



Sector Education and Training Authorities



labour

Department:
Labour
REPUBLIC OF SOUTH AFRICA

Introduction

“SETA” stands for Sector Education and Training Authority. These organisations were re-established by the Minister of Labour, Membathisi Mdladlana, on 3 March 2005.

Why SETAs?

The National Skills Development Strategy (NSDS) has as its:

Vision

Skills for sustainable growth, development and equity.

Mission

The National Skills Development Strategy (NSDS) contributes to sustainable development of skills, growth and equity of skills development institutions by aligning their work and resources to the skills needs for effective delivery and implementation.



Indicator

Government and its social partners assess the contribution of the NSDS institutions and resources to the nationally agreed strategy for growth, development and equity.

Although many South Africans are optimistic about the future not one of them is in any doubt about the challenges and problems that will have to be overcome if this vision is to be fulfilled.

There are millions of people who need to learn new skills. Some are already in jobs who need to improve their skills and to learn new ones. Each year there are thousands of young people who finish their education and are looking for jobs. More than 50% of Grade 12 learners leave school without basic skills to seek work. They need skills and training. There are nearly 4.3 million people who are unemployed. Most of them have few skills and little training. There is an estimated figure of between 6 000 and 7 000 unemployed graduates. There are those who want to run their own businesses; people with disabilities, and those whose current skills provide them with barely enough money to survive. All need and can benefit from skills development.

SETAs have been established to manage the many skills development needs. Each SETA coordinates skills development in its particular sector. For the purposes of planning and managing the delivery of training, the economy has been divided into 23 sectors, each of which has its own SETA.

A sector is made up of economic activities that are linked and related. So, for example, there is a SETA that deals with the banking sector; another is concerned with skills development in the information technology sector; another is responsible for the manufacturing sector and there is a SETA for agriculture. The SETAs cover both the public and private sectors.

The Principles of the NSDS are the following:

- Support economic growth for employment creation and poverty eradication
- Promote productive citizenship for all by aligning skills development with national strategies for growth and development
- Accelerate broad based economic empowerment and employment equity,

(85% Black, 54% women and 4% people with disabilities including youth in all categories). Learners with disabilities to be provided with reasonable accommodation such as assistive devices and access to participate in skills development

- Support, monitor and evaluate the delivery and quality assurance system necessary for the implementation of the NSDS
- Advance the culture of excellence in skills development and life-long learning.

What is a SETA?

“SETA” stands for Sector Education and Training Authority. They are concerned with education and training and their job is to help implement the National Skills Development Strategy and to increase the skills of people in their sector.

The SETAs have replaced the 33 Industry Training Boards but have greater powers and responsibilities. They cover every industry and occupation whereas the Industry Training Boards covered some sectors only and focused mainly on apprenticeships. SETAs are concerned with learnerships, the internships, learning programme type matrix and unit based skills programmes. The SETAs were established after a research process. This was to determine how the different sectors should be defined and what industries should be linked to each SETA.

Employers organisations and trade unions in each sector established working groups to prepare applications to the Minister to approve the re-establishment of each SETA. To achieve the status of a SETA, the applications had to demonstrate that employers organisations and trade unions supported the proposed SETA after a consultation process. SETAs were re-established under Regulation 27445 of 31 March 2005 with the stipulated provisions. The Minister only approved the establishment of a SETA once he was satisfied that the necessary preparatory work had been undertaken.

What do SETAs do?

The functions and responsibilities of SETAs are set out in Chapter 3, section 10 of the Skills Development Act, 1998. Their main function is to contribute to the raising of skills, to bring skills to the employed, or those wanting to be employed, in their sector. They have to do this by ensuring that people learn skills that are needed by

employers and communities. There is no value in training people if they cannot use the skills they have learnt. Training and skills development is not just for young people starting their first jobs, though it is important for them too! The skills of people already in jobs must also be enhanced. Training must be to agreed standards and within a national framework wherever possible. It is no good if someone is trained in one province and their qualifications are not recognised in another. It is not ideal for one employer to increase the skills of his or her staff if another employer does not recognise them. All training, wherever it is provided should be subject to quality control and where appropriate be compared to the best international standards.



