

# ON THE MOVE

ISSUE 12 : OCTOBER 2015

OFFICIAL T.E.T.A.

# Newsletter



## **Moving CAREER**

Exhibitions Forward

## **ACADEMIC**

Excellence Licence Rewarded

## **WOMEN**

Empowered in the  
Transport Industry Sector



Transport Education Training Authority

*Heart of Skills Innovation*



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# From the CEO's Desk



I thought it fit to share some of the highlights from the competition with you in this edition and further anticipate that our stakeholders will be enticed to support the event going forward should the call arise.

**A**s TETA enters the second half of the 2015/16 financial Year, it is important for us to assess our performance to date, improve on deficient areas and build on our successes so that we ensure we end the year on sounding footing.

Call it coincidence that our Annual General Meeting is scheduled for 30 October 2015 and this copy forms part of the information we will be sharing with our stakeholders.

As you may well be aware, TETA formed part of the delegation that attended the World Skills Competition that took place in Brazil – São Paulo between 11 – 16 August 2015.

The World Skills event is the largest vocational education and skill platform in the World, forming an essential phenomenon in the fluidity of educational paths, such as facilitating educational continuity and the use of academic work.

Competitors represent the best of their industry professionals, and are selected from skills competitors within the World Skills Member countries and regions.





The event this year was held at Brazil's charismatic city of Sao Paulo from 11 – 16 August 2015, giving candidates an opportunity to demonstrate their technical abilities both individually and collectively to execute tasks that they either study or encounter in the workplace.

TETA at the event was represented by the CEO of TETA and Mr David Radebe; Apprentice Monitor. the following are the key learning points derived from the competition:

- Many countries believe that the distance between vocational training and labour could be mitigated by expansion of state financial incentives

for companies that develop apprenticeship programmes.

- An emphasis on the expansion of the "on the job training" could promote access to different work environments.
- Performance of surveys must be promulgated to foresee necessities of work and employment in quantity and quality.

All facets of different industries were showcased with the intent to highlight dominant challenges in vocational education which includes improvement of teachers and instructors, ultimately leading to parity



of requirements between general and vocational education. Other notions which prevailed in addition were centred on the low attractiveness of vocational education, with possible learning points as:

- Media campaigns to reach the audience, families and youth.
- Professional contests.
- High economic and social return, include employment.
- Realistic and dynamic bonds with the world of work.

In addition, aging of the teaching staff was noted as among the prime challenges that could be detrimental to industries and could be addressed by increasing general attractiveness of the occupation.

This event takes place every second year; it will be held again in 2017 in Abu Dhabi.

Furthermore, in this edition we highlight some of our groundbreaking successes and experiences, such as our flagship career expos, females in SCUBA diving, capacitation workshops, hearing from our beneficiaries, our scholarship programmes and many other exciting stories relevant to our sector.

I would like to encourage you to engage with us on all our communication channels starting with our [Facebook page @ Transport Education Training Authority](#), "have your say" on our website platform or use our email services to [enquiries@teta.org.za](mailto:enquiries@teta.org.za). we are always delighted to hear from you.

# TETA Capacitation Workshop

## A platform for sharing insight



An enthusiastic TETA contingent interactively engaged throughout the capacitation programme held at the ATNS Aviation Academy on 31 August 2015. The programme was fervently dedicated towards inducting expertise to the related chambers through presentations from notably the Department of Basic Education (DBE) and Department of Higher Education and Training (DHET).

In his presentation Dr Roy Venkestsamy anchored the values and importance of relaying information to pupils at the elementary phase, saying that career potentiality is recognised as early as Grade 9 and learners must be encouraged in accordance to their strengths: "We must look to our children positively, and establish their strengths, do kind of SWOT analysis"- Dr Roy Venkestsamy.

encouraging learners to recognize their personal and academic strengths could galvanize a new mindset that could enhance their career choices from the earlier stages of the career development.

"Through the career dress up day – we tell learners to go get information about their fields of interest, dress like that particular profession and do a presentations in front of their peers" he continued, adding that all merits and demerits of a career path are part of a learners' presentation.

