesh was nominated by the Mr Price Group for the ILDP in his capacity as a Logistics Fulfilment and Business Process Manager. Having spent his entire career in one company, Lenesh was eager to gain perspective on challenges and best practices from other companies locally and internationally.

Reflecting on the ILDP, Lenesh said: "My learnings on the programme have been tremendous; ranging from theoretical knowledge, practical application, interaction and shared experiences through group work and international immersions.

“ Most notably, the programme sparked within me a deep curiosity to learn more about our country, the African continent, the world and international retail in general. On a personal level, it was pleasing to form long-lasting relationships along this journey. My frame of reference has expanded, and I have realised that there is so much I still need to learn and that a true leader is not one without weakness, but one who acknowledges their weaknesses. My learnings can never be measured over the duration of this programme but over a lifetime from the insatiable appetite for learning that has been sparked within me through the ILDP.”

Lenesh says a momentous period in his career was his appointment as **Head of Supply Chain Integration** in 2022.





# ILDP *graduate* obtains MBA

*Hardy Sitshange*

“I enrolled for an MBA with the Gordon Institute of Business Science not fully aware that I was putting myself into an “orange” crucible situated in Illovo. It was a hard but rewarding journey that enhanced my financial skills as well as business acumen.”



## Hardy Sitshange

LDP (2013) alumnus, Hardy Sitshange is the General Manager for Pick n Pay and a proud MBA graduate after obtaining his qualification in 2022. Hardy's desire to pursue the qualification was inspired by the ILDP. The business plan his syndicate had to develop and present to the Tata Group in India further motivated his desire. The syndicate was required to present a practical solution to a business problem.

The struggle to articulate the solution indicated a skills-gap that Hardy had to urgently correct.

Hardy says strategic leadership and corporate finance modules improved his analytical and problem-solving skills. Lessons on human behaviour and trends assisted in identifying leaders' biases that are detrimental to decision-making. "The GIBS' 'pressure-cooker' environment enhanced my ability to work efficiently in the fast-paced environment of retail environment and to be aware of human capital resources that require constant nurturing.

"I am grateful to the W&RSETA and Pick n Pay for affording me this opportunity," Hardy said.







## 2 Retail Management Development *Programme*

**A**bout 11 years ago, the W&RSETA chartered into unknown territory with the launch of the Retail Management Development Programme (RMDP). The programme was a response to skills gaps within the middle management complement of

the sector and was designed to create a pool of skilled middle managers identified through the SETA's Sector Skills Plan. The RMDP equips delegates with prerequisite skills to become effective managers and prepares them to further their learning with a career path into the ILDP.

### *Sabelo Jingela* – **Boxer Superstores**



Described as honest and committed by his employer, Sabelo Jingela joined Boxer Superstores in 2008 as a learner registered under the W&R: Operations NQF Level 2 Learnership. He then progressed to the W&R Supervisor NQF Level 4 Learnership. Thereafter, Sabelo was appointed Assistant Manager. Two years into the position, Sabelo was promoted to store manager. He was moved to different stores managing and displaying great aptitude in turning struggling stores into profitable businesses. In 2020, Sabelo was promoted to regional manager managing seven stores in Limpopo. A year later, he enrolled on the RMDP to grow and improve his personal and business acumen. The RMDP has developed him into an exceptional leader who is empowering and coaching his colleagues to follow in his footsteps in education.

“ I was taught how to lead and manage people on a much bigger scale which had a positive influence on my attitude and personal growth.”

### *Tintswalo Shiruri* – **Smollan Group**



“My journey with W&RSETA started back in 2016 when I was the field manager for Smollan Group and later selected for the W&R Supervisor NQF Level 4 Learnership. After completing the programme in 2019, I was selected for the RMDP with Henley Business School which I completed in 2020. Soon after the RMDP, I was promoted to regional manager in Limpopo under Diageo Field Services. These two programmes promoted my career and personal growth and I am grateful to have been given an opportunity to participate in them because they have opened doors of opportunities for me and allowed me to flourish.”



# Bursaries



“ Education is the great equalizer of our time. It gives hope to the hopeless and creates changes for those without.”

- Kofi Annan

## Bursary Scheme

### *Opening doors of learning for all*

**1** 2 years after its launch, the W&RSETA's Bursary scheme has changed the lives of many underprivileged and unemployed youths by providing them with financial assistance to study at universities, universities of technology and TVET colleges. Initially, the scheme was established to assist students with outstanding fees at institutions of higher learning which prevented them from obtaining their qualifications.

In 2012, the scheme extended its reach by assisting students to pay their tuition fees, accommodation, meals, learning material and transportation. The beneficiaries of the scheme include bursaries that were awarded by companies through the W&RSETA's PIVOTAL Grants. Bursaries have also been awarded for masters and doctoral studies.

### *Ndumiso Thusini*

Ndumiso was raised by his grandmother in the small village of Ntatshana in Nkandla, KwaZulu-Natal. He completed his matric in 2011 with no money to pursue his studies. He was awarded a W&RSETA bursary to complete a BTech in Human Resource Management, which he completed in 2015.

**“** I would like to thank the W&RSETA for the opportunity provided. I am currently working as a Human Resource Officer at Ekurhuleni West TVET College.”



### *Confidence Huma*

Cum laude Food Technology BTech graduate, Confidence Huma mentions the W&RSETA bursary as her lifeline after they helped her complete her qualification in 2015. She says the W&RSETA was her source of motivation and guidance to work towards a brighter future. Confidence was the overall winner in the Bursary category in the W&RSETA's 2016 Good Practice Awards. She completed internships at the Centre for Scientific and Industrial Research, the Biomanufacturing Industry Development Centre for Protein Technologies and Tiger Brands. Currently, Confidence is working as a Regulatory Affairs Manager at Pepsico Inc. South Africa.



## Postgraduate *Bursaries*

The W&RSETA's bursary scheme for MBA and PhD qualifications is in its ninth year as a component of the Retail Chair initiative. The primary focus of the scheme is to professionalise the Wholesale and Retail Sector by encouraging employees to pursue qualifications at higher levels to address skills gaps in the sector.



### *Kevin Naidoo*

Kevin is the epitome of dedication and commitment to succeed against all odds. Born with a hearing disability, Kevin did not allow this to stop him from reaching for his dreams. His story of one who started off cleaning toilets to completing an MBA degree is a remarkable one. Kevin

applied for an MBA bursary from the W&RSETA in 2017 and obtained his qualification in 2021. "The financial burden was lifted off my shoulders, thanks to the W&RSETA." He admits that the journey was not easy but worth all the effort and sacrifices as he completed his MBA cum laude.