In order to achieve these objectives the Skills Development Act states that the functions and duties of a SETA are to:

- Develop a sector skills plan
- Implement the sector skills plan
- Develop and administer learnerships

- Support the implementation of the National Qualifications Framework
- Undertake quality assurance
- Disburse levies collected from employers in their sector
- Report to the Minister of Labour and to the South African Qualifications Authority.

The Act also gives power to SETAs to take appropriate action to enable them to undertake these various functions.

Developing the Sector Skills Plan (SSP)

In essence Sector Skills Plans are five-year sector education and training skills development reports prepared by SETAs, aimed at identifying the skills needs of industrial sectors (including skills shortages and gaps), as well as constraints to the effective utilisation and development of skills in relation to the objectives of the NSDS, as well as provincial growth and development strategies (including major projects) and relevant industrial strategies.

Annual updates are annual revisions of the five-year Sector Skills Plans and provide SETAs with the opportunity to update and align information to changes that might have occurred in the sector post the submission of the Sector Skills Plans or previous annual update.

The Sector Skills Plans or annual update also provides signals to education and training providers and communities about skills that are currently needed or will be needed in future in the economy.

The Sector Skills Plans were compiled by the SETAs and most had a steering group of employer and worker representatives to oversee the process. A team of experts led by the Department of Labour assessed the Sector Skills Plans.

Sector Skills Plans are important in making decisions about priorities for skills development and identification of critical skills in different sectors. The Sector Skills Plans are important for the SETAs since it provides the framework and background for their actions. The Sector Skills Plan is also important to employers and workers to help them better understand the sectors in which they are working. The Sector Skills Plan is also important to all education and training providers

since it should provide valuable signals about development and future skills needs.

Each Sector Skills Plan must conclude with a set of strategic objectives aligned to the National Skills Development Strategy (NSDS).

There are five key elements that must be looked at when Sector Skills Plans are written and reviewed. These are the following:

1. Sector profile

The main purpose of the sector profile section is to present a descriptive picture of the sector as it is currently, how it has changed over time as well as future/anticipated changes. It should cover the following elements:

- Industrial and occupational profile
- Drivers of change
- Non-sector specific issues
- Sector specific industrial strategies.

2. Demand for skills

This section should provide information on the demand for skills in the sector. Skills can either be linked to occupational scarcity or a skills gap (“top-up skills”) within an occupation. The demand for skills can be determined, amongst others, through the recruitment demand for certain positions and new opportunities and developments in the sector resulting in new skills demands. Aspects to be covered to identify needs include the following:

- Current employment patterns
- Employment trends and patterns
- Future employment signaling.

3. *Supply of skills*

This element must reflect the current skills levels (using education levels or qualifications) of the economically active population. Comments should be made about the adequacy of these in the context of the economic and social environment the SETA operates within. Again, skills can either be linked to occupations or “top-up skills” within an occupation.

The chapter must also reflect the supply of education and training from the education and training system (schools, Further Education and Training (FET) and Higher Education and Training (HET) Institutions) as well as non-formal training provisions and all internal or workplace training provisions of workers such as learners on learnerships, apprenticeships and internships.

4. *Scarce and critical skills identification*

This section aims to provide an analysis of the projected employment and skills needs, informed by, but not limited to a gap analysis of the supply and demand for skills and must result in a critical and scarce skills list as per NSDS Indicator 1.1.

For the completion of this section the term **scarce skills** is reserved for those occupations in which there is a scarcity of qualified and experienced people – current or anticipated. Critical skill, on the other hand is reserved for a particular skill within an occupation.



