CHIETA @ WORK

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EDITOR'S NOTE

Glory Nyathi - Stakeholder Relations Manager

Welcome to September!

The sense of newness and freshness in the midst of a busy year is palpable.

It feels like we can all press the 'reset' button and readjust ourselves after all the marathons, audits, annual reports ,Regional Stakeholders Forums(RSFs),setting up of new projects, running of key events and ensuring our targets are on track!

The good news is that once again we have done well at the Chemical Industries Training and Education Authority (CHIETA)!

It was a collective effort. Therefore, we thank each and every member of the team for having contributed to our attainment of yet another clean audit!

In this newsletter we will share with you some of CHIETA's success stories.

The incredible achievements range from our smallest projects to ground breaking initiatives within a short space of time.

The highlight of these wonderful stories is a demonstration of how CHIETA is making a difference in South Africa's quest to develop world class skills to drive sustainable economic growth.

All this would not have been possible without CHIETA's dedicated staff and stakeholders.

Your resolve to make a difference is the reason behind the success we are celebrating this month.

To the CHIETA management and board, we say thank you for the great leadership.

Please sit back, relax and enjoy another edition of CHIETA @work newsletter.

Happy reading!

South Africa raises the bar in skills development with HRDC summit

South Africa has raised the bar in its quest to create the right skills set to spur economic development after hosting the third Human Resource Development Council (HRDC) 2018 Summit.

The highly successful two day summit held in Boksburg from May 10, where the Chemical Industries Education and Training Authority played a central role as one of the exhibitors, was addressed by Deputy President David Mabuza and Higher Education and Training Minister Naledi Pandor.

Mabuza said the summit helped the country to sharpen its human resources strategy to address the problem of unemployment and draft strategies to create an inclusive society that priorities the education of young people.

He applauded companies that were adopting Technical Vocational Education and Training (TVET) colleges and ensuring that their curricular addresses the needs of South Africa's industry.

"We are called for greater collaboration in exposing learners to various careers that will be helpful to their future," Mabuza said. "Exposure to technology will assist our country to leapfrog others in economic development, introduce innovation and set us to meet the demands of the 21st century."

The Deputy President called for robust investment in a skills revolution through an increase in the number of TVET colleges and an improvement in the qualifications they offer.

Mabuza, who is also the chairperson of the HRDC, said South Africa needed a skilled workforce to achieve accelerated economic development.
Naledi Pandor called for more support to be given to TVET and community colleges for them to become premier trade and occupational skills development institutions.

The minister said this could be achieved through the creation of seamless relationships between the private sector and public institutions as well as international partnerships that promote a successful skills development mode.

"We want to build an active and competent human resources base," Pandor said. "South Africa must offer practical opportunities for skills development to a diverse group of people in our nation.

She added: "We are a diverse multifaceted population that requires diverse responses to problems."

Pandor said partnerships needed to upgrade South Africa's human resources skills must include literacy and numeracy skills as well as develop entrepreneurs.

CHIETA women's month experience

Malibongwe igama lamakhosikazi

Mashila Matlala - CHIETA Chairperson with **Nuska Zwane -** business woman and speaker of the day.

The Acting CEO, Ms Kedibone Moroane opened the workshop by encouraging all women to connect, support one another and encouraged all to be open minded and leave the workshop being different as a result of all lessons shared

The Chairperson of the Board, Ms Mashila Matlala commended the CHIETA for coordinating such a capacity building workshop for women stakeholders. She pointed out that it is one of the events to be honoured annually and encouraged all to pursue further education and prioritise self-development as these are the most powerful tools for empowerment.

The Guest Speaker for the day, Ms Nuska ''Marriam" Zwane shared her moving story of courage, bravery and determination. She inspired all women to write their own stories through the guidance of personal vision board, live their dreams, support other people, especially the less privileged and have strong faith.

Wathint'abafazi, wathint' imbokodo

CHIETA hosted a successful "take a girl child to work" programme in partnership with Blue Eagle High School from Cosmo City

The CHIETA in partnership with Cell C hosted learners from Blue Eagle High School in Cosmo City, Johannesburg. These were Grade 9 girl learners.
Over the years, the initiative has enjoyed best success as a platform to address the needs and aspire and motivate girls of high school going age.

The main purpose of the event was as follows ;

- To ensure that the girl child is exposed to the CHIETA working environment.
- To expose them to the world of work and give them the opportunity to make informed career decisions based on real work experiences
- To address the aspiration of girl children by inspiring and motivating them to pursue their goals and ambitions and to reach their full potential

The event also became a career advice and development day as the ACEO, Ms Kedibone Moroane and CHIETA Executives took the opportunity to address the learners about opportunities in the chemical sector.
The learners were each given a package with career guidance material, sanitary pads and other school related material.

