



SERVICES SETA PULSE NEWSLETTER

R90 MILLION TO TAKE LEARNING TO EVERY PROVINCE

Services SETA calls on levy-paying employers to help bridge the gap between training and employment by opening workplaces for learner placement, mentorship, and work-based learning.

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SERVICES SETA TAKES SKILLS TO THE STREETS

From community learning centres in KwaZulu-Natal to a digital education conference in China, May 2026 was a month of serious momentum

BY LEHLOGONOLO MASOGA

May was a month of movement. As South Africa marked Africa Day and reflected on the founding ideals of the African Union, the Services SETA was busy turning intention into action – and the work was visible on the ground.

The centrepiece was a R90 million funding allocation rolled out across all nine Community Education and Training colleges, R10 million per province, directed at infrastructure development, ICT capabilities and learning support. CET colleges occupy a unique and often overlooked position in our post-school education and training system. They serve learners whose ambitions cannot yet find expression at TVET colleges or universities. They support second-chance learning, adult education and community-based skills development. They are often closest to people who have been left outside the formal education and employment pathways. Supporting them is an investment in the communities that need it most.

Two moments marked the rollout. The launch of the Mlandeleni Community Learning Centre infrastructure upgrade project in KwaZulu-Natal on 5 May, and the formal handover of the R90 million allocation at Lovedale TVET College in the Eastern Cape on 12 May. Both reflected the kind of partnership that moves policy off the page.

This month also saw the Services SETA formally begin a comprehensive study to understand the

shape and size of the service sector – its contribution to GDP, its key players, its standards and its future direction. For too long these questions have gone unanswered. The study will be led by critical role players in the sector, and once complete, it will inform how we redefine a future-focused service sector with the Services SETA at the centre of those conversations.

In May, we joined the Ministerial Mission to China for the 2026 World Digital Education Conference in Hangzhou, held from 11 to 13 May under the theme “AI + Education: Transformation, Development and Governance.”

The conference brought together global leaders in education, technology and policy. For the Services SETA, it opened a conversation about linking South African graduates to emerging digital and industrial ecosystems – and broke new ground in exploring partnerships we have not previously pursued.

Closer to home, we were proud to participate as a gold sponsor at the South African Funeral

“CET colleges are often closest to people who have been left outside the formal education and employment pathways. Supporting them is an investment in the communities that need it most.”



Lehlogonolo Masoga, Services SETA Administrator.

Practitioners Association International Convention in Durban. SAFPA is a strategic partner within the Personal Care Chamber and a key player in the multi-billion rand funeral services industry – an industry that comforts the bereaved while employing people across the country. We committed to being a dependable partner in driving professionalism, standardisation and innovation in the sector.

We also welcome Budget Vote 17, presented by Minister of Higher Education and Training Buti Manamela in Cape Town on 26 May 2026. The minister confirmed that the skills revolution is on course and that SETAs remain essential to the post-school education and training system. That clarity matters, particularly given the ongoing national debate, which at times has sought to dismiss the contribution of SETAs rather than strengthen it.

We are proud to lead the department's new PSET on Wheels Campaign, launched in Cape Town this month. As we move into June and Youth Month, the work continues. We are also calling on members of the public to participate in nominating members of the new Accounting Authority, as advertised.

OPEN YOUR DOORS

Services SETA calls on levy-paying employers to bridge the gap between training and employment

BY AMANDA SITHOLE

The Services SETA has called on employers to partner with the organisation to accelerate the placement and training of unemployed graduates.

Services SETA hosted an engagement with levy-paying employers at the Four Seasons Hotel The Westcliff in Johannesburg on Thursday, 30 April 2026.

Addressing stakeholders, Services SETA Administrator Mr Lehlogonolo Masoga said workplace access remained the critical link between training and employment. "All we ask for is for you to open your doors. We will support the training; we will support the learners. What we need is for employers to provide the workplace," he said.

The engagement brought together levy-paying companies, SMMEs, professional bodies and sector stakeholders at a time when South Africa's skills system is under growing pressure to show tangible results in employment, productivity and economic participation.