5. *Small business, entrepreneurial opportunities and other NSDS priorities*

This section highlights issues impacting on the addressing of NSDS indicators not directly related to scarce and critical skills as defined in this document. The following sections need to be covered:

5.1. Small business and entrepreneurial opportunities as per Indicators 4.3 and **5.2.** in the NSDS should be noted that the focus is on identifying and developing new ventures to enable individuals, either alone or in small groups, to move from unemployment to formal employment through the development of small sustainable and self-run enterprises. Small businesses that are successfully operating or emerging in the formal economy – and many of these dominate in specific economic sectors. Specific support to small levy paying firms as per Indicator 2.2.

Implementing the Skill Plan

SETAs will assist in a number of ways:

- They will encourage and help employers to prepare Workplace Skills Plans
- They will also pay a grant to an employer who prepares a Workplace Skills Plan
- The SETAs will monitor these plans and their implementation.

A Workplace Skills Plan matches strategies and activities in the workplace to the skills that workers require. The Workplace Skills Plan is important in identifying training requirements.

Every employer (or for small firms a group of employers) should designate at least one person to act as a Skills Development Facilitator. SETAs will liaise with the Skills Development Facilitator so that each employer knows about skills development. The Skills Development Facilitator will be the point of contact between an employer and the SETA. The SETAs will also give guidance about training and preparing skills development facilitators for their role.

Developing and administering learnerships

SETAs are involved in the development of learnerships that include the traditional apprenticeships of the past, internships, learning programmes and unit-based programmes. Like apprenticeships, learnerships combine practice and theory. The main difference is that learnerships go beyond “blue – collar” trades – they also prepare people for higher and semi-professional occupations. A person who completes a learnership will be able to demonstrate the practical application of skills and will also have learnt theoretical applications. An electrician must be able to wire a plug and she/he should also know why it is vital to place wires at the appropriate terminal and the consequences of getting this wrong. A community health worker should be able to turn a bed-ridden patient but also understand why this is necessary and that unless it is done the patient might develop bed sores.

Learnerships can be development in any area identified in the Sector Skills Plan as a need. The development and implementation of learnerships is a major feature of the National Skills Development Strategy. Success Indicator 2.8 and 4.1 says that by March 2010 at least 125 000 workers should be assisted to enter and at least 50% successfully have completed programmes, including learnerships and apprenticeships, leading to basic entry, intermediate and high level scarce skills. Respectively by March 2010 1 250 unemployed people assisted to enter and at least 50% should successfully complete programmes, including learnerships and apprenticeships, leading to basic entry, intermediate and high level scarce skills, impact measured. Once they have completed their learnerships, learners will receive a certificate from a SETA to show that they have a qualification that is part of the National Qualifications Framework (NQF) of South Africa.

Learnerships are a new way of training. It is the work of the SETAs to:

- Encourage employers, workers and training providers to design new learnership programmes
- Recommend new learnerships to the Department of Labour and SAQA so that they can be satisfied the learnership will train people in skills that are needed and that the learnership programme has the right mix of practical training and theory
- Administer the learnership agreement between an employer, a learner and an education and training provider

- Assist in the identification of on-the-job and off-the-job education and training and to promote core skills such as literacy and numeracy, team work and problem-solving
- Promote learnerships to employers, workers, young people and their parents to build support for these new programmes
- Monitor the implementation of learnerships and spread examples of good practice
- Issue certificates to people who complete learnerships successfully.



The following example show how this might work:

If the Tourism and Hospitality SETA (THETA) decided to develop a learnership for a chef with advanced cooking skills... then THETA would do the following:

- Approve the learnership
- See that the correct training standards are developed in the right format for SAQA registration
- Register the learnership with the Department of Labour

- Provide model learnership agreements for the learner, employer and training provider to sign
- Make sure that there are people to assess the qualification and that, where needed, materials and trainers are developed
- Follow the progress of the learnership programme to find out if there were problems and how to solve them.

Implementing the National Qualifications Framework (NQF)

The National Qualifications Framework (NQF) is the framework, based on eight levels, on which any qualification or learning outcome can be registered. The National Qualifications Framework is being developed under the guidance of the South African Qualifications Authority (SAQA).

