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ON THE MOVE

MAGAZINE

The Official TETA Publication | Vol.6 Issue 9





Transport Education Training Authority

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Transport Education Training Authority



Transport SETA

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EDITOR'S NOTE

SABELO MBUKU (APR)
CHIEF EDITOR



It is springtime in South Africa as we publish this, our second issue of *On the Move* magazine for 2022/23. For many across our country this is a time for planting seeds and nurturing new beginnings. For South Africa's more than 10 million students, spring can be a busy and often stressful season peppered with finishing assignments and studying for exams. It is in that spirit that we highlight the fruits of this labour by interviewing past TETA beneficiaries to learn about how TETAs training programs have aided them to launch businesses in the transport and logistics sector.

We interviewed Amanda Ngumbela, a graduate of the International Leadership Development Programme (ILDLP), facilitated by TETA. The program provided Amanda with a host of skills and experiences, including a life changing trip to Spain. She has since leveraged this knowledge to launch not one, but two logistics businesses, blazing a successful path for women in a largely male dominated sector. We also spoke to Naledi Ntshingila, a TETA beneficiary from the Eastern Cape, who is putting her education to work linking unemployed youth to opportunities in the transport sector and beyond. These articles provide inspiration for any student wondering where an education in transport and logistics can take them.

In this issue of *On the Move* we also provide advice for both learners and parents on how to successfully prepare

for exams, including study tips and tricks. For those students interested in a career in transport and logistics, we also highlight some of the many new opportunities in the sector. This is supplemented by an in-depth look at South Africa's thriving e-mobility and e-commerce sectors, which are driving innovation and job creation in the transport and logistics industry.

On The Move attracts a broad spectrum of readers. Beyond the students seeking information about opportunities and careers we also provide insight for our stakeholders, many of whom equally committed to driving skills development and sustainability in the sector. In this issue we highlight the different ways in which TETA engages with and reflects the needs of key stakeholder groups. This includes an update on our Stakeholder Engagement process, and why it is so important to the work that we do. We end this issue with information about the District Development Model, which seeks to coordinate the work of all spheres of government and its many support institutions, including TETA, towards a more efficient and effective public sector.

Whichever type of reader you are, whether you are a young student embarking on exams or a seasoned professional seeking to grow your knowledge base, I hope that you find this issue of *On The Move* to be both informative and entertaining.



MAPHEFO ANNO-FREMPONG TETA CEO

The transport sector forms the backbone of South Africa's economy. Our roads, railways, ports, and airports serve as conduits for commerce, employment, and growth. From facilitating the movement of goods that underpin our economy to ensuring that people can access economic opportunity. As our economic landscape shifts, we are faced with new challenges and emerging opportunities. Two sectors driving change in the transport sector, e-mobility and e-commerce, feature prominently in this issue of *On the Move Magazine*.

Our emphasis on e-mobility and e-commerce is fueled by a monumental shift within the transportation industry. Simultaneously, consumers are demanding greater convenience, cost effective solutions, and transport modes that are less damaging to the environment. If tackled correctly, these new ways of moving people and goods can provide pathways to an environmentally and economically sustainable future.

This will require both upskilling and reskilling to create a talented and nimble workforce prepared to meet the unique demands of emerging sectors. TETA's mandate, which is to facilitate skills development and training in the transport sector, is thus increasingly important in this changing landscape.

Youth unemployment remains one of the greatest social and economic challenges in South Africa. The increase in e-mobility, e-commerce, and automation as well as the demand for qualified professionals to support this growth, can provide vital job opportunities for our youth. In response to these opportunities, TETA has supported a host of training, information and learnership opportunities, targeting young people from previously disadvantaged groups. These projects are valued at R84 million a year and will create employment opportunities for more than 5,800 unemployed youth across the country.

This year, one of the opportunities that we offered in

partnership with Bank SETA is the Last Mile Delivery Program, targeting opportunities in the e-commerce sector. The Last Mile Delivery Program was developed by TETA, in partnership with Bank SETA, to promote skills development and entrepreneurship in the last mile delivery sector. Program applications were open to all unemployed, South African youth and closed on 12 June 2023.



Our emphasis on e-mobility and e-commerce is fueled by a monumental shift within the transportation industry.

The overarching goal of the program was to enhance employability, promote entrepreneurship, and create opportunities. This was achieved by:

- Introducing an accredited New Venture Creation

program tailored to industries that involve last-mile functions.

- Training unemployed youth to operate small and medium sized businesses focused on last-mile delivery services and assisting them to secure opportunities in the sector.
- Equipping participants with comprehensive skills, combining technical expertise and the soft skills needed for success.
- Ensuring that trainees meet the needs of employers within the sector.

