

the mictseta

BROADCAST

NEWSLETTER

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Media, Information and
Communication Technologies
Sector Education and Training Authority

South African
youth to benefit
from Chinese
Culture and
International
Education Centre

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Editor's Note

Welcome to this edition of *Broadcast*. By the time you hold your copy in your hand, South Africa would have voted for its political leadership at the polling stations and, closer to home, many of you would have met our new CEO – two memorable and significant events setting the stage for 2019 and the future.

To quote our CEO, Mr Mdu Zakwe, on his vision for the MICT SETA: “We want to be number one, we want to be relevant and dynamic; the leader in building a capable ICT workforce in South Africa through skills development.” In his interview on page 4 he reiterates that the Fourth Industrial Revolution (4IR) is a game changer for our organisation, and important in reaching his vision. Maximising the opportunities and addressing the challenges associated with the 4IR also featured high on the agenda during his regional stakeholder engagements (read more on page 7), and will certainly influence the MICT SETA strategy, deliverables and impact. In fact, we have already started the exploration into 4IR – refer to the July 2018 edition of *Broadcast* and join the discussion.

Of course, critical to reaching any measure of success are our stakeholders. These do not only include the employers and training institutions with whom we partner, but also the many learners and youth benefiting from MICT SETA-driven

interventions. We share some highlights in this regard and, again, congratulate all our new graduates who can, with their newly acquired ICT skills, build a life that can also influence their communities. Career expos and exchange programmes are invaluable in complementing MICT SETA's array of activities.

The World Skills Conference in February and National Skills Conference and Career Development Expo in March offered additional highlights. It was a privilege to be part of both these auspicious occasions. The former focused on the importance of artisanship and apprenticeship development and training, and the significant role of Technical and Vocational Education and Training colleges in this regard.

During the latter, the importance of optimising synergies and pursuing concrete results were emphasised by the National Skills Authority and the Ministry of Higher Education and Training, against the backdrop of the National Skills Development Plan and dialogue on how the SETAs could further contribute to a relevantly skilled workforce to improve the socio-economic future of this country.

As always, this *Broadcast* extends a warm welcome to new MICT SETA appointees and trust their tenure at this vibrant organisation will be a fruitful one.



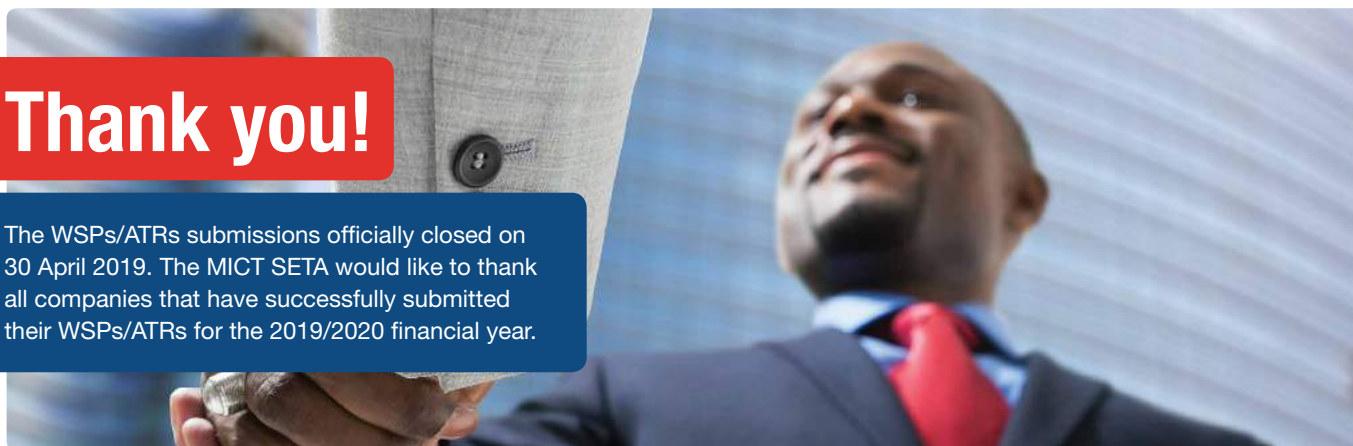
Lastly, but certainly not least, we invite you in this edition to stand up! We feature the dangerous consequences of sitting disease – truly a disease of our modern times – and encourage you to improve your health, and by implication, your work enjoyment, by staying active.

From the *Broadcast* team, we wish you every success for the second half of 2019. Be intentional in focusing on how you, in your respective department, can effectively contribute to reaching the MICT SETA vision of accelerating quality skills towards an information savvy society.

Kabiso Matshikiza

Thank you!

The WSPs/ATRs submissions officially closed on 30 April 2019. The MICT SETA would like to thank all companies that have successfully submitted their WSPs/ATRs for the 2019/2020 financial year.



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Sitting disease

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MICT SETA welcomes new CEO

Passionate perseverance

Mr Mduzi (Mdu) Eric Zakwe joined the MICT SETA in April as Chief Executive Officer (CEO). Growing up, he knew exactly what he wanted to be – an astronaut. While this dream did not materialise, it is crystal clear that he takes extraordinary pleasure in setting his sights very high, personally and professionally.

