



SERVICES SETA PULSE NEWSLETTER



On 26 November 2025, the Services SETA convened its 2025 Annual General Meeting (AGM) with a renewed focus on accountability, impact and skills development, holding the gathering at Gallagher Convention Centre in Midrand, where industry stakeholders, training providers, labour partners and government representatives reflected on achievements and challenges.

This year's AGM served as a strategic moment for the organisation to assess its role in driving sustainable skills growth, strengthening partnerships and creating pathways for youth and workers in an evolving economy, with Administrator Lehlogonolo Masoga emphasising in his keynote address that the meeting was convened under unique circumstances after the organisation was placed under administration following sustained challenges, including allegations of wrongdoing and gross misconduct.

(Full story on page 6)

CONTENTS



- 03 Executive Message**
Our organisation is alive and well
- 04 Skills Development Spotlight**
Services SETA launches To The PowerX² to empower graduates
- 06 Cover story**
AGM – Services SETA charts path to renewal
- 08 Chamber in Focus**
Building professional standards in funeral services
- 09 Leadership & Oversight**
Deputy Minister Dr Gondwe sets targets for Services SETA
- 10 Programme Highlights**
Tackling GBVF at Capricorn TVET
Strategic partnership yields nationally accredited qualifications
- 11 Programme Highlights**
Servest celebrates skills development milestone with 67 graduates
- 12 Stakeholder Engagement**
Services SETA brings knowledge and tips to township entrepreneurs
- 14 Services SETA in Action**
Launch of empowering podcast
- 15 Services SETA in Action**
Services SETA sponsors HEFMA annual conference Supporting excellence and capacity-building within facilities management sector
- 16 Services SETA in Action**
Hairdressing industry shines in Free State WorldSkills contest
- 18 Opportunities and Notices**
Special Projects proposal
Closed for the holidays
- 19 Compliance Corner**
AARTO postponed to next year

BUILDING A RESPONSIVE AND IMPACTFUL SERVICES SETA

Administrator Lehlogonolo Masoga outlines priorities for Services SETA's recovery and long-term impact

The Services SETA was placed under administration in August this year. Despite the challenges of recent years, I want to assure stakeholders that this institution is not paralysed. We may have faced difficult times, but our commitment to skills development, employment creation and sector growth remains strong.

We are encouraged by employers and stakeholders who continue to employ our graduates, contributing directly to job creation. These successes show that learning is translating into meaningful opportunities and that industry partners trust our programmes.

Our focus remains on opening doors of education and training for workers and unemployed youth. Strong partnerships with employers are key to ensuring learners move from internships to permanent employment. The PowerX² initiative featured in this newsletter highlights our efforts to double the impact of workplace placements across the sector.

We will conduct a comprehensive impact assessment to understand what the Services SETA has achieved since its inception and identify areas for improvement. We also plan to broaden our bursary scheme to support the missing middle in higher education,



Lehlogonolo Masoga, Services SETA Administrator.

ensuring financial barriers do not block their potential.

Supporting TVET colleges is another major priority. We aim to strengthen their capacity in delivering occupational qualifications and rebuild confidence in a sector that is vital to South Africa's skills development. Throughout this newsletter, you will see our engagement in conferences, competitions and community programmes.

Looking ahead, we plan to enrol 20 000 interns in the next financial year, giving young people hands-on industry experience. We are also working to address legacy commitments and unlock reserved funds. This will enable us to invest

more than R3 billion in the next financial year to scale up work-based education and training.

At the same time, we are improving governance, operational efficiency and the timely disbursement of grants, guided by accountability and the prudent use of public resources.

As we approach the December holidays, I wish all our stakeholders, partners and employees a safe, restful and energising season. May this time bring renewal and focus for the year ahead as we continue building a capable, responsive and impactful Services SETA.

MASS INTERNSHIPS POWER GRADUATE DREAMS

Services SETA launches To The PowerX² with 20 000 two-year workplace opportunities

BY DUDUZILE MWELASE



South Africa's graduate unemployment challenge is now facing a bold national response.

The Services SETA has launched To The PowerX² – Services SETA 20 000 Internships, a large-scale national movement that links graduates to real workplace experience and strengthens the country's future talent pipeline.

The initiative calls on employers from all sectors — private companies, government departments, municipalities, state-owned entities and non-profit organisations — to open their workplaces for

structured 24-month internships. Graduates with NQF Levels 4–7 are invited to register for matching opportunities across all provinces.