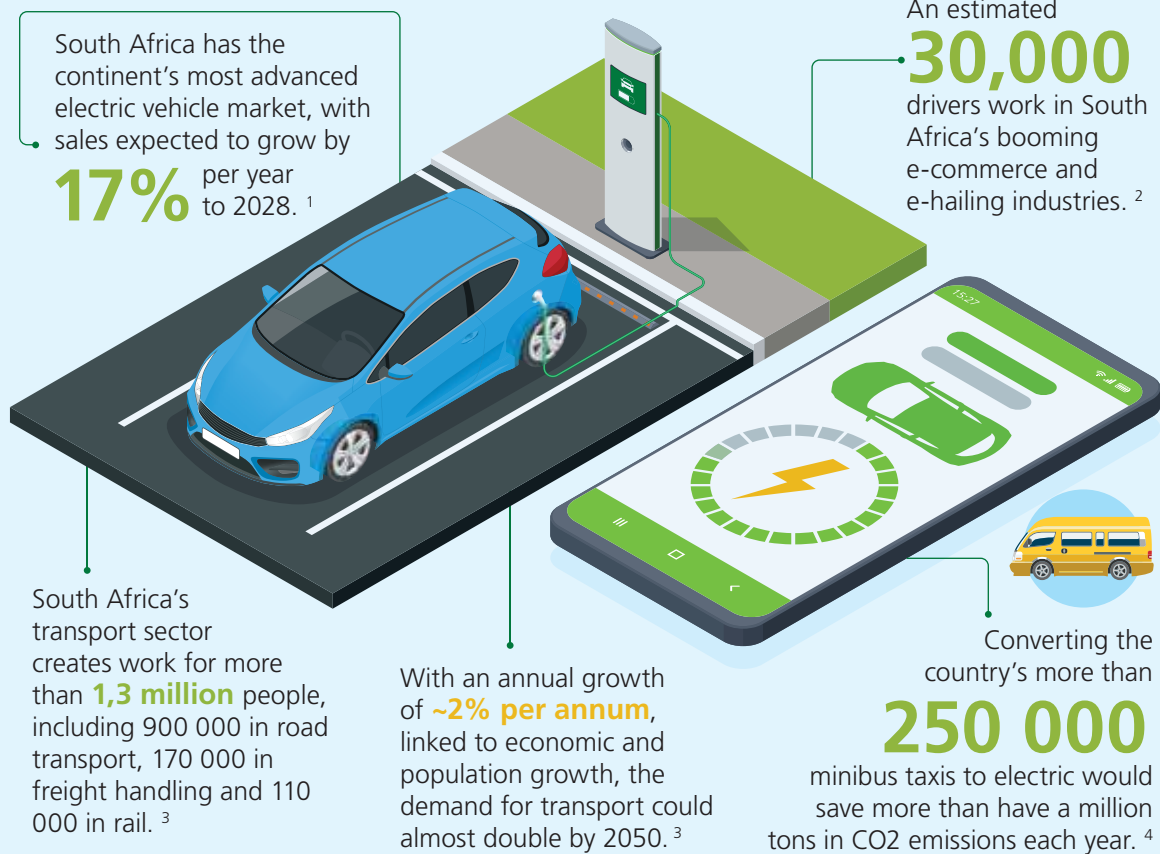
Through the Last Mile Delivery Program we provided access to motorbike licences,

entrepreneurship training, business start-up support, and direct connection to the e-commerce business for delivery services. The program is set to make a significant impact in the lives of 1,200 unemployed youth.

We also launched the EmpowaYouth Program which targets 4,500 young people across four provinces - Gauteng, Limpopo, KwaZulu-Natal and the North West. The program emphasises creating local jobs for township and rural youth and allows us to support communities with the greatest need. Students are also supported through a comprehensive package tailored specifically for 100

students attending Technical and Vocational Education and Training (TVET) colleges. The program provides a learnership opportunity in China, as well as support for students to obtain their driver's licenses. Through these efforts, we underscore our mission to empower the workforce and position the nation as a leading player in the global transportation industry.

This issue of *On the Move* highlights many of these achievements and inspires us to continue pushing for a more skilled and innovative transport sector. I hope you enjoy reading our magazine as much as we enjoyed writing it!



Sources

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2. <https://fair.work/en/fw/publications/fairwork-south-africa-ratings-2022-platform-work-amidst-the-cost-of-living-crisis/>
3. https://www.nbi.org.za/wp-content/uploads/2023/08/Decarbonising-the-South-African-Transport-Sector_Final_17March2023.pdf

How TETA sponsored leadership training inspired new business opportunities for Amanda Ngumbela



Amanda Ngumbela,
IngandaProjects Founder

For this issue of *On the Move*, we interviewed Amanda Ngumbela, a remarkable young entrepreneur who is making waves in the logistics and skills development industries. Ngumbela's journey is a testament to the possibilities of determination and the spirit of entrepreneurship. Her journey as an entrepreneur began with the founding of Inganda Projects, a logistics business focusing on the transport of automotive parts, pharmaceuticals and dangerous goods.

"I launched Inganda Projects in 2017, despite many barriers in my path. The logistics industry is not only male-dominated, but it is also predominantly white. It also requires substantial capital investments, especially to procure a fleet of vehicles, and my capital was very limited. This made it incredibly difficult to compete with well-established logistics companies. Fuel costs were also a major, and growing, concern."

To better confront these challenges, Ngumbela undertook an MBA at the Gordon Institute of Business Science (GIBS) and invested time researching ways to sustainably grow her business. This led her to the International Leadership Development Programme (ILDP), facilitated by TETA, which immerses participants in the real-world and provides them with a platform to learn first-hand from global

business leaders. "In 2020, I submitted my application to the ILDP program during a particularly challenging phase in my entrepreneurial journey. The timing of this opportunity was significant because, at that point, I was on the brink of giving up on my business and trying to break into the logistics industry.