In fact, one could be forgiven for thinking Mdu's curriculum vitae resembles the instrument panel of a space shuttle. His extensive list of qualifications, board memberships, tenures on audit and risk committees, experience with different SETAs, professional experience, and technical proficiencies, makes it clear why he lit up as Cabinet's choice for the new CEO of the MICT SETA.

Acknowledging that persistence is one of his core values and then hearing a colleague describe him as tenacious, almost complete the picture. 'Almost', because it is by hearing him relate his own story that one gets a sense of Mdu's commitment to pursue his passions, not only for himself, but also for those around him who are committed to the upward trajectory of realising aspirations. It is not for nothing that he scooped the Black Business Quarterly Award for Businessman of the Year in 2012, and Mail & Guardian's Top 200 Young Bright Minds in South Africa Award in 2013.

Making the most of education

Born in Willowfontain in Pietermaritzburg, Mdu went to Mehlokazulu High School in Imbali where he pursued commercial subjects to suit his second career choice of becoming a chartered accountant: maths, accounting, economics and the like. He enjoyed these so much that when his "grandma" sent him to town to have the television battery recharged, he would carry a book with him in which he would do math sums while on the bus or taxi. "That is how much I loved it."

He adds that, "I did well in matric and had four scholarships to choose from." Influenced by his mother's desire to have her son close to her, he opted for the Unilever scholarship in Durban. "It turned out to be a good partnership because they gave a full scholarship – residence fees, tuition, monthly allowance, medical aid. And they also looked after logistics going back home during vacations."

But, it was time to up the ante, and in his second year, Mdu decided to add more subjects. "The load was not enough and I added IT subjects. Others thought I was crazy, but I did it because it was more exciting for me. I continued to do the same programme – the vision to become a chartered accountant remained, but I also did the IT stream."

He graduated and did his honours in accounting, then went back to Unilever for three years to fulfil the scholarship requirements. "I enjoyed this immensely because I was working in the IT department; I was implementing SAP and other systems; I was a business analyst, and a systems architect. It was gratifying to interact with business, using all of the skills that I'd acquired."

Joining KPMG to do his articles in pursuit of a career in chartered

accountancy, he decided again to opt for the road less travelled by splitting his articles in his second year between financial and IT auditing. "Counting other people's money is very boring, I'd rather audit computers because they are a lot of fun," he reminisces.

Combining IT and finances

"I got my articles and had a great opportunity to work at First Rand in Johannesburg. I was very happy because I could be part of the group's Class Of Programme. This programme allowed you as a qualified CA with a postgraduate – at that time I had also obtained my MBA in IT and e-commerce – to be deployed to any problematic area of First Rand to handle and solve business problems."

From there, Mdu's path took him into the world of international finances where he became a qualified stock broker, before joining Anglo-Gold Ashanti. His project there was to implement international financial reporting standards. "That was an incredible experience and led to an opportunity to run the IT advisory business of Nkonki, where I became the head of the IT audit division as well as the head of the technical accounting division. I was responsible for auditing many of the big public sector clients, such as SAA and Transnet."

It is here where Mdu expanded his public sector experience in terms of the many laws and guidelines that regulate the public sector, with its corresponding networks, compliances and processes. He also became adept at conflict resolution and found that, "the things that stop us from moving forward, are not the issues themselves, it's the people."

Mottos to live by

"I believe you must be surrounded by great people. I don't subscribe to this notion of hiring weak people

so that you can control them. Great people want to climb up, they want to succeed, they've got something, and when they climb up, they push you up. I am here to make an impact for the time that the Minister and the Cabinet have allowed me. Secondly, you have to empower people by both being available to give advice and share expertise, and giving them the tools of the trade."

Mdu also believes in leading by example, "If the leader sets the right tone; dresses appropriately; speaks well; and acts well by being on time, for example; others see that and will follow. People are inspired by the tone at the top – good or bad. I'm here to cultivate the right culture."

New experiences await MICT SETA

"My vision for the MICT SETA is big. We want to be number one, we want to be relevant and dynamic; the leader in building a capable ICT workforce in South Africa through skills development. There are many forces that are changing the way we work, for example the Fourth Industrial Revolution and the Black Industrialists Programme. We have to respond to that as the MICT SETA. Gone are the days where we train people to become support staff only; gone are the days where we teach people to become repair mechanics and maintenance managers only. Now is the time for people to make things, to innovate."

Passionate about the potential of a localisation strategy, he adds, "South Africa is a net importer of ICT goods and for us to reverse that will take some time. We need to start now to localise and produce things for ourselves – create jobs, strengthen our sovereignty in terms of cybersecurity, to mention but one benefit of localisation. The fact that government documents are distributed via Gmail and not via a locally innovated application or software is unthinkable. We can't do it on our own, we have to acknowledge the presence of international companies in the country as well as existing

innovation and cutting-edge products. At the same time we want to engage with them on a level where they impart a skill so that we can localise some of these products. We need to build capacity in research, innovation and commercialisation; and we can't do this on our own; we also need to partner with government. Government must enable us to disrupt value chains so that we can localise successfully."