In his opening address, Services SETA Acting CEO Mr Sibusiso Dhladhla set the tone for the day. "We are gathered here to move from conversation to resolution, and from resolution to measurable impact. Our mandate goes beyond training. We are building



Services SETA Administrator, Mr Lehlogonolo Masoga, called on levy-paying employers to open their workplaces to learners and help turn training into employment.

pathways to employability, inclusion and workforce readiness," Dhladhla said.

A panel discussion reinforced a shared view that while South Africa's skills development system is well-intentioned, its impact is constrained at the point of execution. Frameworks and funding mechanisms exist, but their ability to translate into meaningful employment outcomes remains limited.

Panellists pointed to persistent gaps between levy contributions, training programmes and actual employment absorption. Victor Nkanyani of Bidvest Prestige noted that while employers fund the system, many learners complete programmes without being absorbed into the workforce, with qualifications often taking years to finalise.

Solomon Moripe, Chairperson of the Black Management Forum

and Moripe Holding, raised concerns about continued workforce exclusion and mounting frustration among levy-paying employers. He noted that many workers remained locked out of opportunities despite their contributions, while employers experienced weak support and unclear recruitment pathways.

Skills development practitioner and SETA specialist Tumelo Mongae highlighted the country's ongoing difficulty in integrating trained individuals into permanent roles. She argued that poor customer service and weak employer engagement continued to deter investment, and that strengthening these areas could significantly improve employment outcomes and sector growth.

Services SETA is advancing The Power of X² initiative to expand workplace-based learning for unemployed graduates. The programme funds training and stipends, and provides tools, equipment and structured mentorship, easing the burden on employers while improving learner outcomes.

Sandile Ngcobo of MV Investment underscored the need to integrate digital skills across TVET colleges, universities and Community Education and Training institutions, noting that limited funding continues to constrain the adoption of new technologies. "If our youth are not aligned with relevant skills, especially in technology, then they are not going to be employable," he said, adding that industry must play a more active role in shaping curricula and exposing learners to workplace experience earlier.

Benedict Motau, CEO of Marang Inc., pointed to the value of sustained partnerships with Services SETA, citing a project that placed over 100 graduates, many of whom have since progressed into advanced academic and professional roles. "Some

"Some of the graduates we supported are now PhD holders, lecturers and professionals. This shows what is possible when partnerships work." — Benedict Motau, CEO, Marang Inc.

of the graduates we supported are now PhD holders, lecturers and professionals. This shows what is possible when partnerships work," he said.

Motau cautioned against allowing stakeholder relationships to weaken over time. "Never lose your stakeholder contact. Work with your stakeholders, retain them, and grow the relationship," he said.

The engagement reinforced the case for placing employers at the centre of the skills development system, and for building the partnerships that turn training into employment.



Ms Noxolo Gogo of the Public Relations Institute of Southern Africa contributes during the question-and-answer session at the Levy-Paying Employer Engagement.

R90 MILLION TO TAKE LEARNING TO EVERY PROVINCE

Services SETA backs CET colleges with landmark investment as Ndwedwe community centre gets R5m upgrade

BY AMANDA SITHOLE

Services SETA Administrator Mr Lehlogonolo Masoga has announced a landmark investment of R90 million towards Community Education and Training (CET) colleges across all nine provinces.

Each province will receive R10 million, to be distributed among CET institutions for infrastructure development and expanded access to education.

Services SETA partnered with the Department of Higher Education and Training (DHET) to launch the Mlandeleni Community Learning Centre (CLC) infrastructure upgrade project in Ndwedwe, KwaZulu-Natal, where a cheque of R5 million was handed over to support the project.

The Mlandeleni CLC has more than 1 000 students enrolled and offers a range of adult learning programmes. It serves as a vital second-chance learning centre for out-of-school youth.

In his remarks, Masoga said the organisation has made a deliberate decision to invest in the public education system. “In the past six months, we have invested more than R500 million in supporting students across the 26 universities. We have also invested more than R800 million in support of 15 000 students at TVET colleges,” Masoga said.

He added that the organisation had allocated R20 million to the South African Public



Services SETA, in partnership with DHET, handed over R5 million towards the infrastructure upgrade of Mlandeleni Community Learning Centre in Ndwedwe, KwaZulu-Natal.

Colleges Organisation (SAPCO), earmarked for initiatives aimed at improving the quality of education at TVET colleges.

