

skills TALK @HWSETA

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CLASS OF 2023 RPL GRADUATIONS

HWSETA celebrates hard work and excellence with Recognition of Prior Learning (RPL) class of 2023 graduates, the 5 graduations ceremonies commenced on the 7th of September 2023 to 21st February 2024. RPL is a programme that helps students get their previous skills and knowledge recognized at higher institutions, as well as identifying what the candidate knows and can do, matching the candidate's skills and knowledge to specific standards, assessing the candidate against those standards, and crediting the candidate.



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CLASS OF 2023 RPL GRADUATIONS

The RPL at HWSETA programme commenced with the Capacitation of providers to equip them on how to implement it. This was a decision supported by the steering committee chaired by HWSETA with the Department of Social Development as secretariat. RPL may be developed and implemented differently for the purposes of personal development, further learning and advancement in the workplace, and recognition within the three Sub-frameworks of the NQF.

The graduations ceremony took place in five different Provinces, namely Gauteng, Eastern Cape, Western Cape, North West and Free State. The first group to be assessed through the Recognition of Prior Learning was ACDP'S to achieve a Community Development qualification at Level 5. Child and Youth Care Work qualification RPL assessments then followed, and Community Care Givers were found competent. We are gathered here to honor and celebrate these hardworking cadre who dedicated their time to compile POE's to show the skills they acquired through years of dedication to their jobs said Baakedi Motubatse the ETQA Executive Manager at the HWSETA at the Gauteng Province graduation ceremony.

At the East London graduations we had special delegates attending the event; The BCM Executive Major Ms Princess Faku, CEO of the HWSETA Ms Elaine Brass, HWSETA board chairperson Dr Nomfundo Mnisi, EC DSD MEC Honorable Bukiwe Fanta and the Minister of Social Development Hon Lindiwe Zulu. In the keynote address, Minister of Social

Development said that "Sometimes experience is more valuable than a qualification. Thanks to Recognition of Prior Learning now previous skills, experience and working knowledge can lessen the time it takes you to complete a course and get you working towards your career goals faster."

Without fail the HWSETA together with the Department of Social Development yet again worked on another successful RPL program that will positively impact multitudes. As HWSETA we would like to thank everyone who participated.





A word by the CEO

Greetings to our valued stakeholders,

Time is moving with speed, and we are pleased to present our quarterly Skills Talk where much has happened since last we “met”. With much energy and passion for serving our sectors, we knew it was time to revamp our website to make it more exciting, user friendly and up to date. It is complete, and will be uploaded soon.

At the end of last calendar year we held our AGM for the second time face to face since Covid-19 in the lovely Garden province of KZN. We were honoured to have the Director-General of the Department of Higher Education, Science and Innovation delivering the key note address. We also heard an inspiring account of how we have made a dream come true from one of our bursars whom we funded for a speciality in Paediatrics, Dr Patricia Mbatha.


We celebrate success, through our strong partnership with the Department of Social Development and our training providers, who have been on an amazing journey with us over many years, where together we have conveyed qualifications in the social development sector, Community Development practitioners and C & YC workers to over 900 employees in the Dept. of Social Development through a Recognising of Prior Learning (RPL) process. This has been significant for the HWSETA as well as the DoSD. In this time the HWSETA has also funded the training of over 500 Skills Development Providers to skill them on the RPL process. The graduations were held over a number of provinces in the country, which was well attended, and where the

honourable Minister of Social Development’s presence at the graduations in EC and WC was impactful to all and so welcomed.

In November 2023 we held a round table discussion on transformation on the Veterinary Science sector. Key stakeholders attended this session hosted by the University of Pretoria’s Faculty of Veterinary Science at the Onderstepoort Campus. It aimed to address multifaceted challenges, such as service accessibility, disease control efficacy, and diversity within the veterinary workforce, to propose a multifaceted, strategic framework.