"The main challenge for SETAs is absorption; less than 20% of those trained are employed. While it is the SETAs' responsibility to train and not to look for work, we cannot leave it at that. It would be similar to research being conducted only to sit on a shelf, unused. It's all about looking at our learner intervention programmes and ensuring that we sculpt them in such a way that employers have to absorb these learners. We need to increase the absorption rate when we draft the service level agreements with employers. Awareness and collaboration are key."

"I am here to drive change that will create jobs and industries in this country. The MICT SETA is an ideal vehicle to achieve that. I am thankful that I was given this vehicle to drive that change and to make an impact in respect of the many unemployed ICT graduates out there. We must tap into that talent as a country."

And his first 100 days? "I will embark on a road show around the country to our offices and stakeholders to introduce myself and to cast the MICT SETA vision. I am eager to get input from industry as well. Over and above our important Sector Skills Plan, we must acknowledge that ICT is a dynamic and short career; one can't do research only once a year and remain relevant. I intend to appoint an

in-house researcher to ensure regular updates so that we stay abreast of trends."

Onwards and upwards!

In short

Professional

- Qualified Chartered Accountant with an MBA in IT and E-Commerce
- Certified in Applied Cyber Security with MIT (Boston, USA)
- Currently completing a PhD in Cyber Security Education with the University of South Africa
- Blue chip companies include Unilever, FirstRand, Anglo-Gold Ashanti, EY and KPMG
- Chairperson of more than 20 boards and board committees in the private and public sectors
- Leadership roles of professional bodies such as the Computer Society of South Africa, the South African Institute of Chartered Accountants and the KwaZulu-Natal branch of the Black IT Forum
- Tutor at University of Natal and a lecturer at Boston College
- Instrumental in developing the sector skills plan of Bankseta as the Chair of its Sector Skills Planning Committee
- Turned around the ICT platform of the Services SETA as Chief Information Officer
- Best described as: An entrepreneur who is passionate about realising full information technology potential of business systems towards fulfilment of business objectives.

On a lighter note

He enjoys developing cybersecurity board games to raise cyber-risk awareness, is an avid golfer, loves running, squash and road biking.

First 100 days: CEO gleans valuable insights from stakeholders



The new MICT SETA CEO, Mr Mdu Zakwe, is a passionate and visionary leader. He is committed to leading the skills development revolution in an impactful way that will stimulate the South African economy through relevant and targeted skills development initiatives. His strategies are focused on innovation, with the Fourth Industrial Revolution as the cornerstone of the training programmes.

As part of his programme for the first 100 days of his tenure, Mr Zakwe is embarking on a series of regional stakeholder consultative forums. These engagement sessions are aimed at communicating the SETA strategy as outlined in his interview on page 4 of this newsletter as well as consulting with stakeholders and having robust discussions on how the SETA should continue its efforts to accelerate quality skills in the MICT sector and explore demand-driven opportunities that create industries. Collaboration with industry is a key factor for success in preparing South Africa for the skills of the future.

Cape Town was his first stop. On 24 April, enthusiastic stakeholders filled a room at Marriott Hotel Crystal Towers

eager to hear about the new SETA strategy and innovative ideas that are set to change the training space for the better. Ms Cikizwa Roto, Cape Town Regional Manager, provided stakeholders with a regional update on learning interventions based on the SETA performance targets.

Mr Zakwe also visited stakeholders from various subsectors with a focus on innovation hubs, Institutes of Sectoral or Occupational Excellence as well as employers/training providers from the subsectors in which the MICT SETA operates.

“We need to change how we innovate in this country. We need to train for innovation skills. Companies differentiate themselves through innovation strategies. Complex problem solving, critical thinking skills, cognitive flexibility and emotional intelligence will build and create new industries,” Mr Zakwe said.

Stakeholders are advised to note the following consultative forums taking place in their regions:



Invitation

MICT SETA Consultative Forum with new CEO – MDU ZAKWE

REGION	DATES	VENUE
Port Elizabeth	27 May	Protea Hotel by Marriott Port Elizabeth Marine
Durban	03 June	Coastlands Umhlanga Hotel & Convention Centre
Johannesburg	10 June	The Canvas Riversands

NOTICE

National Skills Development Plan gazetted – SETAs' unlimited lifespan

The Minister of Higher Education and Training, Mrs Naledi Pandor, promulgated the National Skills Development Plan (NSDP) to improve skills development in terms of Section 9(4) of the Skills Development Act, No 97 of 1998 as amended. The NSDP emphasises, among others, the continuing vital role of the SETAs.

The NSDP appears in the Government Gazette of 7 March 2019 and is available from www.gpwonline.co.za (refer to page 35 of the Gazette for detail about the SETAs).

In her foreword, the Minister says that, "The NSDP and the new SETA Landscape will be ushered in on 1 April 2020. This new dispensation will bring about changes with regards to the leadership and governance in skills development. SETAs will remain an authoritative voice of the labour market and experts in their respective sectors. For the country to achieve high levels of economic growth and address unemployment, poverty and inequality, social partners must work together to invest in skills development to achieve the NSDP's vision of an educated, skilled and capable workforce for South Africa."