“ I want to express my appreciation and gratitude to everyone who has been a part of my journey in completing my MBA which has been my lifelong dream. The cherry on the top is that I achieved a distinction in my dissertation. The W&RSETA can stand tall and proud that they were part of a disabled person's dream. I salute you for being part of my journey. My next stop is a PhD.”

Kevin is also a marathon runner and has completed the Comrades Marathon three times. He is also an author of a book titled "Aim Higher" which is currently being translated into Braille.

## 5 Wholesale and Retail Leadership *Chairs*



In an effort to professionalise the Wholesale and Retail Sector through innovative projects, the W&RSETA established the first Wholesale and Retail Leadership Chair (WRLC) at the Cape Peninsula University of Technology in 2011, which was the first retail chair in Africa, and another WRLC was launched at the Durban

University of Technology in 2019. The Retail Leadership Chair serves as a critical conduit between the sector and institutions of higher learning in terms of constructive engagements, best practices in the sector locally and internationally, curriculum relevance, and work integrated learning.





This also facilitates collaboration with international institutions to align the South African Wholesale and Retail Sector with international best practice and lead development in the Sector. The WRLC initiative also aims to professionalise the Wholesale and Retail Sector through research and the development of qualifications at a higher level, up to NQF level 10.

In 2020, the W&RSETA established a third WRLC in Gauteng which is housed at the University of Johannesburg.

# W&RSETA and Namibia Training Authority collaborate for *research innovation*

**T**he W&RSETA and Namibia Training Authority have signed a Memorandum of Understanding which will enable both parties to enhance skills planning work through collaborative research, educational, and training activities of mutual interest.



The partnership was formed in 2019 and highlights include capacity building workshops and learning sessions on research, skills planning, qualification development and TVET college qualification offerings.

“ Highlights include capacity building workshops and learning sessions on research, skills planning, qualification development and TVET college qualification offerings.





# W&RSETA constructs first-ever *skills development centre*

**T**he W&RSETA has solidified its support for artisan development in South Africa through a massive investment project toward the construction of its first Skills Development Centre in Groblersdal, Limpopo.

The R146 million initiative is in partnership with the Sekhukhune TVET College to benefit the community of Greater Sekhukhune through the production of artisans in different sectors, including wholesale and retail

Construction of the skills centre has resulted in job creation for many locals. In addition, 45 trading stalls were built for informal traders operating near the centre and the traders capacitate them to operate sustainable businesses.

In order to ensure the centre's sustainability including benefits to the local community, the W&RSETA has planned to continue collaborating with relevant SETAs and industry companies in an effort to develop essential skills around mining and agriculture which are prevalent in the province. The business community is ear-marked to create opportunities for communities.

## **The Skills Development Centre comprises of:**

- Administration building.
- Retail Business Hub.
- Engineering and related workshops.
- Retail & Agricultural Hub for training, warehousing, farming, agro-processing and retailing.





# W&RSETA Supports Community *Learning Centres*



**A**ccess to quality education and training for South Africans, particularly young people, remains at the top of the W&RSETA's agenda.

The SETA has allocated R58 million towards the nine community education and training colleges in

South Africa. The funds have been split as follows: R50 million invested for the establishment of 54 computer laboratories, and R8 million towards infrastructure and equipment.





# Learnerships





## Turning workplaces into *training spaces*

For 23 years, learnerships have been the backbone of skills development providing millions of employees in various sectors with on-the-job education and training. They have also been a key enabler for equipping unemployed young people with required skills to enter the world of work. Wholesale and retail companies opened their doors to unemployed young people allowing them to gain skills and in turn employing many of these ambitious learners in a bid to contribute towards addressing unemployment in South Africa.



### *Ntokozo Khanyile*

Ntokozo (27) from Vosloorus township in Johannesburg is a logistics management graduate. She was unemployed for three years until in 2019 when Ntokozo's luck turned around through the W&R Supervisor NQF Level 4 Learnership at Leroy Merlin.

“

One of the biggest blessings from this learnership was receiving a stipend every month which assisted to take care of me and my son. Through my positive attitude and dedication, I was appointed in a permanent position as supply chain team-mate. Within five months, I was promoted to another branch as a supply chain online admin clerk. The greatest lesson from the learnership is that the power lies not in individuals but in our collective strength as people. Thank you so much for the opportunity and growth in my career.”

## Margaret Moeng

Maki as Margaret is fondly known by her colleagues, is the regional trainer of the Gauteng, North-West and Free State areas. She started off as an unemployed W&R NQF Level 2 Learner in 2011 at Boxer Rustenburg store. Her continual high standard of summative assessments qualified her automatically as a candidate for a W&R Supervisor NQF Level 4 Learnership in 2013. After several successive positions within Boxer, Maki was promoted to regional trainer in 2017. Like all regional trainers, the holistic knowledge, and skills of an SME make her a natural mentor and coach for all levels of facilitation.



As per the Qualifications Council for Trades and Occupations requirements, this is an essential skill and an advantage for staff and learners to be able to tap into. Another one of Maki's attributes is being highly competent in the many processes required to open new Boxer Superstores; from recruitment of local unemployed residents to training and ensuring that new staff are up-skilled and knowledgeable in starting their journeys aptly named as the "Boxerised Succession."

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**Maki won Best Woman Learner of the year in 2014 under the Learnership NQF Level 1-3 category of the W&RSETA Good Practice Awards.**

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## Shawn Darryl Naidoo

“ I enrolled for the W&R Generic Management NQF Level 4 Learnership programme at Smollan Group and have learned a lot from this programme. I was subsequently appointed as a Field Manager. In 2020, I was elated when I was awarded Field Manager of the Year in the KwaZulu-Natal South Region. From Field Sales to Field Manager, mine is a story of change and I am so glad for this achievement.”

## *Sibusiso Khathamzi*

"I started my career with the Smollan Group as a merchandiser in 2012 through the W&R: Operations NQF Level 2 Learnership. The programme was structured in a way that it provided me the theory behind FMCG and on-the-job training which made it easier for me to understand and to deliver for the clients we service.

"I was later appointed field marketer with more responsibilities. Seeing that I was also involved in CSI programmes, coaching and being a part of the Employment Equity Committee, I realised I needed to advance my education.

"I enrolled for a Supervisor NQF Level 4 learnership which added enormous knowledge to my skills. Upon completion, I was promoted to field manager looking after Pretoria East region before I was moved to the Soweto, Krugersdorp and Randfontein branches. This was all possible through the education and support I received, and I am grateful for the opportunity," said Sibusiso.



