

the mictseta

BROADCAST

NEWSLETTER

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mictseta

Media, Information and
Communication Technologies
Sector Education and Training Authority

MICT SETA delivers on its skills development mandate

PAGE 6

Sector focus: Many opportunities ahead

PAGE 10

**Celebrating
a clean audit
report for the 6th
consecutive year!**

PAGE 5

INSIDE THIS ISSUE

Interns in key
strategic roles

PAGE 8

Celebrating
graduations

PAGE 12

Stakeholder
engagement

PAGE 14

TVET
placements

PAGE 18

MESSAGE FROM THE mictseta CEO



On behalf of the MICT SETA board, management and staff, I would like to thank all our key role players for their valued support in the achievements reflected in this newsletter. We are pleased that our partnership with our stakeholders is growing from strength to strength.

Whilst faced with some challenges in 2017, we have continued our strong organisational performance, and maintained a clean audit report with no material findings. Over 7 000 young people had an opportunity to access the SETA-funded skills programmes, placing them in good stead to access further training and employment. In addition, we were honoured to be awarded a certificate of excellence by the Auditor-General of South Africa.

Guided by our Values and the Batho Pele principles in the 2016/17 financial year, our colleagues worked with passion, patience and persistence, overcoming all challenges to achieve these results. For that I salute them all.

2018 is around the corner. In amongst all the uncertainties that a new year brings, there is one certainty – the MICT SETA will continue to work relentlessly to achieve the skills development mandate and NSDS 111 targets in our aim to provide excellence to all our stakeholders.

I would like to wish all our stakeholders a wonderful festive season and a rewarding 2018.

Oupa Mopaki

Photo Highlights





04

Editor's Note

- 02 Message from the CEO**
- 04 Editor's Note** Naledi Sibandze
- Departmental News**
New appointments
- 05 Building a formidable reputation as a high-performing SETA**
Commitment to good governance and compliance = a clean audit
- 06 Success, hard work and a milestone:** MICT SETA delivers on its skills development mandate
- 08 MICT SETA helps to create sustainable employment**
- 10 Sector focus:**
Many opportunities ahead
- 12 Celebrating graduations:**
 - Learnerships add to business success
 - Film and radio industry gets an MICT SETA boost
- 14 Events:**
 - Road show empowers stakeholders
 - Nelson Mandela Career Development Festival
 - Annual Report presentation celebrates excellence
 - Long Service Awards
- 18 In the spotlight:**
Technical Vocational Education and Training (TVET)
- 20 Studying is vital to remain relevant in all spheres of life**
- 21 Focus on health**
 - Breast Cancer Awareness
 - World Aids Day

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CONTENTS



06

MICT SETA delivers on its skills development mandate

09

MICT SETA helps to create sustainable employment

14

Road show empowers stakeholders

18

Technical Vocational Education and Training (TVET)

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**higher education
& training**

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Higher Education and Training
REPUBLIC OF SOUTH AFRICA



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Editor's Note

I am pleased to invite you to enjoy this edition of *Broadcast* – it is a truly celebratory edition as we end the year on a high note with all our strategic goals having been met, a clean audit, and a number of interns successfully placed at companies around the country.

The MICT SETA is keenly aware of its role in contributing to our country's skills demographic. Not only must we broaden the skills pool to be representative, but we must also ensure that the skills we support are relevant to South Africa's needs and adhere to globally accepted high standards of quality.

In the 2016/17 Annual Report, our Board chairman, Mr Sipho J. Mjwara, says that, "With its up- and downstream role ... in almost every economic sector in the country, the MICT sector will play a pivotal role

in contributing towards the country's transformation imperatives and realisation of inclusive economic growth through skills development ... in the long term."

In response to this, the MICT SETA has funded the training of more than 10 100 learners in learning programmes during the year. Of these, 3 000 entered learnership programmes and 1 800 were placed in permanent employment. Of the 2 525 learners who received training in skills programmes, 1 200 were absorbed into permanent employment upon completion; and of the 1 500 learners who entered graduate internship programmes, 1 200 were placed in permanent employment.

We share a few success stories with you on the following pages varying from our graduations and the successful placements of interns, to some of our stakeholder engagements



that aim to ensure a cohesive and well-informed response to sector challenges and opportunities.

Finally, we would like to thank you for your support during the year, and wish you a peaceful festive season. May 2018 be a year where we, together as stakeholders in the MICT sector, make even greater strides in accelerating quality skills towards an information savvy society.

Naledi Sibandze

DEPARTMENTAL NEWS New Appointments



Anton Pitjadi
Supply Chain Management Intern



Andiswa Mpi
Learning Programmes Division Administrator



Boipelo Maithufi
Human Resources Generalist



Tumisang Bassanio Gilbert
Human Resources Intern



Sekgametsi Skosana
Supply Chain Management Administrator



Susu Ben Molokomme
Sector Skills Plan Intern



Xolo Biyase
Regional Intern: Durban



Linda Mrubata
Regional Intern: Cape Town

Building a formidable reputation as a high-performing SETA

“The announcement is encouraging for us in addressing the skills shortages in the sector in partnership with our stakeholders.”

– Oupa Mopaki, Chief Executive Officer, MICT SETA

The 2016/2017 financial year represents another successful period for the MICT SETA in that all the performance targets have been achieved and that its commitment to good governance and compliance has

resulted in a clean audit for the sixth consecutive year.

The good news cements the MICT SETA's successful track record in delivering on our skills development mandate. The SETA has performed consistently for the past six years, achieving all its annual performance targets and, in most instances, overachieving on the set targets.

“The announcement is encouraging for us in addressing the skills shortages in the sector in partnership with our stakeholders,” says CEO Oupa Mopaki, adding that a collective achievement of the annual performance objectives was vital.



▲ MICT SETA CEO, Oupa Mopaki, says that a collective achievement of the annual performance objectives is vital.

Commitment to good governance and compliance = a clean audit



▲ The MICT SETA has cemented its reputation as a high-performing SETA over the past six years.

The MICT SETA welcomed the announcement of the Auditor-General's 2016-2017 audit outcomes, which saw the SETA get a clean audit report for the sixth consecutive year.

Once again, the MICT SETA has emerged with an unqualified audit report with no material findings, thereby completing another successful year of delivering on our skills development mandate. This also demonstrates the sterling work of the Accounting Authority/Board, governance structures, management team and employees that continue to ensure that the organisation complies with applicable legislation and delivers on its mandate.

“The clean audit report confirms our commitment to good governance and compliance with a clear focus on achieving the National Skills Development Strategy III objectives,” said Chief Executive Officer, Oupa Mopaki.

The clean audit is also in line with the MICT SETA values of professionalism, ethics and accountability.

Success, hard work and a milestone: MICT SETA delivers on its skills development mandate

“The MICT SETA continues to expand its footprint around the country, thereby creating learning opportunities for learners even in rural areas.”

– Mr Sipho J. Mjwara, Chairperson of the MICT SETA Board

**Number of learners
successfully completing
their training programmes:**

4 647

**Number of learners
entering employment:**

2 788

The 2016/2017 financial year marks yet another milestone in the MICT SETA's proud track record in that the organisation's performance targets have all been achieved. More than 7 000 young people were given an opportunity to access the SETA-funded skills programmes, opening doors for them to advance their careers or to find employment.