To address the broad scope of the SETAs, the White Paper acknowledges that "a tighter, streamlined focus for the SETAs is a key step in strengthening them". It further emphasises that the SETAs' function is to focus on building relationships with workplaces and education and training institutions.

In short, the SETAs' responsibilities include:

- Understanding demand and signalling implications for supply;
- Steering the system to respond to skills supply;
- Supporting the development of the institutional capacity of public and private education and training institutions; and
- Performing system support functions and managing the budgets and expenditure linked to the SETAs' mandate.

Regarding the institutional arrangements of the SETAs, the NSDP states that while the SETAs' lifespan is unlimited, a mechanism to address non-performance will be established. The demarcation of SETAs will be based on industrial classification, value chain and financial viability; and where possible, Shared Services will be established. The Minister might also introduce institutional reviews to ensure the SETAs remain responsive to a changing socio-economic policy environment.



National Skills Conference 2019

Spotlight on vocational education

The 2019 National Skills Conference, under the theme “Building a demand-led skills development system that focuses on inclusive economic growth”, was held at the Birchwood Conference Centre in Gauteng from 14 to 15 March.

The Chairperson of the National Skills Authority (NSA), Lulama Nare, opened the conference reflecting on the role of the NSA, the National Skills Development Plan (NSDP) and the SETA landscape beyond 2020.

The Minister of Higher Education and Training, Mrs Naledi Pandor, kicked off the proceedings by calling for a conference that produced concrete outcomes. She highlighted the following:

- Paying attention to quality and excellence in education and training;
- Aligning education and training to current requirements and future directions of the economy; and
- Addressing the production of high-level, crucial and necessary skills so that no area has any lack, as well as identifying gaps and responses to those gaps.

Gwebinkundla Qonde, Director-General of the Department of Higher Education and Training, highlighted key considerations in putting together the NSDP. He emphasised the need to direct planning towards skills provision with the National Development Plan (NDP) and other empowering policies. The Director-General challenged delegates to participate actively in all NDP interventions to ensure that the implementation of the plan yields the desired results.

Richard Jewison, Senior Researcher at Mzabalazo Advisory Services, presented on the NSDS III Evaluation Study, highlighting the following recommendations:

- Building a demand-led system;
- Dealing with data challenges;
- Building central capacity to drive change; and
- Sustaining the Technical and Vocational Education and Training (TVET) system and building the skills ecosystem.

The community education and training landscape was another key focus of the conference. This served to highlight recommendations on inclusiveness and alignment to identify

the needs of the community and stakeholders in skills development interventions. Dr Nkosazana Dlamini Zuma, Minister responsible for planning, monitoring and evaluation in The Presidency, reflected on issues around effectiveness and efficiency through monitoring and evaluation, emphasising that “...we should improve and enhance programmes to ensure greater accountability”.

Panel presentations created a platform for skills development stakeholders to showcase their organisations and to disseminate information. Laura Brewer from the International Labour Organization presented on the changing future of work and the resultant impact on skills needs, emphasising the following key points:

- Technological changes to innovate, deploy, operate and maintain technologies;
- Keeping abreast of globalisation and trade; and
- Addressing issues of climate change, environmental sustainability and labour mobility.

The Statistician-General provided statistics reflecting unemployment trends in the country between 2006 and 2018, highlighting that the unemployment figure of the working age population currently stands at 16.5 million, with 2.5 million consisting of discouraged job seekers. The rate of unemployment has been on an upward trajectory over the past 10 years, from 13.4% in 2008 to 16.1% in 2018. The key message derived from this presentation was that, based on the demographic breakdown, South Africa will continue to regress if the current issues are not addressed.

Breakaway sessions took place under the following themes to spearhead engagement, provide perspectives and solicit solutions to the challenges and blockages experienced in the implementation of skills development interventions:

- Implication of the Fourth Industrial Revolution (4IR) for understanding skills supply and demand, placing emphasis on the future of work, preparing the nation for the age of automation, the implications of 4IR, and operationalising 4IR from the podium to the people.
- The labour market – providing insights from a community, labour, business and government perspective.
- Skills development contribution to the NDP 2030, future skills and strengthening the capacity of skills development institutions in the public and private space.
- Promoting efficiency through monitoring and evaluation.



NSA Career Development Expo

This year's conference provided the Sector Education and Training Authorities (SETAs) an opportunity to co-exhibit with their stakeholders, showcasing skills within their respective sectors or industries.

The two-day Career Development Expo attracted over 1 000 learners and youth from local schools, youth organisations and TVET colleges. By the end of the expo everyone had a much broader perspective of the wide range of career

options available to them. All 21 SETAs, TVET colleges, universities and companies participating in the expo shared career guidance information with learners and the youth, including how to apply to institutions of higher learning. Learners were encouraged not only to consider participating in learning programmes that would allow them to acquire skills required for the 4IR, but also to consider entrepreneurship.

World Skills South Africa Competition drives artisan skills



World Skills South Africa Competition and Artisan Skills Development Career Expo

From 22 to 25 February, the Department of Higher Education and Training presented the 3rd World Skills South Africa competition at the Durban International Conference Centre in KwaZulu-Natal.