During the discussions, stakeholders examined international benchmarks and dissected the local sector’s status, identifying gaps, especially in specialization and education, and the systemic barriers that impede the entry of aspiring veterinarians. These conversations underlined the importance of establishing a clear, attainable path for those interested in entering the veterinary field, while also ensuring that the sector can meet the escalating demands and standards set globally.

The consensus among participants underscored the critical need for united efforts to enhance the educational framework starting from the basic level, aiming to create a more inclusive, efficient, and a competent veterinary sector. This reformation is viewed as essential to meet South Africa’s growing needs for food safety and comprehensive animal health services, thereby contributing significantly to public health and economic stability.



The HWSETA has supported and funded the Healthcare Quality Improvement Programme. The programme is entitled: "High Reliability Healthcare: Fundamentals of Healthcare Quality and Patient Safety". The programme is delivered and certified by the University of Alabama at Birmingham (UAB).

The programme was for the initial cohort of 300 students that included clinical managers, non-clinical staff and those that set quality standards in our healthcare system. We are grateful for the role and support from Gauteng Department of Health, Sefako Makgatho Health Sciences University, the Office of Health Standards Compliance, National Department of Health as well as HRD Directorates from all Provincial Departments of Health. The programme still has to permeate all structures of our healthcare system including the private sector, municipalities and well as the NGO sector. This programme has made a good start and will have its impact across the country in the public healthcare system.

"When women are empowered, they immeasurably improve the lives of everyone around them - their families, their communities, and their countries." - Michelle Obama, former First Lady of the United States.

The HWSETA set off in 2022-2023 with a target to support 65% women across all our programmes, and 5% of our target to support persons with a disability. We ended the year supporting 75% women and 6% persons with a disability. This was our promise for the last year, and we have succeeded.

During Women's Month we launched the funding of two programmes through our implementing partner ELET. The programmes launched are all for learners with various disabilities, equipping them to get a qualification for greater employability:

- ECD, NQF level 4 – this programme will equip the learners to enter formal employment, or even start their own EDC centre.
- Certificate in clothing manufacturing. This programme is also so very relevant as it includes a portion of theory and a larger portion of practical experience. It covers also business and time management topics, which will also equip these learners for entrepreneurship, or to form a co-operative within their communities

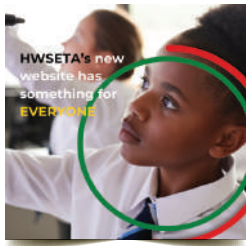
WSP workshops were held nationally for our employers to gain information needed in order to make the statutory submission of a Workplace Skills Plan/Annual Training Report (WSP/ATR). The deadline is 30 April 2024 for final submissions. The HWSETA will support all employers who may need additional information leading up to this date.

The HWSETA always recognises key commemoration days in our country, please read what we have done on those days to remember and take key messages/actions forward to improve the lives of all. Career guidance remains key to our sectors and we have ensured that at every occasion the HWSETA ensures dissemination of information to all to ensure good decisions are made when choosing a career in the health, social and veterinary sectors.

We also had the pleasure of attending the Phlebotomy Conference in Gauteng, where we engaged with our stakeholders about the importance of having a dependable medical laboratory systems in the country.

Please enjoy our articles in this publication.

Wishing you well and God bless!



Introducing our brand-new website.

HWSETA's new website is gateway to skills development and collaboration

The new HWSETA website is goes live in early April and is the ultimate resource for knowledge and collaboration around skills development in the health, social development and veterinary sectors.

The new website is a dynamic hub designed to cater to the diverse needs of all stakeholders in our ecosystem.



Who does the website cater for?

- Learners eager to expand their knowledge.
- Skills development providers striving to empower individuals.
- Employers seeking to develop the sector and those in it.
- Suppliers contributing to our collective success.

What are the new features?

Sleek and modern design

The website features a contemporary and polished design, which is aligned to current industry standards while reflecting HWSETA brand identity.

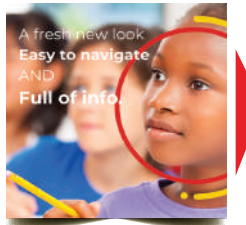


Improved User Experience

Through optimisation of the user interface and navigation, we've crafted a seamless browsing experience. This improvement guarantees higher engagement levels and ensures stakeholders effortlessly find the information they're looking for.