Dr Venkestsamy further cited that the career dress up day, which is hosted in October seeks to assist learners to become independent thinkers, thus the onus is entirely on teachers to promote progressive ideals for learners to embrace career options at an early stage.

### Decision Making Styles

Parental pressure is the most influential aspect of career decision making which many learners must contend with, and Dr Venkestsamy says that this negatively impacts on the well-being of the learner.

As Transport creates a valuable link between a region and economic activities, learners must be further encourage to choose careers within the transport sector: "Intensifying relations with TETA will ensure that career exhibitions have a far – reaching effect" – Dr Roy Venkestsamy.

### DHET puts the innovative platforms to support career development, speaks Letshego Mokeki

The career development service is a meaningful intervention geared by DHET to advocate an advancement of career awareness. Using the Khetha Brand to inspire career development, Letshego Mokeki says Career Development Services hold a key message that transcend the benefits of life-long- learning: "We encourage both learners and career practitioners to implement a Career Plan – careers are constructed"

– Letshego Mokeki.  
DHET Kheta Representative

It is important to expose learners to as many career options at an earliar age so as to avert waisted years at varsity studying towards a career path that will soon be changed." The prime notion is that careers are built throughout

ones life experiences and expertise gained, these must be kept relevant to the evolving nature of careers”.

**Mr Mokeki.**

**Audience response:**

DHET career development service are available free of charge to everyone, these are:

**Walk in Centre**

Career Advise Model

Career Profile

Refining Career Options

Career Decisions

Contact details:

**SMS line: 072 204 5056**

**Phone Line: 086 999 0123**

**EMAIL: [careerhelp@dhet.gov.za](mailto:careerhelp@dhet.gov.za)**

### **Socio – economic ills**

According to Mr. Lefate Makunyana, social ills in our societies cannot be ignored and TETA should also take cognisance to this. He further added that young people’s high usage of alcohol and substances is a primary contributor to poor performance at high school levels. These are the social ills that needs to addressed by all stakeholders to ensure that a new breed of young people is captured at the earlier stages of their development.

Mr. Lefate Makunyana cited that young people’s high usage of substances is a core contributing factor in under-performance. “The conditions is poor communities is the greatest threat because now young people fall prone to drugs and alcohol abuse, - said the charismatic Makunyana, urging attendees to fulfil their respective role in improving lives.

## **Female learners to claim their position by taking advantage of opportunities presented to them**

The Deputy Minister of Higher Education and Training, Mr Mduduzi Manana, MP together with the Transport Education and Training Authority CEO, Mrs Maphefo Anno Frempong led a selected group of female learners from local schools, to the South African Airways (SAA) Technical in Kempton Park on 25 September 2015 to promote the Women in Scarce Skills programmes, under the theme take a girl child to work.

‘It will be remembered that before the hard earned democratic dispensation in 1994, although it was wrong, but it was universally acceptable in this country that certain groups of people were viewed as inferior and could not pursue certain careers in occupations which were attributed to belong to other superior population groups. Such careers included, among other things, study fields in the aviation, petrochemical, mining, maritime, and engineering careers. A woman was erroneously perceived as incapable of

occupying these career fields for self-proclaimed special people’, said the Deputy Minister.

The Women in Scarce Skills programme aims to attract young female learners from townships and rural communities to fields that were previously reserved for male and white counterparts.

*Grade 11 female learners from the following township schools were in attendance:*

1. Ekgangala Comprehensive School, Bronkhorspruit
2. Jabulani Technical School, Soweto
3. Katlehong Technical School, Katlehong
4. Nick Mpshe Secondary School, Winterveldt
5. Missouri Secondary School, Eldorado Park





about available funding methods for deserving students from previously disadvantaged backgrounds through the National Student Financial Aid Scheme and learnerships through the Sector Education and Training Authorities, like TETA who coordinated the visit.

Mrs Anno-Frempong said 'a total of 186 female learners have benefited from TETA's sponsored interventions that are aimed at encouraging young females to pursue careers in the aviation sector, particularly, African females whom are under-represented.

