



## BUILDING ECONOMICALLY VIABLE RURAL COMMUNITIES THROUGH SKILLS DEVELOPMENT



higher education  
& training

Department:  
Higher Education and Training  
REPUBLIC OF SOUTH AFRICA



Tip-offs Anonymous

0800 007 828 [W&RSETA@tip-offs.com](mailto:W&RSETA@tip-offs.com)  
[www.tipoffs.com](http://www.tipoffs.com)

COMING SOON



# Skills development is not a spectator sport!

Many of our stakeholders are breathing a sigh of relief following the deadline for the submission of Annexure II documents on 30 April 2023.

On the W&RSETA front, we have completed the first month of the new financial year and are running at full speed. We are currently reviewing the Annexure II submissions to allocate numbers in line with our Annual Performance Plan. The overwhelming response from companies has been most encouraging as it demonstrates the commitment to provide education and training opportunities to employees and unemployed learners. As much as we would like to meet the demand from the sector, we are constrained by our limited financial resources which must be shared equitably among all stakeholders. Please expect feedback from the provincial offices in due course.

The highlight of the month was the marking of the successful completion of the Small-Scale Farmers Market Access project. This was a collaboration with our super large company, Boxer Superstores, to capacitate and remove the barrier of entry for small-scale farmers to retail shelves. Please read about this impactful project and its successes.

On 15 May 2023, we welcomed 60 delegates to the 12th International Leadership Development Programme (ILDLP). These leaders have embarked on the life-changing leadership development journey to prepare them for the next level of management echelons.

Our CEO commenced with his annual stakeholder engagement programme in the Western Cape where he met with various stakeholders to engage on our collaborative contribution and efforts to enhance skills development in the sector.

It has been an eventful month and we are pleased to share some of the developments and milestones with you.

Until next time, I hope you will find the read informative.

Yours in skills development,

*Martha*

Manager: Marketing & Communication

## MESSAGE FROM *The Editor-in-Chief*



### Production Team

Martha Shingange – Editor-in-Chief

Rhulani Mavunda – Editor

Desmond Mashao – Production Co-ordinator

### *In this issue*

NSDP Priorities	Page 3
W&RSETA/Boxer Market	Page 4
2022/23 ILDP Launch	Page 6
CEO's Stakeholder Engagement	Page 7
Success Story	Page 9
WholeDiary	Page 11

### 2023 success stories publication is now out!

The 2023 edition of our success stories publication is now available. The publication is a collection of the latest success stories from our various programmes.

[Click here](#) for a copy. Physical copies can be obtained on request.

### Our values

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



# W&RSETA's contribution to South Africa's skills development agenda in 2023/24

The W&RSETA set 34 targets on skills development priorities aligned to the National Skills Development Plan (NSDP) for the 2023/24 financial year. These targets are derived from the eight outcomes of the NSDP. The W&RSETA aims to implement programmes in the Wholesale and Retail Sector to contribute towards the goals of the NSDP as articulated in the 2023/24 Annual Performance Plan as follows:



## 1. Identify and increase production of occupations in high demand

### Award bursaries as follows:

- Management development programmes:
  - **60** ILDP
  - **320** RMDP
  - **15** Masters/PhD
- Undergraduate programmes on scarce and critical skills:
  - **1000** new students
  - **500** continuing students
- **30** learners on artisan and technician programmes
- **50** unemployed learners on candidacy programmes



## 2. Linking education and the workplace

- Place **2400** learners from TVET colleges and HETs in Work Integrated Learning (WIL) programmes
- **850** learners from TVET and HETs completing WIL programmes



## 3. Improving the level of skills in the South African workforce

- **4850** employed learners completing learning programmes addressing Hard-to-Fill Vacancies



## 4. Increase access to occupationally directed programmes

- **12 000** unemployed learners on learning programmes
- **9800** employed learners on NQF 2-5 learnerships or occupational programmes and **4850** unemployed learners completing



## 5. Support the growth of the public college system

- Support **4** centres of specialisation
- Partnerships with **16** TVETs to improve delivery of retail and related qualifications
- Maintain presence at **32** TVET colleges
- Number **32** partnership formed with CET colleges



## 6. Skills development support for entrepreneurship and cooperative development



## 7. Support career development services



## 8. Encourage and support worker initiated training

### Support:

- **120** co-operatives and community-based entities
- **3000** informal traders and **3000** small and micro enterprises
- **300** entrepreneurs
- **211** career development interventions
- **500** learners/unemployed persons assisted to access W&RSETA opportunities
- **1382** trade union beneficiaries supported to enter and complete capacitation programmes