In her keynote address, Deputy Minister of Higher Education and Training Dr Mimmy Gondwe said the DHET was transforming underutilised spaces into centres of opportunity. She described the R5 million contribution from Services SETA as a significant investment that would ensure the CLC facility reflected the dignity and potential of the people it served.

Dr Gondwe stressed that CET colleges were not a peripheral initiative but central to the DHET's response to unemployment and inequality. She told the Ndwedwe community that the project went

**“This learning centre belongs to the community. It is your asset and must be fully utilised for the benefit of the community.”
— Deputy Minister Dr Mimmy Gondwe**

beyond infrastructure. “This learning centre belongs to the community. It is your asset and must be fully utilised for the benefit of the community,” she said.

Several stakeholders made further commitments at the launch. The National Student Financial Aid Scheme (NSFAS) donated five laptops to the Mlandeleni CLC to expand access to digital learning.

Acting CEO of the Energy and Water Sector Education and Training Authority (EWSETA), Ms Robyn Vilakazi, announced the donation of a borehole drilling truck to the CLC, to be officially launched in the coming months. The truck will be used to train community members to drill boreholes responsibly, strengthening both skills development and local water access.

The commitments made at Ndwedwe reflect a shared resolve across education and training institutions to expand opportunity and ensure that no community is left behind.

SKILLS TAKEN STRAIGHT TO THE PEOPLE

Services SETA joins a national activation at one of South Africa's most historic venues — bringing funding, opportunities and a clear message to young people

BY NTALO MANGANYI & NONKULULEKO MDALANA

There are few more fitting places to launch a skills revolution than the Grand Parade in Cape Town – the same ground where Nelson Mandela delivered his first speech as a free man after 27 years on Robben Island. On 26 May 2026, the Department of Higher Education and Training, together with Services SETA and partners across the post-school education and training sector, brought skills development directly to the people.

The PSET on Wheels activation gave high school learners and unemployed youth the chance to apply for funding and access opportunities in the post-school education and training sector through the Digital Skills Hub. The message was straightforward: the opportunities exist, and they are coming to you.

Addressing the event following his Budget Vote presentation in the National Assembly, Minister of Higher Education and Training Buti Manamela spoke directly to young people.

“Importantly, we confirm that we will maintain student funding. We are going to focus on expanding TVET colleges, TVET offerings,



Students doing the painting

“The SETAs must deliver as they should, and make an impact in our society.” — Minister Buti Manamela

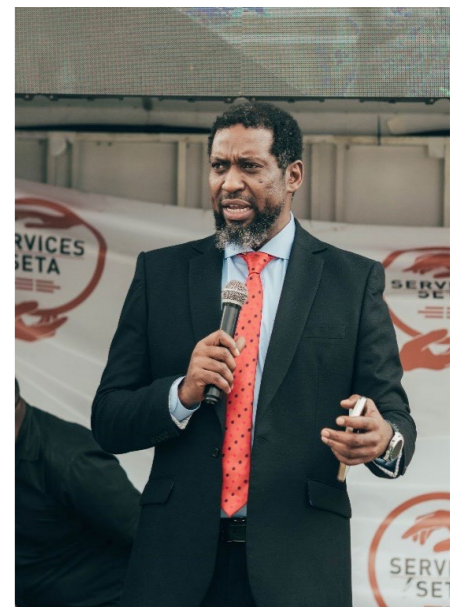
and TVET programmes, particularly occupational programmes. The SETAs must deliver as they should, and make an impact in our society,” Manamela said.

Key stakeholders at the activation included Dr Felleng Yende, CEO of FP&M SETA; Robyn Vilakazi, CEO of EWSETA; Sam Zungu, TVET Deputy Director-General; and Dr Thabo Mashongoane, CEO of MQA.

Later that evening, Services SETA Administrator Lehlogonolo Masoga attended a Post-Budget Vote Gala Dinner at the Cape Peninsula University of Technology's Granger Bay Campus, where stakeholders across the PSET sector gathered to strengthen collaboration. Deputy Ministers Dr Mimmy Gondwe and Dr Nomusa Dube-Ncube were among those present.