TETA's acceptance into the program served as a validation of my capabilities as an entrepreneur."

As Ngumbela recounted, one of the program's most compelling experiences was a visit to Spain. During the trip, participants were tasked with examining Spain's economic opportunities, identifying gaps in the South African market, and subsequently implementing these insights to enrich South Africa's business landscape." As an entrepreneur, I recognised substantial barriers to entry within the transport sector, making it considerably more challenging compared to the market dynamics in Spain. To address this challenge, I established Perennial Growth with the primary aim of bridging these gaps. The intent was to equip entrepreneurs in the transport

sector with the necessary skills and knowledge to run a successful business." In 2019, Perennial Growth was awarded discretionary funding from TETA to deliver business development support and mentorship to young entrepreneurs. The TETA funded programme ran for six-months from October 2022 to March 2023.

Ngumbela also offered a look at her recent participation in the TETA sponsored EmpowaYouth Summit from the 27th to the 29th of September in the Eastern Cape. "I had previously earmarked the Eastern Cape as a province in need of training. So, when I learned about the TETA-sponsored summit, I approached EmpowaYouth with a proposal to become an exhibitor at the event. I also organised a competition offering a prize of R5,000 worth of corporate identity to youth participants with a registered business. This was my way of giving back to TETA and supporting a community of young entrepreneurs in the Eastern Cape."

"Following my presentation at the Summit both Absa Bank and Coca-Cola reached out and asked me to train their sponsored entrepreneurs. Being entrusted by these companies is further testament to the importance of capacity building, and the role TETA plays in opening doors for South Africa's youth".

THE MOVE TO E-MOBILITY: WHY SOUTH AFRICA'S AUTOMOTIVE FUTURE IS ELECTRIC

An interview with e-mobility pioneer, Mr. Carel Snyman
By Lebone Litho Printers



The world is undergoing a shift in the way we think about transportation, driven by an interplay of environmental, economic, and energy factors. This shift has given rise to the concept of e-mobility, which encompasses all modes of transport that operate entirely or partially through electric power, from individually owned cars, trucks and bicycles, to busses, trains and other public transport modes.

In South Africa, government has undertaken several initiatives to encourage the transition to e-mobility, such as investments in charging infrastructure and the promotion of eco-friendly urban transport. These interventions are articulated in the South African Green Transport Strategy of 2018. Private sector initiatives have also been instrumental in propelling e-mobility. For instance, prominent vehicle manufacturers such as Mercedes-Benz, Volkswagen, and BMW have made commitments to phase out the production of internal combustion engine (ICE) vehicles by 2035.

To learn more about these opportunities, On the Move interviewed Carel Snyman, an expert in the e-mobility and green energy sector. Carel has held numerous leadership positions in this space including head of the Alternative Energy in Transport Programme at the National Energy Council (NEC) and Director at the South African National Energy Development Institute (SANEDI). This interview has been edited for length and clarity.

On the Move: What can the government do to accelerate the adoption of e-mobility?

Carel Snyman: "South Africa needs to make commitments to phase out internal combustion engines, even if it is at a slower pace than in Europe and other developed areas. Government should

also remove or reduce the high taxes on electric vehicles as these serve as a major disincentive for people looking to get into the electric vehicle market. Instead, we should incentivise people to buy electric vehicles through tax rebates, as is done in many European countries. Finally, the government could support local industries that will contribute to the production of electric vehicles (EVs). For instance, the African continent has an abundance of the raw minerals needed to manufacture batteries. Instead of exporting these materials to China and importing them back as finished batteries, we should support those who want to do this manufacturing locally, creating jobs and keeping investment in the country.



The electric vehicle industry also has the potential to create job opportunities, particularly for South Africa's unemployed youth. But this transition will require both an upskilling and reskilling of the workforce to ensure we have the skills needed to meet demand."

On the Move: While e-mobility is experiencing robust growth globally, South Africa is still in the early stages of adoption. What is the state of e-mobility here in South Africa?

Carel Snyman: “South Africa is at the early stages of EV adoption. Currently, less than 1% of all new vehicles sold are electric. While price is an issue, many South African’s are deterred by the perceived lack of charging infrastructure. But I can tell you, this isn’t the case. South Africa has substantial charging infrastructure along all of our major highways and in our urban areas. You can take various routes with an electric vehicle from Pretoria to Cape Town, Pretoria to Durban, and even to Port Elizabeth. I have personally travelled all these routes in a fully electric vehicle.”

On the Move: What about load shedding? Has the unreliable electricity supply deterred consumers from buying electric vehicles?

Carel Snyman: The short answer is yes. But I can reassure you that load-shedding has a minimal effect on electric vehicles and should not deter people. It requires planning when travelling longer routes, but even with stage 6 load-shedding there are enough hours in the day to fill up the car. So yes, load-shedding does have an impact, but it may not be as significant of an issue as we initially thought.”

On the Move: How are manufacturers catering to the South African market?