## *Vusi Mnisi*

Hard work indeed pays off! Vusi, a Field Manager at the Smollan Group was a top performer in 2014 and one of his prizes was enrolment in the W&R: General Management NQF Level 5 Learnership. The programme helped Vusi to grow and understand the business better as well as to enhance his work performance and ethics. After completing the programme, Vusi was promoted to regional manager in 2015, looking after two provinces. He is currently enrolled on the W&RSETA 2022/23 RMDP.

"After completing the RMDP, I will have a Bachelor of Business Administration in Retail. I look forward to more growth as I have already started implementing my knowledge within the business and my whole team is benefiting. We are very grateful for what Smollan and the W&RSETA continue to do in improving our lives."

## *Bongeka Angel Ndlovu*

Bongeka was enrolled on the General Education and Training NQF Level 1 Learnership in 2018 while she was a packer at Ubunye Uniforms Warehouse. She was empowered with theoretical learning and was able to apply the knowledge in her work environment where she was also placed permanently after completion of the programme. Her dedication landed her a promotion to debtors clerk in the finance department where she is excelling in her role. Bongewe is currently enrolled on the W&R Operations NQF Level 3 Learnership. Ubunye Uniforms is very proud of her.



## *Jasmine-Lee Wellen*

Jasmine was enrolled for the W&RSETA W&R: Generic Management NQF Level 4 Learnership when she was the Super Store Manager at Tekkie Town. The programme contributed to her promotion as Area Sales manager responsible for 8 Tekkie Town stores in Johannesburg. When Jasmine was nominated for the learnership, she did not believe that she would progress so far. She has gained great experience and the learnership taught her self-confidence and she knows exactly what she is capable of achieving. Jasmine is very confident that the knowledge, skills and experience that she acquired from the learnership will mentor and grow her team and other leaders within the organisation.



## *Cedric Nyengula*

Completing the W&R Stock Control Retail Outlet NQF Level 3 Learnership programme positioned Cedric for upward movement within Tekkie Town. Cedric was promoted from sales supervisor to store manager. His key learnings from the learnership include leadership skills, knowledge of the Wholesale and Retail Sector, Stock Control, Finance Control, maintenance issues and health and safety which assisted in demonstrating his ability to take on bigger roles within the business. Cedric commends the Tekkie Town leadership team for encouraging learners to achieve greatness and for recognising their achievements along the way.





## Goitsemanang Dikobe



In her position as store manager at Tekkie Town, Goitsemanang had an opportunity to enrol for the W&R Generic Management NQF Level 5 Learnership programme in 2021. Subsequent to completing the learnership, Goitsemanang was promoted to manage a bigger store with more responsibilities. She describes being nominated for the learnership as a huge privilege for her. She is proud and grateful for the opportunity her company has provided for her.

Goitsemanang acquired valuable knowledge and skills to grow as a leader, particularly team management, managing conflict within her team and using financial statements and the impact these have on the company. Goitsemanang has grown as a leader and is extremely grateful for being afforded the opportunity. She is committed to taking all the knowledge and skills back to her store and to lead her team more effectively.

“ Goitsemanang was promoted to manage a bigger store with more responsibilities. She describes being nominated for the learnership as a huge privilege for her.

## Lumka Dyakalase

Lumka joined home shopping and décor store, Leroy Merlin as a learner on the W&R: Operations NQF Level 2 Learnership and was subsequently appointed permanently as an Administrator. She says she is grateful to the W&RSETA for the amazing opportunity.

“ The values of honesty, generosity and respect for others resonate so closely with my own belief system which makes working at Leroy Merlin super refreshing and fun for me. It was at this store where I was taught how to interact with customers – different and difficult ones and those with special requirements and expectations,” says Lumka.



## *Sbusiso Fakude*

Sbusiso's skills development journey with the W&RSETA began when he was enrolled for the W&R Generic Management NQF Level 3 Learnership programme and later appointed as senior store manager at Tekkie Town. Completing the learnership was a great achievement for Sbusiso as it exposed him to a wider environment and assisted him to elevate his retail knowledge and leadership to the team he serves. When an opportunity became available for an area sales manager within the division, Sbusiso confidently raised his hand and was appointed to the position responsible for Mpumalanga. Sbusiso describes this as one of the proudest moments of his life and his career in retail. The programme has given him the motivation that nothing is impossible in life, if you push yourself hard enough, the sky is the limit.



## *Beauty Baloyi*



With over 17 years working at Pick n Pay, Beauty joined the business as a checkout assistant in Gallo Manor. She was on this role for a few months, then with the passion and positive mind to grow within the industry, was promoted to cashier. During this time, Beauty would relieve her supervisor in her spare time and learn a few things about the frontline. "During weekends, I worked in the cash office, proving that I was flexible in my work," she said.

In 2014, Beauty earned her second promotion to full-time permanent supervisor position during which she was enrolled for the W&R: Stock Control Retail Outlet NQF Level 3 Learnership. On completion, she was promoted to inventory manager and within seven months, was again promoted to trainee manager at the Hypermarket in Centurion.

**"Now, as a manager and with skills from the programme, I consider myself a good leader. I can now handle cases at the store level, initiate cases and run programmes instore, like POPIA awareness, etc."**

**“ I encourage other people that studying does not have age restrictions; you can do it at any age; it is for you to explore in life.”**

## *Tshidi Molingwane*

W&R: Operations NQF Level 2 learnership graduate, Tshidi joined Pick n Pay in 2017 as a learner and was appointed permanently after the programme as an HR administrator in the GRV department.



I will always be grateful and humbled for the opportunity I was offered. I had a great learning experience, which has put me where I am today. It was a life-changing programme as I am currently a permanently employed."



## *Nelly Motjelele*

### **Proving competency against all odds**

Her enthusiasm and excitement set her up for the world that not only earned her experience but gave her a chance to show people that living with a disability does not mean you can't be competent. Nelly comes from Limpopo and joined Pick n Pay as an unemployed learner through the W&RSETA People with Disabilities Learnership intake in December 2021. She was excited to join the programme and gain work experience.

Nelly loves working with people, and her manager vouched for her when she mentioned that she is a people's person and has no difficulty engaging with staff or customers. The regional manager says Nelly has added value to the team through her warm and friendly nature. Nelly is always eager to assist and to learn more about the various departments and store functions. She has enjoyed many aspects of the learnership and is keen to prove herself as an employee in a work environment. In addition, Nelly is a great team player and excellent with customers.

## Nelisiwe Msimang

Nelisiwe says she started her career in retail with the Smollan Group as a Warehouse Administrator. Soon after that, she was promoted to Operational Intelligence Administrator where her journey got even more exciting in the operations department.

“ I learned a lot about promotions, different customer needs and trade requirements. Smollan prepared me for a management role and I was later promoted to Field Manager. The promotion changed my life as it was the biggest step in my career with Smollan. Further on, I was enrolled for the W&R Generic Management NQF Level 4 Learnership which made my daily work and personal life amazing. After completing the programme, I was appointed as a Project Manager looking after shopper activations. With the great leadership that I have, I can say that I am on a journey, and nothing will stop me.”



