

PAVING A BETTER FUTURE FOR SA YOUTH



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Helping Students Dress For Success

As part of their Social Responsibility & Innovation strategy, Hitachi Vantara's Global Learning team recently completed phase 2 of their support for the Mmakgabo School in South Africa. This included the collection and delivery of more than 150 school uniforms (blazers, skirts, trousers, socks and shoes) for students.

[Read more](#)

01 Editor's Note



Today's youth are starved of opportunities – a grave and unfortunate juxtaposition of the 21st Century considering the struggles that many young South Africans fought for to obtain freedom, unity and countless opportunities meant for relishing in modern times. Youth unemployment remains a major challenge in South Africa. Fundamentally, skills development is at the forefront of potentially addressing this challenge, particularly in our sector and it requires a concerted, collaborative effort by various stakeholders to persistently achieve this goal.

As a SETA, we are in a favourable position to pave better futures for South African youth through our meaningful partnerships with stakeholders. We have just celebrated youth month in South Africa, and the youth are always at the centre of our efforts as a continuous demonstration of our commitment to accelerate access to training and funding opportunities.

It is an appropriate time to detail the exciting changes taking place at the MICT SETA. In this edition we warmly welcome the newly appointed Chief Executive Officer, Mr. Matome Madibana who is deeply passionate about youth empowerment. We look forward to seeing him steer the SETA forward towards achieving its mandate.

Through the MICT SETA supported initiatives such as Moja Centre Enterprise Development Programme, Girlcode Hackathon and Ministerial Academic Day, a special effort is made to ensure that young people are informed about suitable

career choices and have access to digital skills.

The MICT SETA hopes to create a strategic link benefiting the pupils from underprivileged schools by contributing towards their skills development and overall education. As part of a Corporate Social Investment Programme, Hitachi Vantara and the MICT SETA donated school necessities to Mmakgabo Secondary School, a rural school in Limpopo.

We have hosted our first Hybrid Stakeholder Engagement Forum for 2022. We invited our stakeholders to join us in championing forward the mission of supporting meaningful economic participation of our beneficiaries, for improved socio-economic levels. We encourage stakeholders to participate in our next engagement forum to be hosted in the next quarter.

Our commitment to good governance never ceases. To ensure compliance to the POPIA Act, we hosted a POPIA workshop for the MICT SETA employees, our GameChangers, on the approved POPIA Manual as aligned to the POPI Act.

Finally, we had a successful submission period for the WSP/ATR 2022/2023 financial year which ended on 30 April 2022. Apart from achieving compliance and earning financial rebates, a Workplace Skills Plan (WSP) & Annual Training Report (ATR) can also add strategic value to businesses so the MICT SETA encourages all employers to submit WSPs and ATRs in the following season.

In commemorating Mandela month, let us use this opportunity to demonstrate our patriotism by rolling up our sleeves, play our part and give our time and resources to those that need our help.

02

Congratulations to our new CEO

The MICT SETA announced the appointment of its new Chief Executive Officer, Mr. Matome Madibana on 1 May 2022.

[Read more](#)

03

Protection of Personal Information Act: MICT SETA Forging ahead to embrace privacy laws

The Protection of Personal Information Act No. 4 of 2013 (POPI Act / POPIA) requires all responsible parties / organisations in South Africa to protect personal information of its data subjects. This puts the responsibility for protecting personal information into the hands of responsible parties / organisations and their employees.

[Read more](#)

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05 MOJA Centres discovers simple ways of looking at problems affecting unemployed young people

Moja Centres, a social enterprise incorporated in South Africa introduces design thinking qualifications in its social enterprise development programme. Design thinking skills are important for addressing youth unemployment and creating opportunities for startups in townships and rural villages.

[Read more](#)

06 2022 Stakeholder engagement highlights

The MICT SETA hosted employers, skills development providers and stakeholders within the advertising, film and electronic media, electronics, information technology and telecommunication sub-sectors, at a hybrid engagement forum.