“PowerX² multiplies the impact of education by adding structured, mentored workplace experience.”

**Multiplying experience.
Magnifying Impact.**

The name To The PowerX² captures the idea behind the programme. In mathematics, “X squared” multiplies a value. Here, the Services

SETA multiplies the impact of education by adding structured, mentored workplace experience.

This is more than a short placement. Interns spend two years in approved workplaces, gaining exposure that builds:

- Confidence.
- Competence.
- Genuine work readiness.

It is an initiative designed to turn theory into experience and learning into earning.

A call to employers nationwide

Any organisation with a safe and compliant workplace can participate.

Employers simply:

1. Complete the online Expression of Interest.
2. Indicate how many interns they can host.
3. Provide workplace site details.

The Services SETA Project Management Unit will match suitable graduates to employers.

A workplace approval process will follow before hosting begins in 2026. Employers will also benefit from having their nominated workplace mentors

trained and their sites assessed and approved for internship readiness.

Opening doors for graduates

The opportunity is open to graduates from all fields of study. Matching is driven by employer needs, workplace capacity and sector relevance.

Previous Services SETA funding has no impact on eligibility.

Graduates complete the online form and receive a secure link for document submission.

Building a national skills ecosystem

Universities, TVET colleges, sector chambers and business chambers are encouraged to share the call widely. Working together with employers, insti-

tutions and development partners creates an ecosystem that expands opportunity, strengthens employability and supports South Africa's future workforce.

Experience multiplied. Impact magnified.

To The PowerX² marks a deliberate shift in how South Africa supports graduate readiness. It links learning to work and ensures that qualifications gain practical value.

Expressions of Interest for employers and graduates are now open.

Register at www.servicesseta.org.za/powerx2

Enquiries: powerx@servicesseta.org.za





TO THE POWER OF X²
20 000 INTERNSHIPS EXPERIENCE

Employers and Graduates Express Your Interest Now

A national internship initiative connecting graduates to real workplace experience

Closing Date further extended to 30 January 2026

✉ Enquires: powerx@servicesseta.org.za



Develop & Grow



The gathering, held at Gallagher Convention Centre in Midrand, brought together industry stakeholders, training providers, labour partners and government officials.

SERVICES SETA COMMITS TO ACCOUNTABILITY AT 2025 AGM

Administrator vows transformation after organisation placed under administration

BY AMANDA SITHOLE

As South Africa grapples with high youth unemployment, the Services SETA convened its 2025 Annual General Meeting with a renewed focus on accountability, impact and skills development.

The gathering, held on 26 November 2025 at Gallagher Convention Centre in Midrand, brought together industry stakeholders, training providers, labour partners and

government representatives to reflect on achievements and challenges.

This year's AGM served as a strategic moment for the organisation to assess its role in driving sustainable skills growth, strengthening partnerships and creating pathways for youth and workers in an evolving economy. In his keynote address, Administrator Lehlogonolo

Masoga emphasised that the AGM was convened under unique circumstances after the organisation was placed under administration. "The organisation was placed under administration following a period of sustained challenges, including allegations of malfeasance and gross misconduct," he said.

Masoga reassured stakeholders that despite



governance challenges, “Services SETA is not a paralysed organisation unable to fulfil its mandate”. He highlighted that the organisation was designed to bring hope to youth and the unemployed while contributing positively to the South African economy. “Services SETA is duty-bound to provide hope to many disadvantaged unemployed youth and workers yearning for access to quality education and training, and no unwarranted man-made blockages can be tolerated,” he said.

Acting Chief Executive Officer Sibusiso Dhladlha stated that the session would help transform the organisation into a focused entity thriving on renewal. With the theme of rebuilding, transformation and accountability, Dhladlha made it clear that the organisation’s path forward is built on transparency, accountability, excellence and collaboration. He emphasised that the pace of transformation must accelerate. “Being placed under administration, and the



public response that followed, was an indication that we have to rebirth the organisation,” he said.

He reflected on past performance, service delivery and future plans, closing with a firm commitment: “We are determined to rebuild, to transform and to deliver with integrity and purpose,” he said.

The question-and-answer session provided an open floor for attendees, including those streaming online, to raise concerns and seek guidance.

Participants voiced dissatisfaction with the lack of information on the organisation’s social media platforms and website, particularly regarding the transition from old to new qualifications, the Discretionary Grant window period, special projects and the bursary application process.