SETAs do not set standards or provide education or training programmes but they support the national qualifications framework in the following ways:

- They support the Standards Generating Bodies (SGBs). These are SAQA approved working groups that develop standards and qualifications to be registered on the National Qualifications Framework. SETAs may initiate the process of setting up Standards Generating Bodies under SAQA
- They provide information about standards and the best ways of doing things
- They provide employers, workers and trainers advice on how to implement the NQF.

Assuring quality

Each SETA, once established, had to apply to the South Africa Qualifications Authority to seek recognition as an Education and Training Quality Assurer (ETQA).

As an ETQA, each SETA must make sure that the training programmes and qualifications for which it is responsible are of the same high standard no matter where in the country they are presented.

SETAs must ensure that providers are competent to deliver good courses. SETAs must also look at the ways learners are assessed, and that assessments are carried out properly. For example, if two people are undertaking learnerships in plumbing in different parts of the country, it is important that employers and learners are confident that they will be assessed to the same standard. The certificates that SETAs give to learners at the end of their training are proof to possible future employers anywhere in the country that the learners have received good quality training.

In promoting quality provision SETAs will:

- Accredit education and training providers
- Monitor provision to ensure that programmes are being followed
- Register assessors
- Collaborate with other education and training quality assurers. In most sectors SETAs will not be the only quality assurers. For example, in the Mining Sector, in addition to the SETA there are professional bodies responsible for assuring the quality of the education and training of professional engineers. Each SETA will need to reach agreement with other ETQAs about the exact qualifications and standards for which each will be responsible
- Report to the South African Qualifications Authority on how they fulfill their ETQA role.

Administering the levy grant system

Employers pay a certain amount of money every month to the South African Revenue Service (SARS) as a skills levy. The Department of Labour divides the money so that each SETA get 80% of the money paid by the employers in its sector. The remaining 20% goes to the National Skills Fund.

The SETAs use a small amount of this money (not more than 10%) to cover their administrative costs. The rest of the money is used as grants. There are two types of grants – mandatory grants based on the levy paid by employers, and discretionary cash grants.

Employers who are up-to-date with the payment of the skills development levy can

claim grants from their SETAs. The mandatory grants, for submission of a Workplace Skills Plan (WSP) and an Annual Training Report (ATR) of performance against the Workplace Skills Plan, must be paid by the relevant SETA as long as the employer submits the application on time and provides proof of training as per the Workplace Skills Plan. The mandatory grant is fixed as a percentage of the levies paid by an employer. An employer who makes an application on time and in the proper way will receive 50% of the total levies she/he has paid. Employers who do not meet these requirements will forfeit their right to claim mandatory grants.

SETAs can pay discretionary grants to employers, learners, providers and other stakeholders for various skills development initiatives aimed at the achievement of the objectives of the National Skills Development Strategy.

The Minister of Labour regulates the grants that SETAs administer. Details about the level of grants and how to apply for them can be obtained from any SETA or from the Department of Labour.



Reporting and liaison

SETAs exist to provide services to their sectors. They are accountable to their sectors and must report to them. SETAs are expected to forge links with the different bodies in their sectors, including employers, trade unions, professional bodies and associations, education and training providers and with stakeholders.

SETAs are statutory bodies. This means that they are established by an Act of Parliament and they are given clear responsibilities to be discharged in the public interest. The levy collected from employers is public money.

The Director-General of the Department of Labour is the Accounting Officer. SETAs must therefore report to the Director-General on the efficient and effective use of their funds. They are also governed by the Public Finance Management Act (PFMA), the provisions of which are designed to ensure that public bodies operate in a manner that is not wasteful or irresponsible.

In order that SETAs are publicly accountable, and to give them full responsibility and scope to organise their work, each SETA is required to enter into a Service Level Agreement with the Department. This Service Level Agreement will set out the support that the Department will provide to the SETA and objectives and reporting requirements of SETAs.