## Jennille Stride

“I was a casual worker at Triple Streams when I started with the W&R: Operations NQF Level 2 Learnership. My previous employer encouraged me to enrol for other SETA skills programmes and I registered for the W&R: Operations NQF Level 3 Learnership. After the programme, I was involved in recruiting learners for skills programmes and learnerships at Triple Streams. Based on my experience, I assisted with pre-assessment tests and contracts. In 2016 I relocated to East London and got a job at Guest Resources Services as an Admin Clerk. I was promoted to Facilitator and through the years, I worked hard to upskill myself in the training industry. I then became an assessor in 2020. My mentor stood by me and guided me over the past five years and I will forever be grateful for the support. She is my role model and I always try my best to make her proud and prove that nothing is impossible.”





## *Tsholanang Precious Mathule*

Tsholanang (28) from Ga-Rankuwa in Pretoria was recognised for her potential after completing a business administration learnership with Guest Resource Services and enrolled for the W&R Operations NQF Level 3 Learnership in 2021. After the learnership, she went on to complete a skills programme under the W&R Supervision NQF Level 4 qualification. Two years after joining the company, Tsholanang was offered a permanent position as a personal assistant to the operations manager.

“

I felt noticed in the company because I am hard-working and dedicated. I promise to keep working hard and improving myself. What I enjoyed mostly about the previous and current programmes with GRS is that it helps me understand how things run at the stores and in the business. I have gained a lot of knowledge which will be easier for me to make it practical because I am aware of what is needed or expected in a business world. I am willing to work hard, learn and grow as a person. I would like to thank Dr Wilma Guest-Mouton for the opportunity and I will make her proud and work as hard as she would expect of me.”

## *Cheryl Pillay*

Cheryl Pillay, Generic Management NQF Level 4 Learnership graduate. Promoted from Imports Buyer to **Shipping Manager at Matus.**





## *Pretty Sekwama*

**Pretty Sekwama** started as an unemployed learner and completed the FET Certificate in merchandising. She is now a Junior **Welder at Matus.**

**Mandla Ndlovu, Winnie Mpenyane, Gladness Mokgotsi, Bongi Makhubela, Ayanda Zwane, Gladness Mokgotsi and Machete Madimetja** have been employed as **Warehouse Assistants at Matus** after completing their programme

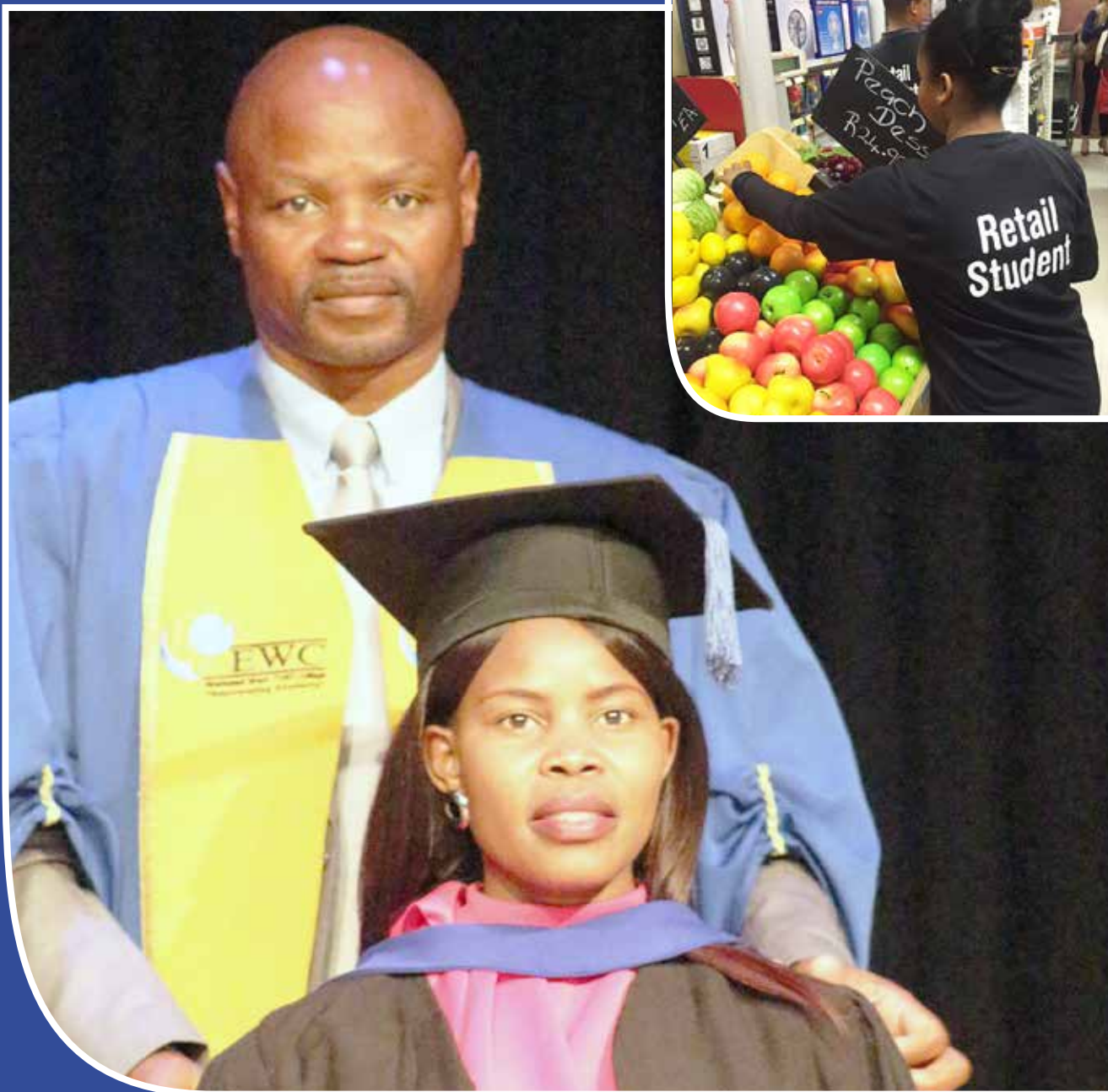
**Beneficiaries of various programmes with TFS Wholesalers in the Free State.**



**Beneficiaries of the W&RSETA's programmes at Spar Aug Behrens, in the North-West who have been promoted or permanently employed.**







*Graduate Placement*

## 7 Preparing students and graduates for the *world of work*

**T**he plight of unemployed graduates in South Africa is one of the W&RSETA's priorities.

The W&RSETA and its stakeholder companies are contributing towards graduate employment by providing workplace experience opportunities for

students and graduates through the Graduate Placement and Internship Programme. The programme provides TVET college, university and university of technology students and graduates with practical experience to prepare them for the world of work which improves their chances of finding employment.