Mpho Ntlatleng from Mall of Africa raised concerns about operations, noting that his organisation had been applying for grants for six years without positive responses. “We continue to face rejections without receiving letters explaining the reasons. This approach is questionable, as rejecting applicants without providing feedback makes it impossible to understand mistakes and improve future applications.”

“Services SETA is duty-bound to provide hope to many disadvantaged unemployed youth and workers yearning for access to quality education and training, and no unwarranted man-made blockages can be tolerated.”

BUILDING PROFESSIONAL STANDARDS IN FUNERAL SERVICES

Mamabele Motla, Services SETA's Executive Manager for Strategy and Insights, participated in a panel discussion.

Services SETA partners with SAFPA to strengthen skills development and regulatory compliance across the sector

BY NTALO MANGANYI

Services SETA demonstrated its commitment to skills development by sponsoring the 2025 South African Funeral Practitioners Association (SAFPA) National Conference held at the Radisson Blu Hotel, Kempton Park, between 17 and 18 November. The conference brought together key stakeholders across the funeral ecosystem, including government bodies, regulators, financial institutions, and industry entrepreneurs.

Mamabele Motla, Services SETA's Executive Manager for Strategy and Insights, participated in a panel discussion encouraging attendees to engage meaningfully with the Services SETA Sector Skills Plan. She highlighted the value of collaborating with sector bodies such as SAFPA to make training programmes more relevant and impactful.

Motla also guided delegates on how companies can better prepare for Discretionary Grant applications, explaining com-

mon challenges in proposal evaluations and the importance of aligning skills initiatives with sector labour market needs.

The engagement showcased how the funeral sector is evolving towards sustainable growth. The programme focused on responsible business practices, compliance, regulatory alignment, and building professional networks across SAFPA, government, and sector regulators.

Leadership and vision

Reflecting on SAFPA's leadership journey, President Dr Nomfundo Mcoyi-Zondo shared that on the day the current leadership was elected, they held a strategic meeting to acknowledge the historic responsibility placed upon them. During that meeting, they set targets, including a 100-day action plan, which she said has laid solid and meaningful groundwork.

"We have visited five provinces, meeting with leadership to discuss challenges and co-create

practical solutions. We remain committed to working closely with provinces to strengthen SAFPA at every level," Dr Mcoyi-Zondo said.

She emphasised her vision for the industry to gain representation at parliamentary level, advocating for funeral organisations nationally. She encouraged delegates to support this shared vision, noting that it can only be achieved by professionalising the sector and ensuring high standards across the value chain.

The partnership between Services SETA and SAFPA reflects the organisation's commitment to supporting skills development in the funeral sector, strengthening professionalism and growth across the industry.



DEPUTY MINISTER SETS CLEAR TARGETS FOR SERVICES SETA

Dr Gondwe's oversight visit focuses on tracking employment outcomes and strengthening governance

BY DUDUZILE MWELASE

Deputy Minister of Higher Education and Training, Dr Mimmy Gondwe, visited Services SETA on November 4, 2025 for an oversight engagement and issued firm directives focused on employability outcomes, governance and entrepreneurship.

Dr Gondwe called for an honest assessment of progress on performance, the audit action plan and consequence management arising from completed investigations. She noted the years of qualified audit outcomes and demanded a decisive turn-around backed by verifiable impact.

"The public must see clear employability results," Dr Gondwe said. "Track absorption, track enterprise creation and show evidence that withstands audit."

Strengthening governance and tracking systems

Dr Gondwe said governance of skills centres must strengthen. She urged Services SETA to prioritise supporting and expanding TVET colleges and community education and training centres rather than building new standalone centres. She also called for robust tracking from enrolment to 12 months after completion to verify employment or self-employment.

The Services SETA Acting CEO,

Sibusiso Dhladhla, presented an audit action plan, an Annual Performance Plan update, and a delivery agenda covering priorities, including SMME and informal sector development, unemployed youth support, work placement for TVET and university graduates, and artisan development.

Two major initiatives announced

Aligning with the Deputy Minister's call for impact and scale, Administrator Lehlogonolo Masoga presented two initiatives to deliver measurable results: a planned partnership with the National Youth Development Agency and the Department of Small Business Development to convert training into entrepreneurship and employment;



Deputy Minister of Higher Education and Training, Dr Mimmy Gondwe.

and a single pipeline for 10 000 internships built on employer compacts with absorption ratios and verified placements.