A SETA Forum has been established and meets on a regular basis. This encourages SETAs to meet to exchange views and provide a means for the Department, the National Skills Authority and SETAs to discuss operational and emerging policy issues.

How are SETAs organised?

SETAs have governing bodies made up of equal numbers of employer and worker representatives. The governing bodies can also include relevant government departments and, if the Minister approves, professional bodies and bargaining council representatives.

If a SETA is large enough, or its sector is complex, it can delegate functions to chambers, which deal with skills development in specific sub-divisions of the sector.

For example: the SETA for the manufacturing and engineering sector, MERSETA, has five chambers:

- Automotive
- Metal and engineering
- Motor

- Plastics
- New tyres.

Each SETA has full-time staff to coordinate activities and to implement the decisions of SETA Boards.



How can your SETA help you?

SETAs are working hard to make sure that the skills of each sector are identified and that programmes who meet those skills are prepared and delivered.

SETAs are ready to supply information about their work and the services that they provide to assist employers, workers and other stakeholders. They will also be ready to suggest ways in which you might be able to support skills development.

How can you contact your SETA?

A list of all SETAs, the addresses and contact details are included for your convenience.

Details are also available on the Department's website at www.labour.gov.za.

SETA contact details

No	Name	Numbers	Email	Address
1.	<p>FASSET Financial and Accounting Services Contact: Cheryl James (CEO)</p> <p>Nawaal Patel (ETQA + L/S Manager)</p>	<p>Tel: 011 476 8570 Fax: 011 476 5756</p>	<p>cheryl.james@fasset.org.za nawaal.patel@fasset.org.za www.fasset.org.za</p>	<p>Postal PO Box 6801 CRESTA 2118</p> <p>Street Block A 306 3rd Floor Eva Office Park Cnr Beyers Naude and Judges Avenue Blackheath JOHANNESBURG</p>
2.	<p>BANKSETA Banking Sector Education and Training Authority Contact: Frank Groenewald (CEO) Daphne Hamilton (ETQA) Sandra Dunn (L/S)</p>	<p>Tel: 011 805 9661 Fax: 011 805 8348</p>	<p>frankg@bankseta.org.za daphneh@bankseta.org.za sandrada@bankseta.org.za www.bankseta.org.za</p>	<p>Postal PO Box 11678 VORNA VALLEY 1686</p> <p>Street Block 6 Thornhill Office Park 94 Bekker Road Vorna Valley MIDRAND</p>
3.	<p>CHIETA Chemical Industries Education and Training Authority Contact: Derek Poee (Act. CEO) Mariam Christopher (L/S) Shidi Mogonare (ETQA)</p>	<p>Tel: 011 726 4026 Fax: 011 726 7777</p>	<p>dpooe@chieta.org.za mchristopher@chieta.org.za smogonare@chieta.org.za www.chieta.org.za</p>	<p>Postal PO Box 961 AUCKLAND PARK Richmond 2092</p> <p>Street No 2 Clarsmart Road Richmond JOHANNESBURG</p>
4.	<p>CTFLSETA Clothing, Textiles, Footwear and Leather Sector Education and Training Authority Contact: Dr Hoosen Rasool (CEO) P.K Naicker (ETQA)</p>	<p>Tel: 031 702 4482/3/4 Fax: 031 702 4113</p>	<p>hoosen@ctflseta.org.za ajw@intekom.co.za www.ctflseta.org.za</p>	<p>Postal PO Box 935 PINETOWN 3610</p> <p>Street 3rd Floor Umdoni Centre 28 Crompton Street PINETOWN</p>