[Read more](#)

07 Young girls breaking the bias-GirlCode

On 5 to 6 March 2022 in celebration of International Women's Day under the theme #BreakTheBias, GirlCode in partnership with the MICT SETA, and other stakeholders hosted its 8th hackathon. The hackathon had 95 female developers registered and 50 attended, some currently studying, whilst others are still looking to get into the field.

[Read more](#)

08 The MICT SETA participated at The Ministerial Academic Day

The Media, Information and Communication Technologies Sector Education and Training Authority (MICT SETA) took part in the Ministerial Academic Day with the Minister of Higher Education, Science and Innovation, Dr. Blade Nzimande at the St Simon's Anglican Church in Lamontville, Durban on Sunday, 13 February 2022.

[Read more](#)

Nelson Mandela Month Commemoration >>

Mayoral Imbizo and Career Expo

Hosted by Enhlazeni District Municipality

18 JULY 2022

08h00 16h00



Workplace Skills Plans and Annual Training Reports (WSPs/ATRs) For FY 2022/2023

965
Information Technology

172
Advertising

128
Film and Electronic Media

225
Electronics

357
Telecommunications

The summary of companies that have submitted per sub-sector



MICTSETA

Media, Information and Communication Technologies Sector Education and Training Authority

SHAPING SKILLS, PIONEERING INDUSTRIES, EMPOWERING FUTURES

02 Congratulations to our new CEO




The MICT SETA announced Matome Madibana as new Chief Executive Officer as of 1 May 2022.

We warmly welcome Mr Matome Madibana to his new role and encourage all stakeholders to afford him the necessary support required to fulfil our mandate as a SETA and realise our vision of providing “Cutting Edge Future Skills” within our sector. We hope our organisation will reach new achievements under your strong leadership. We look forward to working with you



03 Protection of Personal Information Act: MICT SETA Forging ahead to embrace privacy laws



**MICT SETA
POPIA Manual**

Presented by The POPIA
Committee

28 March
2022

The Protection of Personal Information Act No. 4 of 2013 (POPI Act / POPIA) requires all responsible parties / organisations in South Africa to protect personal information of its data subjects. This puts the responsibility for protecting personal information into the hands of responsible parties / organisations - and their employees. On 28 March 2022, the MICT SETA hosted a POPIA workshop for all existing and new employees on the its approved POPIA Manual as aligned to the POPI Act; to ensure compliance to the Act in so far as it is applicable to the MICT SETA.

The workshop covered the following, amongst others:

- Introduction of the POPIA Committee
- Regulatory Framework
- Purpose of the POPIA
- Key definitions
- Purpose of the MICT SETA POPIA Manual
- Scope of the POPIA Manual
- Procession of personal information (General POPIA Conditions)
- Procession of Special Personal Information
- Direct marketing
- Training interventions

There is no doubt that privacy remains a forefront issue for all organisations, given the climate of privacy and data governance. It becomes increasingly important for organisations to move beyond the traditional regulatory compliance and rather identify areas throughout the organisation, which may be susceptible to compliance risks, by proactively responding to regulatory developments.

Enforcing compliance to this is particularly important for the MICT SETA, not only from a compliance perspective, but also as a means to increase stakeholder transparency and help build on-going and sustainable stakeholder relationships. The workshop unpacked some of these issues and welcomed engagement from employees who highlighted certain complexities, the operational efficiency it presents in streamlining processes and most importantly, avoiding data breaches.

The MICT SETA is committed to delivering continuous engagements and training to ensure that employees are educated and reminded of their compliance responsibilities on an ongoing basis, amongst other matters.



04 Helping students dress for success



As part of their Social Responsibility & Innovation strategy, Hitachi Vantara's Global Learning team recently completed phase 2 of their support for the Mmakgabo School in South Africa. This included the collection and delivery of more than 150 school uniforms (blazers, skirts, trousers, socks and shoes) for students.