Although our initiative aimed at providing skills development to young people outside the ambit of our previous programmes has shown

considerable progress, it remains a challenge to provide significant training opportunities in the ICT sector in rural areas. In an effort to reach all deserving South Africans, a rural focus has been adopted that is rolling out training opportunities to the remote corners of our country.

In our efforts to advance the objectives of post-school education and training, we are supported by those employer and labour organisations, universities, TVET colleges, research institutions and rural communities with which we



have forged relationships. We have furthermore expanded our support to small, medium and micro enterprises to promote economic growth in our country. These mutually beneficial relationships make it possible to transform the lives of individuals and benefit organisations by addressing the skills shortages in the sector.

The MICT sector's up- and downstream roles and 'presence' in almost every other economic sector enable it to play a pivotal role in contributing towards the country's transformation imperatives and realisation of inclusive economic growth.

Challenges and opportunities

"The speed with which technology changes is the major shape-shifter across the MICT sector."

– MICT SETA Annual Report 2016/2017

ICT has the power to transform business and society. Increasingly, ICT is changing our everyday lives, making its presence felt in how we as citizens participate in socio-economic activities and how services are delivered by the public, private and community sectors. While this is creating opportunities on the one hand, it poses an ongoing challenge to government and business to identify these opportunities and use them to their best advantage, with due recognition of their likely impact.

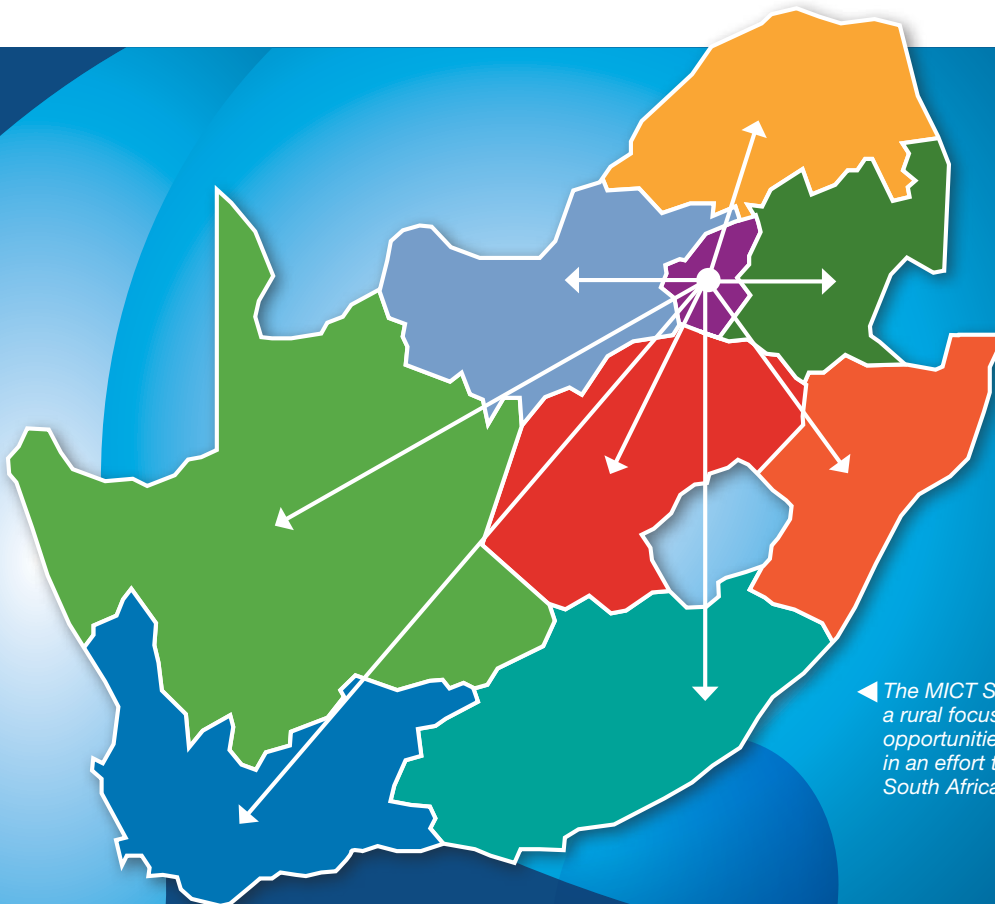
In this, the MICT SETA has a crucial role to play – by staying abreast of new developments in the sector and by developing skills training programmes aimed at bridging the divide between cutting-edge technology and the businesses that need these skills. In diffusing the new technology across the country, the wheels of technological progress and innovation are set in motion to boost and fast track economic growth.

One example is the rapid advancement of mobile technology and smart-

phones, which has increased the demand for people with skills to develop mobile applications, and with the vision and ideas to design and implement applications for the Internet of Things. As more people go on-line, there will also be an increasing need for people skilled in 'end-user experience'.

The MICT SETA will continue to collaborate with the sector to address skills shortages through focused and targeted PIVOTAL programmes (Professional, Vocational, Technical and Academic learning programmes) in these scarce and critical skills. We will also cooperate with industry bodies to provide professional qualifications to cater for the demand for 'working practitioners'.

A considerable challenge during the past financial year came in the form of service delivery protests that hampered the implementation of learning programmes, especially learnership programmes. It says a lot for our learners that they still managed to finalise their portfolios of evidence despite these obstacles.



◀ The MICT SETA has adopted a rural focus to roll out training opportunities to remote rural areas in an effort to reach all deserving South Africans.

MICT SETA helps to create sustainable employment

The MICT SETA skills development initiatives are not only aligned to legislative requirements, but are also contributing to improving the lives of South Africa's youth.

In partnership with its levy-paying employers and other stakeholders, the SETA aims to contribute meaningfully to the reduction of the unemployment rate in South Africa. While much more can be done to turn the tide of unemployment, the MICT SETA is especially encouraged by the positive response from its stakeholders to answer the call of employing learners placed within their companies as part of the Internship Programme.

From ICT...

Some successes in this regard include three MICT SETA-funded interns who were placed at Adapt IT and were recently appointed permanently in key developmental positions. During June 2017, Nondumiso Langa was appointed as a Junior Business Analyst, while Refilwe Tlhakanye and Pokazi Zwakala took up their positions as Support Analysts.



Nondumiso Langa



Refilwe Tlhakanye



Pokazi Zwakala

To more ICT...

Cloud-based email management company, Mime Cast, supported the MICT SETA mandate by employing six of the eight interns who completed the Internship Programme.



▲ Featured here are proud new Mime Cast employees (from left) Obakeng Segoatlhe, Nomcebo Buthelezi, Mandisa Ndlovu, Colin Shivambu, Mmakgotso Mogoane and Katiso Phooko.

And more ICT...