Well done CHIETA on this sound initiative!

COMPLIED AND SUBMITTED
ON TIME
COMPLIED AND SUBMITTED

CHIETA
CHEMICAL INDUSTRIES EDUCATION & TRAINING AUTHORITY

ANNUAL REPORT 2017/18

CHIETA: The catalyst for enhanced skills, economic growth and employability

higher education & training
Department:
Higher Education and Training
REPUBLIC OF SOUTH AFRICA

CHIETA rolls out career guidance programme

Tshidi Magonare - Acting Executive Research and Skills Planning

The Chemical Industries Education and Training Authority (CHIETA) has rolled out a career guidance programme to help learners to identify professions that suit their interests. CHIETA on May 22 held a day long capacity workshop in partnership with Maluti Technical and Vocational Training (TVET) College (Kwetlisong) Campus and P&T Technology in Phuthadijhaba in the Free State.

The workshop attended by 41 students from three local schools – Ranstane Secondary, Mampoi High and KgolaThuto Secondary - was organised to "Capacitate TVET Colleges for World Skills Build up and beyond."

Leaners were taught how to use their own results from the assessment to work through activities, which guided them towards a career that aligned with their interests, values and aptitude.

The activities were drawn from a workbook specifically designed to facilitate career guidance using psychometric assessments, which the learners completed.

These learners were encouraged to actively participate, interact with the presenter and get clarification on anything they did not understand. Videos, audio recordings, individual activities, discussions and practical examples were used to teach the learners.

The workbook contains a career dictionary, which describes over 300 career opportunities.

During the training, learners are helped to narrow their options down to three careers by the end of the workshop. It starts with the definition of a career, understanding the difference between a job, an occupation and a career.

The learners then explore their career goals and life in general before identifying and overcoming barriers to deciding what career path to follow. They are then helped to explore the options available to them once they complete matric and this is done through looking at the different types of tertiary institutions.

The choices include traditional universities, universities of technology and comprehensive universities as well as TVET colleges. Learners evaluate choices after Matric which include starting a business, finding employment and gap year options. The trainer also provides the learners with information about various financial aid options, which include scholarships, bursaries, loans and government loans/bursaries.

The CHIETA plans to earmark learners that fall within the age requirements of the International World Skills Competition which is 22 years, in order to groom and hone their skills in preparation for the next skills competitions.

For more information please visit the CHIETA website

Adcock Ingram, CHIETA graduate placement programme gives young professionals a lifeline

A one-million Rand partnership between the Chemical Education and Training Authority (CHIETA) and Adcock Ingram is changing the lives of young graduates by seeking to bridge the gap between theory and the work environment.

A total of 46 graduates, comprising 16 supported by Adcock Ingram and 30 funded by CHIETA, are currently receiving mentorship at one of the pharmaceutical giants. Since its inception in 2013, the CHIETA funded programme has shaped the lives of hundreds of professionals who have been equipped with job related and scarce skills in South Africa.
Young professionals who had not imagined reaching certain levels have now found themselves at the apex of one of the leading pharmaceutical companies, thanks to the placement programme.

One such beneficiary is Sauli Tsiu, who was attached to Adcock's consumer division before moving to logistics, and eventually the Human Capital department during a stint with the company.

"The Adcock graduate programme changed my life," said Tsiu, a Bachelor of Arts in Human Capital graduate.
"When I enrolled for the programme I was demotivated and my self-esteem was low but the training boosted my confidence". "The programme improved my communication skills, relationship with my colleagues and the mentorship played a great role in changing my life."

Adcock received 1.1 million Rand from CHIETA's Discretionary Grant funding window during the 2017/18 financial year and will help a new crop of college graduates acquire experience in analytical chemistry.

Other graduates were placed in Adcock's support departments where they will apply their theoretical knowledge to the workplace within their year of placement. This paid dividends for Mashlin Manaka, a Human Capital practitioner, as she got full-time employment at Adcock after the graduate placement programme in 2016.
Manaka believes the programme opened the doors for her to join the corporate world.

"I joined Adcock when I had no idea about the corporate world and I started off as a filing clerk before moving into the human capital department," Manaka said.
"After graduation I was given a six month contract before I got another long term contract.

"My mentor has an open door policy and I did not have any challenges in settling in. The sky is the limit."
For Susan Maketi, a Bachelor of Commerce (Accounting) graduate now employed as a Fees Administrator at Adcock Ingram, the graduate placement programme shaped her professional life. Maketi attributed her growth to the working environment at the company where she benefited from associating with experienced administrators.