Khaya Malinga and Obed Maloka hand-delivered the uniforms on behalf of the team and participated in their celebrations, which included a special performance by the school choir, a presentation of the Certificate of Appreciation by the Department of Basic Education, and a local radio interview. The Media, Information and Communications Technology (MICT) government organisation also expressed interest in partnering with Hitachi to execute on phase 3; building a computer science curriculum and lab to help close the digital divide.

"This initiative is greatly appreciated by the MICT SETA and goes a long way in inspiring hope to our

learners irrespective of their backgrounds and personal circumstances (acts of goodwill/good deeds and kindness) what Hitachi is doing are hard to come by as most companies are focused on strictly bottom line. We are grateful. I saw videos of learners rejoicing, singing and it is deeds such as these that really change society and improve the quality of lives," Matome Modibana, CEO of MICT SETA.

"On behalf of the Mmakgabo Secondary School community, I would like to once more express our deepest appreciation. The School Governing Body is confident that parents are motivated to support their learners' education more after realising that they are not alone in the supporting journey. We are approaching winter and the problem of our learners not being able to come to school because it is too cold will no longer exist in our school." Makwela Al, Mmakgabo School Principal.



05 MOJA Centres discovers simple ways of looking at problems affecting unemployed young people



MOJA Centres, a social enterprise incorporated in South Africa introduces design thinking qualifications in its social enterprise development programme. Design thinking skills are important for addressing youth unemployment and creating opportunities for startups in townships and rural villages. Design thinking can introduce new ways of looking at problems affecting unemployed young people. The programme has already been tested with 16 students from the Kwa-Thema township as part of the five phases of the Moja Centres enterprise development programme.

The two qualifications, Design Thinking Lead and Design Thinking Practitioner are part of the seven qualifications that have been registered by South African Qualifications Authority (SAQA) on April 2022 as occupational qualifications. The development of the qualifications was spearheaded by the MICT SETA 4IR department. MICT SETA is the Development Quality Partner (QDP) for the Design Thinking Lead and Design Thinking Practitioner qualifications. Design thinking has been embedded as a module in other 4IR qualifications such as Robotic, Process Automation, Internet of Things and 3D Printing. "As the MICT SETA, we are excited about partnering with stakeholders in the provision of 4IR qualifications in South Africa," says Matome Madibana, MICT SETA acting CEO. "I wish to thank all stakeholders and Community of Experts (CEPs) who participated in the development of the 4IR qualifications" said Ms Gugu Sema. MOJA Centres is one of the stakeholders who participated as one of the Community of Experts that developed the two design thinking qualifications.

The first group of participants completed the individual-to-entrepreneur transformation phase of the programme. The 16 students from

the Kwa-Thema township are now ready to enrol in the second phase of the programme, entrepreneur capacity development as startups. The programme is arranged in five phases, delivered weekly, in a workshop format with daily work activities to carry out at home. The participants are expected to collaborate, conduct interviews, and present results in class. Participants are also encouraged to look at understanding problems in a different way from the norm and come up with innovation to address problems affecting their communities.

"Personally, it has helped me a lot to view things in a different perspective. I now know how to control my emotions in any situation and not react instantly. Am more calculative and more decisive," Said Ms Mathabo Morudu, one of the participants who completed the first phase of the programme. It's all about learning how to apply design thinking to solve problems. Co-Founder of MOJA Centres, Andile Tlhoale says, "The MOJA Centres enterprise development programme can facilitate innovation to communities living in underserved areas especially rural villages where we believe this kind of intervention programme would make the most impact." The other phases cover IP and commercialisation, product and service design and business development.

Design thinking can be a tool to help come up with innovation to address real issues. The method can also be applied to solve specific problems, commercialise solutions and develop products and services targeted at people who are affected by the same issues. You can use the tool to find other people with similar needs and collaborate to discover simple ways to look at problems affecting young unemployed people.



06 2022 Stakeholder engagement highlights



The MICT SETA hosted employers, skills development providers and stakeholders within the advertising, film and electronic media, electronics, information technology and telecommunication sub-sectors, at a hybrid engagement Forum.