Over the course of the 2016-2017 financial year, 45 interns participated in different Internship Programmes at DVT, a digital technology company. The programmes proved to be a success, with 43 of the 45 having been appointed to permanent positions. Six of the Joburg interns had previously graduated from a Learnership Programme and have since paved the way for more learners to be promoted into Internship Programmes.

Interns' placement in numbers:

2	Completed the programme
1	Junior Finance Clerk
1	Junior Administrator – BBBEE
3	Junior Java Developers
9	Junior Software Developers
25	Junior Software Test Analysts
6	Junior Systems Quality Assurance



100 learners welcomed into DVT, Dynamic DNA 2017 Learnership Programme

To brand communication...

VWV is a global brand experience agency that specialises in creating experiences and events that change perceptions and inspire action. With a track record spanning more than 20 countries and clients in Europe, the USA, the Middle East and Africa, the company is well placed to help aspiring brand specialists on their way. During this year, all five of the MICT SETA interns were employed at VWV. The company says,

“Our internship programme is a focused initiative to provide students with a valuable opportunity to put their skills and expertise into practice. It covers the various areas in which they specialise and gives a much broader exposure to our industry, with the help of a mentor.”



▲ Celebrating from left are Thabang Ngwenya (Production Assistant), Bonolo Moeng (Junior Marketing Assistant), Therego Mpete (Project Coordinator), Trevlynn Farland (HR Manager and mentor to these new employees), and Herald Kavuala (Junior Digital Designer). With her feet up in front is Tebogo Phaho (Junior Marketing Assistant).

“I learned that growth comes with two things. Being able to adapt to your circumstance and being able to see the opportunity in your circumstance.”

Therego Mpete (Project Coordinator)

“My experience at VWV was amazing and mind blowing.”

Herald Kavuala (Junior Digital Designer)

“It has been amazing!”

Tebogo Phaho
(Junior Marketing Assistant)

“A challenging experience that strengthened and helped build my character.”

Bonolo Moeng (Junior Marketing Assistant)

“It has been awesome!”

Thabang Ngwenya
(Production Assistant)

And enterprise-grade solutions



▲ Thanks to these mentors from Afrovation. From left, back: Mr B. Mabuza (Customer Experience Manager – Telecommunications), Mr S. Lusiba (Customer Experience Manager – Technology Support). From left, front: Ms P. Hlabe (Customer Experience Manager – Telecommunications), Ms K. Sebopela (Customer Experience Manager – Technology), Ms P. Masolane (Customer Experience Manager – Technology), and Ms K. Molokomme (Property Administrator).

“1 August 2016 to 31 August 2017 has been quite a journey for all of us interns at Afrovation Technology (Pty) Ltd. Expressing gratitude at times fails, and this is one of those times. We cannot fully express how grateful we all are for the opportunity afforded to us by MITC SETA and Afrovation Technology.

“Afrovation Technology has been nothing but a great learning platform for us and continues to empower and encourage us to be the best we can be. We are so pleased that from 1 September 2017, the company extended us the opportunity to stay with them on permanent employment contracts.”

“We also thank the MICT SETA!”

SECTOR FOCUS: Many opportunities ahead

Considering increasing expectations from the National Development Plan for all Sector Education and Training Authorities (SETAs) to contribute to the South African economy by delivering those skills it requires, the MICT SETA has its work cut out to help the country reach the necessary 5.4% economic growth by 2030.

Some **23 844** employers in the sector with about **12 500** in the information technology sub-sector. **96%** of employers are small, **43%** are based in Gauteng, and **24.4%** of employers are levy-paying.

The MICT SETA is responsible for skills development in the sub-sectors of Advertising, Film and Electronic Media, Electronics, Information Technology, and Telecommunications. With projections that the sector will grow in the next five years, the MICT SETA makes sure it has its fingers on the pulse of those drivers of change that will impact the sector.

Its Annual Performance Plan for 2015/16 states that, "Government programmes are likely to impact the sector's telecommunications, film and electronic media, electronics and information technology sub-sectors. The Strategic Infrastructure Project (SIP-15) relating to the television digital migration programme will have to be supported increasingly from a skills development point of view, especially as there will be skills required for operating the back-end

platforms (electronic media) as well as for the manufacturing of set top boxes (electronics)."

Technological innovation affects the whole sector and influences the demand for skills. The MICT SETA has identified six major drivers for change: broadband, cloud computing, cyber security, digitisation, emerging technologies, and regulations.

Added stimulus

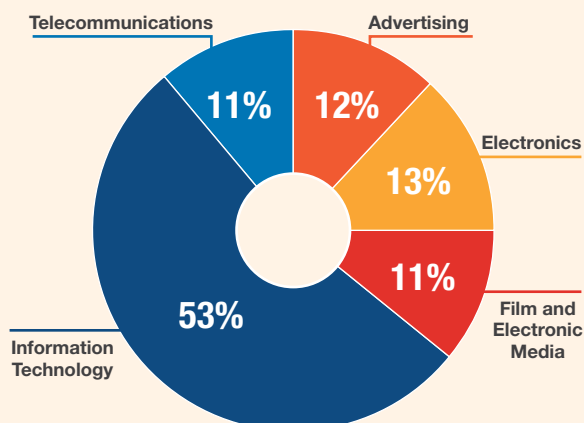
The convergence of processes brought about by digitisation and the Internet of Things provide impetus to these drivers.

Technological convergence

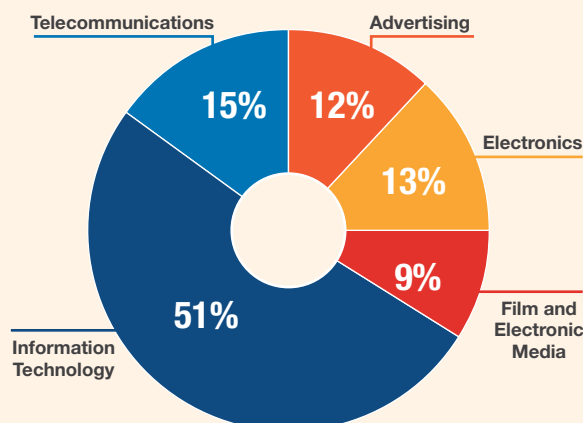
The telecommunication and broadcasting industries have evolved to where both industries' fundamental technologies share the same

groundwork with the Internet; for example, a mobile phone is no longer just used to make calls or send text messages, but can also stream content, do banking, and browse the Internet – dramatically increasing the demand for data.