# BUILDING ECONOMICALLY VIABLE RURAL COMMUNITIES THROUGH SKILLS DEVELOPMENT



Certificate handing out with the Deputy Minister of Agriculture, Land Reform and Rural Development

In a collaborative project with one of its large retail companies, the W&RSETA has made groundbreaking strides in enabling access to markets for SMMEs. This follows the successful completion of the Small-Scale Farmers Market Access partnership project with Boxer Superstores. The two partners celebrated this milestone at a certification ceremony for 107 of the 272 beneficiaries who completed the programme on 4 May 2023 in King William's Town, Eastern Cape. The project, which commenced in 2021 is the W&RSETA's contribution towards its commitment to develop economically viable rural communities through skills development. The project sought to empower small-scale farmers in South Africa's most impoverished province to become profitable and provide access to

markets into retail shelves. The W&RSETA invested R6.3 million towards this project to benefit the farmers of Buffalo City Metropolitan Municipality and surrounding areas.

Boxer Superstores Group Executive: Stakeholder Engagement and Sustainability, Ntombi Dlodla, provided a project overview and shared that the programme did not only focus on access to the market but also provided mentorship and coaching to equip the farmers to market their products and comply with relevant regulations and standards.

*"We acknowledge the significant role that the W&RSETA played in funding this project," said Dlodla.*



Ntombi Dlodla speaking on the project overview





**W&RSETA CEO, Tom Mkhwanazi during his address**

The CEO of the W&RSETA, Tom Mkhwanazi, delivered a message of support and congratulated the farmers for completing the programme. Mkhwanazi indicated that the partnership with Boxer Superstores was the first of its kind in support of the W&RSETA's mandate to upskill communities. He also explained that rural development is one of the W&RSETA's strategic priorities which was a determining factor in the SETA's support. Mkhwanazi further encouraged the beneficiaries to seek opportunities in their communities to create jobs and boost their local economy.

*"The W&RSETA recognises that rural communities are sometimes neglected, for us, it is not an issue of providing handouts but of supporting and uplifting the communities so that they become economically sustainable."* **said Mkhwanazi**

#### Highlights:

- **90%** completion rate
- **77** farmers are supplying their products to Boxer Superstores
- Women participation at **62%**
- **43%** youth beneficiaries

Delivering a message of support, Ian Bamber, Group Executive: Human Resources for Boxer Superstores, acknowledged the challenge of studying while working and thanked the beneficiaries for staying the course. Bamber highlighted that the purpose of the project was to impart skills to rural farmers to integrate into commerce, an objective that has been achieved.



**Ian Bamber providing message of support**



**Representing the Golden Ratio College, Ronwyn Lawson delivered a message of support**



**Deputy Minister Capa delivered the keynote address**

*"Learning about food safety was very important, my company is now certified. To my fellow farmers let us use the knowledge gained from this programme to build our businesses."*

**Linda Ngcwembe, Learner representative**

Gracing the event to deliver the keynote address, the Deputy Minister of Agriculture, Land Reform and Rural Development, Ms Rosemary Capa congratulated the farmerson their success. The Deputy Minister remarked that the project was aligned to South Africa's commitment to the G20 to empower rural communities, particularly women. "South Africans must find local solutions to local challenges" further indicating that food security and producing food for state institutions should be a priority. In closing her address, the Deputy Minister challenged her department to support the journey that the W&RSETA and Boxer had started.







**The W&RSETA has established 3 Wholesale and Retail Chairs at leading HET institutions: CPUT (Western Cape), DUT (KwaZulu-Natal) and UJ (Gauteng)**

## W&RSETA LAUNCHES 12TH ILDP!



The 2022/23 ILDP commenced with the first local module at the Gordon Institute of Business Science (GIBS) Business School on 15 May 2023. A total of 60 senior managers from various wholesalers and retailers ranging from super large to small companies have embarked on the intensive leadership development journey that has been specially crafted to accelerate their leadership capabilities.

The 18-month programme comprises custom designed Postgraduate Diploma in Business Administration, as well as international and African immersions into leading markets and challenging businesses to enhance their business insights.