# Jumbo Clothing contributes to TVET student employment

In an effort to increase its talent pipeline, large clothing retailer, Jumbo Clothing has found its niche in skills development through the provision of internships. This is a huge gain for addressing unemployment as the company absorbs most of its students after completing their programmes. From the **2022/23** intake of **61** TVET college graduates, Jumbo has permanently employed **41** of the graduates.







W&R Merchandising NQF Level 2 and W&R Supervision NQF Level 4 Learnership graduates from Pack n Stack.



W&RSETA-funded professional chef programme delivered by BidFood South Africa has had several successes.



## *Tercia Kekani*

“ I have been fortunate enough to participate in the Leroy Merlin Graduate programme as a finance intern. I had no formal work experience at the time, but I was able to execute my duties very well with the assistance of my team leader, manager and colleagues who were always available to guide and build me.

“I was exposed to working with the various suppliers, different departments within the organisation and even had exposure to the store and the bloodline of the company which is our customers. Just like with every job, I had challenges which grew me as a professional and made me to appreciate the transparent and inclusive environment that Leroy Merlin creates for all its employees irrespective of the rank. After completion of the internship, I was appointed as a Junior Accountant in 2021 and look forward to learning more and growing with the company.”





## *Lungelo Khuzwayo*

From his early beginnings at school in Inanda in KwaZulu-Natal, Lungelo was a good student who matriculated with three distinctions. Lungelo has a winning attitude, he's a team player, enthusiastic and committed to all his tasks. Lungelo completed an Honours degree in Quantity Survey from the University of KwaZulu-Natal but was unable to find work during the COVID-19 pandemic. In 2021, Lungelo was placed at Boxer Superstores for the graduate programme and upon completion, was appointed in the Boxer Development Department as a Quantity Surveyor.

“ I learned a lot during my graduate programme and the work I was doing was related to my profession such as cost management, creating Bill of Quantities for the Boxer projects, managing financial accounts, dealing with sub-contractors and budget management.”

Lungelo is confidently looking forward to further succession in his promising career.

## *Michelle Phindile Ramokgopa*

An ambitious girl from Polokwane, Michelle Phindile Ramokgopa is a Software Development graduate from the Tshwane University of Technology. Michelle joined Smollan as an intern under the W&RSETA workplace programme where she learned about retail and other ICT areas in the workplace. After completing the programme, Michelle was appointed as a Service Desk Analyst and later promoted to a Mobility Administrator position.

“ I attribute a lot of my success to God, the support of my family, and also being part of a company whose purpose is to create growth.”



## *Neo Ndlovu*

"My career in retail began when I was accepted to be part of the W&RSETA placement programme at Smollan in 2017 after numerous desperate attempts to secure employment or any training related to my studies. A year into the programme, I secured a permanent role as a learning and development administrator which gave me a competitive edge in my field through the skills and knowledge I acquired.

"I completed a BCom degree in Human Resources in 2021 and felt empowered beyond my imagination. I constantly find myself in a place of gratitude because of the opportunities afforded to me by both the W&RSETA and Smollan. I have moved across departments within the Learning and Development space with the aim of increasing my skillset and knowledge. I have no doubt that I will be afforded more learning opportunities by the W&RSETA."



## *Ruwaida Dadamia*

"My journey in the corporate world began in 2018 after completing my Honours Degree from the University of Johannesburg. I was afforded an opportunity to partake in the W&RSETA graduate programme within the Smollan Group. Since then, my life changed for the better. After completing the programme in 2019, I was employed permanently as a learning and development administrator. Within a short period of time, I was promoted three times and I am currently acting as a Learning and Development Lead. I am more than convinced that my journey will not end here as the possibilities of moving towards advanced stages are endless. Thank you to the W&RSETA and Smollan for affording me this opportunity. I will forever cherish this."



## Asavela Ngqungula

A Human Resource Management graduate from Northlink College, Asavela joined Pep Stores in 2020 through the W&RSETA Workplace Programme. Her sterling performance secured her permanent employment with the large retailer as a Skills Development Officer.



## Sibani Zibusiso Mpontshane

"I started my career in retail at Pick n Pay in 2020 straight from university. I joined Pick n Pay through the W&RSETA Workplace Programme in the buying department. The beginning was a bit challenging as one month after joining, COVID-19 hit and changed our ways of living, making my introduction to retail very interesting to say the least. I completed the programme and I was appointed as an Assortment Analyst and within a year, I was appointed as Junior Category Buyer. The journey has only just begun and I am excited to learn more about retail."

## Neo Tisane

Neo Tisane is one of the W&RSETA's Workplace Programme beneficiaries at GP Retail Operations. On completion of the programme, Neo was employed permanently as a Human Resource Administrator.



I first heard about the W&RSETA Workplace Programme from someone in the community and decided to apply. From the moment I started, I made it a priority to learn something new every day. My reliable mentor was willing to share her experience and always gave me constructive feedback. I was allowed to ask questions which gave me clarity. Currently, I am focusing on learning more about Human Resource Management and I hope with regular exposure that I will understand all areas of this field."





## *Tebogo Hlongwane*

Tebogo is a Financial Information System graduate who started his career in retail at GP Retail Operations through the W&RSETA Workplace Programme. Reflecting on his experience, Tebogo commends his mentors for the important role they played during the programme. The programme also assisted him to identify his strengths and weaknesses, to be confident and believe in himself, especially in the field of finance and helped him to identify his long-term career goals. Tebogo believes he is now confident to become a financial accountant then later, a chief financial officer.

At the end of the programme, Tebogo was appointed as an Accounts Payable Clerk at GP Retail Operations.

## *Kaya Maroleni*

Kaya believes his purpose is to drive the growth of Africa and solving African problems with truly African solutions. Born and bred in Alexandra township in Johannesburg, Kaya is an economics honours degree graduate from the University of Johannesburg. He joined Pick n Pay through the W&RSETA Placement Programme in 2018. A year later, Kaya was promoted to Category Manager for a large and seasonal appliances section. Kaya is the youngest category manager in the department achieving to date, 88% sales growth rate as well as a margin growth of 566 percent. He is ranked top three in company growth statics and number one on portfolios valued higher than R100 million. In the same year, Kaya had the honour to lead a graduate programme team on a business model to reduce obsolete stock, saving the company an estimated R74 million per annum.

“My first assignment challenged me to set the range for our valuable demographic in the housewares department, which is now amongst the fastest growing formats in the company.”