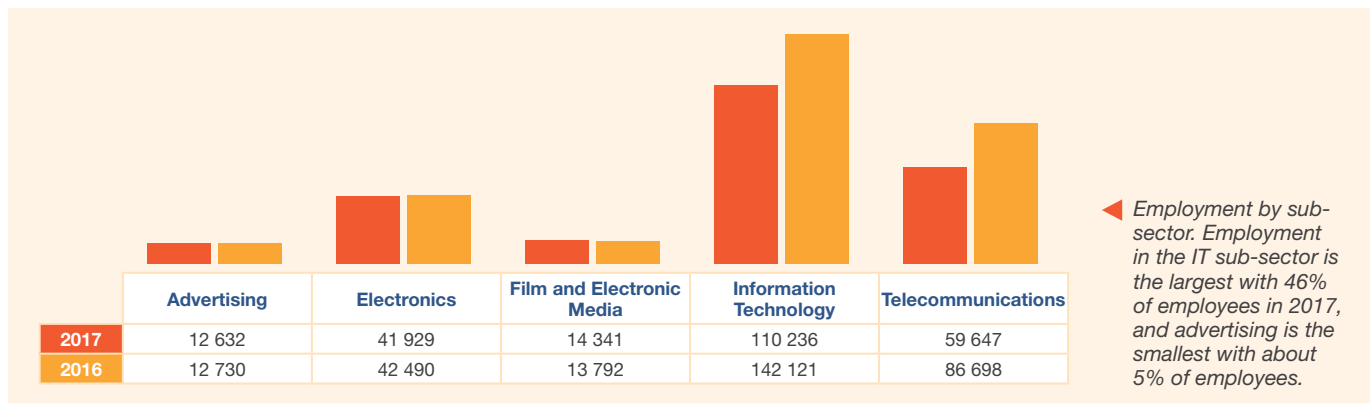
Digital mobility means, among others, that additional technical expertise is needed to expand and maintain broadband and fibre-optic networks. Future innovations, such as 5G and WiFi, are required to address new scale requirements and security concerns. A third ripple in the demand for digital mobility, involves increased opportunities for content development, with additional scope for advertising. New mobile services will continue to keep service providers on their toes, while also adding to the skills pool and demand. The fifth ripple relates to the interaction between different media –



Employers by sub-sector.



Levy contribution by sub-sector. Levy payers represent almost 24.4% of all employers in the sector.



for example mobile phones receiving data from bill boards – and creates a further opportunity to track viewing habits and customer segmentation for the advertising industry.

Digitisation and the Internet of Things

The Internet of Things refers to the networking of 'things' with the Internet, for example, a mobile phone used as an alarm clock that also switches on the coffee machine.

An immediate requirement for this level of technological integration, is producing big data that can be mined for information.

Digitisation is closely linked to the Fourth Industrial Revolution, also referred to as Industry 4.0, which will see an unprecedented shift in how businesses connect with their supply chains and customers. A 2016 PwC survey showed that 27% of respondents expected their digitisation to double in the next five years and many companies are boosting their product offerings with digital services, just think about the impressive computing capabilities being added to vehicles. Respondents also added that a lack of digital culture, training and insufficient talent are challenges – posing exciting opportunities for the MICT sector and sub-sectors in terms of new skills development as well as upgrading existing skills brought about by big data capabilities.

National strategies and plans

The MICT sector is informed by several national planning policies and priorities.

Two key policies are the National Development Plan (NDP) from the Presidency, and the Industrial Policy Action Plan (IPAP) from the Department of Trade and Industry (the dti).

National Development Plan Vision 2030

The NDP aims to reduce unemployment to 6% by 2030, adding about 10 million employed people to the current 13 million.

MICT learning interventions will support some areas of action, including a larger and more effective innovation system; an expanded skills base; and business incubation for small and medium enterprises (SMEs), as well as expanding business services for growth and development. The MICT SETA looks forward to propelling the sector's innovation system through continued funding of bursaries at research level and supporting SMEs through more focused internship and incubation programmes.

Industrial Policy Action Plan

Priority sectors identified by the IPAP which link to the MICT sector include facilitating the upgrade of manufacturing facilities and capabilities to increase domestic production and growth of exports; green industries; the commercialisation of technologies; skills development for the business process outsourcing sector; and the development of set top boxes.

The MICT SETA will ensure that the requisite skills are developed and will leverage its industry partnerships to drive research in areas such as green skills that also offer opportunities to

small business to contribute to South Africa's manufacturing and technology ecosystem.

Additional strategic initiatives aimed at growing the sector include government incentives (through the dti) offered to industry in support of, especially, local filmmaking; developing digital cinemas in rural areas (the Industrial Development Corporation); and significant improvement in Internet connectivity, and digital migration from analogue to digital television broadcasting through the National Broadband Plan.

Challenges

While growth opportunities abound, the MICT SETA will also have to navigate sector challenges that range from the effects of the current economic climate on its sphere of business, to managing the various aspirations from different stakeholders. Strategic challenges include growing inclusive local productions, deepening transformation, aligning the skills agenda to economic needs, supporting innovation, and focusing on the needs of those SMEs with the potential to increase employment.

Conclusion

Certainly, just as several drivers of change will impact the work of the MICT SETA in years to come, the MICT SETA, itself, is a driver of change in the economic outlook of other sectors. It will continue to deliver on its responsibilities with focus and excellence.

Celebrating GRADUATIONS



Graduations are big news at the MICT SETA. They encourage and remind us that the work that we do is important and a tangible demonstration of a growing pipeline of future leaders and contributors to our economy. We share a few good-news stories.

Learnerships add to business success

On 17 July 2017, 48 of the 50 rural-based youth graduated with a Technical Support Learnership. The employer, Mr Z Klaas of Claas Illustration, expressed his gratitude to the MICT SETA for the opportunity. It resulted in the company winning a lucrative contract with the Walter Sisulu University to supply ICT learning support products such as tablets, laptops, and smart phones to its students through the IntelliMali student support portal.

"The deal was initiated, signed and sealed by one of our students, Mr Athi Mashalaba, without any supervision. We could not let him go and he is now employed as a Sales Manager." What is even more impressive is that his facilitator and assessor, Mr Mvumiso Dabanjelwa, is also a product of a 2014/15 MICT SETA Learnership," says Klaas.

"Mr Klaas taught me that for one to fix a computer, a computer must be sold, used and be damaged; only then can one fix a computer. Today, because of that lesson, I am a sales person and the experience I've gained through my Technical Support Learnership makes my job very easy because I understand the cycle of computers."

– Mr Athi Mashalaba



▲ The proud class of 2017 who completed their Technical Support Learnerships with Claas Illustration. One student, Athi Mashalaba (right), showed his technical and sales mettle and is now employed as Sales Manager at the company.

Film and radio industry gets an MICT SETA boost

The Aviwe BDS Learning Academy, in partnership with MICT SETA, took in 50 young learners from disadvantaged backgrounds to study either Radio Production (NQF Level 5) or Film and Television Production (NQF Level 5). Both courses are facilitated in-house by qualified trainers so that learners who have completed their NQF Level 4 qualification can obtain their national certificate in their field of choice.

The graduation ceremony in October 2017 celebrated the learners as well as the 90% pass rate. Learners excelled in the accommodative, in-depth practical and theoretical training that also included work experience.

According to a statement from the Aviwe BDS Learning Academy, they “always look forward to developing young minds to achieve their full potential through quality education, training and skills development”.

The academy is delighted to already have a success story from this group. “Thembekile Patricia Majola was appointed in the production department on the set of one of South Africa’s greatest soaps, *Isidingo*, which broadcasts on SABC 3 prime time. Our learners also demonstrated their knowledge in the documentaries and talk shows that they have produced as part of the learnership,” the statement concludes.



▲ Young MICT SETA graduates celebrate the completion of their Radio Production, and Film and Television Production courses, ready to take on the world of show biz.