Enhanced Functionality

In response to feedback, we've incorporated new features and functionalities into the website. This includes additional pages, interactive elements, and seamless integration with third-party tools.



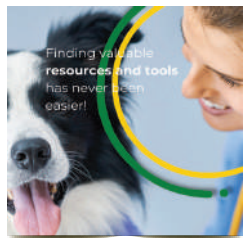
Efficient Content Management

We've implemented a user-friendly content management system (CMS) that enables the team to effortlessly update and manage website content. This empowers them to ensure the site is current and relevant to stakeholders.



Mobile Adaptability

Our new website is fully responsive, dynamically adjusting to different screen sizes and devices. Whether accessed from desktops, tablets, or smartphones, users can expect a consistent experience across all platforms.



Optimised Performance

Through optimisation techniques, our website will have significantly faster loading times and a heightened responsiveness for an unparalleled user experience.



What can you do?

It is up to each of us to make the most of this incredible resource together. Visit the website when it goes live, explore its features, and don't forget to share it with your colleagues.

Together, we can leverage this platform to drive innovation, collaboration, and success in our sector.

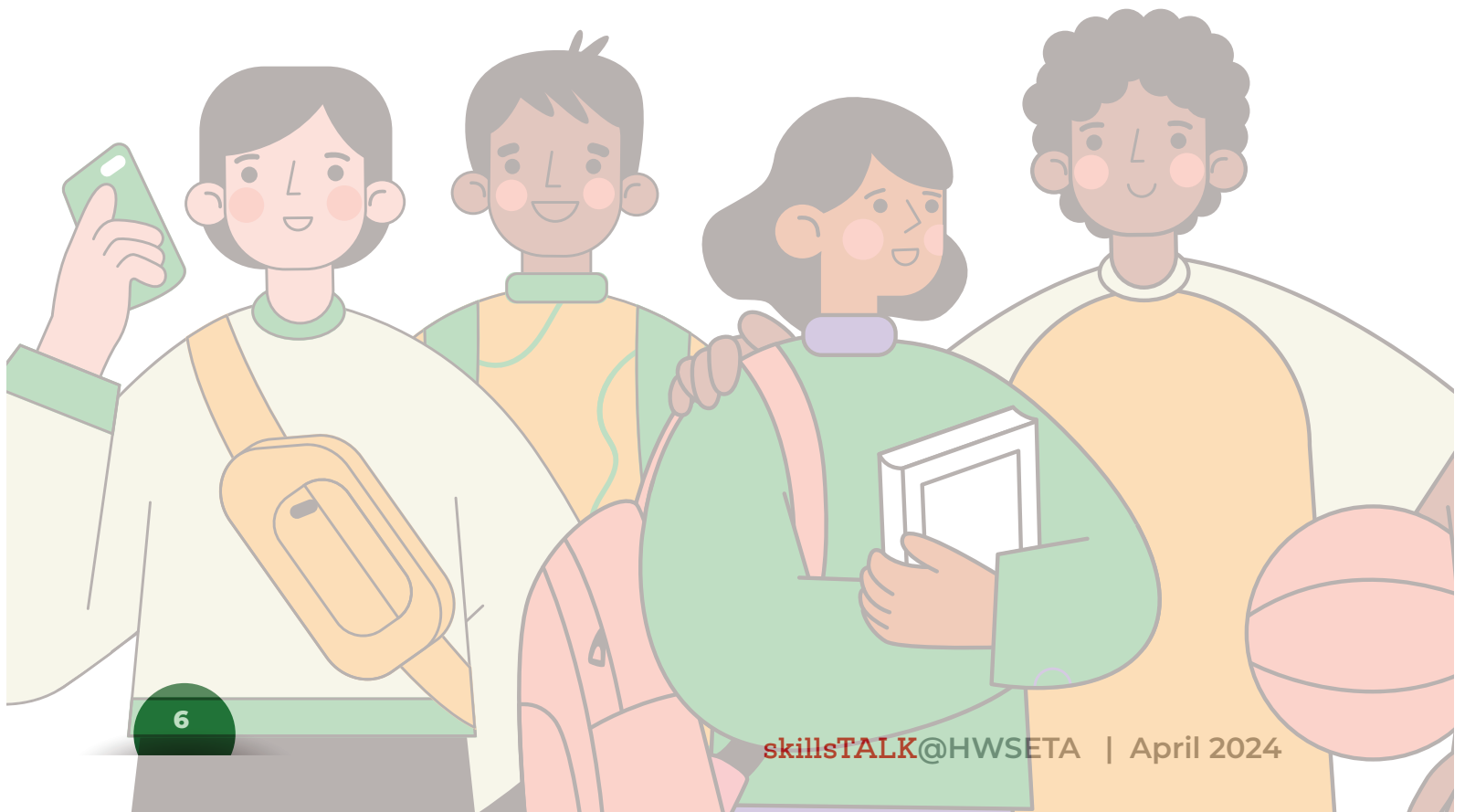


The HWSETA visits Thembafuthi Innovators for an apprenticeship Orientation day

On 31st March 2024, the HWSETA visited Thembafuthi Innovators, a specialised training and development provider in the healthcare industry at Randburg for an apprenticeship orientation. Thirty-one (31) learners are enrolled into a Phlebotomy programme funded by the HWSETA for 2-years that allows learners after completion to be qualified Medical Technicians to either work in a Medical Laboratory or blood transfusion fields.

The purpose of the orientation was not only to introduce the learners to the learning programme but to also to guide them in this new journey they are about to take part in.

After the talk, we had a chance to chat to some of the learners and this is how it went:





Q&A with Andile Mfungula

- Q** What is your name and surname and where are you from?