## Maphepele Sarah Lethuba

Maphepele (30) started her career in 2018 at Pick n Pay as an HR intern. Being in the HR department was a great opportunity for Maphepele as her second career choice. After the one-year programme, she was permanently employed as an HR admin assistant. She is proud that she can now look after her family.



“ The W&RSETA Workplace Programme gave me a chance to do something different – this is one of the greatest opportunities in life.”

## Aubrey Mphahlele

### From Intern to Head of Department



Born and bred in Lebowa kgomo, a small township in Limpopo, dreaming big was not a natural option for Aubrey due to the socio-economic challenges of his community. “After completing my National Diploma in Internal Audit from Tshwane University of Technology, I joined EH Hassim Hardware as an HR intern through the W&RSETA workplace programme. I was placed in the audit department where I gained extensive experience in retail, HR, and audit files.”

“After completing my internship in 2016, I was fortunate to be appointed as an Internal Auditor at EH Hassim head office in Mokopane. Through hard work and dedication, in 2018 I was promoted to a senior Internal Auditor position. About three years later, I was promoted to Head of the audit department, where I have more than 20 people reporting to me. I am forever grateful to the W&RSETA and EH Hassim Hardware for providing this life-changing opportunity for me to apply my educational background into practice and for all other qualities and lessons learned.”



## *Sam Tjatjie*



Born and bred in Bushbuckridge, Mpumalanga, Sam completed a Human Resource Management National Diploma at Westcol TVET College in 2018. He completed his in-service training with Pick n Pay during his final year through the W&RSETA Workplace Programme. After three months on the programme, Sam was moved to the support office to get more exposure in HR. A year after the programme, Sam was permanently appointed as an HR Admin Assistant

“ I am very grateful to be part one of the Pick n Pay family. Thank you to the W&RSETA for giving me the opportunity for personal and professional development.”

## *Mawande*

**From unemployed to HR Clerk, Jumbo**



## *Phumza*

**From unemployed to Bookkeeping Assistant, Jumbo**



# W&RSETA and Vodacom Internship Programme

The W&RSETA's workplace programme in partnership with network giant, Vodacom has benefited 500 graduates from institutions of higher education in the Eastern Cape, Limpopo, KwaZulu-Natal, Free State and Northern Cape provinces.

The aim of the 12-month programme is to expose unemployed graduates to a diverse workplace that provides them

with practical experience and still enable them to be employable. The programme also enables graduates to share some of their academic knowledge with the employer, leading to a mutually beneficial relationship.

Graduates were placed in different divisions such as customer care, marketing, the consumer business unit, enterprise business unit as well as Vodacom ICT centres. The programme exposed them to business, strategy formulation and implementation and decision making at the highest levels at Vodacom.

“

Graduates were placed in different divisions such as customer care, marketing, the consumer business unit, enterprise business unit as well as Vodacom ICT centres.





# Tradeport Distribution creates opportunities through digital solutions

**A**n innovative collaboration between the W&RSETA, Tradeport Distribution, Shelfline and the SA Taxi targeted 100 graduates through a distribution solution that uses digital technology to supply stock to local spaza shops using taxis.

The initiative provides workplace experience to students from TVET colleges and a lifeline for taxi owners to boost

their income while bridging the digital divide following the devastation of the COVID-19 pandemic. Tradeport is contributing R3.8 million towards the initiative, while the W&RSETA funds the training component with an overarching objective to boost township economic growth.







*Women are doing it for themselves*



## The Clothing Bank *Project*

The increasing plight of women for economic emancipation through skills development has reached the ear and earned attention of the W&RSETA. This is in consideration of the high levels of gender-based violence and HIV infections which can be attributed to dependence for financial provision.

In 2013, the W&RSETA partnered with non-profit organisation, The Clothing Bank, to train vulnerable, mostly single mothers, on the Wholesale and Retail Informal Small Business Practice qualification as a component of The Clothing Bank's programme to empower women to become economically independent and sustainable. The 24-month programme combines practical training with life skills, coaching and mentoring to develop self-confidence and the opportunity to practice and hone skills to operate a small business. This collaboration has benefited over 1800 women, and in extension, their families.

The Clothing Bank has partnered with major local clothing retailers to donate excess clothing for its Enterprise Development Programme to teach unemployed mothers to run small retail businesses.



"Thank you for the empowerment. The TCB programme has made us businesswomen, we now talk business language. This opportunity has aligned our destiny."

*Matshepo Sematle*



"I came to The Clothing Bank broken; I was at a stage of suicide. Thank you to the W&RSETA and TCB for rescuing my life."

*Stacey Carpede*



"We are not our poverty anymore, we have money today because of the programme. From a security guard, today I am wearing a gown."

*Siphosonke*







*Inculcating a  
culture of entrepreneurship*

## 9 Entrepreneurship Development Programme

In response to youth unemployment, the W&RSETA is accelerating entrepreneurship development amongst young people. The W&RSETA has partnered with various training providers and stakeholders to implement the entrepreneurship development programme to empower young entrepreneurs to grow their businesses and those aspiring to start their own businesses through skills development. The W&RSETA support comprises of training, coaching, mentoring and capacitation. The programme is implemented on a national scale, unemployed youth are trained in the New Venture Creation NQF Level 2 Learnership.

### QUICK facts

- Intake of 350 young people annually
- 480 youth benefited since 2020



### *Anda Lwana*

Young Anda Lwana from Mndantsane in the Eastern Cape is a beneficiary of the W&RSETA Entrepreneurship Development Programme. She started her informal business after she was retrenched from her work following the COVID-19 pandemic. In 2022, she participated in the W&RSETA's Entrepreneurship Development Programme.

“ I make fruit and vegetable deliveries in East London and surrounding areas. My customers place their orders through WhatsApp a day before delivery. The funding I received from the W&RSETA really assisted me in starting this business. I am so grateful for the opportunity. This is an excellent starting point for me as a young, hardworking entrepreneur.”

## *Kedibone Segole*

29-year-old, Kedibone from Mabopane township in the North of Pretoria is a Political Science graduate from the University of Pretoria. The young and ambitious Kedibone started her business in cosmetics, Moipone Aesthetics, after her contract job ended. In 2019, she completed the W&RSETA-funded learnership in entrepreneurship development programme which assisted in her entrepreneurship journey.

The programme which is offered as skills programmes under New Venture Learndership empowered her to improve her business. Kedibone has also been motivated to empower other young people through this exposure. Her passion for entrepreneurship started in primary school where she sold branded clothing as well as a small baking business and a tuck shop.