Carel Snyman: Currently, most electric vehicles in the South African market are produced by premium brands and are too costly for the average consumer. But affordable EVs are slowly being introduced into the market, like the Atto 3 by BYD, the Ora EV and the EX 30 which Volvo is launching in 2024. Additionally, if the tax on EVs is removed the price of electric cars and bakkies will be on par with petrol vehicles.”

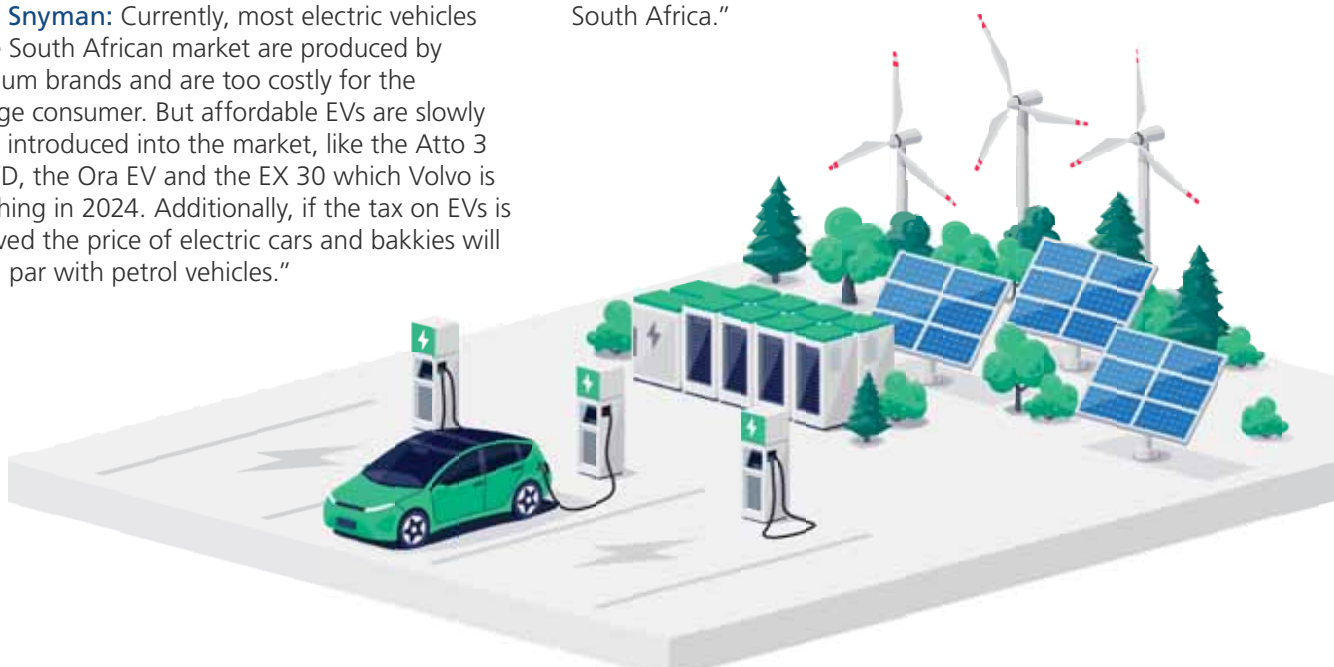
On the Move: With such great potential in the electric vehicle market, how can South Africa harness this growth to address some of our economic challenges?

Carel Snyman: “The e-Mobility market is enormous. It goes well beyond personal vehicles and includes transport for industry, mining, agriculture, commerce, and the public. The electric vehicle industry also has the potential to create job opportunities, particularly for South Africa’s unemployed youth. But this transition will require both an upskilling and reskilling of the workforce to ensure we have the skills needed to meet demand.”

On the Move: So how do we get there?

Carel Snyman: “The government should work with Universities to train those people who currently work in industries that will become redundant. We also need to further encourage qualifications such as electrical engineering, mechanical engineering, mechatronics, and chemical engineering, as these are the skills in highest demand by the electric vehicle industry.”

“The EV market requires accessible solutions that cater to the diverse needs of consumers, both in South Africa and throughout the continent. Many individuals simply require basic mobility rather than luxury cars. The market should also offer EVs suitable for transporting goods to and connecting people with essential services. These micro-mobility solutions can easily be manufactured in South Africa.”



The Research and Knowledge Unit

– Helping Students and Employers prepare for an Evolving Transport Sector

With input from Mashabane Ledwaba, Research & Knowledge Manager at TETA

TETA relies on evidence-based decision-making to deliver well-informed sector training and support. Key to this is the TETA Research and Knowledge Unit, led by Ms. Mashabane Ledwaba. *On the Move* interviewed Ms. Ledwaba to better understand the mandate of the Unit and its function within the organisation.

Aims of the Research and Knowledge Unit

As a Sector Education and Training Authority (SETA) TETA's mandate is to facilitate skills development in the transport sector. To do this well, the organisation must first conduct research to determine the skills needs of each sub-sector and to compare these needs to the qualifications offered by the Public Service Sector Education and Training Authority (PSETA) and other training partners. According to Ledwaba, "our work ensures that the transport sector has a large pool of employable candidates and that there is productivity and competitiveness in the transport sector. Our primary mandate as a Unit is to develop the sector skills plan which is used as a guiding document for skills development and planning in the transport sector."

