

CETA NEWS

Construction Education and Training Authority

"DEVELOPING SKILLS. SERVING SOCIETY"

ISSUE 1 | 2022

01 CEO Statement

Discover what the core mandate of CETA is and learn how Malusi Shezi CA(SA) the CEO of CETA envisions to transform and take the organisation to new heights through 7 focus areas.

02 Employment in the construction sector

Find out how key partnerships with our stakeholders like TVET Colleges, CETs, Government departments, Labour, and business is improving the employment prospects within the sector.

03 Human Resources

Bursaries, wellness and performance management.



To position skills as a foundation for economic development and empowerment

CETA.ORG.ZA

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Building Construction
Roads and Civil Construction
Built Environment Profession
Materials Manufacturing
Electrical Construction



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Editor's Note

The CETA exited Administration in February 2022 and is almost a year post-administration. The post-administration CETA is an organisation that is rebuilding its image, improving its performance, building strategic partnerships with the CEO having identified 7 key areas for his term:

- CETA sustainability and clean administration
- Effective stakeholder relations
- Enhance and improve people competencies, skills and engagement
- A fluid and positive organisational culture, based on CETA values
- Use of innovation, systems, and technologies as an anchor of all we do at CETA
- Responsive and cutting-edge research agenda
- Strive for reputable and strong CETA brand experience and image

In addition, the CETA has revamped its vision, mission, values and value proposition.

All this simply means that the CETA is reinventing itself to be a high performing organisation, which seeks to use the 3 H's to assist its stakeholders to achieve their skills development goals i.e., *Hands, Hearts and Heads*.

The CETA has capacitated itself by appointing executives and senior managers where vacancies exist, and is in the process of ensuring that all staff have personal development plans. This capacitation drive continues and will be completed by the end of the financial year.

Accounting Authority Appointments

The new Accounting Authority under the Chairpersonship of Mr. Thabo Masombuka has been appointed by the Minister. There remain a few vacancies in the Accounting Authority, which the organisation is working with the Executive Authority to fill. We are excited with this development and will profile the members in the next issue.

Re-Imagined Provincial Offices and Regions

The re-imagined provincial structure is made of three Provincial Offices (KZN, Eastern Cape and Western Cape) and three Regional Offices (Gauteng/North-West; Free State/Northern Cape and Mpumalanga/Limpopo). Provinces and Regions are constantly in touch with stakeholders and where projects are rolled out. It therefore made sense to elevate their status in the organisation by upgrading the Provincial Manager positions to Senior Manager positions. This affords the provincial representation at critical strategic and planning platforms of the CETA.

Tracer Study

CETA alumni of 2018 – 2021 was called upon to participate in a tracer study conducted by InSurvey. This study sought to better understand the impact of CETA programmes on beneficiaries. The results of this study will be used in future planning for the CETA, to deepen impact for success.

Grants

Mandatory Grants continue to be processed, and in addition; a Discretionary Grant Funding was advertised and closed. Contracting on these DG projects is taking place for projects to roll out early in 2023.

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"I have steered the organisation through turbulent waters and it's encouraging to have noted and received support from staff and external stakeholders at large"

Mr. Malusi Shezi
Chief Executive Officer



CEO Statement

It is with great honour that I write to share our journey to date with our stakeholders in this inaugural CETA News.

I congratulate the editor-in-chief for this publication, which is our tool to keep all our stakeholders informed and abreast of the developments, issues and achievements happening at CETA and in the sector at large. With you as a team, we will go miles and reach highest heights.

The heartbeat of the CETA in line with the provisions of the Skills Development Act, our core mandate as CETA is to 1. provide skills development services to the construction sector, 2. implement the objectives of the National Skills Development Plan 2030 (NSDP 2030), 3. ensure that people obtain the critical or scarce skills that are needed and 4. to build the capacity of the construction sector to become economically sustainable and globally competitive. In essence, that's our value proposition statement and a reputation promise to all our stakeholders.