"I felt part of the team from the beginning because I was treated like an employee and not a student," she said. "I attained communication and writing skills from the training.

"The training requires dedication and hard work but it lays a very good foundation for professionals."

A representative of Adcock Ingram, Madelein Ross, Group Learning and Development Head said the Graduate Placement Programme was targeted mainly at addressing the shortage of skills in industry.

The programme targets graduates with qualifications in engineering, marketing, finance and logistics etc. The graduates are initially recruited to receive one year work experience where they are also taught project management skills.

For more information please visit the CHIETA website

Coverage for Nelson Mandela Month

the
HOUSE OF
RESURRECTION
HAVEN Children's
HOME
SERVICES

NABANTWANA
PRE - PRIMARY SCHOOL
ASSISTED BY THE UNION
OF JEWISH WOMEN

BOKOMO
Corn
Flakes
Kellogg's
CORN
FLAKES
BOKOMO
Corn
Flakes
BOKOMO
Corn
Flakes

Spring is here,our house is clean!
Well done CHIETA, another clean audit.

Meet our Executives

Jayaluxmi Moodley - Executive Manager of Quality Assurance

The new Executive Manager in charge of Quality Assurance at the Chemical Industry and Training Authority (CHIETA), Ms Jay Moodley, is passionate about skills development and wants to see the authority playing its role in closing the skills gap.

Ms Moodley joined CHIETA in July 2018 after several years working in chemical laboratory operations, Training and Development, standards setting, learning programme implementation and managing Quality assurance in Education and Training.

"I am Jayaluxmi Moodley, commonly known as Jay," she said when asked to say something about herself.

"I am passionate about skills development and I would love to see the products of the processes that we oversee being absorbed into industry. I am hopeful that our youth would read more to fulfil our father's wishes"

The Education and Training Quality Assurance (ETQA) boss sees her responsibilities at CHIETA as centred on ensuring quality assurance and getting buy-in from stakeholders.

"At CHIETA I will fulfil the following responsibilities: Oversee the effective management of the ETQA department, which would incorporate all activities associated with the Quality Assurance (QA) of legacy and the new occupationally based Quality Council for Trades and Occupations (QTCO) qualifications," Ms Moodley said.

For more information visit the CHIETA website.

Thulani Shabalala - Executive Grants and Strategic Projects

Nkosinathi 'Thulani' Shabalala is the Chemical Industries and Training Authority (CHIETA) executive manager in charge of Grants and strategic Projects.

Shabalala also oversees the stakeholder engagements and related support in order to ensure that skills development plans and projects are put in place, implemented and monitored to address the skills needs of the chemical sector and in turn contribute towards economic development.
He provides strategic management support to all CHIETA business units, through proper planning, coordination and monitoring in an integrated way.

His other duties include organising CHIETA stakeholder forums, management of the SETA's regional offices, presenting reports at conferences, carrying out promotional work and ensuring that documentation required for audits is in place.

Welcome on board Thulani!

CHIETA hosts a successful staff workshop

The CHIETA hosted a successful staff workshop on the 24th of August 2018.The CHIETA ACEO Ms Kedibone Moroane shared the news that once again we have received a clean audit from the Auditor General (South Africa). She emphasized that this was as a result of all of us putting our best in our work. She encouraged all staff members to continue working hard to maintain our position in the SETA landscape.

Very interesting to the events of the day was the Industrial Revolution4 presentation from the Research and Skills Unit. It tallied well with the new SETA Landscape changes that Ms Moroane highlighted. The Industrial Revolution4 highlights the way jobs are changing out there. The purpose of the presentation was to prepare staff for the changes, make yourself relevant so that you meet the demands of the changing world! Do you want to be replaced by a robot?