The Deputy Minister set a clear course, issued firm guidance on key issues and committed to regular engagement with accountable updates.



Administrator Lehlogonolo Masoga and Acting CEO, Sibusiso Dhladhla.



Services SETA, in partnership with the African Civic Education Foundation, is implementing a Gender-Based Violence and Femicide awareness programme at Capricorn TVET College.

TACKLING GBVF AT CAPRICORN TVET

Services SETA partners with ACEF to build awareness and foster respect among students and staff

BY NTALO MANGANYI

Gender-based violence (GBV) and bullying remain major contributors to school dropouts and learner disengagement, particularly in vulnerable communities. According to the South African Medical Research Council, an estimated 10% of reported rape cases in South Africa originate within the post-school education and training sector.

In response, Services SETA, in partnership with the African Civic Education Foundation (ACEF), is implementing a Gender-Based Violence and Femicide (GBVF) awareness programme at Capricorn TVET College. The programme was launched earlier this year as part of the organisation's commitment to learner wellness and wellbeing.

ACEF is a non-profit organisation focused on civic empowerment through education, training and skills development, civic-centric research, and socio-economic development.

The programme reaches students and staff at Capricorn TVET College. Training sessions help people understand the causes of gender-based violence and promote a culture of respect and accountability. Sessions also explore how South Africa's history, including colonisation and apartheid, shaped family life and gender roles in ways that still affect communities today.

It includes interactive, non-credit-bearing modules designed to challenge harmful behaviours and promote positive change.

Dr Mamakoba George Peta, Chief Executive Officer of ACEF, emphasised the critical role of TVET colleges in shaping the next generation. "TVET colleges are a crucial transitional link between education and the workplace," said Dr Peta. "They are also a bridge into adulthood. As the sector continues to produce graduates and adults, we must ask ourselves what

kind of character, mentality and mindset we are cultivating and sending into our societies and workplaces."

Dr Peta added that the programme sought to embed social consciousness, including GBVF prevention, into the technical and vocational education system, ensuring that graduates are not only skilled and competent but also compassionate and socially aware citizens.

Participants also learn about the different forms of GBVF, including physical, emotional, psychological and economic abuse.

This initiative reflects Services SETA's dedication to responsible leadership and its ongoing efforts to address social challenges that affect learning, growth and future employability.



SERVEST CELEBRATES SKILLS DEVELOPMENT MILESTONE WITH 67 GRADUATES

Strategic partnership with Services SETA delivers nationally accredited qualifications across cleaning and entrepreneurship sectors

BY MOJALEFA OLIPHANT

On 4 December 2025, the Services SETA once again celebrated a landmark achievement in skills development, uniting the public and private sectors in a shared commitment to excellence.

This event embodied the power of genuine collaboration and strategic partnerships. Servest stands as a vital stakeholder within this ecosystem, playing an indispensable role in the sector's skills development framework. The company not only helps shape the Sector Skills Plan (SSP) but also contributes actively to the development of new qualifications. This critical role fosters a powerful alliance, bringing together Servest, the Services SETA, and the Quality Council for Trades and Occupations (QCTO) in a model of effective three-party collaboration.

The day celebrated this partnership with the graduation of 67 learners across various disciplines. The graduating cohort included qualifications in Hygiene & Cleaning at NQF Level 1, Hygiene & Cleaning at NQF Level 3 and New Venture

Creation at NQF Level 4.

This ceremony underscored the strong strategic alignment between Servest, the Services SETA, and the Cleaning and Hiring (C&H) Services Chamber. By successfully implementing a Discretionary Grant Learnership, Servest directly supports the SETA's mandate to promote skills development, reduce unemployment, and raise professional standards within the cleaning sector.

A major force in the services sector, Servest brings more than 25 years of experience to the cleaning and hiring industry. With a workforce of nearly 7 000 employees serving over 700 clients, the company is an established leader. Uniquely, Servest operates as both a Skills Development Provider – training staff in specialised cleaning and hiring expertise – and a host employer, providing practical workplace experience for learners on various projects.

Servest CEO, Mr Rob de Grooth, emphasised that the qualifications represent more

than just a certificate – they are an investment in each graduate's future. He stressed the importance of continuous workforce upskilling, stating: "This year, we celebrate the remarkable power of continuous learning, with 1 089 staff members completing nationally accredited learnerships and development programmes, including today's graduates."

