

Skills for a Just Climate Transition Indaba

**Towards a Skills Plan: Reflecting on the JET-IP
skills development interventions**

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**higher education
& training**
Department:
Higher Education and Training
REPUBLIC OF SOUTH AFRICA



Creating a Sustainable Tomorrow – Today

SPEAKER BIOS

OPENING ADDRESS



Zukile Christopher Mosheshe Mvalo (DHET)

Deputy Director-General: Skills Development Branch, Department of Higher Education and Training

Mr. Mvalo is the Deputy Director-General: Skills Development Branch of the Department of Higher Education and Training since August 2015. Before joining the Department of Higher Education and Training, he was an Executive Director: Corporate Services in the Cape Winelands District Municipality. In August 2012, he joined the Department of Higher Education and Training as the Chief Director: Work Integrated Learning, Partnerships and Innovation, and later in July 2013.

He has acquired various qualifications in various fields, including, BA in Social Work at the University of the Western Cape, Master in Public Administration at the University of the Western Cape, a Post-Graduate Diploma in Employment Law at the University of Cape Town, and an LLB and Master of Laws (LLM) at the University of South Africa.

PANEL 1: Mechanisms for demand led skills interventions.



Sybil Chabane (Second Stage Consultant)

Ms Sebolelo Sybil Chabane is the former Director: PSET System Planning at the Department of Higher Education and Training. In that capacity, she was the Programme Manager for the implementation of the Economic Reconstruction and Recovery Plan Skills Strategy, which seeks to ensure that skills will not be a constraint to the economic recovery of the country following the COVID 19 pandemic. More generally, she was responsible for the implementation of the National Plan for Post School Education and Training.

She is currently an independent consultant with over 25 years' experience in public policy research and implementation, supporting development initiatives of government and international donor agencies in education and skills

development. In addition, she was the co-founding Member of Synthecon Sutures Manufacturing, a pharmaceutical manufacturing firm producing surgical sutures. She oversaw the implementation and certification of the firm's ISO 9001 quality management system. She holds a Bachelor of Arts (Economics) from Wake Forest University, and a Master's in Public Affairs (Development Studies) from Princeton University.



Tshwanelo Rakaibe (CSIR)

Tshwanelo is currently a senior researcher in the Energy Industry team in the Energy Centre of the Council for Scientific and Industrial Research (CSIR). She began her career as an intern operationalizing cross border energy trading agreements at Eskom and stayed on as a project coordinator in Eskom developing cross border generation and transmission projects. After Eskom, she went to further her studies at the University of Dundee in Scotland where she obtained her Masters in Energy Studies on a Chevening Scholarship and Oppenheimer Memorial Trust Postgraduate study award.

Upon completion of her studies, she returned to South Africa and joined the Presidential Infrastructure Coordinating Commission (PICC) Technical Unit as a Researcher. She later joined the USAID funded Southern African Energy Program (SAEP) as a deputy lead working with numerous partners in the region to harmonize cross border trade regulations. Prior to joining the CSIR she was a project lead for numerous national strategic integrated projects (SIPs) at the IDC and at the CSIR, Tshwanelo's work focusses on the socio-economic impacts of the Just Energy Transition.



Boitumelo Molete (COSATU)

Boitumelo is a key resource person in the climate change and just transition discourse and has been actively part of building an organised labour perspective for the past 8 years. It is through interrogating the effects of Climate Change on the working class, her expertise began at the National Labour and Economic Development Institute (NALEDI).

She is one of the experts who inputted and contributed on the newly developed COSATU Just Transition Blueprint for Workers (2022) which is a toolkit developed to articulate just transition for the identified sector as well as provide pathways for workers. Her work is centred around engaging with stakeholders on topical issues including energy; decent work and the impact that climate change and the just transition have on various sectors. She is tasked with establishing capacity building programmes within trade union federation affiliates, conducting workshops as well as lobbying on behalf of workers.

She sits at the National Economic Development and Labour Council (NEDLAC) on behalf of the COSATU, its affiliates and workers in various work streams with the aim of achieving policies that are influenced by organised labour. This includes representing Organised Labour in the NEDLAC MANCO and EXCO, and the Development Chamber.