- A** My name is Andile Mfungula and I am from Roodepoort in Gauteng.
- Q** What were you doing before joining this programme?
- A** I was working a part time job.
- Q** Why did you want to study Phlebotomy?
- A** To help those who are in need in hospitals and to study the human body and how it reacts.
- Q** Where do you see yourself in 3 years?
- A** To become a phlebotomist and continue with my studies and to become a doctor?
- Q** What words do you have for the HWSETA?
- A** Thank you for giving me this opportunity to study in this programme. I will do my best to make you proud.



Q&A with Erica Richards

- Q** What is your name and surname and where are you from?
- A** My name is Erica Richards and I'm Mtwalume in KZN.
- Q** What were you doing before joining this programme?
- A** I was unemployed before I joined the programme.
- Q** Why are you interested to want to study Phlebotomy?
- A** I am interested in studying for a Phlebotomy course because I want to Further my career. I was doing caregiving and I love working with patients.
- Q** Where do you see yourself in 5 years?
- A** After training, I see myself working and building my career in a hospital or lab.
- Q** What words do you have for the HWSETA?
- A** I am so grateful for the opportunity that I am getting and want to thank them from the bottom of my heart. I have always wanted to be a nurse when I was younger and doing this is a passion for me to work with different types of patients. Thank you so much.



Q&A with Mbali Naledi Zondo

- Q** What is your name and surname and where are you from?
- A** I am Mbali Naledi Zondo from Johannesburg.
- Q** What were you doing before joining this programme?
- A** I was doing my matric.
- Q** Why did you want to study Phlebotomy?
- A** I love working with people and love making people happy and healthy. I also want to make a difference.
- Q** Where do you see yourself in 3 years?
- A** To become a phlebotomist and continue with my studies and to become a doctor?
- Q** What words do you have for the HWSETA?
- A** I would love to thank them for giving us such an opportunity. It is definitely a once in a lifetime opportunity and I am grateful to be one of the chosen.