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5.	CETA Construction Education and Training Authority Contact: Tebogo Thejane (CEO) Jerry Modise (L/S) Gerard Smith (ETQA)	Tel: 011 265 5900 Fax: 011 265 5924	ceo@ceta.co.za jerry@ceta.co.za gerard@ceta.co.za www.ceta.co.za	Postal Box 1955 HALFWAY HOUSE 1685 Street 1st Floor Unit 5 Momentum Business Park Old Pretoria Main Road MIDRAND
7.	ETDP SETA Education, Training and Development Practices Sector Education and Training Authority Contact: Nombutelo Nxesi (CEO) Tshinyiwaho Phidane (L/S) Albert Mathebula (ETQA)	Tel: 011 807 5621 Fax: 011 807 7490	nombulelon@etdpseta.org.za tshinyiwahop@etdpseta.org.za albertm@etdpseta.org.za www.etdpseta.org.za	Postal PO Box 5734 RIVONIA 2128 Street Coombe Place Building 10 Tuscany Office Park RIVONIA
8.	ESETA Energy Sector Education and Training Authority Contact: Bafana Ngwenya Walter Langhinnerich Johan Swanepoel	Tel: 011 689 5300 Fax: 011 689 5342/40	bafanan@eseta.org.za walterl@eseta.org.za johans@eseta.org.za www.eseta.org.za	Postal PO Box 5983 JOHANNESBURG 2001 Street 35 Prichard Street 1066 Old Mutual Building 19th Floor JOHANNESBURG 2000
9.	FOODBEV Food and Beverages Manufacturing Industry Sector Education and Training Authority Contact: Ravin Deonnarian (CEO) Blanche Engelbrecht (L/S) Krappie Eloff (ETQA)	Tel: 011 802 1211 Fax: 011 802 1518	ravind@foodbev.co.za blanchee@foodbev.co.za krappie@foodbev.co.za www.foodbev.co.za	Postal PO Box 245 GALLO MANOR 2052 Street The Woodlands Building 23 2nd Floor Woodlands Drive WOODMEAD

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11.	HWSETA Health and Welfare Sector Education and Training Authority Contact: D. C. Cronje (Act. CEO) Vuyani Nkalitshane (L/S) Bheki Zulu (ETQA)	Tel: 011 622 6852 Fax: 011 622 4460	ceo@hwseta.org.za vuganin@hwseta.org.za bhekiz@hwseta.org.za www.hwseta.org.za	Postal Private Bag X15 GARDEN VIEW 2047 Street 10 Brandford Road Cnr . Brandford and Smith Street BEDFORDVIEW
12.	ISETT Information Systems, Electronics and Telecommuni-cations Technologies Contact: Oupa Mopaki (CEO) Jabu Sibeko (L/S) Sidney Mudau (ETQA)	Tel: 011 805 5115 Fax: 011 805 6833	oupa.mopaki@isettseta.org.za jabu.sibeko@isettseta.org.za sidney.mudau@isettseta.org.za www.isettseta.org.za	Postal PO Box 5585 HALFWAY HOUSE 1685 Street Gallagher House 19 Richards Drive MIDRAND
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14.	LGSETA Local Government, Water and Related Services Sector Education and Training Authority Contact: Sidwell Mofokeng (CEO) Pauline Matthaela (ETQA)	Tel: 011 456 8579/62 Fax: 011 450 4948	wandan@lgseta.co.za sidwellm@lgseta.co.za paulinem@lgseta.co.za www.lgseta.co.za	Postal PO Box 1946 BEDFORDVIEW 2008 Street 4/6 Corporate Park Building 20 Skeen Boulevard BEDFORDVIEW