The company demonstrates its serious commitment to skills development through an in-house academy boasting over 18 qualified trainers who also act as assessors and moderators. Its accredited offerings include seven full qualifications, more than 15 accredited skills programmes, and five other accredited programmes with the QCTO.



OPENING DOORS FOR TOWNSHIP ENTREPRENEURS

Services SETA brings funding guidance and business support to Pietermaritzburg SMMEs

BY AMANDA SITHOLE

On Thursday, 30 October 2025, Services SETA, in partnership with Msunduzi Municipality, hosted a Small, Medium, and Micro Enterprise (SMME) Stakeholder Engagement event in Dambuza township, Pietermaritzburg, KwaZulu-Natal.

The engagement, held at the Dambuza Youth Development Centre, aimed to equip local entrepreneurs with information on how to access funding and grow their businesses.

The choice of Dambuza reflects the urgent need to support township entrepreneurs and curb youth unemployment. According to Statistics South Africa, youth unemployment stands at 45,5%, with 4.8 million young people without work. Townships bear the brunt of this crisis, with 60% of South Africa's unemployed residing in these communities. In the uMgungundlovu District, where Dambuza is located, approximately 63,4% of the population lives below the poverty line.

Abram Tseka, Senior Officer, Events Management: Marketing and Communications at Services SETA, explained that the organisation's mandate was to facilitate skills development and build capacity among emerging entrepre-



neurs and support the growth of the township economy. "Townships are home to 60% of South Africa's unemployed, yet they hold immense entrepreneurial potential," Tseka said. "By bringing stakeholders directly to Dambuza, we're removing barriers and ensuring entrepreneurs have immediate access to the information and support they need to formalise and grow their businesses."

Diverse stakeholders also participated in the event, including representatives from the Companies and Intellectual

Property Commission, South African Revenue Service, supply chain management departments, the National Empowerment Fund, Small Enterprise Development Agency, National Youth Development Agency (NYDA), Harambee, Franchise Association of South Africa (FASA) and the Department of Employment and Labour.

The engagement featured a keynote address by the or of Msunduzi, Mzimkhulu Thebolla, who highlighted the importance of collaboration between government and small businesses to drive local

economic growth and job creation. “Today’s engagement has brought together multiple stakeholders to provide information to entrepreneurs, while also empowering others to embark on entrepreneurial journeys,” Thebolla said.

The mayor announced that beyond the information shared on the day, the municipality was committed to advancing entrepreneurial development by providing relevant support to entrepreneurs to grow their businesses. He emphasized that the initiative would shift the focus from job seeking to job creation, empowering young people to become drivers of economic growth.

Youth empowerment and funding

A roundtable discussion among the stakeholders addressed practical support mechanisms and opportunities for SMMEs. The discussion offered valuable insights into youth empowerment and fund-

ing opportunities challenges.

Khumbulani Shange from NYDA explained the organisation’s mission and offerings. He emphasised that NYDA was committed to addressing challenges faced by the youth without requiring specific qualifications, making their support widely accessible.

Shange highlighted a training programme designed for people with disabilities, noting that upon completion, participants are equipped to register businesses and apply for funding. Importantly, he stressed that their funding did not need to be repaid.

Another notable contribution came from Ngcebo Mthalane of Umzansi Youth in Business, who spoke about the Youth Empowerment Hub through which his organisation offered free services to local community members, including CV writing, business proposal drafting, guidance on business registration, and

assistance with funding applications.

Mthalane encouraged attendees to take full advantage of these opportunities, reiterating that all services were provided at no cost.

“By bringing stakeholders directly to Dambuzza, we’re removing barriers and ensuring entrepreneurs have immediate access to the information and support they need to formalise and grow their businesses.”

FASA also hosted a master-class aimed at turning knowledge into action by bridging knowledge gaps and empowering entrepreneurs with insight into building compliant and fundable businesses. Overall, the event provided a pivotal opportunity to convert awareness into action by guiding SMMEs to formalise their businesses, meet compliance standards and unlock funding and market opportunities.



Hundreds of entrepreneurs attended a Small, Medium, and Micro Enterprise Stakeholder Engagement event in Dambuzza township, Pietermaritzburg.



