

March 2020 Newsletter



W&RSETA celebrates 20 years!

**2020/2021
GRANTS SEASON
IS NOW OPEN!**

Submissions of Annexure II documents
due by **30 April 2020**

APRIL 2020

MON	TUES	WED	THURS	FRI	SAT	SUN
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6	7	8	9	10	12	13
14	15	16	17	18	19	20
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higher education
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REPUBLIC OF SOUTH AFRICA



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In this Issue...

W&RSETA's 20-year highlights	3
2020 Black Business Summit	4
W&RSETA response to COVID-19	7
2020/21 Annexure II submissions	7
The Clothing Bank graduations	8
Update from the Retail Chair at DUT	10
ITAMED programme	11

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Message from the Editor-in-Chief

HAPPY BIRTHDAY
to a skills development giant –
the Wholesale and Retail Sector!
This month is particularly important to the W&RSETA and other SETAs as it marks 20 years of our existence.

Twenty years ago the skills development system, under the democratic government, began with 27 SETAs that would be responsible to address skills gaps in various sectors to ensure the economic growth of South Africa. Most importantly, SETAs were to ensure equal opportunity for education and training for all citizens.

This year, we celebrate twenty years of the SETA system and the strides that we have made collectively to skill the South African workforce. While the system has had its challenges, we can reflect on the past 20 years with a sense of achievement for the millions of people who have been skilled, for the employment opportunities that have been created for unemployed young people, the many businesses that have been established and the doors of learning that have been opened to thousands of youth to obtain qualifications.

The many achievements that the W&RSETA has made in the past 20 years could not have been possible without the support of our stakeholders and key role players that have

held hands with us and contributed to the successes that we have recorded throughout the years.

Thank you to all our companies – from the smallest to the largest, our training providers, institutions of learning and other organisations of interest. We can all pat ourselves on the back for a job well done.

Please enjoy this month's read which includes the W&RSETA's 10-year milestone of our highly-acclaimed International Leadership Development Programme. We have also included some of the significant milestones from our 20-year tenure. You can also view a DVD compilation with testimonials from some of our companies and other stakeholders. I hope you will beam with pride as much as we do.

We look forward to the new era of the SETAs with the implementation of the National Skills Development Plan (NSDP) 2030 which takes effect from 1 April 2020. This presents new opportunities for increased collaboration and innovation to transform our country's economy through skills development.

Let us move the W&RSETA **FROM GOOD TO GREAT**, together! To 2030 and beyond,

Martha

Manager: Marketing and Communications

OUR VALUES

› Accountability › Agility › Integrity and
Trustworthiness › Mutual Respect › Quality Services

As the global community contends with the COVID-19 pandemic, let us remain vigilant, protect ourselves and each other. Together we will make it through this crisis and rebuild our nation. Please note the measures that the W&RSETA has introduced to address the impact on the implementation of learning programmes on page 8.



OUR PROUD 20-YEAR LEGACY

- **R 7,4 BILLION** invested in skills development through Mandatory and Discretionary Grants.
- From a zero base, over 20 qualifications have been developed up to NQF level 6.
- Executive development to prepare future leaders for upper echelons has benefited **399** senior executives from historically disadvantaged groups.
- A talent pipeline of suitably qualified and skilled management complement, created through the Retail Management Development Programme, with **1 738** middle managers, team leaders and supervisors.
- Research innovation through the first in Africa **RETAIL CHAIR** project.
- The doors of learning have been opened through the bursary scheme which has benefited more than **12000** disadvantaged students as well as W&R employees studying and public and private institutions;
- Post-graduate bursaries awarded to increase education levels in the W&R Sector. Two PhD beneficiaries have obtained their qualifications.

- **KZN RETAIL SCHOOLS OF EXCELLENCE** launched in partnership with all **KZN TVET** Colleges and DUT to align industry needs with curriculum at learning institutions.
- Over **4 000 TVET** College and HET graduates prepared for employment through the workplace programme.
- Rural development interventions implemented to create jobs for young people and uplift communities.
- **992** informal traders equipped with skills to improve competitiveness and supported with infrastructural development through the Informal Traders Upliftment Project.
- Youth entrepreneurship has benefited **400 YOUNG** informal traders in partnership with the Tshwane Business Forum.
- People with disabilities are provided opportunities to gain meaningful employment in partnership with government and relevant organisations. Over 2000 people have benefited from the programme and several companies capacitated on how to deal with issues of disabilities in the workplace.
- Women empowered to actively participate in the economy through partnership with The Clothing Bank.