This highly popular competition attracted more than 200 participants, who competed in various skills categories such as Manufacturing and Engineering Technology, Social and Professional Services, Transportation and Logistics, Information and Communication Technology, Creative Arts and Fashion, Construction and Building Technology. The winners in each of the categories are set to represent South Africa at the 45th World Skills International Competition to be held in Kazan, Russia, later this year.

"As a country we need more young people to pursue artisan and trade-related careers. I am impressed and convinced by the skills and talent of these young people. The winners are certain to do our country proud on the international stage," said Charlton Philiso, MICT SETA Senior Manager: Education, Training and Quality Assurance.

One of the goals of the National Development Plan (NDP) indicates that South Africa needs to produce 30 000 artisans per year by 2030. The career expo was hosted simultaneously with the World Skills South Africa competition to promote awareness of vocational education among high school learners from various schools in the province, including artisanship and apprenticeship development and training.

Learners had the opportunity to interact with SETAs, industry and institutions of higher learning to learn more



about a wide range of careers. They were also made aware that they would be able to acquire any of the skills sets on display at the expo through Technical and Vocational Education and Training (TVET) Colleges.

"The Department of Higher Education and Training continues to emphasise the significance of TVET colleges. These colleges are continuously enhancing and refining their curricula. As a result, the SETAs should continue to play a critical role in addressing the skills needs of the South African economy," said Sithembiso Hlongwane, MICT SETA Regional Manager, KwaZulu-Natal.

With the increasing unemployment rate among young people in the country, skills development has been outlined as a critical solution in addressing unemployment and improving inclusive economic growth. "We need to reposition the TVET colleges and change the negative perceptions attached to them. The country needs more artisans and we therefore need to encourage more young people to consider artisan and trade-related careers, which are offered at TVET colleges," he added.

"It was a good learning experience with so many different careers to explore," said one of the learners attending the expo. "I would like to pursue a career in robotics because, lately, so many things have become automated."



“Access to information is critical to ensure that opportunities are equitably distributed in both rural and urban areas.”

CAREER EXPOS

Young people encouraged to dream big at Ingwavuma skills centre launch and career expo

On 13 April, the Deputy Minister of Higher Education and Training, Mr Buti Manamela, launched a skills centre at the Catholic Church in Ingwavuma, KwaZulu-Natal. The event was a highlight for the youth and the community at large.

The skills centre is intended to bring skills development opportunities to the inhabitants of this far-flung corner of KwaZulu-Natal in an attempt to reduce the high unemployment rate in the area, boost the local economy and generate appropriate skills in the young people.

When the Department of Higher Education and Training implemented its rural education and training strategy, it became evident that people in remote areas do not have adequate access to reliable information, thereby putting learners at a disadvantage.

The people of Ingwavuma were overjoyed to be the recipients of the new facility. The launch and career expo were attended by some 2 000 young people, mostly from high schools in the area.

The Minister of Small Business Development, Ms Lindiwe Zulu; the Minister of Labour, Ms Mildred Oliphant; veteran radio DJ Mr Linda Sibiya; and other speakers at the event encouraged learners to make full use of the training opportunities accessible through the skills centre. Deputy Minister Buti Manamela encouraged the youth to use the centre to their advantage to fulfil their dreams and make a difference in their community.



Giyani Expo stimulates interest in 4IR careers

On 30 April, a non-profit organisation known as “Leaders of Tomorrow Organisation”, hosted a career expo at the Giyani Community Hall in Limpopo for grade 11 learners in and around Giyani. The expo attracted a wide range of stakeholders such as government departments, government agencies, TVET colleges and universities, who imparted career information to learners during the highly interactive event.

Approximately 500 learners had the opportunity to gain insight into a variety of careers and received advice from industry professionals to enable them to understand the expectations and roles related to their prospective careers. Much of the emphasis was on encouraging young people to consider careers aligned to the Fourth Industrial Revolution. Learners demonstrated a high level of interest in these careers.

“More resources need to be invested in previously disadvantaged rural areas to provide the skills demanded by the Fourth Industrial Revolution.”

The recently promulgated National Skills Development Plan states that, “The inability of the youth to engage in economic activity and find employment suggests that young people may not be receiving the necessary skills and work experience to drive the economy forward. This situation cannot be allowed to persist.”

The National Development Plan 2030 supports this view. Among others, the Plan focuses on the critical capabilities needed to transform South Africa’s economy and society. It urges,

“In particular, South Africa must find ways to urgently reduce alarming levels of youth unemployment and to provide young people with broader opportunities.”

Together with other national partners, the MICT SETA will continue to support events of this nature to increase access to information and opportunities across the country, and to contribute to maximising prospects offered by the Fourth Industrial Revolution and addressing youth unemployment.



Learners listening spellbound to the many ways in which they can become successful future leaders, making the most of skills development opportunities.



We look forward to the following events:

28-29 May

ITWeb Security Summit, Sandton Convention Centre

07 June

4IR Advisory Committee, Premier Hotel Midrand

12 June

E-learning Summit, The Venue – Hemmingways, East London





GRADUATION

Worcester Academy: Vodacom empowers 37 unemployed youth with ICT skills

These young South Africans graduated with certified IT Technical Support diplomas from Vodacom's Youth Academy.