Tackling Hard-To-Fill Vacancies

Hard-to-fill vacancies are defined by government as positions that are regularly posted for more than 12 months without finding a suitable candidate. According to Ledwaba, "people are often surprised by the jobs that industry struggles to fill. Two of the key hard-to-fill vacancies in the transport sector are truck driving and motorcycle deliveries, with the latter category driven by an upsurge in e-commerce and food delivery during the pandemic".

TETA is working to address this gap through the delivery of targeted training and support. One such program provides funding for motorcycle procurement drivers training. "The goal is to create work for unemployed, South African youth in the

e-commerce and food delivery sector, which has previously been dominated by foreign workers". Ledwaba also notes that in recent years "TETA has partnered with retailers like Checkers, Uber Eats and Takealot to link these trained beneficiaries to jobs."

Emerging Jobs in an Evolving Transport Sector

The Research and Knowledge Unit also tracks what the TETA calls *emerging occupations*. These new jobs will often require specialised, cross-disciplinary training, and are related to the future of work within the transport sector. Research by Ledwaba and her team found that the most relevant, emerging jobs, include "logistics coordinators for e-commerce, to efficiently overseeing the transportation of products from storage facilities to customers, data analysts across all transport sub-sectors, customer support representatives, software developers and marketing specialists." Automation has also seen a notable surge, particularly within the freight handling sub-sector. "South Africa has warehouses that are fully automated, where artificial intelligence and robotics oversee the entire warehouse." To remain relevant, "employees in these warehouses need to take part in both upskilling and re-skilling with a focus on tech-based skills".



Where can Students go for more Information?

In closing, Ledwaba offered advice to students interested in the transport sector. "The TETA website is a great resource for students, with information on upcoming training opportunities, hard-to fill vacancies and emerging needs." She also encouraged students to visit the TETA career portal, which offers a helpful survey to guide students who may be uncertain about which path to take.



TETA BENEFICIARY, NALEDI NTSHINGILA, IS A CATALYST FOR CHANGE - CONNECTING UNEMPLOYED YOUTH TO THE TRAINING AND MENTORSHIP NEEDED FOR A MEANINGFUL CAREER IN TRANSPORT

TETA *On the Move* Magazine met with Naledi Ntshingila, CEO of Ntshingila Group, a skills development company founded in 2018. Ntshingila Group fights youth unemployment through the delivery of internships, learnerships and skills development programs.

Ntshingila's passion for skills development was sparked by her role at Moripe Holdings and her humble beginnings in the Eastern Cape. "My formative years were spent in the underprivileged, remote regions of the Eastern Cape, where opportunities were few and far between. Growing up in such an environment not only instilled a deep sense of determination but also heightened my awareness of the pressing need for initiatives that can bridge the opportunity gap in rural communities. Moreover, my passion for skills development was further sparked during my internship at Moripe Holdings."

Ntshingila first heard about TETA during her internship at Moripe Holdings. "My role at Moripe was to apply for funding from various SETAs, including TETA. After leaving Moripe, I founded Ntshingila Group, and in 2020 we were fortunate enough to receive TETA's financial support through the Wheel Program. This allowed us to train 15 learners from the Ntshingila Groups. In the same year, TETA funded 30 TVET students in our company's database."

Ntshingila's passion for skills development shone through as she elaborated on the incremental role TETA has played in her journey as an entrepreneur. "TETA's impact on my company has been profound. TETA has been instrumental in shaping our path and fostering growth. It was only after securing funding from the TETA that other SETAs extended their trust and investment in my company. Through the TETA, I have emerged as a young entrepreneur acting as a catalyst for change."

Ntshingila extended some words of encouragement to youth who are discouraged by their circumstances. "Today's world presents an abundance of opportunities that were not as readily available when I was young. The key to seizing opportunity lies in believing in yourself and being determined. It is crucial for youth not to let their origins of coming from rural communities or disadvantaged homes define them. Instead, these very circumstances should serve as a powerful driving force."

"I can personally attest to the power of determination. Coming from a rural community with limited opportunities and being raised in a family of five siblings, I overcame these challenges. I successfully completed my matric, got a degree, secured employment, and ultimately embarked on the journey of starting my own company. My journey demonstrates that it is possible to rise from the adversity of your circumstances and emerge as a leader in today's generation."

In her closing remarks, Ntshingila imparted some words of wisdom to other skills development experts. "Our mission as skills development experts should extend beyond financial gain. While economic sustainability is undoubtedly vital, it should not be the sole focus. Our roles should be centred around empowering young people to access opportunities for skills development and gain a foothold in the job market. Our commitment does not end at matching learners with companies, but we should continuously assess the effectiveness of training outcomes, job placement rates, and the overall impact of skills development initiatives."





Service Blits Career Exhibition

Youth Exhibition - GP Legislature



Galaxy S23 Ultra



The Future of Women in Rail Campaign



Dr RSM DDM Youth Empowerment Expo



TVET Summit exhibition



Supply Chain Management Career Faire (UJ)



Notice of Flagship

Flagship Proposal to address shortfalls in the 2023/24 TETA Annual Performance Plan

Purpose: Request for Flagship Proposals to address shortfalls in the 2023/24 TETA Annual Performance Plan

1. BACKGROUND

The Transport Education and Training Authority (TETA) is established in terms of the Skills Development Act, (Act No 97 of 1998). The TETA is a public entity responsible for skills development in the transport sector, accountable to the Minister of Higher Education, Science and Innovation and also overseen by National Treasury for compliance with provisions of the Public Finance Management Act.