We achieve these through the disbursement of discretionary and mandatory grants to the sector, embarking on research initiatives,

accrediting training providers and employers, developing occupationally directed qualifications and offering bursary opportunities, and creating access to skills development for rural and township-based communities in line with the NDP 2030. Skills are at the core of the NDP 2030, with the National Human Resource Development Strategy. These policy directives are clear; only what CETA needs to do is to strengthen the implementation side. We have recently updated our strategic planning documents to reflect the refined vision and values of the organisation. As a CETA we continue to ensure that our Sector Skills Plan (SSP) is revised at least annually. Our annual performance plan and strategic plans have also been significantly overhauled to reflect the current dynamics in the industry and internal at CETA.

Following my appointment as the CEO of CETA from 01 September 2021, I have steered the organisation through turbulent waters and it's encouraging to have noted and received support from staff and external stakeholders at large. We are up to task to see the fruits of the turnaround efforts for this renewed SETA post Administration.

My vision as the CEO is to transform the CETA into a high-performing, learning organisation that is agile, and stakeholder responsive entity fit for purpose and sustainable SETA. As part of rebuilding and reigniting the passion in the organisation, our emphasis to achieve this will be on seven (7) focus areas. These include, amongst the others

1. CETA SUSTAINABILITY AND CLEAN ADMINISTRATION

Financial sustainability is at the core of being viable and relevant today and in the future. CETA need to ensure it has a sustainable operating model and competent people to assist CETA in efficiently discharging its mandate. Effective and compliant administration is the given and the standard in all we do on daily basis.

2. EFFECTIVE STAKEHOLDER RELATIONS

We are investing in tools and processes for support to gauge and measure the views and the experiences of stakeholders at every touchpoint with CETA. Our responsive rate has improved, and we look forward to the time when our stakeholders would have moved from complaining to complementing. How we respond and how long we take to do so was the reason amongst the others that led to migration of some of the stakeholders, which we now working to arrest and reverse. It is our commitment as organisation that we become stakeholder centric and not be inward looking all the time.

3. ENHANCE AND IMPROVE PEOPLE COMPETENCIES, SKILLS AND ENGAGEMENT

People's competencies and skills, their engagement, and their development and growth in the CETA is paramount. We have introduced structured L&D programmes, which was non-existent before save for giving staff bursaries. On the job learning and growth is key in enhancing people competencies and this result also in well engaged workforce (becoming their better version each day). We envisage that focus in this area will also improve *productivity* in the organisation.

4. A FLUID AND POSITIVE ORGANISATIONAL CULTURE, BASED ON CETA VALUES

All that we do will be anchored on values of being always honest and responsive. I am committed to demonstrate and to always encourage and support the management team to live these values and to lead by example in their respective areas. We envision a CETA where all have a caring attitude and are agile, aspiring to be always customer-centric in our approach. As leadership team we have adopted a "zero rumour" approach in managing CETA and are committed to be transparent, empowering and engaging. And discipline and order matters if CETA is to achieve these ideals (we aim not to be seen or be even a banana republic).

5. USE OF INNOVATION, SYSTEMS, AND

TECHNOLOGIES AS AN ANCHOR OF ALL WE DO AT CETA

Using technology and innovation in achieving efficiencies in planning, execution and reporting roles. We need to be able to continuous gauge the pulse and temperature at any point, without having to ground the plane (Auto-pilot mode). Digitisation is one of critical projects we are embarking on to arrive at a point where there are no more pushing papers. IKM (Information and Knowledge Management) is important in achieving the desired sustainability and embedding process through all levels in the organisation. We aspire to reach an automation state in the near future.

6. RESPONSIVE AND CUTTING-EDGE RESEARCH AGENDA

Our research agenda need to assist CETA to be responsive and be able to do scenario planning from its outcomes. This will position CETA as a skills authority; which is its rightful position and role. For CETA to be positioned as such, cutting edge know how is important as it contributes to sustainability and competitive/ growth for organisations. We aim to increase our research partnerships as we live in times of collaboration; and one cannot succeed alone in this VUCA world.

7. STRIVE FOR REPUTABLE AND STRONG CETA BRAND EXPERIENCE AND IMAGE

This is aimed at repositioning brand and value proposition and for CETA to be top choice employers in the next five years. Positioning matters in the eyes and experience of our stakeholders. We aim for our stakeholders to have the same brand experience across CETA irrespective of province or region. We have developed and implemented the CIM and refined / simplified CETA values in quest to achieve this. In next months to come, you will experience a better, appealing and attractive look and feel of CETA.