BLACK BUSINESS LEADERS ENGAGE ON INCLUSIVE GROWTH AND JOB CREATION

At the backdrop of a declining economy, which has seen South Africa enter into its second recession since 2018, the Black Business Council (BBC) convened its annual Black Business Summit on 4 and 5 March 2020 in Johannesburg.



Sandile Zungu opened the 2020 Black Business summit

Ministers, Deputy Ministers, political party leaders and business leaders gathered for the 2020 Black Business Summit to engage on the state of the economy and South Africa's strategy for inclusive economic growth with a focus on black business. The summit was held under the theme *"The role of Black Business in Industrialisation, Localisation, Beneficiation, Radio-Frequency Spectrum, African Continental Free Trade Agreement (AfCFTA) and Inclusive Economic Growth in order to Create Employment"*.

Opening the summit, President of the BBC Sandile Zungu, called on the unity of business which the council was advocating for as demonstrated with the participation in the summit of Business Unity South Africa and other business associations. Zungu reiterated that there was a need for leadership during the state of crisis that the country was faced with. "We are in a crisis, but we should not allow it to go to waste. We have an opportunity to reimagine the future". He also highlighted key leadership actions that were required to lead the country

through these turbulent times which include fixing state owned entities, addressing the power crisis, enabling SMMEs to conduct business, black industrialisation and embracing the Fourth Industrial Revolution (4IR).

Deputy Minister of Finance, Dr David Masando, addressed business leaders at a breakfast briefing session as well as the summit and provided an overview of the state of the South African economy and its outlook.

The Deputy Minister indicated that the economy of the country was in the worst stage since 2008 which had been compounded by the corona virus. Dr Masando emphasised the need to reduce expenditure and attract investment in order to improve the economy. He also emphasised the importance of stimulating the manufacturing, agriculture and retail industries.

Dr Blade Nzimande, Minister of Higher Education, Science and Technology addressed the summit on the collaboration with the private sector, to improve the skills of young people who would then contribute to improving the economy. He called on business to collaborate with government on providing workplace experience for TVET college students, centres of specialisation, adopting TVET colleges to improve their capability to deliver relevant programmes and aligning skills development programmes to government priorities.



Dr Blade Nzimande, Minister of Higher Education, Science and Technology



President of the Inkatha Freedom Party, Velenkosini Hlabisa; Gwen Ngwenya, Head of Policy of the Democratic Alliance; Commander in Chief of the Economic Freedom Fighters, Julius Malema; Spokesperson of the African National Congress, Pule Mabe;; and United Democratic Movement Leader, General Bantu Holomisa

Other Ministers who addressed the summit were the Minister of Public Service and Administration, Senzo Mchunu, who spoke on the challenges that hinder government from being a capable state. The Minister of Health, Dr Zweli Mkhize, addressed the delegates on the role of business in the National Health Insurance and the current outbreak of the corona virus. Dr Nkosazana Dlamini-Zuma, the Minister of Corporate Governance and Traditional Affairs, addressed the business leaders on the opportunities in the development of districts in the country while Minister Maite Nkoana-Mashabane of Women, Youth and People with Disabilities addressed the issue of gender equality.

Minister Ebrahim Patel focused on government programmes to increase investment and exporting. He highlighted that government had implemented social compacts including the clothing and textiles sectors to create jobs with a requirement for all parties to contribute to the partnership. In this social compact, retailers had committed to buy more local goods while government committed to crack down on illegal imported goods and trade unions would negotiate agreements that promote decent work. Patel indicated that industrialisation programmes were a key priority of government with several plants having been established and more in the pipeline.

The skills development breakaway session focused on the skills of the future and the role of business in the development of Sector Skills Plans. Panellists from the W&RSETA, MICT SETA, the National Skills Authority and Productivity South Africa agreed to partner to ensure the participation of business in the skills development processes. The Black Business Council committed to facilitate this collaboration. SMME development was also discussed in one of the breakaway sessions that focused on, among other issues, access to funding and markets.



Ministerial delegation at the 2020 Black Business Council



A picture of leadership: BBC President, Sandile Zungu and its National Office Bearers with Trevor Manuel, Tom Mkhwanazi; André de Ruyter and Greg Solomon

Leaders of top political parties weighed in on the socio-economic transformation and inclusive growth in the Big Political corner session.

Former Finance Minister and Chairman of Old Mutual, Trevor Manuel, was the guest speaker at this year's gala dinner which took place on the last day of the summit. Manuel reflected on the challenges that the South African economy was facing and remarked "Unemployment of young people are some of our key challenges. It is not too late to salvage the situation. However; if not, these will have an impact on generations to come." He called on all sectors to play their role in getting the country back on track. "We have run out of money; it is time to think", said Manuel.