Boitumelo is a Universal Basic Income Coalition (UBIC) subcommittee member; Trade Unions for Energy Democracy South (TUED South) Advisory Group Interim Committee member; and Youth Advisory Group of the Green Jobs for Youth Pact member (UNEP). She is COSATU's technical and strategic representative in the United Nations Framework Convention on Climate Change (UNFCCC).



Wendy Poulton (SANEA)

Wendy's main area of technical expertise is in the energy field where she has worked for more than 30 years. She has a unique set of skills that combine, strategy, sustainability, risk and coaching. She has in depth experience in developing strategy that integrates sustainability issues and addresses risk, both positive and negative. Wendy has for much of her career worked in the R&D space and is passionate about developing and testing new approaches. She is therefore a strong believer in taking an integrated approach as in today's complex world, problems are interconnected and require new mindsets and ways of thinking. She was awarded the outstanding order of contributors to Sustainable Development by the World Business Council for Sustainable

Development in 2011. She holds a Master's degree, Management and Strategy and Innovation diplomas and is a certified coach.

Wendy has experience in addressing climate change as well as in overall energy sector issues and policy for energy and sustainable development, various electricity generation and other technologies, strategy and decision making, energy planning, climate change, environment, safety, quality, research and development and strategic risk management. She has published and presented extensively in these fields. She also has in depth management experience having managed groups of people from 12 to 500 for the last 25 years and formal qualifications in this area. Wendy has in depth governance experience having served on the Board of the South African Bureau of Standards (SABS) and chaired a board risk sub-committee and served on the Board of the International Emissions Trading association, both for 2 terms. She chaired the International Chamber of Commerce's (ICC) Energy Task Force for a number of years and was the Vice Chair of the ICC Environment and Energy Commission for 3 years as well as an active participant in many other international business associations.

PANEL 2: Skills supply for emerging industries (skills readiness)



Mpho Mookapele (EWSETA)

Mpho Mookapele is a Chartered Accountant with over 16 years of experience in the Private and Public Sector in the Finance, Strategy Development and Regulatory Environment.

Mpho worked for Ernst & Young South Africa and Ernst & Young United Kingdom as a Trainee Accountant and worked through to Senior Manager in the Finance and Accounting Advisory Service Division. Through her career, Mpho has served in different spheres of the South African Government, the Private Sector and in the United Kingdom.

Mpho joined the Public Sector at the EWSETA as Chief Financial Officer in 2017 and served for 2 years before being appointed as Acting Chief Executive Officer for 2 years and was later officially appointed as Chief Executive Officer in 2020.

Mpho is passionate about life and her purpose is to live life to the fullest by serving her purpose. Her passion is for the development of the country, and

its young people, and she has served as the driving force for her dedication to the public sector.

Her dedication extends beyond the boardroom, she is involved in several initiatives aimed at capacitating women at different stages in life. Her passion for development of our country's youth runs deep and she sees every opportunity to serve others, as a privilege. Ms. Mookapele was awarded the 2019 overall winner of the SAICA Top-35-under-35 CA (SA) Competition

She also serves on several governance committee where she intends to impact the sector through policy setting as a member of various committees:

- ❖ Chairperson of SAICA's Ethics Committee
- ❖ SARETEC Advisory Board - Unizulu Council Member
- ❖ Novo Energy and –

African Women Chartered Accountants Board Committee



Candice Moodley (EWSETA)

Candice Moodley is an accomplished professional currently serving as the Corporate Services Executive at the Energy and Water Sector Education and Training Authority (EWSETA), a role she has held since 2014. In her capacity as Executive of Corporate Services, she oversees the areas of Marketing and Communications, ICT and Facilities, and Human Resources. Candice plays a vital role in ensuring business process alignment, optimizing systems, facilitating effective interfacing with shared services, and strategically positioning the organization's brand with internal and external stakeholders.

With a career that spans several decades, Candice's journey to her current position has been both extensive and remarkable. Throughout her journey, Candice pursued her academic aspirations alongside her professional endeavours. She obtained a BA LLB from the University of the Witwatersrand, laying a strong foundation in law. However, her career path evolved organically into the realm of marketing and communications. Eventually, she ascended to the position of Executive Director at a 100% women-owned turn-key Marketing and Communications

agency. This experience taught her the invaluable lesson that the key to success lies in recognizing and harnessing her power as a woman.