Our staff have voted for our new tag line, which is "Developing skills. Serving society". This is critical in achieving all the above focus areas. I will be sharing the refined values, vision and mission in next edition CETA News.

Leadership matters for any entity to be successful, and the quality and caliber of such matters more. I am grateful to have had the opportunity to appoint the current executive leadership team of competent, well experienced and professional individuals who serve along me in taking the CETA to be a high performing, agile, learning and fit for purpose organisation.

I invite you as stakeholders to contribute to the topics and agenda of the forthcoming CETA News editions; and look forward to reading and sharing in your stories as our partners in the skills development journey.

Yours in skills development,

Malusi Shezi CA(SA), the CEO of CETA

Capacitating the CETA



Ms. Basani Sithole

Ms. Basani Sithole joined the CETA in April 2022 as a Senior Manager: Clients Services and Projects: Western Cape Province.

Basani is completing a Master of Laws, LLM with the University of Pretoria, and obtained her BCom Economics from the University of Limpopo, LLB from Unisa, and B-Tech Project management from CUT and has 15 years of working experience, 8 of which are in the public sector.

“I am passionate about making a difference in people’s lives through service delivery”.



Ms. Yolanda Mvunyiswa

Ms. Yolanda Mvunyiswa joined the CETA in 2014 as a Project Accountant and was subsequently appointed as Senior Manager Clients Services and Projects: Limpopo and Mpumalanga Region.

Yolanda holds a BCom Accounting and BTech: Projects Management

“My pursuit focuses on being a part of the group with an interest in facilitating skills development aimed at producing a qualified, employable, and self-sufficient individual”.



Ms. Ncumisa Khumalo

Ms. Ncumisa Khumalo holds a Bachelor of Arts Degree (UNISA), a Post Graduate Certificate in Education (FET) (UNISA), a Post Graduate Certificate in Programme and Project Management in Public and Development Management (WITS) as well as an Executive Development Programme Certificate (University of Pretoria).

She is also a registered Assessor and Moderator with ETDP, PSETA, and SSETA.

She has 16 years’ experience in the skills development sector, of which 14 have been in supervision, management, and leadership roles within the Client Services/ Operations/Skills Development departments within a SETA.

Her area is in new learnership registrations against both legacy and occupational qualifications, quality assurance of learning provision as well as a partnership based, stakeholder-focused management of both small and large-scale SETA PIVOTAL and Non-PIVOTAL Grant projects from policy development, project management tools development, contract management, commitment register management, performance information reporting, project monitoring and evaluation.



Strategic Overview

The Core mandate of the CETA

The core mandate of the CETA provides skills development services to the construction and related sectors, implement the objectives of the National Skills Development Strategy (NSDS III), and ensure that people obtain the critical or scarce skills that are needed to build the capacity of the construction sector to become economically sustainable and globally competitive.

The CETA value proposition is “to provide skills development services by implementing the objectives of the National Development Plan (NSDP 2030); to increase the number of people that obtain critical or scarce skills needed, and to build the capacity of the construction sector to be economically sustainable and have global competitiveness.

This is achieved through the disbursement of discretionary and mandatory grants to the sector, embarking on research initiatives, accrediting training providers and employers, developing occupationally directed qualifications and offering bursary opportunities, and creating access to skills development for rural and township-based communities.

Our brand heart expresses our essence and purpose.

Our brand heart expresses our essence and purpose.



Value Proposition

To provide skills development services by implementing the objectives of the National Skills Development Plan (NSDP 2030); to increase number of people that obtain critical or scarce skills needed, and to build the capacity of the construction sector to be economically sustainable and globally competitive



Vision

To be a pillar for skills development and nation-building.



Mission

To position skills as a foundation for economic development and empowerment.



Values

Agile
Results-oriented
Integrity
Respect
Professionalism



Employment In The Construction Sector

To boost employment in the sector CETA contributes by ensuring that the quality of training of our beneficiaries will make them ready and compatible to operate in the practical environment. This is done through key partnerships with our stakeholders like TVET Colleges, CETs, Government departments, Labour, and business.