Tom Mkhwanazi, Chief Executive Office of the W&RSETA, delivered the message of support to the Black Business Council and commended the council for its role in influencing policy on issues that impact on the growth of black business in South Africa. Mkhwanazi highlighted the need for business to continue investing in skills development during the challenging economic times. He also committed the W&RSETA to continue leading the provision of innovative programmes to address the needs of the economy.

Eskom CEO, André de Ruyter addressed the guests on the challenges that are facing the state power utility, the lifeblood of the economy, and plans to overcome them.



Keynote speaker at the gala dinner, Trevor Manuel



W&RSETA CEO, Tom Mkhwanazi addressing the guests at the gala dinner



2020/21 GRANTS SEASON CLOSES ON 30 APRIL 2020!

We remind all qualifying wholesale and retail companies to submit applications for Mandatory and Discretionary Grants for the 2020/21 financial year by completing Annexure II documents on the W&RSETA Management Information System (MIS) and submitting it by 30 April 2020, midnight. The following documents should be completed for the application to be considered:

- Annual Training Report (ATR) 2019/2020
- Workplace Skills Plan (WSP) 2020/2021
- Professional, Vocational, Technical and Academic Learning (PIVOTAL) programmes Report 2019/2020
- PIVOTAL Plan 2020/2021

With the introduction of the new MIS which has several improvement features and requirements, stakeholders are encouraged to start populating information on the system to familiarise themselves with the system and to avoid the last minute rush.

STAKEHOLDERS CAN CONTACT THE RELEVANT REGIONAL OFFICES SHOULD THEY REQUIRE ASSISTANCE.

W&RSETA RESPONSE TO COVID-19

In response to the pronouncement by President Ramaphosa of a national disaster in South Africa following the COVID-19 (corona virus) global pandemic, the W&RSETA has implemented measures to address the impact of the outbreak on the implementation of learning programmes.

[CLICK HERE FOR THE LETTER FROM THE W&RSETA CEO IN THIS REGARD.>>](#)

CELEBRATING WOMEN ENTREPRENEURS THE CLOTHING BANK ISBP GRADUATIONS



The increasing plight for the emancipation of women to participate in the economy of South Africa and escape gender-based violence was the motivation behind the W&RSETA's partnership with non-profit organisation, The Clothing Bank (TCB), in 2013 to empower vulnerable women. Since then, the W&RSETA has contributed to the empowering of these women through skills development programmes.

As the TCB celebrates its 10th year, the graduation of 148 women in Cape Town and East London has been a key highlight. These women are part of the 274 who successfully completed the W&RSETA funded Informal Small Business Practice (ISBP) learnership graduating in Cape Town and East London. Since the inception of the project, 1050 women have completed the programme, recording an average of 80% success rate.

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. The integral objective of the initiative is to alleviate poverty, particularly amongst single mothers, by entrenching entrepreneurship to equip them with the skills to ensure sustainable small businesses. The learnership was delivered by the Tourism & Business Institute of South Africa (TTBISA).

Since 2013, the W&RSETA has contributed over R12m benefitting 1050 women through the two-year programme.



Ntombi Dlodla speaking at the Cape Town graduation

Most of the women are still operating their businesses with many having diversified their businesses while others have gained the confidence to seek employment.

At the graduation ceremony in Cape Town on 3 March 2020, Ntombi Dlodla, Chief Operations Officer of the W&RSETA, said the SETA was incredibly proud of the courageous women who had overcome great odds to complete the learnership achievement, most of whom were graduating for the first time. "Today is a celebration of a partnership that has provided skills development opportunities to many women. The W&RSETA has invested R37million towards this project which demonstrates our commitment to skills development", said Dlodla. She encouraged the women to continue on the journey of learning and to collaborate and support each other in order to grow.



“To the graduates, your hard work should serve as a reminder to your children that everything is possible. The success of your business has nothing to do with anyone but you” ZAKIYYA MURTUZA
PEERUN, DIRECTOR: MANPOWER DEVELOPMENT, TBBISA



Jeniffer Boer also represented the graduates - “At 57 years, I never thought I would graduate. Thank you TCB for the opportunity”



Linda Sobetwa spoke on behalf of the graduates in Cape Town and indicated how the programme has assisted them in growing their businesses to profitability and empowered them to fulfil their roles in the society.

Jane te Water Naude, The Clothing Bank’s National Programme Manager, thanked the W&RSETA for investing in the project which had contributed to the success of the programme.