Q&A with Mbongeni Skonde

- Q** What is your name and surname and where are you from?
- A** I am Mbongeni Skonde from Daggakraal in Mpumalanga.
- Q** What were you doing before joining this programme?
- A** I was unemployed before I joined the programme.
- Q** Why are you interested to want to study Phlebotomy?
- A** I am interested in Phlebotomy because I am passionate about human Anatomy.
- Q** Where do you see yourself in 3 years?
- A** I see myself as a successful business owner.
- Q** What words do you have for the HWSETA?
- A** I appreciate the opportunity the opportunity to be allocated for the programme. I will do my best to make it work and making sure that I reach my dream.



HWSETA takes a stand with 16 Days of Activism for no violence against Women and Children.



The year 2023 marks 25th anniversary since South Africa initiated 16 days of Activism for No Violence against Women and Children campaign, to celebrate that the Deputy President Paul Mashatile launched the campaign that ran from the 25th of November 2023 until 10 December 2023. This happened under the theme for 2023: "Accelerating actions to end gender-based violence & femicide: leaving no one behind".

For the 16 days of Activism 2023 HWSETA visited three (3) Non-profit organisations to gift them dignity packs together with Palesa pads (reusable pads). The first organization that was visited was the TEARS Foundation, this organisation is based in Chislehurst, Sandton, they were given 150 packs. The second organization is the Home of Hope for Girls located in Cyrildene, Johannesburg they were gifted

with 200 packs. And the last organization visited is based in Mpumalanga It is called It Ends Here Swihela-la was gifted with 150 packs.

The 16 Days campaign focuses on raising the chosen organisations have the common vision which is to help rape victims with counselling and primary assistant, and the other organization is a Home for the Orphans. HWSETA supports the vision of these organisations and stands against GBV awareness to the devastating impact that gender-based violence and femicide (GBVF) has on women and children, and the social fabric of our society. Over the years the fight against violence has remained crucial in the world at large. At HWSETA, we believe in a world free from violence against women and children. Therefore, let us continue to raise awareness and provide support to victims of violence. Working together, we can create lasting change.



WSP/ATR Workshops Take Place Across All Nine Provinces

To facilitate skills development, HWSETA held workshops across all provinces from January 2024 to February 2024 for employers to submit their annual Workplace Skills Plan (WSP) and Annual Training Reports (ATR), employers submit these documents in order to obtain their skills development points on their BEE scorecard. WSP-ATR submissions not only enable SDL contributors to access Mandatory Grant Funding, but also qualifies the employer to apply for Discretionary Grant Funding from the HWSETA.

It is a key mandate of the HWSETA to develop a skilled workforce in the Health and Social Development sectors of South Africa. Through the WSP-ATR submission the HWSETA is able to develop the sector skills plan (SSP), analyse how companies are training and developing their workforce as well as providing workplace learning opportunities for unemployed persons, and this is what results in a more skilled South African workforce as a whole.

Important information you need to know about WSP-ATR submissions 2024

- Deadline for WSP Submission Is 30 April 2024.
- Due Date for Application for Extension Is 15 March 2024.
 - Please attach a formal letter to the WSP extension submission application form, detailing justifiable reasons for an extension, must be signed by the SDF and Senior Management team member of the organisation.
 - The maximum period for an extension is one month – thereby making the due date the 31 May 2024
 - Submission will be made online or email and direct to the WSP Manager:

Mr. Mlulamisi Mhlanga Mlulamisim@hwseta.org.za



Human Rights Day

The Human Rights Day is celebrated as a reminder to the people of South Africa of their basic human rights that were fought for in year the 1960 at Sharpeville and Langa townships. On this day apartheid police shot and killed sixty-nine peaceful protesters while 180 others were left wounded. The democratic government declared the 21st of March as Human Rights Day to commemorate and honor those who fought for our liberation and the rights we enjoy today. This year Human Rights Day will be celebrated under the theme “Three Decades of Respect for and Promotion of Human Rights”.

According to the Bills of rights constitution we have 15 human rights in South Africa that every citizen

should know. One being the right to skills and education, as HWSETA we aim at creating a skilled social and health care workforce through various training sectors, we give bursaries to students pursuing their studies in our sector, and we also support our employees' studies through bursaries.