Buti Manamela addressing the students



Buti Manamela addressing the students

R90 MILLION FOR A SECOND CHANCE

BY AMANDA SITHOLE

Services SETA has formally handed over a R90 million commitment cheque to the Department of Higher Education and Training, marking the shift from announcement to action in its drive to transform Community Education and Training (CET) across the country.

The commitment was first announced by Services SETA Administrator Mr Lehlogonolo Masoga on 4 May 2026, during the launch of a R5 million infrastructure upgrade project for the eMlandeleni Community Learning Centre in Ndwedwe, KwaZulu-Natal.

The cheque handover followed on 12 May 2026, during the launch of the National Adult Literacy for Empowerment Campaign 2026–2030, held at Lovedale TVET College in King William’s Town, Eastern Cape, and led by Deputy Minister of Higher Education and Training Dr Mimmy Gondwe.

The R90 million will be distributed across all nine provinces, with each province allocated R10 million to support CET development initiatives.

Speaking on behalf of Services SETA, Mr Thembinkosi Mosia, Manager for Real Estate and Related Services Chamber, said the investment was about more than money. “Services SETA has committed R90 million towards CET development to drive change in the agenda, perception and the quality of education at CETs,” he said. He added that the organisation’s mandate spans skills development, economic development, and rural, township and youth development.

Services SETA makes good on its commitment to community learning — and hands over the cheque to prove it



Services SETA formally handed over its R90 million commitment to support Community Education and Training development across all nine provinces.

Mosia was direct about what CET colleges deserve. “Now is the time for CETs to receive the dignity, opportunity and respect they deserve, through the support of key stakeholders through the correct channels,” he said.

In her keynote address, Dr Gondwe said the National Adult Literacy for Empowerment Campaign was not a routine government initiative. “Today we launch a campaign for empowerment, dignity and opportunity. This campaign aims to reach one million adult learners by 2030,” she said.

She added that the fight against illiteracy could not be won by government alone but required a collective national effort built on strong partnerships and shared responsibility.

“Now is the time for CETs to receive the dignity, opportunity and respect they deserve.” — Thembinkosi Mosia, Services SETA

The campaign is designed to address the challenge of approximately 3.8 million functionally illiterate adults in South Africa. It will provide basic and functional literacy, numeracy, digital, financial, entrepreneurial and civic skills, with a focus on rural, mining and marginalised communities where access to education remains most critical.

The cheque handover confirms Services SETA’s place as a key player in the Post-School Education and Training system.

SHE FOUND ANOTHER WAY

A bursary, a change of direction, and one young woman’s refusal to let financial hardship end her story

BY NTALO MANGANYI

For Tshepiso Jele, the road to further study was never going to be straightforward. It was shaped by setbacks, financial uncertainty and a hard-won decision to keep moving forward when her original plans fell apart.

Born in 2002 and raised in Soshanguve, Tshepiso had set her sights on law. After completing matric in 2019, she applied to study towards a Bachelor of Law degree at the University of Johannesburg. Financial constraints and personal circumstances made registration impossible. What followed was a gap year she describes as uncertain and emotionally draining.

“I fell into depression because I couldn’t study something I was passionate about,” she said. “But I had to focus on moving forward with life, no matter what, because life does not stop.”

In 2021, things began to shift. Tshepiso secured a place at the Tshwane University of Technology to study towards a Diploma in Marketing. It was not the qualification she had imagined for herself, but she committed fully. Over time, she developed a genuine appreciation for marketing, drawn to its creativity, its adaptability and the strategic thinking it demands.

After completing her diploma, she progressed to an Advanced Diploma in Marketing. But financial pressure followed her. Without funding, completing the qualification and accessing her academic records felt far from guaranteed.



Services SETA bursary beneficiary Tshepiso Jele is continuing her academic journey after financial support helped her complete her Advanced Diploma in Marketing.

Support from Services SETA became the turning point. Through a bursary, her tuition fees were covered. She completed her Advanced Diploma, retrieved her records, and found the stability to plan what came next.

That next step has taken her closer to where she always wanted to be. Tshepiso is currently studying Commercial Law at the University of South Africa, moving back towards the field she first dreamed of pursuing.

“I fell into depression because I couldn’t study something I was passionate about. But I had to focus on moving forward with life, no matter what, because life does not stop.” — Tshepiso Jele

Her journey has been a lesson in resilience, patience and keeping sight of long-term goals when the present is difficult. It is also a reminder that financial support can do more than settle a fee account. It can restore confidence, unlock progression, and give a young person back the future they had imagined for themselves.