The Women in Scarce Skills Programme is an advocacy campaign championed by the Deputy Minister to respond to the imperatives of transformation as outlined in the White Paper on Post School Education and Training. It is aimed at encouraging female learners to take up careers in fields previously dominated by males. This campaign exposes female learners to career choices in Aviation, Petrochemicals, Mining, Maritime, as well as Engineering, through visits to industries and workplaces. The Deputy Minister, accompanied by Mrs Maphefo Anno-Frempong (CEO of the Transport Education and Training Authority (TETA), and South African Airways Technical, Mr Zuko Mguzulwa (Head of Technical Training) toured SAA operations together with female learners from schools who were afforded an opportunity to observe SAA's technicians demonstrating and sharing their experiences on their chosen careers.



'Stakeholders, including employers just like SAA should join hands and play their role to support and implement transformational imperatives. On the other hand, the youth must claim their position to make better use of opportunities presented to them. Young ladies, your future is in your hands, nurture it', said Manana.

SAA technicians shared valuable and informative knowledge about their day to day work and motivated the prospective learners to excel in their studies and challenge their male counterparts.

Nondumiso Sithole a learner at Ekangala Secondary School said 'they are grateful for the opportunities shared and this will certainly assist with choosing career choices within aviation sector'.



The Deputy Minister emphasized that campaigns like this one will target townships and rural high schools to assist in equipping young female learners with relevant information that will allow them to confront the male dominated workplace. He further encouraged the female learners to apply to various Post-School Education and Training (PSET) institutions on time to ensure that they are guaranteed entry in to their intended career choices. He urged them to disregard the socio-economic conditions and be the change that society needs. He informed them



# TETA moving Career Exhibitions forward Focusing on Maritime & Aviation Critical Skills

**Open your eyes  
to new avenues**



**T**ransport Education and Training Authority (TETA) is tasked with the responsibility of education, training and skills development in the Transport Sector.

A post-school strategy for youth for further access and work experience to improve employability is addressed through innovative career exhibitions (expos) conducted nationally showcasing the Transport Sector scarce and critical skills.

The vision of TETA is to be at the "Heart of Skills Innovation" in the transport sector. To encourage a more practical approach in realising this vision, TETA has prioritised engaging learners through informative and edu-taining career expos that are focused on exposing careers in the Transport Sector.

South African Airways (SAA) being

one of the valuable TETA stakeholder made it possible for learners to undergo an internal aircraft experience of a lifetime through a simulator bus during the TETA Career Awareness Expo campaign recently. A whopping 4000 Learners that emanate from disadvantaged backgrounds and rural areas were reached through this expo in Mahikeng, De Aar and Botshabelo. At TETA we have eight internal subsectors (departments) that encompass critical skills in the Transport Sector with the Aerospace subsector focusing on the Aviation industry.

This industry entails immense

programmes that are at the centre of aircrafts and space vehicles addressing critical skills in the Transport Sector. Critical careers in aviation include Aircraft Assembler, Aeronautical Engineer and Aircraft Radiotrician.

## Moving the Maritime Industry Forward with Live Demonstrations at TETA Expos

Our innovative maritime focused career expos were aimed at unearthing raw talent from the rural communities around the country for the purpose of promoting career opportunities such as commercial diving which are in the country.

**TETA funded students currently studying at the World Maritime University (WMU) in Sweden.**

Twelve TETA funded students are currently studying at the World



Maritime University (WMU) in Sweden pursuing their Post Graduate Studies in Maritime Affairs from 2014. These students are beneficiaries of a TETA Scholarship addressing scarce and critical skills in the maritime industry in the Transport Sector.

These funded students will be strategically positioned to add value to the requirements of the Operation Phakisa initiative. Stakeholders are urged to open their doors and accommodate these students as they seek to plough back to the country the experiences learned abroad.

In line with the maritime industry, World Maritime University (WMU) has the following programmes infusing expertise that address the skills shortage in South Africa:

- Doctor of Philosophy (Ph.D)
- Master of Science (M.Sc)
- Postgraduate Diploma (PGD)

There are additional programmes offered by WMU which lead to the following qualifications:

- Shipping Management & Logistic
- Port Management, Maritime Safety & Environment
- Marine Environment & Ocean Management, Maritime Law & Policy; Maritime Education & Training

**We look forward to welcoming the students back to South Africa as their acquired knowledge and skills will move the Maritime Industry and Transport Sector to greater heights!**

## TETA Scholarship Beneficiaries



# SCUBA DIVING

**M**zansi SCUBA Diving Academy was founded in 2012. This academy is independently managed with a prime focus on building relationships with aspirant divers who want a career in the scuba diving industry. In a nutshell, Mzansi SCUBA Diving Academy is the gateway to careers in the SCUBA Diving industry.