Vodacom has been celebrating the success of young South Africans across the country who have graduated with certified IT Technical Support diplomas from the mobile network operator's Youth Academy during the months of March and April 2019.

On April 9 the Vodacom Foundation – in partnership with the Department of Basic Education, MICT SETA, Microsoft, Cisco and the Innovator Trust – awarded diplomas in Information Technology Technical Support to 37 previously unemployed youth. The graduates underwent 24 demanding months of theory, practicals and work-based placement training in A+ (entry-level computer service professional certification), N+ (mid-level certification for network technicians) and 3G connectivity.

In total, 367 youth will be graduating this year, which brings the total number of graduates from this programme to 1 333. The graduates participated in the Youth Academy's established programme in one of four categories, including end-user computing (NQF level 3), cell phone and device repair management (NQF level 3), IT technical support (NQF level 4) and networking support (NQF level 5). Their duties

included the provision of IT technical and data-capturing support to schools and municipalities in the area.

"Through this initiative, we're not only empowering our youth to gain the necessary skills training to integrate into ICT-related professions, we're effectively enabling them to start their own businesses," said Takalani Netshitenzhe, Chief Officer: Corporate Affairs for Vodacom Group. "We are ensuring that they gain access to opportunities to create sustainable businesses, such as becoming service providers within their communities. We're proud to partner with these young graduates on their journey of development, one that will see them go on to give back to their communities, and the country."

Additionally, for the first time since the inception of the ICT skills programme, 32 IT entrepreneurs also graduated alongside the ICT skills graduates, receiving certificates in business management and entrepreneurship. These students were selected for training towards this qualification after having completed the NQF level 4 and 5 courses in the ICT skills programme.

According to a report commissioned by Siemens, R4 trillion could potentially be

added to the African economy by 2026 through the adoption of digitalisation, and South Africa was found to have the highest potential to drive such innovation. However, the skilled workforce to tap into this market was found to be lacking.

Equipping the youth with transferable digital skills has not only been proven to improve their employment opportunities, but will also greatly benefit the labour market by stimulating productivity, innovation and economic growth.

Vodacom Youth Academy

The Vodacom Foundation founded the Youth Academy in 2014 with the purpose of developing ICT skills in the youth of the country who would otherwise not have the opportunity to do so. The programme's objective is to train unemployed youth, for free, in ICT skills and thereafter develop them into ICT entrepreneurs able to assist with the installation of IT equipment, as well as provide instruction in high-end computer skills to visitors of the Academy's training centres.

MICT SETA broadens its horizon

Chinese exchange programme to benefit South African youth

The MICT SETA and its stakeholders are set to benefit from an exchange programme in collaboration with the Chinese Culture and International Education Exchange Centre.

The centre is an official Chinese institution of culture in South Africa and focuses on education collaboration between the countries. This new project brings together the efforts of higher education institutions in China, the MICT SETA and international counterparts.

The initiative targets students from different TVET colleges in South Africa and creates opportunities for them to gain work experience by being integrated in real-work learning methodologies utilised by the top 500 Chinese companies.

A selection process will see 300 TVET college graduates benefiting from a 12-month international Work Integrated Learning programme. The first group of 30 students have already departed to China.

The programme includes six months in various Chinese vocational colleges and six months in relevant top companies within the media information communication technologies sectors. Practical, structured workplace training will be related to ICT, enterprise development and media programmes.



Cape Town International Animation Festival: A springboard for success!

The 8th Cape Town International Animation Festival (CTIAF), proudly presented by Animation SA, took place from 8 to 10 March 2019 at the River Club in Observatory, Cape Town. The star-studded programme included none other than Peter Ramsey, director of the recent Golden Globe- and Oscar-winning Best Animated Feature, "Spider-man: Into the Spider-Verse".

The False Bay TVET College 2D Animation programme joined numerous industry partners to assist with the iKhasi Drawing Workshop at the Isivivana Centre in Khayelitsha, Cape Town, which ran as a sister event to the CTIAF. Learners from local communities had the opportunity to attend a drawing workshop with iKhasi founders Terrence Maluleka and Simanga Sibaya, who are currently developing an animation series. Terrence and Simanga both originated from Alexandra Township, outside Johannesburg, and went on to study animation at The Animation School in Johannesburg. At the workshop the talented duo inspired the learners with their personal journey and alerted them to the career options and growth possibilities presented by the creative industries.

Stuart Forrest, CEO of Triggerfish Animation said, "We firstly need to create awareness of the arts-related industries. Generally, around South Africa, there is quite poor education around possible careers for people who have artistic inclinations."

Through the iKhasi Drawing Workshop collaboration, the False Bay TVET College 2D Animation class received all-access tickets to attend and participate in the Cape Town International Animation Film Festival. The event presented a platform for local and global industry role players

to engage and the students gained access to a series of niche workshops, master classes and private film screenings.

Peter Ramsey noted, "There is so much talent and desire here. People are telling their own stories from their own cultural experience. It's new, it's fresh and the world will be excited by this."

Cate Hunter, 2D Animation lecturer at False Bay TVET College, said, "We prepared our students to go out there and sell themselves. Fortified with show-reel portfolios to showcase their talent and abilities, they were not only able to apply for further funded specialised programmes, but also to gain internship and employment opportunities." The Cape Town International Animation Festival proved to be a valuable culmination of the MICT-funded 2D Animation learnership programme.