ON THE LINE

Seventy contact centre graduates step into the services sector after a year of learning, growth and workplace exposure

BY LBOGANG KOTSI

Seventy learners have completed a year-long contact centre learnership supported by Services SETA, and are now ready to enter the world of work.

The National Certificate: Contact Centre and Business Process Outsourcing Support at NQF Level 3 ran from 19 November 2024 to 19 November 2025. It prepared learners for roles in customer service, administration and business support.

Over the course of the programme, learners built practical skills in communication, query handling and problem-solving. They also gained hands-on experience across telephone, email and digital service channels.

Mr Mabhoko Mahlangu, Manager: Learning Programme Implementation at Services SETA, urged the graduates to see their training as something worth far more than the stipend they received along the way. “Information is currency. Use the knowledge and skills you have acquired to respond to life’s current and future challenges, and to contribute meaningfully to the economy of the country,” Mahlangu said.

Meanwhile, Devika Rheddi, Chief Operating Officer of Training Force, reminded graduates that the certificate in their hands stood for something bigger. “It shows that you chose to invest in yourself, and that is something to be proud of,” Rheddi said.



Graduates celebrate the completion of the National Certificate: Contact Centre and Business Process Outsourcing Support, supported by Services SETA.

“This opportunity has changed my life. I am now able to support my family and contribute as a breadwinner at home.” — Cikizwa Mtyhayi, graduate

She also thanked iSON Xperiences for providing workplace exposure, and Services SETA for its support and funding.

For graduate Cikizwa Mtyhayi, the programme has already made a real difference. Selected by iSON Xperiences and preparing to join an Ipsos campaign, she put it simply: “This opportunity has changed my life. I am now able to support my family and contribute as a breadwinner at home.”

For all 70 graduates, the day marked not an ending, but a beginning.



Cikizwa Mtyhayi, pictured with programme representatives, says the opportunity has helped her support her family and prepare for the world of work.

STOP WAITING. START BUILDING.

Services SETA and partners tell KwaZulu-Natal’s young entrepreneurs: the resources are there — now it’s your move

BY AMANDA SITHOLE

The real barrier facing young entrepreneurs is not a shortage of opportunity — it is a failure to engage deliberately with the resources already available.

That was the message from Ms Duduzile Mwelase, Acting Executive Manager at Services SETA, who called on emerging business owners to build ventures that are compliant, structured, adaptable and customer-centred. Services SETA, in collaboration with The Kwakha Collective — a non-profit organisation that connects young people to opportunities through networking — hosted an engagement for emerging entrepreneurs in KwaZulu-Natal on Friday, 8 May 2026. The session brought together young entrepreneurs, industry experts and sector stakeholders for a focused conversation on practical support, funding access and strategic business guidance.

Mwelase told participants that willingness, mindset and intentional action matter more than capital in the early stages of building a business. “Funding follows clarity, readiness and visible effort,” she said.

She highlighted that Services SETA offers free e-learning courses for start-ups, NPOs and entrepreneurs — courses that take up to three days to complete and provide instant certification, strengthening business credibility and improving access to funding. She also noted that South Africa has 21 SETAs, all offering targeted programmes that entrepreneurs can tap into. “Opportunities are everywhere,



Panel members shared practical guidance with young entrepreneurs on funding readiness, compliance, mentorship and business sustainability.

but people will only see them when they are deliberately looking for them,” she said.

On business sustainability, Mwelase was clear: “Your business must solve a particular problem and offer a solution to economic demands.”

Representing eThekweni Municipality, Cllr Thembo Ntuli said youth unemployment remained one of the country’s most pressing challenges, and that sustained economic growth depends on equipping young people with opportunities, skills, mentorship and market access. He stressed that no single institution could solve the problem alone, and that collab-

“Funding follows clarity, readiness and visible effort.” — Duduzile Mwelase, Acting Executive Manager, Services SETA

oration between the public and private sectors was essential.

Ntuli urged young people to see themselves not only as job seekers but as potential job creators. “The road of entrepreneurship is not easy, but perseverance, discipline and belief in your ideas will open doors,” he said.