In human rights month let us all foster greater social cohesion, nation-building, and a shared national identity. It is our duty as a nation to strive for inclusive socio-economic development while ensuring that we combat scourges such as racism, racial discrimination, xenophobia, and all related intolerances as well as gender-based violence and femicide, which are undermining our human rights culture.



HWSETA hosts a Ministerial roundtable discussion at the University of Pretoria for a transformed Veterinary sector

Creating an inclusive and innovative veterinary sector is important for the survival of the sector, and one which the HWSETA is passionate about. Which is why the HWSETA, together with the University of Pretoria at its Ondestepoort campus, hosted a ministerial roundtable discussion on transformation in the veterinary sector on the 27th of October 2023.

The purpose of the discussion was to discuss the path to a transformed veterinary sector which will see the increase of black African student participation in veterinary sciences and in the veterinary sector.

Present at the roundtable discussion was the Deputy Minister of Higher Education and Training, Mr Bhuti Manamela, Deputy Minister of Agriculture, Land Reform, and Rural Development, Ms Zoleka Capa, chairperson of the HWSETA Board, Dr Nomfundo Mnisi as well as the CEO of the HWSETA, Ms Elaine Brass. Various stakeholders from veterinary organizations were also present at the event.

“This university (University of Pretoria) is the biggest beneficiary of this type of funding, and as a department we are committed to see the expansion of this type of funding, as well as to enable more universities to acquire this capacity”. Said Mr Buti Manamela, Deputy Minister of Higher Education and Training.





HWSETA Launches Women Disability Programme IN KZN



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HWSETA Attends Career Guidance Exhibitions across Gauteng

To assist learners in making informed career choices, the HWSETA attended a five-day career exhibitions that was hosted by the Gauteng City Region Academy (GCRA) and was aimed at equipping Grade 12 learners about different career choices they can pursue, from the 15th of February to the 29th of February 2024.

The exhibition was attended by learners from various schools within the Gauteng area and its purpose was to provide exposure and share information on careers that fall under the health, social development as well as the veterinary sector to the learners- especially those that are doing Mathematics and Physical Sciences.

The HWSETA understands that to facilitate skills development in the health and social development sector, it is important to play role in guiding school learners to choosing subjects as well as careers that will bridge the skills gap once they have matriculated. We remain committed to bringing awareness in the careers that fall under our sector because they offer a rewarding and various opportunities to those who choose the career paths. We were also pleased that a number of these learners showed keen interest in the careers that fall under the health and social development sectors.





HWSETA attends SMLTSA Congress

SMLTSA eGoli Branch hosted the 26th SMLTSA Congress from the 19th -22nd of October 2023 at Bichwood Boksburg, this was the first face to face meeting post the pandemic. The event was held under the theme: Next Generation Laboratory: A Partnership in Health. The HWSETA funded, attended, and exhibited at this conference. Like any other SMLTSA congress, delegates from different organizations were gathered to share thoughts and knowledge on how to improve healthcare in their sector through research and experience.

The Society of Medical Laboratory Technology of South Africa (SMLTSA) promotes the profession of medical technology in South Africa, along with the aim of developing qualifications and to ensure that the profession gains the recognition it deserves. The SMLTSA is the voice of the profession in South Africa, ensuring that the viewpoint of medical laboratory professionals is adequately represented at all levels.

“We heard about the latest developments in the field of medical laboratory medicine and the work that colleagues are doing in the various disciplines of our profession. The topics will assist in preparing the pre-analytical and laboratory professionals for the future, at the same time, reassuring them that they still have an important role to play as partners in health creation for the public we serve. This congress would also like to play a role in preparing the pre-analytical and laboratory professionals for the future and reassure them that they still have an important role to play as partners in health creation for the public we serve.” said the Chairperson of the 26th SMLTSA congress Dumisile Venessa Maseko.