ECONOMIC RECOVERY AND RECONSTRUCTION PLAN

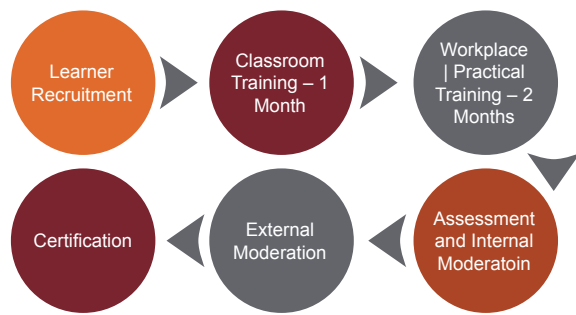
Contribution to the Economic Recovery and Reconstruction Plan (ERRP) - The construction sector is an important contributor to the South African economy. The construction industry has been the sector most affected by the downturn in capital spending in the economy for years now. The announcement of the nationwide lockdown as a response to Covid-19 has added to a down spiral of the construction sector. The future performance of the construction sector is dependent on the level of overall recovery of the economic activity in the country.

The CETA's contribution to the development of the sector is largely on bridging the skills gap and providing workplace placement opportunities for students through strategic partnerships with employers. To this end CETA contributed to the ERRP by enrolling 4 654 learners in short skills programmes in 2021 in difference provinces. These learners were trained in road construction

and community house building, with a contribution of about R98 million to alleviate the impact of COVID-19 on skills and livelihood in Mpumalanga, KwaZulu Natal, Western Cape, Northern Cape, Eastern Cape and Limpopo.

IMPLEMENTATION

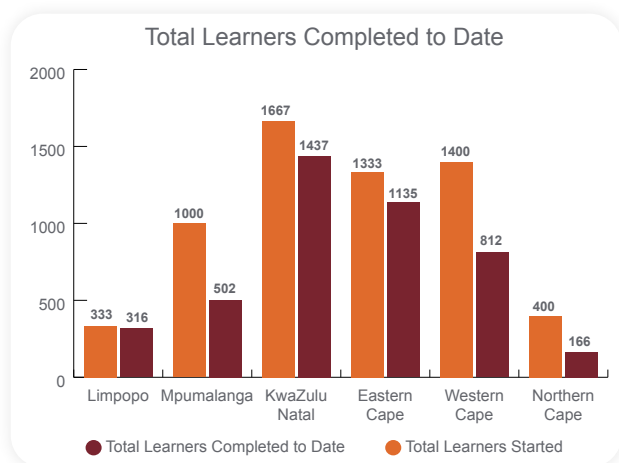
The ordinary training process of learners on accredited projects includes classroom training as well as workplace / practical learning and is illustrated below. With the construction sector being a labour-intensive industry and so too most of the qualifications within the scope of the CETA, practical work experience remains critical across all pathways wherein learners are afforded the opportunity to visualise their classroom training and physically experiment in the workplace. This is one reason why majority of the partnerships were formed with public institutions as employers, due to access to actual infrastructure projects being implemented in the relevant provinces.



COMPLETION

Based on successful completion by the learner's, of their 3-month training programme, a total number of learners completed to date is 4368. The CETA is overseeing the implementation of the last cohorts of learners under the 2021/22 programme in three provinces, which are expected to conclude in the next couple of months. The diagram below provides an illustration of the total completions per province:

At the time of the graduations, adherence was given to the relevant COVID-19 regulations in place and hence limited the attendance also considering that learners were recruited from scattered locations across the participating provinces.