False Bay TVET College will continue to engage with the parents and learners of schools in the college catchment areas by means of arts and culture programmes. College staff members are committed to changing the mindset that drawing is just a hobby and showing that there are applications and great employment career paths for learners who have an aptitude for creativity and the visual arts.

The following role players are acknowledged for their valuable contribution to the sketchbook workshop: Embassy of Japan, Cape Town International Animation Film Festival, Goethe Institute, Triggerfish Foundation, Ikhasi Sketch Book, PNA, Isivivana Centre, False Bay TVET College 2D Animation programme in association with MICT SETA, and PASCAP Trust.



▲ Master class information session – Ben Winfield and Caroline Vos, two of South Africa's leading animation concept artists, demonstrated the creative process in a Live Wacom drawing session.



▲ False Bay College TVET learners who successfully completed the one-year 2D Animation programme in 2018, were excited to be attending the world-class Cape Town International Animation Film Festival. This provided them with the opportunity to launch themselves into the professional animation arena and learn from industry professionals.



▲ Alistair Ruiters, Niven de Bruin and Sihle Mpoyiya assisted with the iKhasi drawing workshop. Both Niven and Sihle were previous participants in the workshop, which identified these talented youths and led to their enrolment in the False Bay College 2D Animation programme.

Industry Scene

Highlights and collaborative partnerships

Regenesys Business School – Media Forum – 25 April 2019

The MICT SETA, represented by Senior Manager: ETQA, Mr Charlton Philiso, took part in a panel discussion hosted by Regenesys Business School recently. The discussion unpacked how the Fourth Industrial Revolution (4IR) and digitisation will affect the media industry. As the 4IR brings advances in fields such as artificial intelligence, the Internet of Things, Big Data, blockchain and robotics, certain industries have responded quickly, while others have continued without radical change. The media landscape has irrevocably altered how people interact with each other, how communities are formed and how opinions are

shared. Among others, the forum was attended by industry leaders such as Jacaranda FM, Primedia Broadcasting, MediaMark, and CliffCentral.

The forum addressed the future of the media industry and the challenges faced in the new digital age and how to balance the need for labour. Industry professionals have to find new ways to manage talent – attract, develop, reward and retain – and must inspire passion, innovation, entrepreneurial spirit and excellence.

MICT CEO drives thought leadership agenda @ Cyber Cerebral South Africa Summit

Africa's leading business leaders and key stakeholders in the cyber security space gathered at the Cyber Cerebral South Africa Summit in Cape Town on 11 and 12 April 2019. This platform encouraged vigorous conversations and intense debates around cyber security threats that organisations face today as well as into the future.

As a leader in developing quality skills within the sector of information communication technology, the MICT SETA joined the summit to engage with industry leaders to find solutions in addressing cybersecurity challenges in the country. In his keynote address, MICT SETA Chief Executive Officer, Mdu Zakwe, said key to digital resilience was, "how to prevent, detect and monitor cyber threats and risks against the IT stack". He further cautioned that, "Business leaders are not sufficiently aware of the Internet's deficiencies."



New appointments



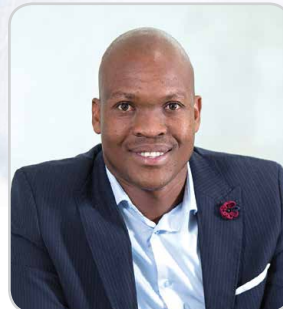
Madimetja Tisana
Board Secretary



Sibusiso Kumalo
ETQA Administrator



Anton Pitjadi
Supply Chain
Administrator



Itumeleng Masola
ETQA Advisor



Zimasa Simayi
Learning Programmes
Administrator



Gugulethu Jiyane
ETQA Administrator



Ncamisile Makhanya
Board Administrator



Karabo Mokwena
Sector Skills Planning
Advisor (Promotion)



Susu Ben Molokomme
Sector Skills Planning
Administrator



Xolo Biyase
Learning Programmes
Administrator



Mabolane Mankga
Supply Chain Officer



Matome Madibana
Senior Manager:
Corporate Services



Becky Nkuna
ETQA Administrator



Potego Magolego
Learning Programmes
Administrator

FOCUS ON HEALTH

Sitting disease: A term coined by the scientific community, commonly used when referring to metabolic syndrome and the ill-effects of an overly sedentary lifestyle.

Can too much sitting make you ill?

Humans are built to stand upright. Your heart and cardiovascular system work more effectively that way. The human body is also designed to move. For thousands of years, that's exactly what humans did. When you are physically active, your overall energy levels and endurance improve, and your bones maintain strength.

In the mid-20th century, however, rapid technological advances (such as cars, TVs and computers) began chipping away at physical activity, and as technology did more of the heavy lifting, people became increasingly sedentary. Sitting is a growing area of concern, with studies confirming the damage that remaining inactive day after day wreaks on every part of the body. From slowed brain function, strained neck and back, disc damage, muscle degeneration, leg disorders, weight gain, a link with lung and colorectal cancers, high blood pressure and cardiovascular disease, sitting still, whether at our desks or slumped on the sofa, is... dangerous. Too much sitting can also be bad for your mental health.