“ Although I have formal education and work experience, I lacked the administration and operation skills to run my business. I see myself in the next few years with an international footprint in supplying exceptional quality natural personal care products and penetrating the hospitality industry by supplying my products to spas, hotels and lodges.

## Youth Enterprise Development Project

The W&RSETA continues to intensify its efforts on youth entrepreneurial development with various programmes implemented in the last few years.

One of these initiatives includes the partnership with Radah Skills Academy for the Youth Enterprise Development Project. Through this project, a total of 50 young people from the Tembisa and Olievenhoutbosch townships in Gauteng completed the New Venture Creation Learnership. This unique project is aimed at empowering young people to venture into e-commerce. The project is structured into three components of skills training, online retail knowledge and sponsorship of motorbikes. The W&RSETA sponsored the business management training component through the

learnership. The Transport Education Training Authority has collaborated in this initiative to fund the other two components. On completing the programme, the beneficiaries will be supported by online retailers to start new businesses where they will deliver services in their communities.



### QUICK facts

- R2.7 million invested
- 100% success rate



### Maxwell Moloko

One of the beneficiaries of the W&RSETA Youth Enterprise Development Project, Maxwell Moloko who was unemployed has now started two businesses in transport and catering.

“Through this project, a total of 50 young people from the Tembisa and Olievenhoutbosch townships in Gauteng completed the New Venture Creation Learnership.





*Mandisa Gumede*

## Poultry farmer thanks Seta for her growing business

Learnership stipend boosts start-up capital

Aspiring commercial poultry farmer Mandisa Gumede used a portion of her Wholesale and Retail Sector Education and Training Authority (W&RSETA) learnership stipend to open her chicken start-up.

In 2019, when Gumede's parents could no longer afford to pay for her maritime industry studies, she was unemployed and frustrated.

"My dad found out about a one-year learnership programme with the W&RSETA. I didn't think twice, I applied," she says.

Gumede, 33, from Umhlati in Durban, began the programme in August 2020. She

saved R2,000 a month of her R2,000 monthly stipend until December. In January 2021, she was able to start her business.

"I bought about 50 broiler chicks but lost almost all of them. Starting again was difficult, so now I buy 40 to 50 five-week-old birds at a time, grow them for three weeks and sell them. It's going well and I'm making a profit as I have established customers."

She says she is grateful for

**It's going well and I'm making a profit**

the learnership and the stipend. "Without it, I wouldn't be where I am today. I am not where I want to be, but I'm on the right path."

"It wasn't easy. The learnership helped me in a big way. I'm really grateful," she says.

Gumede now hopes to grow the business and create jobs for youth. "I'm running the operation with my younger brother. Even though I am running it from home, the aim is to get a bigger space. I just want to get to a point where I can get a plot and scale up," she says.

The W&RSETA offers education and training development opportunities to help people improve their skills and increase employment opportunities. It mainly offers learning and skills programmes, from NQF Level 1 to management level, through its registered companies.

The Seta also provides busi-



Small farmer Mandisa Gumede is ready to grow her business thanks to assistance from the Wholesale and Retail Sector Education and Training Authority. (SUPPLIED)

ness awards wholesale and retail qualifications from NQF

Level 5 upwards. This article first appeared in GQ's W&RSETA

Through the Small Traders Empowerment Programme, Mandisa, who was unemployed now runs a flourishing poultry business which she started from the stipend she received during the programme. "I am grateful for this opportunity. I now have an income because of this programme."



*Livhuwani Mavhunga*

Livhuwani Mavhunga started a catering company after completing the W&RSETA Youth Enterprise Development Project in 2022.

## *Inculcating a culture of entrepreneurship*

W&RSETA equips 3500 youths on entrepreneurship



**T**he W&RSETA partnered with the Southern African Youth Movement, an organisation on a mission to support over 35 000 young people who are in dire need of skills development as part of their mandate to promote social and economic inclusion. The partnership with the W&RSETA was to implement

a programme to empower 3150 young people in the Eastern Cape, North-West, Limpopo, Gauteng and KwaZulu-Natal at a cost of R71 million. These young people completed skills programmes in co-operative governance, marketing and communication.





## First learnership implemented *by informal traders*

**T**he W&RSETA implemented the KwaZulu-Natal Small Traders Empowerment Programme through a partnership with Mthimkhulu Training and Development Institute to empower informal traders and prepare young people to start their own businesses.

A total of 275 young people completed the New Venture Creation Learnership at an investment of R19 million. Through an initiative to empower small and micro traders operating within the Wholesale and Retail Sector with sectorial statutory requirements compliance; creating an enabling environment for growth and building a sustainable business model, 120 informal traders and 7 associations were capacitated as part of the programme.









*Growing the township economy  
through skills development*



## Informal Traders and Micro Enterprises *Development*

Six years after the launch of the Informal Traders and Micro Enterprises Development (ITAMED), the W&RSETA has reached 7415 informal traders through this capacitation programme. The programme provides basic business management skills to enable informal traders to run profitable and sustainable businesses.



"The training has been insightful and I wish we could be assisted to register our small businesses to formalise them and contribute towards tax. I believe if we are properly registered, we will be able to receive government support during tough times such as the current COVID-19 pandemic. We want to build legacies for our families."

*Joseph Phahlane, street hawker and  
Onkgalotse, Northern Cape*

"I am very excited to be part of this programme. The knowledge I gained will assist me in business. I now have an idea on how I can market and manage my business. I am also going to assist other street hawkers in financial management."

*Rachel Ndichene, street hawker,  
Alexandra, Gauteng*



*Enabling access to markets*



## 14 SMME Access to Retail - *Shelf Readiness*

**R**ecognising the challenges SMMEs face with access to retail and sustainability matters such as regulatory and compliance to offtake agreements, all of which create entry barriers for emerging producers, the Consumer Goods Council of South Africa (CGCSA) has developed an SMME Access to Retail - Shelf Readiness Training Programme funded by the W&RSETA. Through the support from the W&RSETA, 30 emerging SMME producers comprising 20 emerging food producers and 10 non-food producers have been capacitated at a cost of R1 million.

**“ 30 emerging SMME producers comprising 20 emerging food producers and 10 non-food producers have been capacitated at a cost of R1 million.”**

### *Thobeka Ndabula*

Soweto-born Thobeka Ndabula aspired to work as a journalist for The Star newspaper. She started as a freelance journalist at Next magazine in the late 90s and worked her way up to The Star from 2000 until 2007. It was during this time that she started Zazi's Productions with her first major entrepreneurial project to produce a coffee table photo book on the mother of former President Thabo Mbeki in 2008. Another proud achievement is her contribution to the Women by Women: 50 Years of Photography in South Africa photo book.