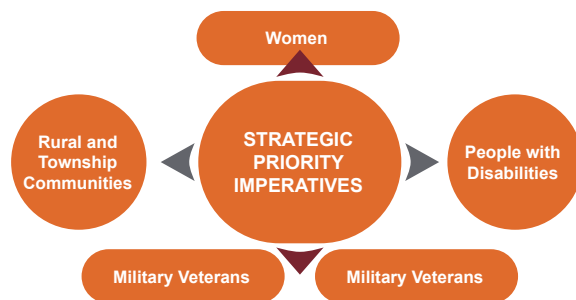
STAKEHOLDER MANAGEMENT AND RELATIONSHIPS

Strengthening partnership with TVET colleges through a funding agreement with the Department of Higher Education and Training to support the capacity building of TVET lecturers across the country and exposing them to the industry. The programme will see the lecturers being exposed to unit standards against qualifications within the scope of the CETA and ETDP SETA:

- Facilitation Skills and lesson planning
- Use of multimedia
- Industry capacity building (Visit to Industry)
- Reporting and Record Keeping
- Designing and Developing Assessment

The objective of the Special Projects seeks new opportunities to drive transformation using skills development as the primary tool with Government and Non-Government organisations. At the fore, will be how the CETA responds to objectives as set out in the National Skills Development Strategy 2030 through active partnerships and funding opportunities.

The targeted beneficiaries of projects as per the Strategic Plan, remain aligned to the CETA's strategic imperatives:



CET Collaborations

The Monitoring and Evaluation unit as established in November 2021 facilitated the establishment of partnership agreements with the 9 Community Education and Training Colleges (CET) which are geographically located in each province of South Africa. The CETA has awarded bursaries to 9 CET lecturers and provided a laptop to each CET College based on signed partnership agreements. In the main CETA has entered into a partnership with the CET Colleges in order to achieve the objective stated in section 2 of the Skills Development Act of 1998.

TVET LECTURER CAPACITATION

In the pursuit of addressing the objectives of the SDA 97 of 1998, CETA has prioritised Career exhibitions as an integral part of its mandate to increase access to information, especially in rural areas and townships in South Africa. Furthermore, in line with the White Paper for an inclusive Post School Education and Training System, the CETA has expanded opportunities for learning to learners in the rural and township areas.

EVENTS

Career Exhibitions

Zeerust in the Northwest province was earmarked as one of the areas that are most rural, for skills intervention by CETA with the potential to encourage learners to pursue programmes within the Construction sector. This initiative was in collaboration with EWSETA as one of the SETAs with overlapping skills and qualifications that serve both sectors and now have signed collaboration agreements on skills and qualification development processes as per Ministerial directives and for effectiveness.

The career exhibition took place at Onkgopotse Tiro Comprehensive Technical School, in Zeerust North-West on 22 April 2022. The event targeted about 500 learners from local high schools and their educators. Delegates present at the event were:

- The Deputy Director General of the North West Department of Education. Dr. S Mvula;
- SACAP's stakeholder relations personnel presenting their role in the built environment;
- MICT personnel giving a virtual address of the 4IR
- CETA and EWSETA CEOs and Executives

At the core of the event the President sought to address young people and highlight that their challenges may be different from those of 1976, however they weigh just as heavy. He further reiterated programmes and financial allocations that government has made in addressing what is known as the triple, bottom line, unemployment, poverty, and inequality.

The Minister of Higher Education and Training, Honourable Blade Nzimande gracefully attended the event as the event agenda spoke directly to the critical role of the SETAs and the need for



skills development. Through the various addresses it was clear that SETAs have an enormous role to play in closing the gap between the “haves” and “have nots”

CETA, amongst other SETAs exhibited to high school learners and the community at large. The role of these exhibitions is to render detailed explanations of opportunities that exists for young

people. In the case of the CETA, to further explain the five key strategic areas of the organization, namely youth, women, people living with disability, people in rural areas and military veterans. The CETA further explained how its learning pathways are designed in a manner that encompasses people from all walks of life that they too, can be employable and or become employers.



Three young entrepreneurs were recognized for their resilience in growing their businesses.

“We want them to be organized and be part of public service and contribute to the innovation that public service stands in need of.”

— President Cyril Ramaposa.



Mthatha, Eastern Cape: On June 16, 2022, the Construction Education and training Authority (CETA) attended and participated in a career exhibition called by his Excellency, President Cyril Ramphosa

Graduate Learning Programmes and support

The SETAs have a range of registered NQF learnerships at NQF Levels 2 – 4 in the area of community house building, building and civil construction, construction health, and safety, supervision of construction processes as well a range of construction short skills programme.

In ensuring that students are supported in their career paths, we make annual Bursary awards for the learners who meet funding criteria and admission requirements of Higher Education Institutions to study any of the built environment disciplines.