Road show empowers stakeholders

MICT SETA stakeholders had the opportunity to engage with CEO Oupa Mopaki and other members of the executive on 19, 20, 27 and 28 September 2017 during a stakeholder road show. Colleagues could network, learn, and participate in a consultative forum.

Discussion topics included the discretionary grant, skills development facilitators, challenges, and responding to comments from those in attendance.

The discretionary grant presentation reminded everyone of the mechanism to access discretionary grants as well

as the grant committee evaluation processes. The speaker concluded by saying that the “discretionary grants process has been successfully implemented from July 2016. Since the implementation of the process, the MICT SETA has received clean audit reports as evidenced by the Auditor-General’s Audit Report and the final management report dated 31 July 2017. The process was also discussed and validated with stakeholders at the consultative forums and no grave complaints were raised.”

Sekgana Makhoba spoke about the Priority Skills List and shared information about the six drivers for change set to impact the MICT SETA’s work. For more information on these drivers, read the sector article on page 10.

Cape Town



Johannesburg



Durban



▲ MICT SETA stakeholders from Cape Town, Johannesburg and Durban benefited from the CEO roadshow to these regions where they had the opportunity to engage on critical skills issues.

Learners encouraged at the Nelson Mandela Career Development Festival

This year the annual Nelson Mandela Career Development Festival was hosted on 26 and 27 September at the South African National Defence Force (SANDF) Military Base in Kimberley, Northern Cape. The prestigious event was organised by the Department of Higher Education and Training (DHET) in co-sponsorship with the Education, Training, Development and Practice Sector Education and Training Authority (ETDPSETA).

The festival was organised to afford the learners and youth in the province the opportunity to engage with career information advice and guidance offered by the DHET, the SANDF, Sector Education and Training Authorities (SETAs), and Technical Vocation Education Training (TVET) colleges and universities. The event attracted approximately 5 000 young people.

In his address, the former Minister of Higher Education and Training, Blade Nzimande, highlighted the importance of education for personal development and economic growth of the country. "If you get educated and obtain a post-school qualification, the chances are, you will get employed, or you will be able start your own small business," he said.

He further highlighted that young people can choose from some 1 437 occupations in South Africa, offering an extensive choice. The former minister underscored the fact that a matric certificate alone is no longer enough, while he encouraged learners to take advantage of the opportunities that are offered by DHET. "Our department offers lots of opportunities, such as learnerships and internships after grade 12. You can go to university, college or a community college to improve your education and in future acquire a skill," he added.

Learners were also encouraged to apply early at tertiary institutions and pursue other opportunities through TVET colleges. "We are short of motor mechanics, welders, fitters and turners, and plumbers. Those with artisan skills will definitely make a good living," he reassured learners and added that the DHET was working very hard to improve TVET colleges to make them institutions of choice for higher education.

The ministry was proud to announce that 67 bursaries would be awarded to top performing students in the Northern Cape province. As he continued to encourage the learners to study hard, he reported that the bursary programme started eight years ago and already there are graduates who have benefited from this programme.

During the two-day exhibition, learners engaged and interacted with various exhibitors to acquire information on the wide range of career choices.

"I actually did not know what I wanted to do after matric. However, after I had an opportunity to talk to different representatives, I can confidently say that I now know what I am going to study next year."

– One of the learners



▲ The panel (top) ready to respond to questions from the learners (bottom).

Annual Report presentation celebrates excellence

It was a proud moment for the management and staff of the MICT SETA when its 2016/17 Annual Report was presented to key stakeholders within the Media, Information and Communication Technologies (MICT) sector in accordance with clause 15 (1) (c) of the MICT SETA constitution.

The high-level event was held at Gallagher Convention Centre in Midrand on 26 October and was attended by 216 stakeholders comprising employers, training providers and MICT SETA employees.

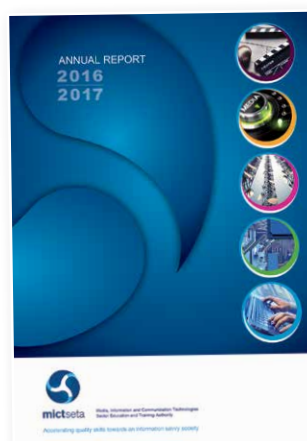
There was a round of applause when Chief Executive Officer Oupa Mopaki reported that the MICT SETA achieved a clean audit report. The Chairperson of the Board, Sipho J. Mjwara, told the audience, "A clean Audit Report ... confirms the MICT SETA's commitment to its values of professionalism, ethics and accountability, with its focus on achieving the NSDS III objectives by way of the imperatives of good governance."

Ms Noni Gontshi, MICT SETA Chief Financial Officer, presented the financial performance results for 2016/17, which is usually what most stakeholders look forward to.

Marketing and Communications Manager Xabiso Matshikiza, who acted as Director of Ceremonies during the presentation, says, "The Annual Report presentation is a highlight on the MICT SETA calendar. It offers us the opportunity to celebrate our achievements from both a programme and a governance perspective with some of our key decision-making stakeholders, as well as to benefit from their insights and advice."

Stakeholders were invited to exhibit in the Sub-Sector Showcase, an exhibition run concurrently with the Annual Report presentation, to raise awareness of the skills development and employment opportunities they offer. Guests had ample opportunity to view the exhibition stands and engage with sector representatives after the formal proceedings had been concluded.

MICT SETA stakeholders were also treated to a special production, titled 'MICT SETA Airlines', which used education and theatre to create a powerful learning experience in an entertaining and engaging manner. It offered creative and holistic insights into the implementation of the learning programmes and training initiatives focusing on the experiences of the learner, employer and service/training provider. Making use of 'role play' and a dramatised metaphor of the skills development sector, the audience could accompany the cast on the entire journey from boarding a flight to safely landing at a destination.



▶ The Annual Report contains an overview of performance during the financial year, as per the MICT SETA's key performance indicators, as well as the Annual Financial Statements. A report is provided on each of the authority's four programmes – Administration (Corporate Services), Sector Skills Planning, Learning Programmes, and Education and Training Quality Assurance. The Annual Report is available from the MICT SETA website.



▶ A special production, 'MICT SETA Airlines', took the audience on a creative journey through its learning programmes and training initiatives.



▶ The MICT SETA and some of its stakeholders at the SMME Sub-Sector Showcase, an exhibition run concurrently with the Annual Report presentation to raise awareness of skills development and employment opportunities.