She began an entrepreneurship drive in Soweto which culminated in the formation of the Cultunet Foundation – an entrepreneurship network focusing on promoting agriculture at schools in Gauteng in partnership with municipalities. With a desire to make an even more personal contribution to the foundation, Thobeka started a ready-to-drink juice manufacturing business in March 2020. Her current ambition is to break the glass-ceiling and move into the concentrate juice manufacturing space.



Thobeka was introduced to the CGCSA by the Department of Agriculture through their involvement in her foundation. The foundation had secured land in Cullinan in Pretoria; however, they could not continue working from the land due to high rental prices. Thobile then took up membership in food and barcoding, starting with ten barcodes for their five juice products but they needed more for other business products such as dried fruit, biltong, etc. Through the CGCSA network, she was provided with expert advice and assistance with a financial arrangement to accommodate her financial constraints, enabling her to buy an additional 100 barcodes.

As part of the membership benefits, Thobeka was selected for the W&RSETA/CGCSA programme, which elevated her products to the level of those in the market in terms of professionalism, labelling, packaging and design. The programme enabled her to engage with exporters through the Small Enterprise Development Agency (SEDA) and the CGCSA and was in negotiations with a major retailer. Her current major hurdle is to overcome the challenge of funding for a certificate of acceptability which requires her, amongst others, to work from a factory. The certificate is a

requirement to enter the retail market, and retailers need to express interest in the supply of juice to activate and list their products for retail. Thobeka says the programme has prepared her for retail engagements as she now knows and understands the expectations.

Thobeka is cognisant of the fact that this is not an easily accessible market to break into due to terms of requirements but her journey to being retail compliant and on the brink of success is a sterling example of how collaborations between organisations such as the CGCSA and W&RSETA bear fruit. Thobeka also launched her delicious range of cranberry, orange and fruit medley juices in 2021.

“ As part of the membership benefits, Thobeka was selected for the W&RSETA/CGCSA programme, which elevated her products to the level of those in the market in terms of professionalism, labelling, packaging and design.





## *Dr Marhangu Tracy Nelwamondo*

Drawing inspiration from the indigenous marula fruit to create reduced-sugar frozen dessert, Dr Nelwamondo developed Malie's Ice Cream brand. A medical doctor herself, Dr Nelwamondo says she is grateful to have combined medical training with her background in African indigenous health to establish Modern Traditions and Malie's Ice Cream.



## Transforming the fuel retail industry through skills development

The W&RSETA's Service Station Readiness Programme is the SETA's contribution to transform the fuel retail industry. Implemented in partnership with PetroCONNECT, the programme aimed to capacitate aspiring fuel retailers to enter the industry whilst empowering those who wish to pursue careers in the sector. A total sum of R21 million was invested to develop 1 000 individuals.

The project is already bearing fruit and these are some of the success stories:

### *Nkosenhle Lwazi Mafuleka*

23-year-old Nkosenhle from Newcastle in KwaZulu-Natal is the youngest beneficiary of the Service Station Readiness Programme. He holds a BCom degree in Accounting and Finance. His passion for entrepreneurship was inspired by his parents who are also entrepreneurs and he used to help around in the family business.



“ During my final year at university, I had conversations with my friends who were graduates to learn about life after school and they shared with me that it wasn't easy to find employment even with a university qualification so that really encouraged me to contribute to reducing the challenge of unemployment. I had a few business ideas that I tried out but the idea of a fuel station always appealed to me so I conducted some research on fuel retail.



‘There was not much information about how to enter the industry so I turned to someone who was already in the industry and pitched the business idea to my parents who assisted me with minimum start-up. My first application for a site required a business plan and I was called in for an interview and presentation which did not go well as I was still unclear about certain things. I went through a total of nine unsuccessful applications. On my tenth application, I was on the verge of giving up but taking feedback from my previous declined applications, I improved my submission and prepared properly for the interview. My tenth application was to Sasol and they liked my business plan,” said Nkosenhle.

“Sasol advised me to undergo training with PetroCONNECT to learn more about the industry. I enrolled for the programme funded by the W&RSETA.

“The programme gave me an edge in the industry which enabled me to acquire my second site, and it has been a good journey so far.

“Dreams delayed are not dreams denied, so try as many times as possible with whatever you have. I failed ten times and I was on the verge to giving up, but I am glad I didn’t. If you are disciplined and patient, you will reap the fruits,” he added.



**Luleka Ngqulunga, and Vicky Letageng**  
new owners of Caltex Windermere.



**Najmah Mallick,** new owner of Caltex  
Oakdale Motors, Durbanville.



**Sue Moodley,** new owner of Caltex Modern  
Tower Garage.



**Queen Majola,** new owner of BP Cala.

## Rural *Development*

Developing economically viable rural communities



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“ The aim of these programmes is to address urban migration by empowering these communities to create their own opportunities through skills development.

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**T**he W&RSETA is committed to the development of rural communities to become economically sustainable through education and training. The SETA partners with various stakeholders to

implement programmes that will ensure the sustainability of rural communities. The aim of these programmes is to address urban migration by empowering these communities to create their own opportunities through skills development.

# Farming Market Access *Project*

**T**he W&RSETA has invested R6.3 million towards the Small-Scale Farming Market Access project in partnership with Alfred Nzo Development Agency and Boxer Superstores. The project empowered small-scale farmers to improve their businesses and provide access to markets. A total of 68 farmers, mostly

youth and women, from Alfred Nzo Municipality in the Eastern Cape which is considered the poorest district in South Africa, benefited from the project. Beneficiaries were trained on skills programmes covering areas of finance, business, retail, and gaining access to the market, to equip them with the skills to run profitable businesses..



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“ A total of 68 farmers, mostly youth and women, from Alfred Nzo Municipality in the Eastern Cape which is considered the poorest district in South Africa, benefited from the project.

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## Hands Up for Reaching Potential Learnership *Project*

**T**hrough the W&RSETA Hands Up for Reaching Potential Learnership Project, 109 people from Rhenendal, in the Western Cape have benefited and some of them are currently employed. The programme was launched in 2019 in response to a community request that the SETA provide opportunities for skills development to address high unemployment

and other social ills in the community. The beneficiaries, including people with disabilities, were registered on various learnership programmes at NQF levels 1 to 3. As part of the programme, community facilitators were capacitated to ensure the transfer and sustainability of skills development in the community.



**“** The beneficiaries, including people with disabilities, were registered on various learnership programmes at NQF levels 1 to 3. As part of the programme, community facilitators were capacitated to ensure the transfer and sustainability of skills development in the community.

The programme was implemented in collaboration with Woolworths, Cape Union Mart, Spar, Food Lovers Market, 34 Degrees, Old Khaki and Build It as some of the large companies partnering with the W&RSETA to provide workplace experience for this programme.







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