For the 2022 Academic year, 150 students were awarded bursaries, 50 of those are the missing middle. The focus of the awards is on the 1st year entrants to Higher learning. The students were awarded in the Civil Engineering, Construction Management and Quantity Surveying to mention a few, at different higher learning institutions.

To assist the students with E-learning, 116 laptops were procured for the 2021 cohort and distributed.



Learner Biometric and Stipend payment system

The construction sector skills development environment provides regular financial support to learners undergoing different training pathways in the form of stipend(s) that are paid based on the attendance of classes and/or workplace by the learner(s). CETA stipend(s) was paid through the Employer, Training Providers or in some instances directly to learner by the CETA. The payments are dependent on the availability of the signed attendance register(s).

The CETA thus developed a biometric-based learner attendance system that centrally generates attendance reports. The solution was developed with specific hardware to manage class/workspace attendance for the learners.

The system was launched on the 3rd of June 2022 at the Gallagher Convention Centre in Johannesburg Midrand.

The CETA's Chief Executive Officer (CEO), Malusi Shezi, in his presentation at the launch of this groundbreaking initiative

said: "This system will ensure that CETA pay stipends and other allowances to each learner into a universally acceptable pre-paid debit card with no charges to the learner and will obviate the need for cash disbursements or maintenance of costly bank accounts by learners". Furthermore, The CEO of Co Invest who Dr. Artie MacKelve cited that CETA solely brainstormed on the system and presented their vision of how the system should be and its objectives, "this made our job easy as developers of the system".

The stakeholders that were also present at the launch were:

- CEOs and Executives of SETAs
- Project implementing Entities
- Employers in the industry
- Learners as the beneficiaries of this programme
- The System developing steering committee



From a stakeholder perspective

The NAFBI conference, which was co-located with the Big 5 Construct Southern Africa, took place on the 7th, 8th, and 9th of June 2022 at the Gallagher Convention Centre in Johannesburg.

The theme of this year's NAFBI annual conference was forging sustainable alliances and partnerships for job creation. Keynote speaker was the Minister of Small Business Development as well as a variety of speakers from Industry and government, including SANRAL, PPC, DHET, SACPCMP, FEM, TIKZN and CETA.

The NAFBI ANNUAL CONFERENCE was co-located with the Big 5 Construct Southern Africa, and exposed lecturers to products and solutions for the entire construction value chain:

- Building Interiors and finishes
- Concrete
- Building materials and tools
- Mechanicals, electrical and plumbing (MEP)
- Plants, machinery and vehicles
- Green construction
- Smart construction
- Windows, Doors and facades

Stakeholder Engagement Forum



With a growing emphasis on stakeholder centricity, the stakeholder engagement forum provided a platform for open discussion surrounding current challenges faced and current measures to expedite job creation and economic stability.

CPD and non-CPD Workshop

Lecturers attended various CPD and NON CPD workshops during the conference. These included: -

- The role of 15019650 in the built environment
- Construction outlook for Southern Africa and the Impact on resources
- Open space image capture and artificial intelligence in construction
- Tendering, costing, pricing and estimating
- Innovative solution for sustainable smart cities

CETA- Participation at the Conference

The CETA participation at the conference added a lot of value. Ms Thobela represented the CETA with distinction. The CETA marketing team did a sterling job in ensuring visibility of CETA branding. We are grateful to the CETA for conference sponsorship.

DHET SUPPORT

DHET senior leadership attended the NAFBI conference and contributed valuable insights. The DHET senior leadership supported the lecturer development programme from inception. Attended all events in person as well as virtually. All lecturers felt the support of DHET.





Human Resources

CETA Staff Bursaries

As part of the CETAs initiative to provide training and development to all staff members and the promotion of equal opportunities, 15 bursary applications were approved for year 2022 for various courses which are aligned to employee development. An annual widow for applications for the new financial year 2023 will be announced in due course.

Employee Wellness

The CETA is committed to promoting the health and wellbeing of employees and is providing a free Employee Wellness Programme (EWP) including an Employee Assistance Program (EAP) through the appointment of a service provider, to offer these services and assist employees in dealing with their wellbeing and that of their immediate families.