Mr Kwandakwakhe Zungu from the National Youth Development Agency (NYDA) rounded out the panel with practical guidance on accessing funding. He explained that the NYDA awarded grants to registered, youth-owned businesses with viable ideas — but that funding was not immediate. He pointed out that entrepreneurs first receive mentorship from trained business development advisors. Once a grant was approved and disbursed, the NYDA implements an aftercare phase to monitor progress. Businesses that have been operating for at least three months and show growth may be considered for increased funding.

The engagement reinforced a clear message: the support exists. The next step belongs to the entrepreneurs.



FROM TAUNG TO ANYWHERE

Services SETA brings career pathways and mental health support to Mokgareng Secondary School in the North West

BY NTALO MANGANYI & NONKULULEKO MDALANA

Services SETA arrived at Mokgareng Secondary School in Taung, North West, on 19 May 2026 with two things on the agenda: career guidance for learners and mental health support for the teachers tasked with looking after them.

The event was designed to equip learners with information about Post-School Education and Training (PSET) opportunities, while addressing mental health and wellness in the school community.

Speaking at the expo, Duduzile Mwelase, Acting Executive Manager at Services SETA, urged learners and parents to take ownership of their futures. "Your future is about what you want, not what your friends, parents or anyone else expect. You can achieve anything if you take yourself seriously," Mwelase said.

She outlined pathways available within South Africa's post-school education and training system, including universities, TVET col-

"I have learned that there are many opportunities for my future and different career paths that I can pursue. I am inspired to study medicine and become a doctor."
— Kamogelo Mosielele Moratuwa, Grade 9 learner

leges, SETAs, learnerships and bursary programmes. Learners were encouraged to consider careers in high-demand fields such as construction, beauty, engineering, health and technology.

For Kamogelo Mosielele Moratuwa, a Grade 9 learner at the school, the message landed. "I am excited that the Services SETA came to our school today. I have learned that there are many opportunities for my future and different career paths that I can pursue. I am inspired to study medicine and become a doctor," she said.

The expo also featured a dedicated mental health wellness session for teachers and community members. Kagiso Mangope, a Grade 9 and 10 teacher at Mokgareng Secondary, noted that mental health was too often left unaddressed in schools.

He praised the initiative because many educators were not adequately trained to identify mental health challenges in the classroom. "The session opened our eyes to better identify learners dealing with mental health issues and to take immediate action to support them," Mangope said.

Kegomoditswe Tshipinyane, a parent and Chairperson of the School Governing Body, pointed to poor academic performance as a possible sign of deeper mental distress among learners. "As the SGB and teachers, we will try to make the school environment more comfortable for learners so that they can freely confide in us about their issues and get the help they need," Tshipinyane said.

CARVED IN STONE

New qualifications bring formal skills recognition to South Africa's growing memorial stonework market

Research into Stone Mason and Stone Engraver occupational qualifications points to a clear and largely untapped opportunity within South Africa's memorial stonework market.

While the sector is often associated with the funeral industry, the stronger market link sits with memorial manufacturers, cemetery services, tombstone businesses, stone yards and granite suppliers, as well as small business development in communities where this work already happens informally.

Market focus: memorial stonework

Memorial stonework is shaped by both cultural significance and practical demand. Families continue to seek tombstones,

plaques and memorial products that honour loved ones with dignity, identity and personal meaning, creating consistent, community-rooted demand for skilled workers.

The qualifications

The Stone Mason and Stone Engraver qualifications cover the full range of skills required across the memorial stonework value chain: cutting, shaping, installing, engraving and finishing stone products to a professional standard.

The research also highlights the potential to formalise existing activity in rural, semi-rural and informal environments, including areas served by Vhembe TVET College and Ikhala TVET College.

The market opportunity

Demand is growing for personalised, precision-finished memorials: custom engraving, polished granite, family messages, religious motifs and cultural symbols. This creates tangible opportunities for skilled workers, small businesses and stone suppliers operating within the memorial market.

For the Services SETA, the research confirms what occupational qualifications are designed to do: respond to real market demand while supporting craftsmanship, entrepreneurship and sustainable work.