Long Service AWARDS



Cikizwa Roto
16 Years



Oupa Mopaki
15 Years



Andile Nene
15 Years



Sipho Duma
15 Years



Nompumelelo Maweni
15 Years



Yandiswa Ngqinambi
15 Years



Jabu Sibeko
14 Years



Suzan Ramphore
12 Years



Lungile Mthethwa
10 Years



Ernest Nemugavhini
10 Years



Masego Gqamlana
8 Years



Gugu Maseko
8 Years



Naledi Sibandze
8 Years



Sandile Mkhize
8 Years



Bellinda Mabunda
8 Years



Ofentse Habedi
8 Years



Nasirah Govindsamy
8 Years



Nothando Zungu
7 Years



Siphesihle Zuma
6 Years

Absent at award ceremony:

Sekgana Makhoba	15 Years
Sindiswa Dabula	11 Years
Charlton Philiso	10 Years
Arabang Ramakau	10 Years
Makgadipula Talakgale	10 Years
Gugu Sema	5 Years
Thembisile Mkhonza	5 Years
Innocentia Maloka	5 Years

IN THE SPOTLIGHT:

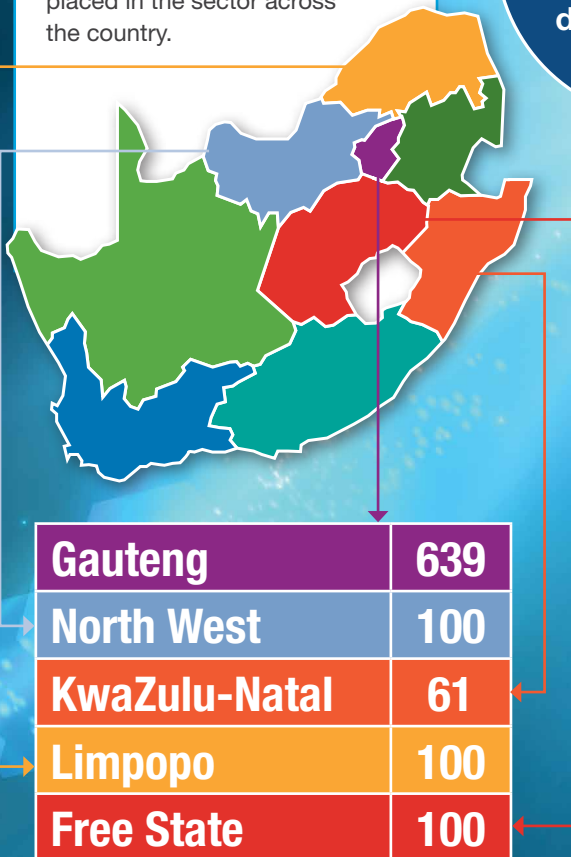
Technical Vocational Education and Training (TVET)

TVET colleges – functions and purpose

Previously known as Further Education and Training (FET) colleges, these institutions provide training towards a range of careers that require a certain level of skill, but not university-level training. Many of these careers are ideal for people who are practical or good with people, but not necessarily academically strong. These colleges are not only for learners who haven't completed Grade 12 – many matriculants enrol at a TVET college to follow a trade. TVET colleges include courses for the MICT sector, such as information technology and computer science, in which they provide theoretical and practical training.

Learners that have been placed in the MICT sector

In the 2016/17 financial year **1 000** learners were placed in the sector across the country.



The MICT SETA aims to address skills shortages and critical skills demand within the industry.

Number of learners completing their learning programmes

A total of **5 497** learners successfully completed their learning programmes for the year ended 31 March 2017.



How many were employed?

Of these, **2 753** learners were employed.

Challenges experienced

Service delivery protests had a negative impact on the implementation of learning programmes, especially on learnership programmes.

Although this caused delays in the finalisation of the moderation reports and final assessments, the dedicated learners still managed to finalise their portfolios of evidence.

TVET case study:

Certified Satellite Installer Skills Programme

Digital television is a growing industry in South Africa believed to be worth billions of rand. Despite this, there are not enough certified installers in KwaZulu-Natal (KZN) who have undergone SETA-accredited training.

Responding to this challenge, the MICT SETA – in partnership with Umfolozi TVET College in Richards Bay, KwaZulu-Natal – implemented a Certified Satellite Installer Skills Programme for an initial 44 learners. The programme was aimed at giving learners from rural areas, particularly women, access to the satellite installation industry.

Challenges that the programme intended to address include the following:

- Severe lack of female installers in the industry;
- Non-availability of satellite dish installers in rural areas;
- Empowering and giving women access to the industry by facilitating participation at two levels, either as installation technicians or as owners of installation companies; and
- Preparing youth for the forthcoming Digital Migration Project.

Certified Satellite Installer Programme

The 10-Unit Standards Skills Programme culminating in 89 credits, was designed to equip learners with skills in technical installation, project management and business management. It is noteworthy that the majority of the learners (28 in total) were women and youth drawn from rural areas. Seven start-up companies have been formed

by graduates who participated in the programme to ensure availability of installers to deal with new installations, maintenance and repairs, even in rural areas where it usually takes a week or two, on average, to get a technician compared with metropolitan areas where a call-out is attended to within a day or two.

A graduation ceremony to honour the successful learners was held on 18 August 2017. In his keynote address during the ceremony, Dr Themba Fakazi (Chairperson: College Board as well as Chairperson: 1KZNTV) reiterated the need to align the college's academic programmes to national imperatives in support of government programmes.

“Our role as public colleges is to provide strategic support to key government interventions through the provision of quality education and training programmes and skill communities in order to actively participate in economic development. This programme serves as a fitting empowerment platform for communities to participate in the Digital Migration Project as well as other installation opportunities.”

– Dr Fakazi



▲ The learners with their trainers at the graduation ceremony.

▶ The programme ensures the availability of installers to deal with new installations, maintenance and repairs, even in rural areas of KwaZulu-Natal.



◀ Learning the tricks of the trade.



The Certified Satellite Installer Skills Programme was aimed at giving learners from rural areas, particularly women, access to the satellite installation industry.

Studying is vital to remain relevant in all spheres of life

Despite her hectic schedule, Naledi Sibandze, Senior Manager: Corporate Services at the MICT SETA, successfully completed her studies towards a Master of Science in the Management of Technology and Innovation. *The BROADCAST Newsletter* caught up with this young dynamo to ask her the following questions:

1. What was the motivation behind your studies towards a Master of Science degree?

I believe in the constant expansion of skills and skill sets through learning and the pursuit of knowledge. As life changes, the need to adapt both professionally and personally is as real as the changes themselves. For me, this is imperative because we are called to respond to changes daily.

Furthermore, an MSc offers a great opportunity to specialise. I was sold on the idea of acquiring advanced subject knowledge and trying my hand at extended independent research during my dissertation. I needed to explore my own ideas and work independently, particularly at the dissertation stage. Attaining a solid grounding in my subject at an expert level was among my reasons for pursuing a Master's degree. I subscribe to the culture of learning and being an inspiration to others.

2. How long was the Master's programme and at which institution did you complete your studies?

The Master of Science degree is a four-year programme, though one could finish it in three years. I completed my Master's at the Da Vinci Institute (Pty) Ltd.

3. What key skills do you feel have become entrenched by your studies and how do these skills enhance your work at the MICT SETA?

These studies have enhanced my leadership and management skills. With the knowledge I have acquired

and the tools with which I am now equipped, I am able to identify the SETA's system components, its key factors and how they interact and are interlinked to identify existing and potential problems. This has proven to be the most effective way of resolving problems within the MICT SETA.

My studies impacted not only my work, but my personal life as well. This journey has broadened my knowledge in terms of how I perceive and approach my work and life in general.