At the East London graduation, Martha Shingange, W&RSETA Marketing and Communications Manager, said that in its continued commitment to empowering women, the SETA had allocated R24million to benefit a further 350 women from 2019 to 2021. Shingange challenged the women to grow their businesses so that they can create much-needed employment opportunities and contribute to the economic growth of the country.

Martha Shingange addressing the graduates at the graduation in East London



A beneficiary of the TCB programme, Lorraine Zantsi, who won the 1st prize in the category of business with most impact in the community at the TCB 10-year celebration awards was the guest speaker at the East London graduation on 10 March 2020. She shared her inspirational journey since completing the programme which had opened opportunities for her to grow her business. Lorraine encouraged the graduates to continue seeking opportunities with the skills they had acquired.

A tearful Khanya Cakata made a moving speech on how many of the women had struggled through the programme but had been supported to carry on to completion. She said: “The partnership between the W&RSETA, TCB and TTBISA is like a three-legged pot. Without either one, it will not work. We thank you from the bottom of our hearts”.



Khanya thanking the TCB and its partners on behalf of the East London group

UPDATE FROM THE RETAIL CHAIR AT DUT

Stakeholder engagement workshop

The W&RSETA Wholesale and Retail Leadership Chair (WRLC) hosted a stakeholder engagement workshop for the Kwazulu-Natal TVET colleges and retail companies on 3 to 4 March 2020 at the Durban University of Technology. The workshop was attended by the Department of Higher Education Provincial Office, all nine KZN TVET colleges as well as King Sabata Dalinyebo TVET College from Mthatha. Some secondary school principals were also invited to capacitate them on their role in the value chain of employability and skills development.

The workshop aimed to create a platform for retailers to guide industry engagements with the WRLC on research, innovation, curriculum design and human capital development in the sector. The platform also played a pivotal role to assist the WRLC to develop research topics to guide its research agenda.

The DUT Retail Chair, Yunus Doba, presented on “Human Resources Planning and 4IR” and “Re-conceptualising Work Integrated Learning”. The conversations emerging from the presentations generated urgency for a curriculum review and development in terms of the evolving trends in the retail sector. The programme included a presentation by industry partner Planet54.com on “Online-shopping and the evolving economy”. Planet54.com provides gives opportunities to students and unemployed people to become entrepreneurs by allowing them to utilise their digital platform of trading.

Amongst the speakers were Prof Thomas Dobbelstein from Duale Hochschule Baden-Württemberg (DHBW), Germany who presented on how DHBW partners with industry to ensure an equal combination of academic and industry-based practice as part of their curriculum. Ms Yurissa Sawers from the MRP foundation highlighted the importance of developing the workforce through readiness programmes for the unemployed. Dr Rajendran Naidoo from DUT also shared insights on enhancing quality and efficiency in the retail work environment.



Yunus Doba, the Retail Chair presenting to the delegates at the workshop



Prof Thomas Dobbelstein (above), Yurissa Sawers and Rajendran Naidoo delivering their presentations

The workshop culminated in the identification of 14 research topics on people management, technology, 4IR and curriculum development. The KZN Retailer's Consultative Forum was formed comprising seven retailers as forum officials. The workshop was welcomed and stakeholders have requested similar workshops to be convened in the future.

W&RSETA CAPACITATES INFORMAL TRADERS AND MICRO ENTERPRISES FOR SUSTAINABILITY



Sindiso Malaku, W&RSETA Executive: SME Support addressing stakeholders

As part of its concerted efforts towards growing the SMME sector, the W&RSETA embarked on its annual capacitation programme through the Informal Traders and Micro Enterprises Development (ITAMED) programme on 11 March 2020. The nationwide programme is aimed at capacitating informal traders and micro enterprises with the necessary skills to enable them to run profitable and sustainable businesses as well as to inform them about support and funding opportunities available from the W&RSETA and other government entities.

About 1500 informal traders, with an average of 160 per province, received training on marketing, financial management, customer service and entrepreneurship. The programme was implemented with the support of relevant government departments and entities which provided information on their programmes that relate to informal traders on issues such as formalising their businesses, financial and non-financial support for informal businesses as well as compliance and regulatory issues such as registration and taxes. These entities included the National Youth Development Agency (NYDA), Companies and Intellectual Properties Commission (CIPC), South African Revenue Service (SARS), Small Business Development Agency (SEDA), Small Enterprise Finance Agency (SEFA), Unemployment Insurance Fund (UIF) and the Department of Small Business Development (DSBD).

As part of the programme, the W&RSETA provided the participants with vouchers of R2000 each as an investment towards their businesses. A total of R3 million was invested in this year's programme. The programme was concluded on 25 March 2020.



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