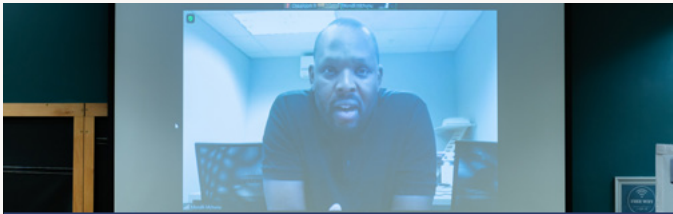


Welcoming the delegates to the programme, GIBS Corporate Education Managing Executive Lerato Mahlasela, expressed enthusiasm to be welcoming another cohort to the programme. Mahlasela highlighted that the delegates would be equipped with skills, insights and business acumen to improve their businesses and sharpen their knowledge of the sector. She prepared them for the demands of the programme that would require sacrifices and full commitment.

W&RSETA's Marketing and Communications Manager, Martha Shingange challenged the delegates to consider the myriad of issues facing the Wholesale and Retail Sector and return with solutions to improve prospects of growth and employment.

During a joint session with delegates of the FOOD-BEV SETA on their leadership and management development programmes, renowned economic strategist Abdullah Verachia delivered a thought-provoking presentation on the economic state of South Africa and the role of leaders during tumultuous times.





Mondli Mchunu, Employee Relations and Transformation Director at Mr Price Group and ILDP Alumnus shared his journey on the programme and conveyed a message of encouragement to the new intake.

*Since 2009, over 350 leaders have benefited from the ILDP increasing the talent pipeline of highly promotable historically disadvantaged leaders within the W&R Sector who have been earmarked for senior positions in their companies.*



## CEO'S STAKEHOLDER ENGAGEMENT PROGRAMME HEADS TO THE WESTERN CAPE

Continuing his annual stakeholder engagement programme for 2023/24 which commenced in April, the W&RSETA's CEO, Tom Mkhwanazi headed to the Western Cape on 17 May 2023. The programme enables the CEO to engage decision makers and key role players on the skills development agenda of the W&RSETA in partnership with various stakeholders.

During the two-day programme, Mkhwanazi met with eight of the top 12 super large wholesale and retail companies in South Africa. The focus of the engagement was to receive feedback on the role that these conglomerates play in skilling their employees as well as the education and training opportunities they provide to students and unemployed youths. Among the issues deliberated on were challenges and solutions to the implementation of various skills development programmes. The engagement centred around the recognition of alignment between the W&RSETA's strategic priorities and stakeholder focus areas.



**Tom Mkhwanazi during engagements with senior officials from the Western Cape super large companies**

Another strategic conversation was with the General Secretary of the Southern African Clothing and Textile Workers Union (SACTWU), one of the W&RSETA's constituent labour organisations. Mkhwanazi and Andre Kriel engaged on the implementation of current worker-initiated programme for SACTWU members and other areas that could be explored to enhance the union's role in the implementation of skills development in the workplace.





**W&RSETA CEO with Andre Kriel, W&RSETA Board member from SACTWU Ross Reynders and Martha Shingange, W&RSETA Marketing and Communications Manager**

The second day of the programme focused on institutions of learning where Mkhwanazi met with the leadership of the Western Cape Community Education and Training (CET) College and Northlink TVET College. The W&RSETA is leading in the support of the nine CET colleges that were established in 2015 to enable access to previously neglected communities. The SETA's support is on infrastructure, learning programmes and capacitation. At the CET College, the W&RSETA is funding access programmes for 100 learners to enable youth that are not in employment, education or training to enter NQF level 2 entrepreneurial programmes. The SETA is also providing funding to establish an ICT lab in the college.



**Learners at the Western Cape CET College sharing their experiences on the programmes and plans for the future**



**Mkhwanazi with the CET college Council Chairperson, Principal and management**

The highlight of the visit to Northlink TVET College was the practical demonstration of the hairdressing artisan programme for which the W&RSETA is funding 47 learners. The W&RSETA has had a longstanding mutually beneficial relationship with the college with several successes on the implementation of innovative initiatives linked to learnerships, bursaries, internships and artisan programmes. The two institutions explored other avenues for collaboration to provide opportunities for young people.



**Mkhwanazi with the college management on a tour of the college and meeting learners**



## Detonia Buqwana



"I am a girl from a small town called Sterkspruit in Joe Qgabi district, Eastern Cape where there are limited opportunities. It is difficult to access basic service delivery. Our community lives in poverty and people are dependent on social grants. Being a beneficiary of this programme didn't just change my life; it changed the lives of the whole community. After completing the programme, I remember going to Boxer pushing a trolley with 50 batches of spinach.

The manager gladly received my produce and advised that I should get a bigger land so that I will be able to supply both Boxer stores in Sterkspruit. At that time, I was using a backyard garden. I managed to acquire 10 hectares of land and employ 5 permanent and 15 seasonal staff. I went from pushing a trolley with 50 batches of spinach to delivering 2000 cabbages a day, twice a week, in Boxer stores.