The Managing Director of this academy is supported by a team of highly experienced, respected and sought after Diving Instructors in the industry. The Managing Director and Owner has over twenty years of experience in Training and Development and is also an experienced SCUBA Diver.

Mzansi SCUBA Diving Academy is accredited by SCUBA Schools International (SSI) and has been allocated Dive Centre number 772078. MSDA is also an industry partner with Divers Alert Network (DAN). This Academy is currently rolling out a nationwide training program on behalf of Transport Education and Training Authority (TETA) and Unemployed Insurance Fund (UIF).

TETA funds Mzansi SCUBA Diving Academy (MSDA) with the main aim of exposing previously disadvantaged communities to this profession which is mostly perceived to be sports for those that are higher in terms of socio – economy scale. Through TETA Funding, numerous learners will acquire knowledge and information on this scarce and critical skill which has been identified as the new career of choice. The small SCUBA diving is a valid career option.



# TETA BURSARY BENEFICIARY

**Melton  
Rasimphi  
Makhumisani**

**Excellence in  
Aviation**



**M**r. Melton Rasimphi Makhumisani currently residing in Midrand, Gauteng (GP) Province is studying towards a qualification in Professional Commercial Pilot at Lanseria Flight Centre, proudly sponsored by TETA. He also grown his global aviation network and continued studies with the United Arab Emirates General Civil Aviation Authority at Emirates Flying School at (DXB) Dubai International Airport and at (DWC) Dubai World Central – Al Maktoum International Airport.

## MELTON BACKGROUND:

Becoming a Professional Pilot has always been Melton's dream career since the days of primary school at St. Ansgars combined school close to Lanseria International Airport. He moved from Tshikwarani, in Venda, Limpopo Province to live with his mother, who could not afford Melton's dream of becoming a Professional Pilot. Melton developed his running and cycling talent in high school and became a national champion in athletics, and a World Championship Athlete in the sport of Duathlon (running & cycling). His mother's employer funded his High School at Krugersdorp High, due to Melton's academic excellence being Top of his Grade at St. Ansgars combined school.

Melton studied hard, trained hard in his sports and the University of Pretoria sports department sponsored part of his Business Information Systems Degree, which he completed while being a full-time student, Melton made it to the National Team that represented South Africa at the World Championships. He managed to also improve his World Rankings to 3rd Worldwide in 2009, ITU Duathlon Long Distance World Championships, in Belgium and become first African to become a World Championship Medalist in his age-group.

Melton qualified as a Professional Business Analyst then worked in the corporate environment for multi-international companies and come remember his life-long dream career of becoming a Professional Pilot. He only was



able to fund the initial stage of his pilot training, as he didn't feel life was complete without chasing his dreams. TETA came to his assistance in funding the rest of his training of becoming a Professional Pilot.

### Aviation is my passion

Melton was born to fly; his first baby steps initiated by a low flying fighter jet, from Makhado Air Force Base which is 10 nautical miles from his Village of Tshikwarani, in Venda. When Melton moved to stay with his Mother to complete his primary school, he took his mountain bike and cycled 15km every weekend to Lanseria International Airport to watch aircrafts landings and take-off. The cycling to the Airport to see Aircrafts developed his endurance and he later became a National and World Championship Athlete.

Melton aims to add sustainable value to the Aviation Industry. His focus is not only becoming a Professional Pilot; but to use his international corporate management consulting skills and experiences to build solutions, and strategies that will enhance South African Aviation Industry ranking SAA as a continued Top Class Airliner Worldwide.

Melton thus far has built his Global Aviation Network and has been exposed to projects and solutions, such as Fuel saving and Flight management Strategies, Air

Traffic "Flow Control Systems, Operational enhancement - Airline Benefits, Cognitive and Decision making enhancements". His network included stakeholders in Qatar, Emirates, Etihad and Shift Aviation.