Following a context setting address from the CEO, updates and information sharing from divisional heads followed. These included Sector Skills Plan (SSP) Findings, learning programmes, quality assurance, and 4IR programmes. Sessions were augmented by open platforms for engagement.

We would like to thank all our stakeholders for joining us as we take bold steps forward. Keep your eyes focused on our platforms for the second installment of stakeholder engagements.





The hackathon had female developers

On 5 to 6 March 2022 in celebration of International Women's Day under the theme #BreakTheBias, GirlCode in partnership with the MICT SETA, and other stakeholders hosted its 8th hackathon. The hackathon had 95 female developers registered and 50 attended, some currently studying, whilst others are still looking to get into the field.

The hackathon is designed to spark, renew and elevate an interest in coding amongst young women enrolled into GirlCode programmes who are eager to join the software industry with an opportunity to develop some of the real-world skills they need to enter the world of work.

The #GirlCodeHackathon provides young aspiring software developers with a platform to solve some of the problems we face using technology. Furthermore, the hackathon seeks to promote innovative out-of-the-box thinking in young women's minds, especially in this male dominated industry.

The two-day hackathon consisted of two parts; day 1, participants were tasked to come up with solutions based on common biases when it comes to women in the workplace. On the second day, all teams taking part in the hackathon pitched their ideas to the judges where the winners received amazing prizes ranging from the latest gadgets, laptops, vouchers, etc. "The experience gave us more confidence to keep upskilling ourselves and pursue more in the world of IT. Winning the

hackathon will always be the highlight of our budding careers. Thank you to the GirlCode team and all sponsors for making the event happen, and the mentors who were up all night making sure we were on the right path," Team NTV

Ms Xabiso Matshikiza, Marketing and Communications Manager from MICT SETA expressed her enthusiasm about the MICT SETA's involvement in this collaborative effort as a photography and videography partner in the 2022 Hackathon. "The MICT SETA is thrilled to be part of this life changing event which continuously aims to raise awareness of female technical talent and foster a competitive, yet cooperative culture," she said.

GirlCode hackathons are more than a competition, they are a collaborative learning experience where everyone walks away with new knowledge that will help them continue their journey in exploring the ICT space as well as real opportunities to accelerate the careers.

"Now more than ever, a generation of engaged, passionate and creative young women are speaking up for themselves and taking their rightful place as innovators in the technology space. There are still many biases young women have to face, especially in the work environment and this is a great platform for them to create solutions that address some of these biases," says Zandile Mkwana, GirlCode CEO.



08 The MICT SETA participated at The Ministerial Academic Day

The Media, Information and Communication Technologies Sector Education and Training Authority (MICT SETA) took part in the Ministerial Academic Day with the Minister of Higher Education, Science and Innovation, Dr Blade Nzimande at the St Simon's Anglican Church in Lamontville, Durban, earlier this year.

The event attracted key stakeholders and leading representatives of the Post-School Education and Training (PSET) sector, amongst other relevant industry stakeholders. The Ministerial Academic Day attracted mostly unemployed graduates and matriculants. With the ever growing demand for learning opportunities amongst young people, the event provided a platform to engage representatives of various organisations on learning opportunities available. Its format was divided into two segments, a formal session where Dr Blade Nzimande delivered a keynote address and a career exhibition session was available, promoting various services and opportunities for youth to be empowered on key decisions regarding their future careers.

Minister Nzimande explained that government funding programmes target certain people and not everyone will qualify for these programmes. According to the Minister, students that meet the criteria to qualify for the National Students Financial Aid Scheme (NSFAS) will receive support.

"The government has allocated about R47 billion

for the National Students Financial Aid Scheme (NSFAS) to assist students from disadvantaged backgrounds," Minister Nzimande said.

In supporting government efforts of empowering young people, the MICT SETA in partnership with key stakeholders offers internships, Learnerships and bursaries. During the event, young people were empowered with information on how to access these opportunities.



Minister of Higher Education, Science and Innovation, Dr Blade Nzimande interacting with the attendees



MICT SETA representative together with pupils