4. In your opinion, what is the value of furthering one's education with degrees such as Master's, MBAs and other business degrees?

There are significant benefits to be found in furthering one's studies, one of them being acquiring more knowledge and keeping abreast with the latest information and technology.

Furthermore, it could open up job opportunities for you as an individual over and above allowing you to specialise in certain fields of study.

5. Would you advise other colleagues in your organisation to study towards a postgraduate degree?

Without a doubt, yes. As mentioned before, I am a staunch believer in the constant expansion of skills and skill sets through learning and increasing knowledge. Like me, my colleagues are expected to adapt to changes in the business environment. The ever-changing economic climate demands that employees should be up to date with the latest knowledge; be flexible; and be geared to adapt to any changes that may be required.

6. How did you manage to balance working and studying, and what advice would you give to people wanting to do the same?

Learning while working full-time, and attempting to ensure sufficient time for



▲ Naledi Sibandze, Senior Manager: Corporate Services at the MICT SETA, has successfully completed her studies towards an MSc in the Management of Technology and Innovation at the Da Vinci Institute (Pty) Ltd.

the family comes with its challenges, but it is doable. I had to ensure efficient and effective time management during my Master's journey by ensuring that I:

- *stick to my study plan:* Write things up, make notes, plan well, and you will find it much easier to balance your life between your studies, work and personal life.
- *avoid distractions* by moving away from the social media platforms and social events. I made work my priority and kept my focus on my studies. Unfortunately, time spent with my family was somewhat compromised throughout this journey.

7. Do you see yourself advancing your studies any further now that you have obtained a Master's, and why?

Yes. Continuous learning is vital. My PhD expedition is currently under way and I am quite intrigued by the experiences and challenges that are unfolding.

Change is inevitable. In fact, as you are reading this, some of the knowledge I acquired recently may be becoming irrelevant to my current working environment or may require an upgrade. In view of this sobering thought, it is vital to keep abreast of the latest knowledge and technology to remain relevant in all spheres of life.

FOCUS ON HEALTH

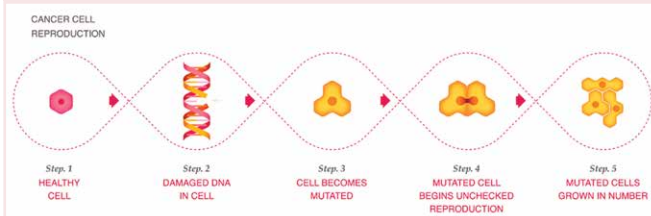
Breast Cancer: Anyone Can Get It...

Did you know that 1 in 8 women will be diagnosed with breast cancer in her lifetime? That is a harrowing statistic. But with the right knowledge and a balanced lifestyle, caring for your breast health doesn't have to be daunting. Although breast cancer occurs almost entirely in women, men can get breast cancer, too. However, breast cancer in men is rare, with only about 2 190 diagnoses each year.



What is breast cancer?

Cancer is a broad term for a class of diseases characterised by abnormal cells that grow and invade healthy cells in the body.



Breast cancer is the second most common kind of cancer in women. It starts in the cells of the breast as a group of cancer cells. These cells can spread by breaking away from the original tumour and entering blood or lymph vessels, which branch into tissues throughout the body. When cancer cells travel to other parts of the body and begin damaging other tissues and organs, the process is called metastasis. The **tumour** is malignant (cancer) if the cells can grow into (invade) surrounding tissues or spread (metastasise) to distant areas of the body. Cells in nearly any part of the body can become cancer and can spread to other areas of the body. For more information, watch this video:

<http://www.nationalbreastcancer.org/what-is-breast-cancer>

Early detection

Breast cancer can't be prevented, but three important steps can be taken to help detect it earlier:

- **Examine** your breasts every month and discuss any changes or abnormalities with a doctor or physician, who will perform a **clinical breast examination** to check for lumps or other physical changes in the breast that may need to be investigated.
- Go for a **mammogram** once a year. This can help find breast cancer early when it's easier to treat.
- Leading a **healthy lifestyle** can help reduce your risk factors for breast cancer and other illnesses.

Environmental and lifestyle risk factors

- **Lack of physical activity:** A sedentary lifestyle with little physical activity.
- **Poor diet:** A diet high in saturated fat and lacking fruits and vegetables.
- If you are **overweight**, your risk is increased if you have already gone through menopause.
- **Drinking alcohol:** The more alcohol you consume, the greater the risk.

- **Radiation to the chest:** Having radiation therapy to the chest before the age of 30 can increase your risk for breast cancer.
- **Combined hormone replacement therapy (HRT):** Taking combined hormone replacement therapy, as prescribed for menopause, increases the risk that the cancer will be detected at a more advanced stage.

Avoidable risk factors



SEDENTARY LIFESTYLE



ALCOHOL CONSUMPTION



COMBINED HORMONE REPLACEMENT THERAPY

These do NOT cause breast cancer

- Breast cancer is not contagious; you can't contract cancer from a person who has the disease.
- Breast cancer is not caused by wearing underwire bras, implants, deodorants, antiperspirants, mammograms, caffeine, plastic food serving items, microwaves, or cell phones, as myths often suggest.

Treatment

The most common form of treatment for breast cancer is **surgery**. This involves removing the tumour and nearby margins. Surgical options may include a lumpectomy, partial mastectomy, radical mastectomy, and reconstruction.

Chemotherapy is a breast cancer treatment method that uses a combination of drugs to either destroy cancer cells or slow down the growth of cancer cells. **Radiation therapy** (also called radiotherapy) uses high-energy rays to kill cancer cells. It affects the nearby skin or cells only in the part of the body that is treated with the radiation. If the cancer cells have hormone receptors, you may be prescribed hormone therapy drugs, such as blockers or inhibitors. Both types of drugs help to destroy cancer cells by cutting off their supply of hormones.

Breast cancer awareness

National Breast Cancer Awareness Month is an annual campaign to increase awareness of the disease and highlight the importance of early detection of breast cancer. The pink ribbon is an international symbol of breast cancer awareness.



Source: <http://www.nationalbreastcancer.org/what-is-cancer>

Let's put an end to stigmatisation this World Aids Day



Source: UNAIDS

1 December this year marks the 29th anniversary of World Aids Day, a global programme to highlight this disease, its effects on communities, prevention and treatment measures, as well as promoting the de-stigmatisation of those living with HIV.

Young Nkosi Johnson, before his death in 2001, intreated, "Care for us and accept us: we are all human beings. We are normal. We have hands. We have feet. We can walk, we can talk, and we have needs just like everyone else. Don't be afraid of us, we are all the same."

The 2017 international theme for World Aids Day is 'The right to health'. UNAIDS says, "The universal and inalienable right to health provides everyone with the right to realize the highest attainable standard of health without discrimination or stigma. Only by placing human rights at the centre of global health can we ensure that health care is accessible, acceptable, available and of good quality for everyone, leaving no one behind."

The South African Government, on its website, appeals to South Africans to "recognise that HIV and Aids are chronic diseases, and that people living with HIV can have full and happy lives. We each have a responsibility to treat those who are struggling with an HIV-positive diagnosis with compassion, those struggling with Aids with care, and ourselves and our sexual partners with respect. Addressing stigma and discrimination is important in mitigating the impact of HIV."