Delegates shared the latest findings on changing the landscape of laboratory machines, they covered topics which include the evolution to molecular diagnostics, the value of point of care tests in bringing diagnostics closer to the patient and the use of assisted artificial intelligence. The event was all inclusive whether you

are a phlebotomist, a medical technologist, laboratory scientist or industry representative. In essence, it is safe to say that the future of laboratories in South Africa is in good hand. As HWSETA we are pleased to be part of this big transition as funders of the training of the health care practitioners.

Through this programme, the HWSETA is both proud and confident that we are striving for a Healthcare system that will deliver the best results and ensure patient care. landscape of laboratory machines, they covered topics which include the evolution to molecular diagnostics, the value of point of care tests in bringing diagnostics closer to the patient and the use of assisted artificial intelligence. The event was all inclusive whether you are a phlebotomist, a medical technologist, laboratory scientist or industry representative. In essence, it is safe to say that the future of laboratories in South Africa is in good hand. As HWSETA we are pleased to be part of this big transition as funders of the training of the health care practitioners.





HWSETA Hosts Its Annual General Meeting in Durban, Kwazulu Natal

To celebrate the milestones of 2023 and to review the annual performance of the HWSETA across the health and social development sector, the HWSETA hosted its Annual General Meeting on the 18th of November 2023 and was attended by a variety of stakeholders from all provinces from the sectors the HWSETA operates in.

The HWSETA chairperson of the board delivered a keynote address, stating that “While we need to navigate the headwinds in the near term with prudence and determination, I look at the HWSETA with great optimism. The organisations credentials, competencies and capabilities, agility, supported by its committed teams and exemplary leadership, place it in a unique position to contribute to turning the tide for South Africa.

The CEO of HWSETA Elaine Brass, highlighted the achievements of the HWSETA for the year, especially in uplifting rural communities, highlighting that “HWSETA’s commitment to co-operatives saw a further funding of 21 co-operatives over 7 Provinces in SA, providing learnerships in sewing, skills programmes and equipment to be able to be more sustainable and service the local communities. But more importantly, acknowledging women and the impact on communities nationally. The initial beneficiaries through our funding have been rural schools, where children in need received uniforms sewn by our co-operatives. The objective of this is to ensure sustainability and upliftment of socioeconomics in rural communities.





HWSETA funds the Healthcare Quality Improvement Programme

In a world where the healthcare landscape is fast changing and evolving, the need for a healthcare system that prioritises patient safety and delivers the best results is now more important than ever before. Which is why the HWSETA funded the launch of the Healthcare Quality Improvement Programme, of which is entitled “High Reliability Healthcare: Fundamentals of Healthcare Quality and Patient Safety” took place at Charlotte Maxeke hospital in Parktown, Johannesburg on August 25 2023. The purpose of the launch was to ensure that our South African healthcare system is both resilient and dependable.

Present at the launch was the CEO of the HWSETA Elaine Brass, the Deputy Minister of Health Dr Sibongiseni Dlhomo, the MEC for health Gauteng, Miss Nomantu Nkomo-Ralehoko and Professor Rubin Pillay from the University of Alabama in the United States of America. The programme was funded by the HWSETA for 300 participants coming from various provincial Departments of Health as well as the Office of Health Standards Compliance (OHSC) such as include clinical managers, non-clinical staff and those that set quality standards in the healthcare system.

The CEO of the HWSETA, Elaine Brass mentioned that “As we launch our programme, I feel a profound sense of responsibility and anticipation. We are at a crucial juncture, aligning ourselves with the aspirations of our National Quality Improvement Plan, and I am privileged to embark on this transformative journey with you towards achieving high reliability in healthcare. South Africa's National Quality Improvement Plan has set forth a vision – a vision where quality healthcare is accessible to all its citizens. It's a vision that underscores the importance of healthcare quality and patient safety. As we strive to realize this vision, understanding the fundamentals of high reliability becomes not just important, but essential.

In essence, when we look at the future of healthcare in South Africa, it is important that the words that come to mind are “trustworthiness” and “competence”. Through this programme, the HWSETA is both proud and confident that we are striving for a Healthcare system that will deliver the best results and ensure patient care.



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