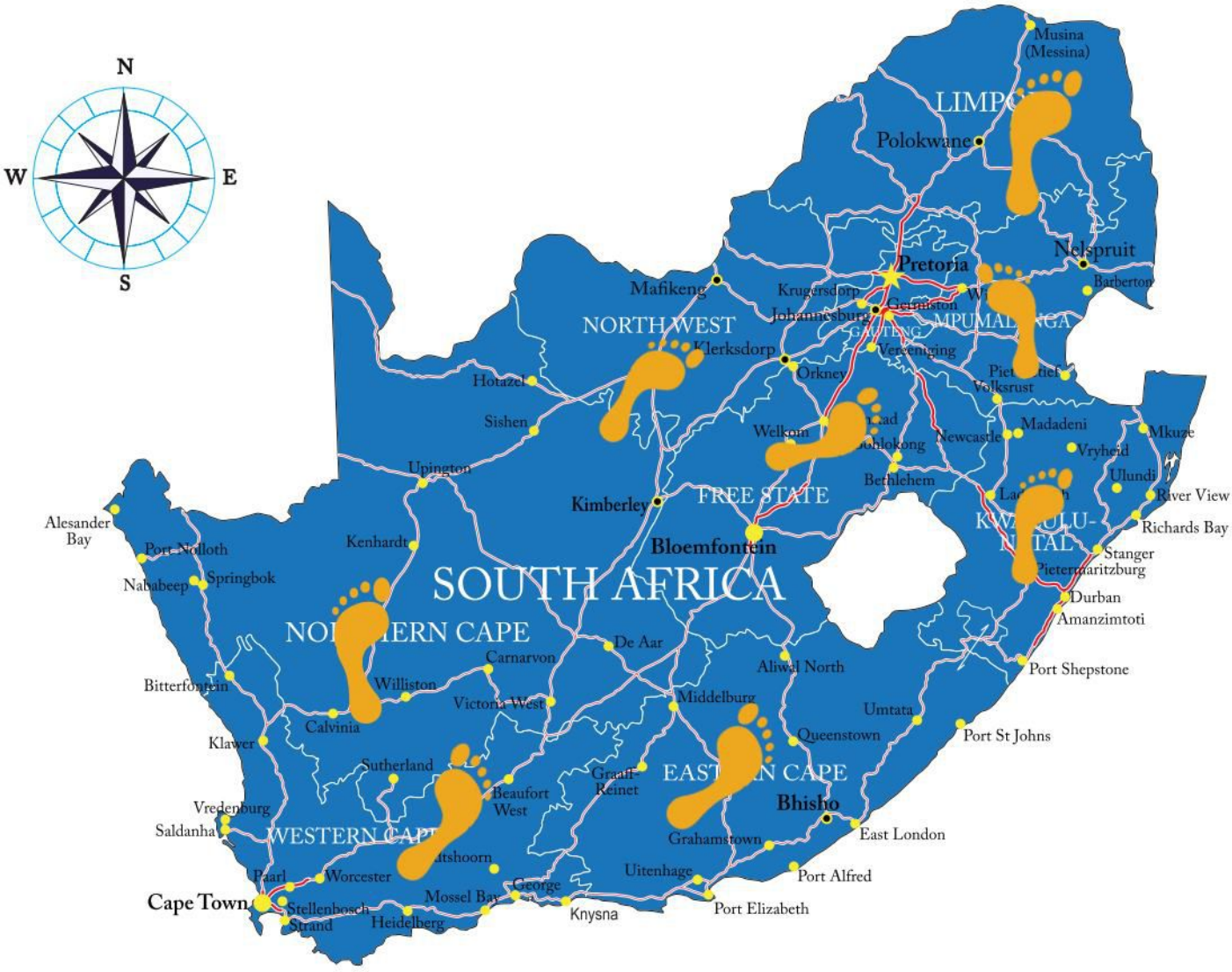
CHIETA prioritises its stakeholders and what goes hand in hand with that is Customer Service. The CHIETA KZN office saw it relevant that on such an important gathering they should share the importance of Customer Service. This was a most befitting presentation at the time when CHIETA staff were still celebrating their clean Audit! It is amazing to note that service is not only for the selected few, it is supposed to be exercised throughout the organisation and without it the brand suffers.

Benefits of good stakeholder Relations

- Stakeholder satisfaction
- Stakeholder retention
- Increased efficiency
- Increased employee confidence- happier employees
- Competitive advantage
- We remain one of the top SETA's
- Sustain CHIETA post 2020
- Skilled and capable workforce

Well done CHIETA on re- energizing each other!!

CHIETA Exhibition Footprints



Maud Matsie

Medupi Marumo

Well done exhibition team!

Some Ways to Make This Your Healthiest Summer Ever

With summer upon us, it's the perfect time to set some health goals and embrace new opportunities to eat smart and get fit. Fresh produce is abundant, beautiful, and more affordable!

- Drink plenty of water or other calorie-free beverages
- Start your day with a hearty, refreshing breakfast
- Make salad your main course a few times a week
- Swap sugary desserts for delicious seasonal fruits
- Go for a daily walk
- Prioritise Gym
- Be choosy about night time snacks
- Eat several mini-meals during the day
- Weigh yourself once a week.
- Get enough sleep

HAPPY HERITAGE MONTH

September 2018

Have a *fabulous* month!

CHIETA
CHEMICAL INDUSTRIES EDUCATION & TRAINING AUTHORITY

Upcoming Events

Regional Stakeholder Forum (RSF)

October 2018

Annual General Meeting (AGM)

October 2018

More communication on the above stakeholder meetings coming up soon.

FOR MORE INFORMATION CONTACT

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