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16.	MQA Mining Qualifications Authority Contact: Liwuwani Nengovhela Xolisa Ngikelana (L/S) Keith Charles (ETQA)	Tel: 011 630 3500 Fax: 011 832 1027	nicolej@mqa.org.za xolisam@mqa.org.za keithc@mqa.org.za www.mqa.org.za	Postal Private Bag X118 MARSHALLTOWN 2017 Street Union Corp Building 78 Marshall Street MARSHALLTOWN
17.	MERSETA Manufacturing, Engineering and Related Services Education and Training Authority Contact: Raymond Patel (CEO)	Tel: 011 544 1316 Fax: 011 484 9319	bvanstraaten@merseta.org.za www.merseta.org.za	Postal PO Box 61826 MARSHALLTOWN 2107 Street 3rd Floor Metropolitan Park 8 Hillside Road PARK TOWN
19.	SASSETA Police, Private Security, Legal and Correctional Services Contact: Vuyelwa Penxa (CEO) Themba Mhlambo (L/S) Anika Jacobs (ETQA)	Tel: 011 805 0084 Fax: 011 805 6630	vpenxa@poslecseta.org.za tmhlambo@poslecseta.org.za ajacobs@poslecseta.org.za www.poslecseta.org.za	Postal PO Box 7612 HALFWAY HOUSE 1685 Street 19 Richards Drive Gallagher Estate MIDRAND
20.	AGRISETA Primary Agriculture Education and Training Authority Contact: Machiel van Niekerk (CEO) Fanny Phetla (L/S) Tebogo Mmotla (ETQA)	Tel: 012 325 1655 Fax: 012 325 1677	machiel@paeta.co.za www.agriseta.org.za	Postal PO Box 26024 ARCADIA Pretoria 0007 Street Paeta Building 52 Belvedere Street ARCADIA

No	Name	Numbers	Email	Address
21.	PSETA Public Service Sector Education and Training Authority Contact: Renee Deschamps (CEO) Lawrence Tsipane	Tel: 012 314 7208 Fax: 012 323 2386	renee@pseta.gov.za lawrencet@dpsa.gov.za	Postal Private Bag X916 PRETORIA 0001 Street Transvaal House Cnr Vermeulen and Van der Walt Streets PRETORIA
23.	SERVICES Services Sector Education and Training Authority Contact: Ivor Blumenthal (CEO)	Tel: 011 715 1800 Fax: 011 726 4416		Postal PO Box 3322 HOUGHTON 2040 Street 14 Sherbourne Road PARKTOWN
25.	THETA Tourism and Hospitality Education and Training Authority Contact: Mike Tsofetsi (CEO)	Tel: 011 803 6010 Fax: 011 803 6702	mike@theta.org.za	Postal PO Box 1329 RIVONIA 2128 Street HITB 38 Homestead Road RIVONIA
26.	TETA Transport Education and Training Authority Contact: Dr. Piet Bothma	Tel: 011 781 1280 Fax: 011 781 0200	piet@teta.co.za	Postal PO Box 1283 JOUBERT PARK 2044 Street 2nd Floor 344 Pretorius Street RANDBURG
27.	W&RSETA Wholesale and Retail Sector Education and Training Authority Contact: Joel Dikgole	Tel: 012 452 9200 Fax: 012 452 9229		Postal PO Box 9809 CENTURION 0046 Street Werseta House 224 Witch-Hazel Street Highveld Technopark CENTURION

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Witbank Tel: (013) 655 8700

North West
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Phuthaditjhaba Tel: (058) 713 0373
Sasolburg Tel: (016) 970 3200
Thaba Nchu Tel: (051) 873 2004
Welkom Tel: (057) 391 0200
Zastron Tel: (051) 673 1471

Gauteng North

Atteridgeville Tel: (012) 386 5116
Bronkhorstspuit Tel: (012) 386 5116
Garankuwa Tel: (012) 702 4525
Krugersdorp Tel: (011) 955 4420
Mamelodi Tel: (012) 805 5090
Pretoria Tel: (012) 309 5050

Randfontein Tel: (011) 693 3618
Soshanguve Tel: (012) 799 7395
Tembisa Tel: (012) 717 9500