It further states that "stigma and discrimination can be as devastating as the illness itself". Many people are abandoned by their partners or

family, not to mention falling victim to social exclusion, and lack of care and support.

Stigmatisation of HIV/Aids – or the fear of being stigmatised – also contributes to people opting against being tested for HIV and, thus, preventing their own access to treatment and support.

The AIDS Foundation of South Africa echoes these sentiments, and says, "The challenge we still face is that people are not testing timeously; therefore, only once they are very ill at quite a late stage of disease progression do they realise that they are HIV positive. The central focus remains that we continue to mobilise an increased uptake in HIV testing and counselling, behaviour change communication and combination prevention and treatment."

We are all affected

Each one of us can make a difference and contribute to the eradication of this disease by making sure we understand the facts, support those living with HIV, and treat them with the same respect we would anyone else.

Read up on HIV/Aids at:

www.aids.org.za
www.unaids.org
www.who.int/hiv/en

HIV/Aids in South Africa: In numbers

270 000	New HIV infections in 2016
110 000	Aids-related deaths in 2016
7 100 000	People living with HIV in 2016
49%	Decrease in new HIV infections since 2010
29%	Decrease in Aids-related deaths since 2010
56%	People living with HIV in 2016 receive antiretroviral therapy
95%	Pregnant women living with HIV access treatment to prevent HIV transmission to their children
57.7%	Sex workers with HIV
19%	Global number of people living with HIV found in South Africa
80%	Aids response funded by the South African Government, the highest in the world

HIV/Aids myths and facts

HIV cannot be transmitted by:

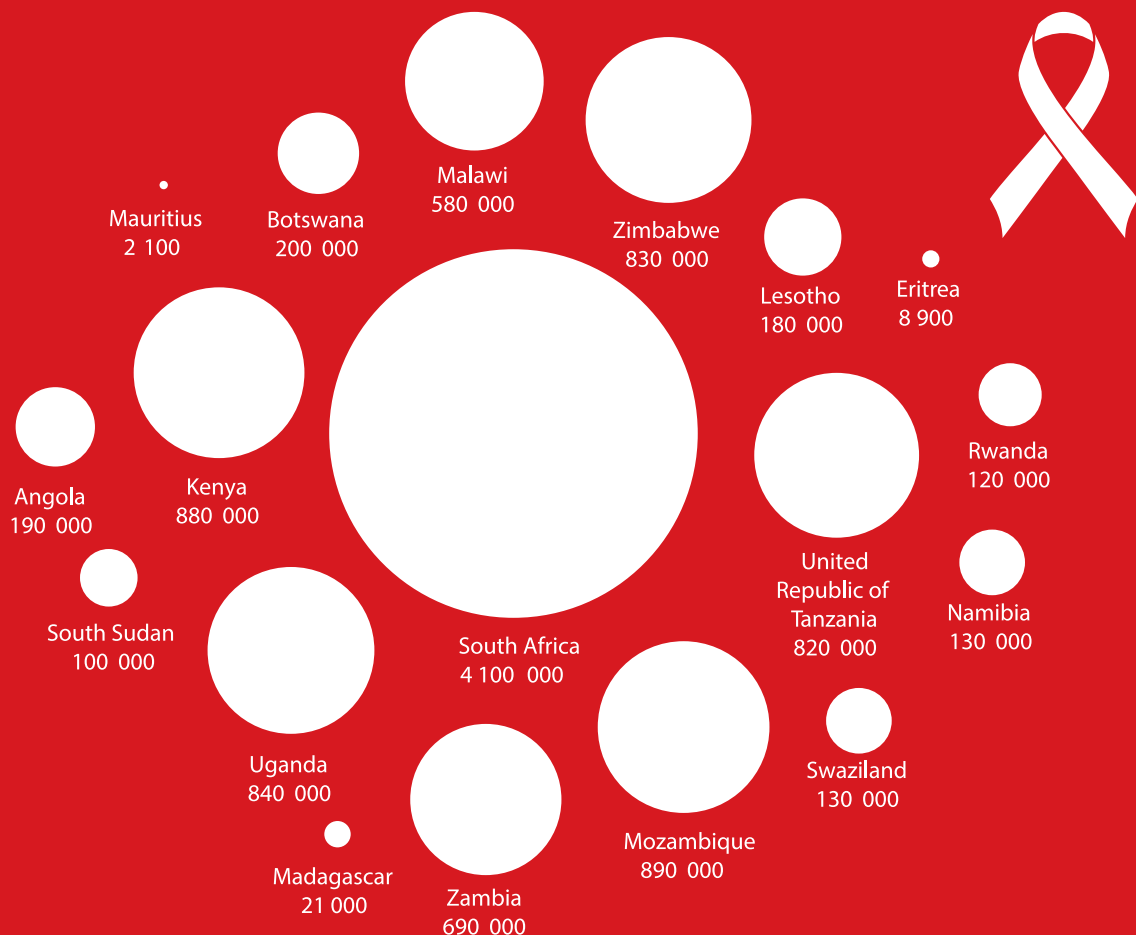
- Surfaces – HIV cannot be transmitted by contact with toilet seats, eating utensils, musical instruments, hugs or handshakes.
- Air – Breathing the same air as someone living with HIV does not transmit HIV. Coughing, sneezing or spitting cannot transmit HIV either.
- Kissing – Saliva contains very small amounts of HIV and so the risk is negligible, unless both partners have large open sores in their mouth or bleeding gums.
- Insect bites – Insects such as mosquitoes don't transmit HIV because they do not inject blood when they bite.
- Sterile needles – Sterilised or new needles and syringes are safe from HIV transmission. Do not share used needles.
- Water – HIV cannot survive in water, so you are free from HIV transmission in swimming pools, baths or shower areas.

HIV can be transmitted by:

- Vaginal sex – HIV can be transmitted from woman to man or vice versa. Open cuts and sores increase the risk.
- Anal sex – Higher risk than vaginal sex because the lining of the anus is more likely to tear, creating an entry point for HIV.
- Oral sex – Has a very small risk, except if there are sores in/around the mouth or on the receiving partner's genitals.
- Injecting drugs – Shared unsterilised equipment can carry infected blood. Needles used for tattooing and body piercing can also carry a small risk.
- Blood transfusions/transplants – All donated blood should be tested for HIV; any untested blood carries a risk of HIV transmission to the patient receiving the blood transfusion.
- Mother-to-child – Transmission can occur during pregnancy, labour, delivery or breastfeeding if HIV treatment is not taken correctly.

Source: <https://www.avert.org>

Globally, more than 18 million girls and women live with HIV – more than half the total of people living with HIV. Ending Aids by 2030 requires that we address girls' and women's diverse roles by putting them at the centre of the response. This image illustrates the situation in eastern and southern Africa. (Source: UNAIDS)



Source: UNAIDS

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Media, Information and Communication Technologies
Sector Education and Training Authority

Accelerating quality skills towards an information savvy society