### How do you juggle your school, work and private life/business?

"It's all about keeping a fine balance and integrating one's objectives into a lifestyle". As Aviation demands a lot of time, I do scenic flights that add to my hour building. Occasional dining at Airport cafes and frequent Airport walk-through showing different aircrafts up-close to friends and family. Church, Gym and a bit of good partying is a must, to being a fine tuned and well balanced young person.

### Your words of wisdom to other students and parents?

"Proper Planning Prevents Poor Performance, the 5p's! Taking time to truly discover what you truly want out of life and how your efforts will add-value in your endeavors. It's never easy, it's not only about financial wealth, it needs core endurance, it requires patience and the ability to handle failure and critic; standing up to chase, again and again! It's a journey and an amazing life experience of mental and emotional growth of realizing one's fullest potentials and dreams. Don't follow your dreams, CHASE YOUR DREAMS!"

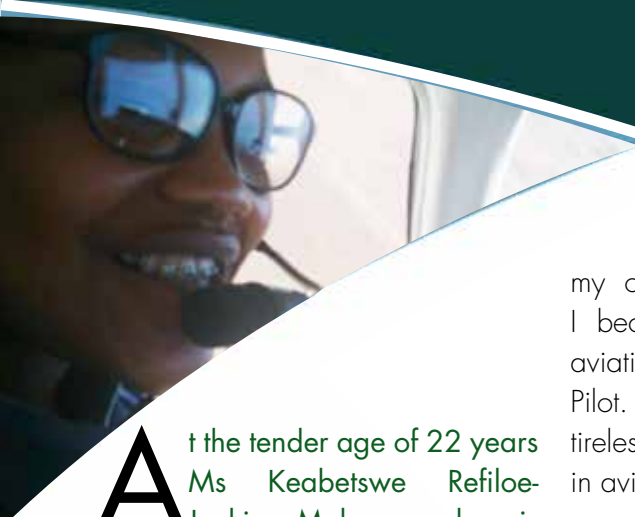
### When are you graduating?

"I am completing my ATPL (Airline Transport License) and Long-Range Jet Type Rating in 2017."

### How are you going to improve the transport sector with your qualification?

"My objective is to operate a Long-Range Jet as a Professional Pilot. Then move into Airline Management Strategies and Process Improvement Projects, ending my Aviation career in Policy Creation and Management at the Department of Public Enterprises or Department of Transport for the Aviation Portfolio. The objective is to add sustainable value of enhancement for the transport sector that is driving our economy; ensuring it operates at the best optimum international rate, whilst creating an environment for training accessibility and careers development opportunities. In the current time whilst in my training, I link the opportunities that come across in my global aviation network to sisters and brothers in Aviation."

# Keabetswe is Flying High to be an Aeronautical Engineer



**A**t the tender age of 22 years Ms Keabetswe Refiloe-Jackie Mabaso who is currently in possession of a Private Pilot Licence grew up knowing nothing about the aviation industry. On The Move spent some time with Keabetswe to unfold her motivating story of her aviation journey as a TETA funded student.

## Aviation discovery

Growing up I always wanted to study Medicine related academic stream and perhaps become a Neuron Surgeon but I realised in Grade 10 it was not my passion when I fell in love with the engineering stream. After my passion discovery, I knew I wanted to study Aeronautical engineering. Wits University is the only institution in SA that offers this course and I had since submitted my application unfortunately I was refused an entry. Seeing how heartbroken I was after being turned down by Wits, my mother undertook her own research on how I can further pursue studies of my passion and she told to me there are other ways of getting in the aviation industry and suggested I become a pilot; especially given my love of an outdoor life where one experience positive challenges and tend to try new things. I was intrigued and followed her advice though I initially knew nothing about flying or pilots. I then supplemented the advice I got from my mother with

my own research and since then I became more passionate about aviation especially becoming a Pilot. I am continuing on my learning tirelessly to expand my career path in aviation.

## My pilot foot steps

After matric I started my aviation path at 43 Air School in Port Alfred, Eastern Cape. I was there just for about six months then I changed flight schools to one based in Heidelberg called Heidelberg Flight School. This is where I completed my Private Pilot Licence (PPL). I furthered my aviation education at Prowings Training School where I am currently completing my Commercial Pilot Licence (CPL).