How can you safeguard your health from the dangers of sitting?

The side effects mentioned above are understandably worrisome, but it doesn't mean you have to quit your job or stop watching movies and going on long car rides. Anybody can (and should) reduce the effects of their sedentary lifestyles by simply getting up and moving more. If you're not getting enough activity in your day, it's not too late to turn it around and gain great health benefits in the process.

Build more activity into your day

- Walk or cycle; leave the car at home. For longer trips, walk or cycle part of the way.
- Use the stairs instead of the lift or escalator, or at least walk up the escalator.
- Get off the bus one stop early and walk the rest of the way.
- Park further away from wherever you're going and walk the rest of the way.
- Calculate how long it takes you to walk one kilometre – you may find you can reach your destination faster by walking than if you wait for public transport.



Be active (and safe)

If you're new to physical activity, or if you have a health condition, speak to your doctor before you start any new activities. If you're getting active outdoors, remember to protect yourself from the sun by applying sunscreen and wearing sun-protective clothing, including a hat.

Be active at work

You can move around at work more than you think:

- Take the stairs instead of the lift.
- Walk over and talk to your colleagues instead of emailing them.
- Take your lunch break away from your desk and enjoy a short walk outside if you can.
- Stand up and stretch or walk around for 60 seconds every 15 minutes or so.

Be active indoors

Don't let bad weather stop you from being active! You can do body weight exercises such as squats, sit-ups and lunges. You can also try indoor activities such as dancing, yoga, Pilates and squash.

Standing a little more each day tones muscles, improves posture, increases blood flow, ramps up metabolism and burns extra calories.

Benefits of sitting less and moving more

There are a great number of attainable benefits to your health, mind and body if you simply choose to stand up, sit less and move more.

- **Health:** Standing and moving more can lower your risk of serious health issues ranging from cancer to early mortality.
- **Mind:** Standing and moving more can increase your energy and productivity levels, lower your stress and improve your mood.
- **Body:** Standing and moving more can boost your metabolism, tone muscles and even reduce common aches and pains.



Studies show people who sit more than 8 hours a day...

experience higher risk of certain types of cancer.

What you need to know



It's a common misconception that exercise can compensate for too much sitting. You can run for an hour each morning, but if you spend the rest of the day sitting at a desk or on a sofa you are putting yourself at increased risk from an array of dangerous ailments.



Low intensity, 'non-exercise' activities like standing and walking are much more important than most people realise. In fact, low-level activities play a crucial metabolic role and account for more of our daily energy expenditure than moderate-to-high intensity activities.



Alternate between sitting and standing every 30 minutes for optimum health.

Sitting equates to smoking

The problem is so bad that medical experts now equate sitting with smoking, because prolonged sitting will shorten your life, just like smoking. Sitting as little as two hours continuously increases risk for: Heart disease, diabetes, metabolic syndrome, cancer, back and neck pain and other orthopedic problems.

Health benefits of standing and moving more

SUPPORTS bone health

Bones, like muscles, require regular movement to maintain strength. Low-level activity helps improve your bone health.



Weight-bearing activities that promote balance and good posture are beneficial for your bones.



Women can lose up to 1% of bone mass a year by sitting 6+ hours per day.

ENHANCES brain power

Standing delivers more oxygen and nutrients to the brain through improved blood flow.

50%

Those who maintain regular bouts of activity reduce risk of cognitive decline by 50%.



Physical activity enhances neurogenesis (the creation of new brain cells) in regions of the brain associated with critical thinking.



Studies show that movement strengthens learning and improves memory and retrieval.



Studies show movement is linked to improved concentration and greater productivity in the office.

BURNS calories

When you're moving, fat-burning enzymes stay activated, burning far more calories than when you're sitting.



Standing burns 50 calories more per hour than sitting.



Standing for an extra 30 minutes a day for a year can result in 2,4 kg of weight loss.

30%

Burn 30% more calories standing than sitting.

REDUCES RISK of cancer

Studies have linked prolonged sitting to a greater risk for colon, lung, breast and endometrial cancers. Research has suggested that regular movement boosts natural antioxidants that kill cell-damaging – and potentially cancer-causing – free radicals.

1-2 min

1-2 minute breaks from sitting each hour is enough to lower risk factors of cancer.

40%

Those who are physically active have a 40% decrease in cancer mortality.

92k

92 000 cases of breast and colon cancer in the US each year are linked to a lack of physical activity.

21-25%

Physical activity is estimated to be responsible for 21–25% of breast and colon cancers.

REDUCES RISK of early mortality

Research has found strong links between sedentary behaviour and a variety of serious health problems which increase the risk of early mortality.



Physical inactivity is the fourth-leading risk factor for death.

30%

Replacing 1 hour of sitting with low-level activity – like walking – can reduce mortality by 30%.



Every hour you sit, you can slash your life expectancy by nearly 22 minutes.

50%

Sitting for 4+ hours per day results in a 50% increased greater risk of death.

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Media, Information and Communication Technologies
Sector Education and Training Authority

Accelerating quality skills towards an information savvy society