The appointed service provider Workforce Healthcare Services in partnership with Discovery Health, Liberty Life and the CETA will be hosting an Employee Wellness Day on the 5th of August 2022, where employees' will be given an opportunity to interact with the service providers for example, cholesterol testing, blood pressure testing and some other health related activities.

Performance management

CETA employees have been trained on the new PM system, but we believe that this training is an ongoing activity and will continue to be conducted until employees and management are confident to effectively manage performance. Coupled with this, is the CETA plan to develop employees using a competency-based system. This will ensure that employees are developed in their new roles in order to better service stakeholders.

The CETA is in a process of automating performance management, as well as other HR systems. Automation is in line with the digitisation plan that has been identified by the CEO as one of the key focus areas.

CETA PERFORMANCE MANAGEMENT CYCLE

March

- Sign agreement
- Plan start 01 April

November

- 1ST Performance Review

Apri

- 01 -20 April
- Final Review

The Tracer Study

Conducting Graduate Tracer Studies for Quality Assurance and employability of alumni's

Tracer studies are used by organisations to track learners once they have completed their studies or graduated to keep record of their progression within their careers and to establish the significance of a particular programme for the learner. It also signals to relevant stakeholders that the organisation is attempting to improve and respond to the needs of the industry more effectively, as the results of the study are utilised to guide these improvements. Tracer studies serve as one of the main data sources for the strategic enhancement and direction of an organisation as the results assist in assessing the employability of the learner post completion and consequently ensures insight into the relevance and quality of CETA programmes.

The CETA has commissioned In-Survey, a company experienced in gathering and analysing data to conduct a tracer study for graduates from 2018 - 2021 who were part of CETA learnerships, short skills programmes, internships, and bursary programmes.

The objectives of the Tracer Study are as follows:

- To empirically source comprehensive data on the employment activities of the funded learners.
- To assess the impact of the programme in respect of the knowledge and skills acquired against employment opportunities for trainees.
- To identify gaps in CETA learning programmes, if any.
- Determine the kind of improvements that can be made to the programmes.
- To establish employers' perception on CETA beneficiaries across the various Programmes.
- To document success stories.

The study employs a primarily quantitative methodology, through an online survey, which the service provider has already started administering to participants. CETA beneficiaries who completed the mentioned programmes will receive an SMS OR email with a link to complete the survey. The participation in completing the survey is highly appreciated, as the results assist the organisation in improving its service offering to the public.

Please also refer to the CETA website for details.



Onkgopotse Tiro Exhibition

Department of Public Work's Graduation: Roads and Transport: CETA's initiative – Economic Reconstruction and Recovery plan programs (entered 1000. Half exited, half in process of completing)



Department of Public Work's Graduation: Roads and Transport – CETA invited to deliver message of support on behalf of the SETAs partnered with the Department. 20-CETA funded learners in Electrical participated in the graduation.

SNEAK-PEAK INTO ISSUE 2



NEW BOARD MEMBERS



CI MANUAL (New feel and look)



WEBSITE UPGRADE



WHERE YOU CAN FIND US



| Office Location | Physical address |
|------------------------|---|
| Gauteng | 150 Industrial Road, Tshwane South TVET College, Pretoria West, 0183 |
| Limpopo | 73 Biccard Street, Maneo Building, Polokwane Central, 0700 |
| Northwest (Mahikeng) | Taletso TVET College, Dr. Albert Luthuli drive, Next to the SABC, Mmabatho. |
| Northwest (Klerksdorp) | Vuselela TVET College Cooperate center, 8 Bram Fischer Street, Klerksdorp Central, Klerksdorp |
| Free State | Motheo Hillside View TVET, College Campus, Lobona Motsoeneng Street, Mangaung, Bloemfontein, 9301 |
| Western Cape | Parc du Cap 3 9-10 Willie Van Schoor Avenue Bellville |
| Northern Cape | 45 Schmidtsdrift Road, Carters Glen, Kimberly, 8300 |
| Eastern Cape | No 3 Elton Street Southernwood East London |
| KwaZulu Natal | 73 Ramsay Avenue, Musgrave, Durban, 4001 |
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