SERVICES SETA LAUNCHES PODCAST

Get Involved-Level Up brings learner journeys and transformation stories to listeners

BY NTALO MANGANYI

Services SETA is excited to bring you the Get-Involved Level-Up Podcast, a space where real stories come to life. It's more than just conversations as each episode gives you a glimpse into the people we touch, the journeys we support, and the colleagues who make it all happen behind the scenes. In the words of Lehlogonolo Masoga, Services SETA Administrator: "We developed this podcast to open ourselves to the public, to inform, educate, and ensure people can access the opportunities we offer in a transparent way."



The podcast was launched at our recent Annual General Meeting at Gallagher Estate in Midrand, where it was received with excitement and enthusiasm.

Each episode takes listeners behind the scenes, offering honest conversations with key partners, learners whose lives have been transformed through our programmes, and colleagues who keep our organisation moving every day. Through these voices, we want to show the human side of our work, the passion, challenges, and victories that define our impact across South Africa.

The Get-Involved Level-Up Podcast also opens a new channel for engagement. It creates space for potential stakeholders to understand our programmes better, explore collaborative opportunities, and get involved in shaping the skills landscape. Whether you're a learner, an employer, or a community partner, the podcast brings you closer to the heartbeat of Services SETA.

You can expect inspiring stories of growth and resilience, from bursary recipients and graduates to entrepreneurs and innovators who've benefited from our programmes. You'll also gain insights into our learnerships, accreditation processes, and the broader importance of skills development in building a stronger future.

We encourage you to tune in, share with your networks, and join the conversation. These stories remind us that when we learn and uplift one another, we create meaningful change in our communities.

Missed an episode? Catch up here: <https://www.youtube.com/@GetInvolvedLevelUp>

Follow and subscribe to new episodes: <https://getinvolved-podcast.podbean.com/>

The Get-Involved Level-Up Podcast is a gateway to opportunities, purpose, and inspiring real-life skills stories

SERVICES SETA PROUDLY SPONSORS THE HEFMA ANNUAL CONFERENCE

BY MOJALEFA OLIPHANT

The Services SETA was proud to sponsor the Higher Education Facilities Management Association of Southern Africa (HEFMA) for its annual conference. The event was hosted at the picturesque University of North-West, Potchefstroom campus.

This flagship sector event attracts over 300 delegates during its four-day programme. Attendees included higher education executives, SETAs, government representatives, and built environment professionals. The conference, representing facilities managers from 26 universities, 50 TVET colleges, and 4 regional universities across the SADC region, provides a vital platform for knowledge sharing, professional development, and strategic collaboration. These efforts are dedicated to improving the planning, operation, and maintenance of higher education infrastructure.

Commencing on Monday, 13 October 2025, earlier this year, the conference began on a high note with a robust roundtable discussion. Facilities professionals from across the higher education landscape contributed to a vibrant exchange of ideas. Delegates were fully engaged with all elements of the facilities landscape. A key topic of discussion was the



Mr Makhaya Blaai, Acting Executive Manager: Office of the CEO.

rapid impact of technology on facilities management. A particularly impressive case study came from the University of Johannesburg, which showed its groundbreaking technology for an inter-campus student bus system. Moreover, the role of Artificial Intelligence (AI) in campus facilities management was also brought into sharp focus. Attendees found case studies on AI-driven efficiencies and reduced operational costs particularly enlightening.

The Services SETA actively engaged with attendees and exhibitors throughout the conference. The Acting Executive Manager, Mr Makhaya Blaai, took the stage to outline the SETA's strategic objectives. His presentation highlighted current infrastructure projects, with a particular focus on several newly constructed skills centres. He noted that two centres in

Northern KwaZulu-Natal are nearing completion and will be operated in collaboration with the local Mtshane TVET College.

Mr Blaai urged the audience to submit their proposals during the SETA's funding cycles. He reinforced this point by highlighting the currently open Discretionary Grant window, stating, "We urge you to take advantage of this funding opportunity as we seek to make a difference on the ground through skills development and training. However, we cannot do it alone, as partnerships and collaboration are central to our success."

The conference concluded successfully after its Annual General Meeting. Delegates look forward to the next instalment of what promises to be another exciting and insightful event.

WORLD SKILLS PROVINCIAL SHOWDOWN GAINS MOMENTUM

Highlighting how Services SETA is strengthening the hairdressing profession through skills development and its participation in the WorldSkills competition.