I am grateful to everyone who made this programme a success, Golden Ratio, Tardyn Suppliers, Boxer, and W&RSETA. Thank you for giving us the opportunity, and we are looking forward to growing together."



# W&RSETA Supports Youth Development in Townships



Young people gathered in their numbers at Orange Farm Sports Complex

The W&RSETA was at the 2023 EmpowaYouth Week in Orange Farm from 22–26 May. Organised by EmpowaWorx, this annual event brings together private and public institutions to share information on employment and entrepreneurship opportunities with young people. The week-long summit comprises inspirational, informative and educational engagements on building a holistic young person, from mental and physical health, careers, entrepreneurship, leadership and financial management. Some speakers tackled the topical issues of gender-based violence, crime, and substance abuse.



Hardy Sitshange, ILDP alumnus and Pick n Pay General Manager at Roodeport, Kedibone Segole of Moipone Aesthetics, a beneficiary of the W&RSETA Entrepreneurship Development programme and Khangwelo Sikhauli, an SMME Access to Retail-Shelf Readiness programme beneficiary from Malie's Ice Cream

On the retail stage, W&RSETA beneficiaries encouraged the youth with their career and entrepreneurship successes which they attained through the support of the W&RSETA's programmes. From the W&RSETA, the CEO Tom Mkhwanazi and Senior Regional Manager Sindiso Malaku encouraged and inspired the youth to choose retail as a career of choice by explaining various opportunities that are offered through the SETA system.



Tom Mkhwanazi and Sindiso Malaku during their respective presentations



Deputy Minister Manamela on stage

A perspective on education and training was delivered by the Deputy Minister of Higher Education, Science, and Innovation, Buti Manamela. He applauded the young people for showing up to equip themselves with information that will develop them. Deputy Minister Manamela emphasised the importance of TVET colleges and their vital role in transforming skills in the country. "TVET colleges produce skilled carpenters, welders, and boilermakers. The National Development Plan has identified TVET colleges as crucial in addressing skills shortages in the country," said Deputy Manamela.





**W&RSETA Entrepreneurship Development Programme will support 300 young entrepreneurs in 2023/24**

*Whole Diary*



## Provincial Stakeholder Forum Meetings

PROVINCE	DATE	RSVP
Gauteng	9 June 2023	charis@gpretail.co.za
Eastern Cape, East London	13 June 2023	umlungwana@wrseta.org.za
Eastern Cape, Gqeberha	14 June 2023	bngubelanga@wrseta.org.za



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**BLACK BUSINESS COUNCIL**



**Migration from historic to occupational qualifications**  
30 June 2023 - last day for registration of learners on historic qualifications

## CONTACT DETAILS

### Head Office

Riverside Office Park  
Hennops Building  
1303 Heuwel Avenue  
Centurion

Tel: 012 622 9500

### Eastern Cape

3 Surrey Road  
Vincent  
East London

Tel: 043 726 3281

### Free State

8 Barnes Street  
Westdene,  
Bloemfontein

Tel: 051 444 0746

### Gauteng North

Egret Place, Hillcrest  
Office Park, 189 Lunnon  
Road, Hillcrest  
Pretoria

Tel: 012 430 493

### Gauteng South

Hillside House, Cnr  
Empire And Hillside Roads,  
Parktown,  
Johannesburg

Tel: 011 656 0085

### KwaZulu-Natal

Third Floor, Clifton Place  
19 Hurst Grove  
Musgrave  
Durban

Tel: 031 277 0500

### Limpopo

Office No 1,  
125 Marshall Street  
Cnr Hans Van Rensburg  
And Marshall Street,  
Polokwane, 0699

Tel: 015 291 2237

### Mpumalanga

Parkmed Building, 64  
Mandela Street  
Emalahleni 1035

Tel: 013 690 1214

### Northern Cape

Monridge Office Park  
2 Kekewich,  
Drive, Monument Heights,  
Kimberley

Tel: 053 831 4117

### North West

155a Kruger street,  
Rustenburg  
0299

Tel: 014 592 0483

### Western Cape

Waterside Office Park  
Tyger Waterfront  
Carl Cronje Drive,  
Belville

Tel: 021 561 6500

### Website

[www.wrseta.org.za](http://www.wrseta.org.za)

### Email

[wrseta@wrseta.org.za](mailto:wrseta@wrseta.org.za)