The primary functions of TETA are to develop a Sector Skills Plan for the transport sector; facilitate the development, registration and implementation of learnerships, skills programmes and strategic initiatives; approve workplace skills plans and scrutinise annual training reports; disburse grants to stakeholders; and assure quality of education and training in the transport sector.

The TETA disburses via discretionary grants and consideration of any special projects and approval of other funding where gaps are identified pertaining to achievement of targets in the annual performance plan through the Independent Management Committee (IMC).

1. PURPOSE

The TETA aims to invite proposals from competent and credible service providers for submission of flagship proposals to address gaps in the 2023/2024 financial year to fully implement targets agreed upon/ approved in the Strategic Plan and Annual Performance Plan.

3. OVERALL OBJECTIVES

The overall objective is to solicit proposals that will ensure that Annual Performance Plan targets shortfalls emanating from discretionary grant funding window of November 2022 are addressed to meet overall TETA annual performance plan targets for the 2023/24 financial year. The advert also seeks to achieve the national imperative targets such as the District Development

Model (DDM), the Economic Recovery and Reconstruction Plan (ERRP) and other Service Level Agreement (SLA) imperative of the DHET.

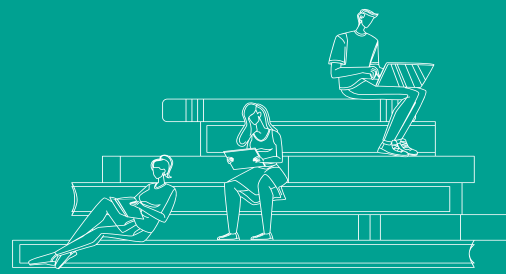
4. EVALUATION OF PROPOSALS

The overall objective is to solicit proposals that will ensure that Annual Performance Plan targets shortfalls emanating from discretionary grant funding window of November 2022 are addressed to meet overall TETA annual performance plan targets for the 2023/24 financial year. The advert also seeks to achieve the national imperative targets such as the District Development Model (DDM), the Economic Recovery and Reconstruction Plan (ERRP) and other Service Level Agreement (SLA) imperative of the DHET.

5. PROPOSAL SUBMISSION MUST CONTAIN THE FOLLOWING DOCUMENTS:

- Completed GOPP application form (signed by authorised signatory);
- Completed Marketing and PR application form (for marketing, communication, sponsorships, and events) (the form must be signed by authorized signatory);
- Proof of company registration (CIPRO registration, and list of Company Directors);
- Certified ID copy of applicant (authorised signatory);
- Proof of authorised signatory (where the applicant is not listed under the Company Directors); e.g. Letter from an active director, delegation of authority;
- Proof of accreditation for learners based interventions (for example learnerships, apprenticeships etc);
- Proof of workplace approval/ application for workplace approval evidence for learners based interventions;
- BBBEE certificate / Sworn Affidavit commissioned by Commissioner of Oaths (where applicable);
- CSD (Central Supplier Database) proof of registration; and
- Valid Tax Clearance Certificate / SARS Pin confirmation letter.





6. TARGET SHORTFALLS

For the 2023/2024 financial year TETA has target shortfalls in the areas below:

- Apprenticeships Unemployed
- Apprenticeship Employed
- Learnership Unemployed
- Learnership Employed
- Skills Programmes Unemployed
- Bursaries Employed
- Cadetships
- Internship
- Workplace Experience TVET and TVET Graduates
- Workplace Experience – HEI
- Recognition of Prior Learning
- Artisan Recognition of prior learning
- Trade Unions Funded
- Pandemic Awareness Programmes
- Small & Medium Enterprises
- Road Safety Partnerships Implementation
- Number of TVET/CET managers trained on curriculum related studies
- Number of TVET/CET colleges infrastructure development supported
- Marketing and Communications on the areas below:
 - Women empowerment seminars conducted
 - Career development exhibitions in rural areas on occupations in high demand
 - Capacity building workshops conducted for teachers
 - Events sponsored to enhance TETA Brand

7. WHEN TO APPLY FOR FLAGSHIP

The TETA will receive application from date of publication this notice until 31 March 2024. The TETA retains the discretion to consider applications received after the closing date upon the applicant(s) furnishing reasonable justification for the non-compliance.

8. SPECIAL PROJECTS AND MOUs

The TETA supports special projects aimed at addressing national imperatives and TETA strategic objectives.

Stakeholders that have strategic projects aimed at addressing national imperatives and TETA strategic objectives must submit proposals clearly articulating linkage of the intervention to TETA goals.