BY AMANDA SITHOLE

The Services SETA continues to champion artisanal trades, as demonstrated by its support for learners competing in the provincial WorldSkills Competition. The spotlight turned to the Free State on Monday, 20 October 2025, where the finals were hosted by Motheo TVET College. Here, talented individuals from various artisanal disciplines competed to showcase their skills. This leg of the competition is part of a nationwide series running across all nine provinces to select finalists who will represent their region. The national competition is scheduled for February 2026, with the venue yet to be announced.

Officially launched on 1 September 2025, this year's WorldSkills competition runs until 31 October 2025 and rotates through each province. After successful provincial championships in KwaZulu-Natal, Mpumalanga, Eastern Cape, and the Northern Cape, the competition arrived in the Free State. Participants from various industries, including Hairdressing, Bakery, Cooking, Electrical Installation, IT Network System Administration, IT Software Solutions for Business, Mobile Robotics,

Renewable Energy, Restaurant



WorldSkills South Africa Provincial Competitions 2025

Services, and Autobody Repairs, poured their passion into their work as they took up the mantle and competed for recognition. The competitors vied for the chance to represent their province and, ultimately, South Africa.

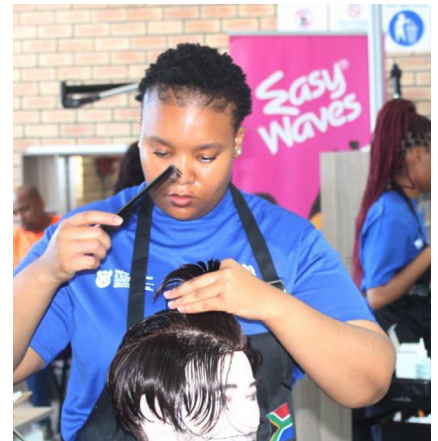
Such initiatives play a huge role in celebrating diverse artistry and highlight the transformative power of vocational education in building a skilled workforce, with a particular focus on artisans. With the national championship on the

horizon, the top three performers from each province will advance to the national stage. The ultimate goal is to qualify for the international competition in Shanghai, China, scheduled for 2026, where they will face competitors from around the globe. The competition runs for four days in each province. In the Free State, the event concluded on Friday, 24 October 2025, where the top three competitors in each category were officially nominated and awarded their certificates and medals. In the hairdress-

ing category, supported by Services SETA, the winners were Anonge Ntloko in third position, Chanate Venter in second, and Boitumelo Kolela, who took the crown.

The three hairdressing nominees extended a special thanks to Services SETA for its role in developing and funding hairdressing education.

They expressed a hope that more people will recognise hairdressing as a professional career path and acknowledge its impact on the South African economy. The nominees are committed to continuing their journey, representing their industry with the shared ambition of reaching the international stage of the competition.





2026/27 Special Projects Window SP2026/27-01

NOW OPEN

Closing Date: 19 December 2025

✉ submissions and enquiries: specialprojects26@serviceseta.org.za



Develop & Grow



Holiday Closure Notice

Services SETA offices will be closed from
19 December 2025 – 06 January 2026

Wishing you a joyful festive season!

2026/27 Discretionary Grant Window

Closing Date Extended to

19 December 2025

✉ Enquires: DGenquires@serviceseta.org.za



Develop & Grow

STAY SAFE, STAY COMPLIANT!

BY ASANDA MGANDELA

Compliance is not just a corporate obligation, it's a shared responsibility that protects our employees, our organisation, and the communities we serve. As part of our ongoing commitment to safety and regulatory excellence, this month's focus is on Fleet Management Compliance and the AARTO (Administrative Adjudication of Road Traffic Offences) Demerit Points System.

AARTO Demerit Points System

The AARTO demerit points system is introduced to promote safer driving habits, this affects both individual drivers and fleet-owning organisations based on the below:

- Each infringement or offence adds demerit points to a driver's or operator's record.
- Accumulating more than 15 points may lead to the suspension of a driving licence, operator card, or vehicle permit.
- Repeated offences can result in permanent licence cancellation.
- Demerit points accumulate to the owner of the vehicle, in case of a fleet ownership is with the appointed proxy.

This means that every traffic violation committed by a driver impacts not only the individual but also the company's operational compliance and reputation.

Failure to comply can expose the organisation to legal risk, reputational damage, and operational disruptions. A compliant fleet not only safeguards lives but also reflects a company's culture of responsibility and care.





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