The Skills Behind South Africa's Memorial Stonework Market

Memorial Stonework Market Focus

Directly relevant to:

- Tombstones
- Memorial plaques
- Cemetery monuments
- Family graves
- Temples
- Cultural memorials
- Heritage stone products

Demand is linked to:

- South Africa's high annual funeral volumes
- Cultural importance of tombstone unveiling
- Household spending on durable granite and marble memorials

Key Trend

The sector is moving from basic tombstones to personalised, precision-finished memorials with:

- Custom engraving & symbols
- Photos, vases & plaques
- Polished finishes
- Premium granite designs
- Religious motifs & cultural symbols
- Custom shapes & family messages

South African Market Observation

- Customised granite tombstones
- Engraved memorials
- Installed headstones

Strategic Finding

These qualifications are more viable when linked to:

- Memorial manufacturing
- Cemetery services
- Tombstone businesses
- Stone yards & granite suppliers
- SMME entrepreneurship

Recommendation

- Rather than focusing on funeral parlours alone.

1. Market Focus: Memorial Stonework

Memorial stonework is shaped by both cultural significance and practical demand. Families continue to seek tombstones, plaques and memorial products that honour loved ones with dignity, identity and personal meaning.

OCCUPATIONAL CERTIFICATES



OC: Stone Mason

- SAQA ID: 119446
- NQF Level: 4
- Credits: 540

Role Description

Cuts, shapes, constructs and installs stone products, including monumental masonry.



OC: Stone Engraver

- SAQA ID: 119452
- NQF Level: 4
- Credits: 116

Role Description

Engraves and polishes:
Names
Dates
Symbols
Portraits
Religious motifs
Family messages

SOUTH AFRICA TOMBSTONE & MONUMENT MARKET

Market Size

Estimated Annual Market Value

R2 – R3 Billion

Annual tombstone & monument market.

Tombstone Prices

Type	Price Range
Basic Flat Markers	R5,000 – R15,000
Standard Single	R15,000 – R30,000
Double / Family	R40,000 – R100,000+

Market Drivers

- High funeral volumes
- Cultural significance
- Premium granite estates
- Year-round inelastic demand

Industry Challenges

Granite prices increase by approximately **5% – 10% per annum**
Die-to-burial costs exceed annual income
Approximately **25% of families borrow or rely on 15 million funeral policies**



THE MAN BEHIND THE NUMBERS

This month, we sit down with Anthony Makofane, a 28-year-old Financial Management Administrator from Tsakane who turned a BCom degree from UJ into a career at the heart of Services SETA's finances. He is cheerful, he is driven, and he has a surprisingly simple secret to staying that way.

BY NTALO MANGANYI

Tell us a little about yourself and what you do at Services SETA.

I was born and raised in Tsakane, a township in the East Rand near Brakpan. I am the firstborn and the only son in my family, with two younger sisters. At Services SETA, I work as a Financial Management Administrator in the Finance Department.

How long have you been part of Services SETA, and what drew you to the organisation?

I have been with Services SETA for two years and four months. What drew me here was the organisation's purpose – helping young South Africans reach their potential. I wanted to be part of that and contribute in whatever way I could to make a difference in someone's life.

What did you study, and did you always see yourself doing this kind of work?

I did commercial subjects in high school and went on to study a Bachelor of Commerce in Accounting and Finance at the University of Johannesburg, graduating with distinctions. The work I do now is largely what I imagined for myself, though I feel there is still more to explore. I believe that as I grow within the organisation, greater opportunities will follow.

How would you explain your job to someone outside Services SETA?

In simple terms, I manage the

finances of the organisation, processing transactions, maintaining records and reconciling financial accounts.

What do you enjoy most about your role?

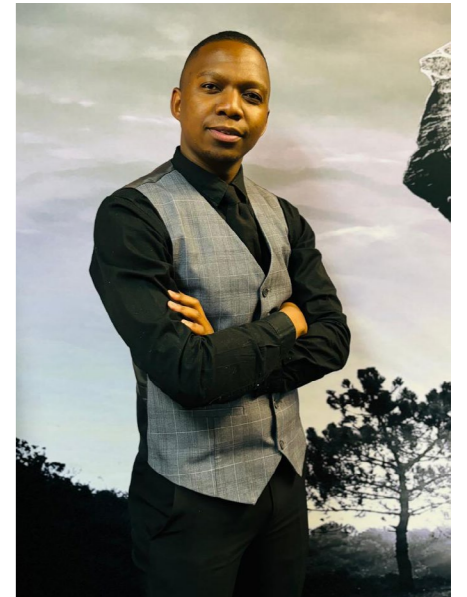
Beyond the admin, the part of my work I enjoy most is asset management. It gives me the opportunity to travel across the provinces, meet different people and engage with colleagues from all over the country. Services SETA has some of the friendliest staff I have encountered anywhere, and that energy keeps me motivated every day.