Requests for partnerships in the following areas are encouraged and will be prioritised:

- Research Partnerships
- University partnerships
- TVET Colleges
- CET Colleges
- Employer partnerships
- Tripartite partnerships between employers, education institution and TETA

9. SUBMISSION OF PROPOSALS

Please note hand delivered applications are discouraged and may not be accepted. Applications must be submitted via e-mail; the e-mail is as follows imc@teta.org.za The application forms, funding framework and annual performance plan documents are available in the TETA website www.teta.org.za

For any queries or assistance relating to the Flagship Applications, applicants are advised to contact Strategic

Projects Office on the following:

Unit	Project Officer	Project Administrator	Project Assistant
Ms Zimkhitha Tofile	Ms Zimkhitha Tofile	Ms Linda Nomkala	Ms Sebati Molepo
	011 577 7060	011 577 7229	011 577 7047
	061 902 1155	076 321 6310	082 523 5727



SHARING INSIGHT AND INFORMATION TO IMPROVE TETA's PROGRAM OFFERINGS

Our success as a Sector Education Training Authority (SETA) depends largely on our ability to effectively engage stakeholders, including industry, universities and TVET colleges. TETA has thus designed a comprehensive stakeholder engagement strategy, including engagement sessions in all nine provinces. Our aim is to share information on our programs, skills surveys, funding and other opportunities, gather strategic inputs and insights, and communicate any key changes in the way we deliver our mandate.

The TETA Stakeholder Engagement Strategy has evolved over time to incorporate best practice in engagement. It also reflects our experience over the last 25 years of delivering well-informed sector education and support. Some of the lessons incorporated into our most recent strategy include:

Careful Planning – Our Stakeholder Engagement Plan and execution strategy carefully defines who we are engaging, how we will go about it, and what outcomes we hope to achieve. It also ensures that we have the right people and capacities in place to execute the strategy across nine provinces and an array of stakeholder groups.

Understanding our Stakeholders – Over time, we have evolved a more complete understanding of our different stakeholder groups, including those who inform our work, or are impacted by our mandate. Our engagement strategy reflects the interests and needs of each group, working towards a more effective approach to collaborative planning.

Inclusive Communications – At TETA we have tailored our stakeholder communications to each stakeholder group. We focus on ensuring that communications are clear and in line with the interests of each stakeholder group, that they provide accurate facts and avoid obscurity, and are inclusive of all stakeholders regardless of their size, experience and location.



Adaptable and Responsive – We understand that stakeholder engagement is about collaboration, not control. Our process recognises that we will encounter a variety of contributions, perspectives, and concerns, which could influence our outcomes. We respond quickly to questions and concerns, and are open to changing our approach as needed.

Clearly Defined Goals – At TETA we set clear expectations for our stakeholder engagement efforts. Targets are defined and incorporated into our Stakeholder Engagement Plan and measured through regular monitoring and reporting. Where we fall short, our Plan and approach are adjusted to enable continuous improvement over time.



The TETA Stakeholder Engagement Strategy has evolved over time to incorporate best practice in engagement. It also reflects our experience over the last 25 years of delivering well-informed sector education and support.



STAKEHOLDER ENGAGEMENT

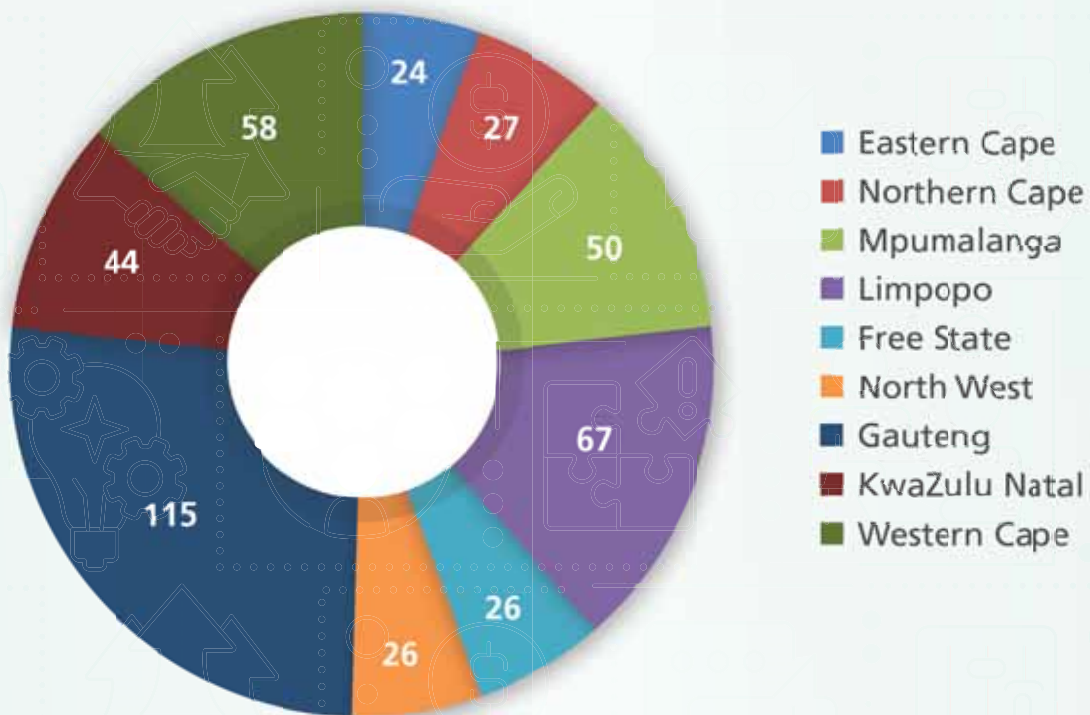
Stakeholder Engagement is an important function of the TETA. They allow the organisation to interface with stakeholders on key elements and support rollout of the SETA mandate. The following is an overview our engagement work over the past year.