Gauteng South

Alberton Tel: (011) 861 6130
Benoni Tel: (011) 747 9601
Boksburg Tel: (011) 898 3340
Brakpan Tel: (011) 744 9000
Carletonville Tel: (018) 788 3281
Germiston Tel: (011) 345 6300
Johannesburg Tel: (011) 497 3163
Kempston Park Tel: (011) 975 9301
Nigel Tel: (011) 814 7095
Randburg Tel: (011) 781 8144
Roodepoort Tel: (011) 766 2000
Sandton Tel: (011) 444 7631
Sebokeng Tel: (016) 988 2626
Soweto Tel: (011) 939 1200
Springs Tel: (011) 362 6636
Vanderbijlpark Tel: (016) 981 0280
Vereeniging Tel: (016) 430 0000

KwaZulu-Natal

Dundee Tel: (034) 212 3147
Durban Tel: (031) 336 1500
Estcourt Tel: (036) 352 2161
Kokstad Tel: (039) 727 2140
Ladysmith Tel: (036) 637 3461
Newcastle Tel: (034) 312 6038
Pietermaritzburg Tel: (033) 342 9361
Pinetown Tel: (031) 700 2206
Port Shepstone Tel: (039) 682 2406
Prospecton Tel: (031) 902 1590
Richards Bay Tel: (035) 789 3760
Richmond Tel: (033) 212 2768
Stanger Tel: (032) 551 4291
Ulundi Tel: (035) 879 1439
Verulam Tel: (032) 533 5050
Vryheid Tel: (034) 980 8992

Limpopo

Giyani Tel: (015) 812 9041
Lebowakgomo Tel: (015) 633 6958
Lephalale Tel: (014) 763 2162
Makhado Tel: (015) 516 0207
Modimolle Tel: (014) 717 1046
Mokopani Tel: (015) 491 5973
Phalaborwa Tel: (015) 781 5114
Polokwane Tel: (015) 299 5000
Seshego Tel: (015) 223 7020
Thohoyandou Tel: (015) 960 1300
Tzaneen Tel: (015) 306 2600

Mpumalanga

Baberton Tel: (031) 712 3066
Bethal Tel: (017) 647 2383
Carolina Tel: (017) 843 1077
Ermelo Tel: (017) 819 7632
Evander Tel: (017) 632 2295
Groblersdal Tel: (013) 262 3150
Kwamhlanga Tel: (013) 947 3173
Lydenburg Tel: (013) 235 2368
Middelburg Tel: (013) 283 3600
Nelspruit Tel: (013) 753 2844
Nhlazatshe Tel: (017) 883 2414
Piet Retief Tel: (017) 826 1883
Sabie Tel: (013) 764 2105
Secunda Tel: (017) 631 2585
Standerton Tel: (017) 712 1351
Volksrust Tel: (017) 735 2994

Northern Cape

Calvinia Tel: (027) 341 1523
De Aar Tel: (053) 631 0952
Kimberley Tel: (053) 838 1500
Kuruman Tel: (053) 712 3952
Postmasburg Tel: (053) 313 0641
Springbok Tel: (027) 718 1058
Upington Tel: (054) 331 1752

North West

Brits	Tel: (012) 252 3068
Christiana	Tel: (053) 441 2120
Klerksdorp	Tel: (018) 464 8700
Lichtenburg	Tel: (018) 632 4323
Mafikeng	Tel: (018) 381 1010
Mogwase	Tel: (014) 555 5693
Potchefstroom	Tel: (018) 297 5100
Rustenburg	Tel: (014) 592 8214
Taung	Tel: (053) 994 1679
Vryburg	Tel: (053) 927 5221

Western Cape

Beaufort West	Tel: (023) 414 3427
Bellville	Tel: (021) 941 7000
Cape Town	Tel: (021) 460 5911
Claremont	Tel: (021) 683 2388
George	Tel: (044) 801 1201
Knysna	Tel: (044) 382 3150
Mitchell's Plain	Tel: (021) 376 1771
Mossel Bay	Tel: (044) 691 1140
Oudtshoorn	Tel: (044) 272 4370
Paarl	Tel: (021) 872 2020
Somerset West	Tel: (021) 852 2535
Vredenburg	Tel: (022) 715 1627
Worcester	Tel: (023) 347 0152