Can you share a proud moment from your time here?

During my internship year, I won the Rookie of the Year award at the Services SETA Annual Awards Ceremony in 2024. That recognition pushed me to work even harder and stay committed to what I do.

How does your role make a difference for learners, colleagues and partners?

As a financial administrator, I make sure funds are managed properly so that learning and development can happen without disruption. I help make resources and funding accessible to learners, support sound budgeting and financial planning, and ensure transparency with our partners. When finances are in order, everything else runs more smoothly.



Anthony Makofane, Financial Management Administrator, says sound financial administration helps ensure that learning and development activities run without disruption.

What has been the trickiest part of the job, and how do you handle it?

The admin side is always demanding. My approach is to start with the smaller, simpler tasks to build momentum, and to remember to reward myself occasionally. Keeping motivated is part of doing the job well.

Do you have a motto or piece of advice that keeps you going?

People often ask how I stay cheerful. My answer is honest: I have bad days too. But my rule is to leave my problems at the gate when I arrive at work and pick them up again when I leave in the afternoon. It sounds simple, but it works every time.

Anything your colleagues might not know about you?

As much as I talk to everyone and seem to thrive in social settings, I am actually an introvert. That surprises most people who know me.



**Call for Nominations
Services SETA
Accounting Authority**

Services SETA invites stakeholder nominations from candidates to serve as members of the Accounting Authority for the term **August 2026 to March 2030.**

Nominations close: 5 June 2026 at 15:00
Submit to: boardnominations@serviceseta.org.za

For the full set of information pertaining to this invite, please refer to the Services SETA website at www.servicesseta.org.za or contact Mr Phillip Kwampe on 011 694 8637

Develop & Grow



Call for Applications

**Research Expression of Interest:
Economic Profile of The Services Sector Industries**

Opening Date: 27 May 2026 Closing Date: 24 June 2026

Develop & Grow

THE COST OF IGNORING COIDA JUST GOT HIGHER

Proposed amendments to Section 81(3) tighten the screws on employer compliance — and extend protection to workers long left out

BY ASANDA MGANDELA

Employers who have treated the Compensation for Occupational Injuries and Diseases Act (COIDA) as a tick-box exercise are facing a wake-up call. Proposed amendments to the legislation introduce stricter penalties, stronger inspection powers, extended prescription periods for claims and broader categories of workers covered — all aimed at addressing years of widespread non-compliance.

Section 81(3) is where the real teeth are. It deals with offences and penalties, and the amendment introduces stricter punitive measures against employers who fail to register with the Compensation Fund, fail to submit Returns of Earnings (ROE), or avoid payment of assessments. Employers found guilty face a fine of up to 10% of actual or estimated annual assessments for the period of non-compliance. This section came into effect on 1 April 2026.

What it means for employers

COIDA compliance is no longer simply an administrative obligation. It is a governance and financial risk — one that sits on the desks of

“COIDA compliance is no longer simply an administrative obligation. It is a governance and financial risk — one that sits on the desks of executive management and compliance functions alike.”

accounting authorities, executive management, risk management units and compliance functions. Organisations now face direct liability for compensation costs arising from workplace injuries or occupational diseases, alongside litigation risk and reputational damage.

The amendment places greater responsibility on these functions to strengthen internal monitoring, ensure timely ROE submissions and improve occupational health and safety controls.

What it means for employees

The amendments expand protection to categories of workers previously excluded — part-time employees, fixed-term and seasonal workers, domestic workers and certain independent contractors or on-demand workers. For the first time, these workers have a formal safety net.

Organisations that fail to adapt face financial penalties and increased legal exposure. The amendments have been progressively implemented throughout 2026, with Section 81(3) in effect from 1 April.



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