Engagement Sessions

The TETA held 437 engagement sessions between 23 October 2022 and 16 November 2023. These sessions were held in nine provinces, as illustrated below:



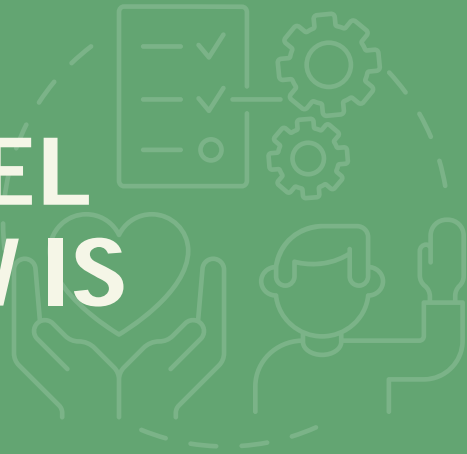
Stakeholder Engagement Sessions 437



The Stakeholder Engagement sessions focused on the following key themes:

- Corporate Strategy and Brand Positioning
- Audit Framework and Stakeholder Responsibility
- Sectoral Reporting
- Research and Knowledge
- Quality Assurance (ETQA)
- Target Shortfalls for 2023/23
- 2024/25 Discretionary Grant Funding and Framework

THE DISTRICT DEVELOPMENT MODEL WHAT IS IT AND HOW IS TETA INVOLVED?



The District Development Model (DDM) was launched by President Cyril Ramaphosa in 2019 to address key challenges such as poverty, unemployment, and inequality. The Model aims to overcome government's lack of coordination which leads to poor service delivery and weakens the impact on socio-economic challenges. The DDM encourages a district-based approach to service delivery, local procurement, and job creation, involving local businesses and communities. This approach requires national departments to create implementation plans that align with the State of the Nation priorities.

The DDM focuses on developing integrated, strategic plans for each of South Africa's 44 municipalities and eight metros, with the aim of breaking down silos, avoiding duplication and increasing coherence in government. The DDM emphasises the developmental role of local government, and the need for local government to work more closely with citizens to meet their social, economic, and material needs. To achieve this, the model emphasizes the following:

- maximizing social and economic development,
- integration and coordination,
- democratizing development, and
- leading and learning



Focusing on Youth and Gender

The DDM model has also set several goals relating to youth development. These goals recognise the pivotal role that young people play in shaping the future of their communities and the challenges they face in doing so. Interventions employed by the DDM model include quality skills development and training, and access to employment opportunities, enabling youth to improve their living conditions.



Gender equality is another critical aspect of the DDM. The model advocates for gender-inclusive approaches to youth empowerment, ensuring that both young men and women have equitable access to resources and opportunities. This not only promotes fairness but also harnesses the full potential of all young people in the community.

Supporting the DDM through the EmpowaYouth Programme

To align with the DDMs objectives, TETA established the EmpowaYouth Program, to provide young people with the skills, education, and opportunities to access meaningful work. EmpowaYouth, within the framework of the DDM, addresses youth-specific challenges. It emphasizes education, job training, entrepreneurship, mentorship, and leadership development, aimed at improving youth participation in the economy.

The most recent EmpowaYouth event was held in Zwelitsha, in the Eastern Cape. This event ran from the 27th to the 29th of September 2023. It encompassed a wide array of industries, including manufacturing, agriculture, transport, entrepreneurship, health, and wellness. Throughout the three-day event, attendance was high, with over 500 young individuals in attendance each day.



The event presented over 700 opportunities for participating youth, including:

- Business funding worth R100,000 from Coca-Cola,
- 200 openings for the Last-Mile Delivery Program, funded by the National Youth Development Agency (NYDA),
- An additional 240 last-mile delivery positions, funded by FASSET,
- Thirty (30), three-year apprenticeship programs, in the truck driving sector,
- Training for 100 individuals in driver's license acquisition, covering codes 8, 10, and 14,
- An invaluable opportunity for mentoring and coaching, provided by Absa,
- An opportunity for 30 participants to receive year-long training in property, courtesy of the South African Property Investment Network, and

- R5 000 worth of corporate identity support from Perennial Growth.

Another highly successful EmpowaYouth event took place Orange Farm, south of Johannesburg. Over the course of 2021 and 2022 the Orange Farm event achieved the following:

- 25 000 youth exposed, in-person, to business experiences and information,
- 129 000 youth exposed to EmpowaYouth online,
- 835 employment opportunities,
- 105 entrepreneur funding opportunities,
- 1 129 skills development and training opportunities,
- 360 bursaries,
- 24 graduates placed in mentorship and internships, and

- 60 companies registered on the Gauteng Province Supply Chain Central Database, including verification of company registration at CPIC and tax compliance

TETA recognises the DDM as a strategic and comprehensive framework for addressing important developmental issues in South Africa. The EmpowaYouth Program is just one way in which we align to this important, national initiative. Going forward, we are committed to extend the programs outreach and impact by adding new locations, opportunities and industry partners.





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