## TETA funding my CPL

I was surfing the internet and came across an advert about the TETA bursary opportunities. I was inquisitive about the bursary and asked a number of people about the bursary as I did not know that TETA funds pilots. A good friend of mine assisted me with the completion of the application. I was elated when I was told I have been awarded the bursary towards completing my CPL.

## Countdown to my CPL graduation

I am graduating with my CPL this year. The experience and challenges during my CPL training actually developed me to have a strong articulated character and tenacity when I am in the air and on the ground. The best opportunity I have gotten so far in my CPL is to

meet Fatima Jakoet and to be part her foundation Sakhikomva as well as to be one of the TETA funded beneficiaries to realise my dream and passion.

## Flying to the UK

In the United Kingdom (UK) I will be studying towards my Aeronautical engineering degree. The reason I chose to go to the UK is that they have the best systems for this course. It will take me four years to complete my junior and honours degree in the UK and upon return, I will share my experience with those that are less privileged to go and study overseas and perhaps to open a flight school in a rural area.

## How will you improve the transport sector

That is a tricky question to answer I must say, however to answer I will say individuals entering this industry of aviation need to know that there is a shortage of pilots in our country so therefore there is a need for more young people to join and train as pilots so as to curb this shortage.

## Word of wisdom to the youth

Do not take a fall as a downfall but take every downfall as a blessing. These are the words of wisdom that my mother taught me; and through them I managed to get through all the obstacles I came to face on my aviation journey.

# TETA is at the heart of small business development

**The Transport Education and Training Authority continues to invest in the upliftment and upskilling of women in transport.**



**T**he Northern Cape and Free State provinces are some of the beneficiaries of the TETA's Small Business Development Strategy for the year 2014/15. More than 100 small businesses are being capacitated through training programmes that seek to cultivate their personal development, project management, financial management and

This training intervention called Basadi@Buiness, in partnership with Cege Consulting is synonymous to women in business. The programme subsequently creates networking opportunities with relevant business personnel. These businesses have accomplished all sustainability aspects within the transport sector. In October 2015, these entrepreneurs will be running their last mile in the programme and the grand finale of their programme will form part of TETA's programme in celebrating the transport month in October 2015.



Through this programme TETA has achieved its mandate to capacitate SMMEs particularly women owned and youth. Given the opportunities, needs and barriers forced by women in the Transport Sector, this initiative could not have come at the right time for these women.



# Letters

*Dear Mrs Maphefo Anno-Frempong (TETA CEO),*

Our companies, DQ Terminal Operations and DQ Staffing Solutions have been TETA stakeholders since 2005 and both based in CT. As the Managing Director and SDF of both companies myself and team have engaged with TETA ever since at various levels.

I have so long intended to forward my experiences in writing of the excellent service I have been receiving from TETA in the last year and particularly the Freight Handling Chamber in Durban, Pinelands Office in CT and the ETQA department in JHB. The services we have experienced from these offices have exceeded our expectations which includes, response times to queries, general support in meeting overall skills development objectives, WSP/ATR/DG applications etc and general information sharing and guidance has been forthcoming and amazing.

There are specific persons I would like to mention and thank who have unselfishly and consistently supported us and this is Ms Sady Ally and her direct support team (Ndumiso Nzama and Tshitshi Mhlongo), Mr Petrus Mofokeng and his direct team including Nosipho Mdliva in CT, Zaidah Sampson, Rhana George, Desmond Baartman and Malcolm Alexander. These individuals in my view are competent in the roles that they play and often go the extra mile to please stakeholders.

Thank you TETA for all your support in assisting our companies to make a difference in skills development. Well done - you have certainly come a long way.

*Warm wishes,*



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*Good day*

This is nothing but just a commendation of the excellent service that I received from Ndumiso Nzama who is based at the Freight Handling chamber in Durban and Lesego Mogorosi based at TETA head office. These two have been outstanding in assisting me with queries or information requests that I have had. You surely have great ambassadors in those two people! High 10 to them.

Thank you.

*Kind Regards*

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Education's purpose is to replace an empty mind with an open one.  
Malcolm Forbes

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