In the ever-changing SETA landscape, Candice remains committed to driving transformation within the sector. She firmly believes that women today possess passion, drive, capability, and extensive knowledge. When combined with their unwavering commitment to realizing the government's vision, these qualities make being a leader in the SETA both fulfilling and rewarding. Candice's dedication to pushing the boundaries of transformation underscores her influential role within the organization and her commitment to achieving long-term success in the industry.



Helen Brown (MERSETA)

Senior Manager: Applied Research & Innovation Projects, merSETA.

Acting Executive: Strategy & Research, merSETA.

Helen Brown completed her PhD in Higher Education Studies through the Institute of Post School Studies at the University of the Western Cape in 2021.

Helen's passion for teaching and learning within engineering systems has shaped much of her work at the merSETA over the past twenty years. Her current project related work includes:

- ❖ Industrialisation of new products or sub-system components.
- ❖ Quality development for teaching learning and assessment in TVET
- ❖ Career path development approaches
- ❖ Digital teaching and learning



Kedibone Moroane (CHIETA)

Executive Manager: Research and Planning, Chemicals SETA (CHIETA)

An innovative, analytical, and business savvy executive and skills development practitioner with 16 years working experience, 13 years at senior management level and 9 years leadership experience in the mining and manufacturing sectors.

Holds a BCom degree in Industrial Psychology and Business Management from the Central University of Technology, Free State, a Post Graduate Diploma in Public and Development Management from the Wits School of Governance, and a Master of Business Administration from the Wits Business School.

She has held positions in research, skills development, and strategy development in the public and private sector with exhibited strength in building, developing, and maintaining partnerships and relationships with key stakeholders and clients while promoting corporate sustainability.

Has established a reputation for execution, operations management, and people development with proven history of high performance and efficiency whilst simultaneously improving employee engagement, shared value, and good corporate governance.

She has been a member of the Operation Phakisa Offshore Oil and Gas exploration that produced the skills master plan from 2014 to date, aimed at unlocking the economic potential of South Africa's oceans. As a policy analyst has contributed significantly to the review and improvements of skills development policies, regulations and strategies for accelerated implementation and improved livelihoods.



Tshetlhe Litheko (NAAMSA)

Tshetlhe LITHEKO serves as the Chief Policy Officer at naamsa| The Automotive Business Council, where he leads the charge in driving public policy and industry transformation initiatives for Vehicle OEMs in South Africa. With a career spanning more than two decades, Tshetlhe's professional journey commenced with the establishment of an acclaimed NGO during his teenage years and progressed into roles across diverse sectors such as mining, media, and the

pharmaceutical industry, all distinguished by his unwavering dedication to fostering transformation and development. His thought leadership and writings regularly find a place in prominent publications and podcasts, solidifying his essential role as an influencer in South Africa's evolving landscape of change and development. Additionally, Tshetlhe presides over the Transformation Council and the Government Policy and Trade Council for OEMs, and he provides guidance as an Advisor at the Institution for the Future of Work (IFOW). He is also a valued member of the BUSA SMME subcommittee and the 4IR Institute at the CSIR.



Marianna Petrosillo (RES4Africa)

Marianna Petrosillo is the Area Manager Southern Africa for the RES4Africa Foundation, a private sector-backed non-profit organization committed in supporting the expansion of sustainable electrification in Africa.

She has been working in South Africa since 2020, leading a series of skills development and know-how dissemination initiatives, designed in close collaboration with energy stakeholders and local authorities, to connect the region with global market experiences from the Foundation's international network.

Marianna has more than 15 years of experience in engagement and partnership, which remain priorities of her commitment in Southern Africa, to ensure that every action in support of the

local power systems is sustainable and led by local leaders.

PANEL 3: Building inclusivity into the Just Transition



Nokwanda Maseko (TIPS)

Nokwanda Maseko is a Senior Economist at TIPS (Trade and Industrial Policy Strategies). Her work at TIPS is at the intersection of industrial policy, gender and the just transition. Her recent publications include an analysis of the petroleum-based transport value chain for the Sector Jobs Resilience plans and technical reports for the Presidential Climate Change Commission on gender and inequality in the just transition. Before joining TIPS, she worked as a Budget Analyst at the National Treasury and Assistant Director at the national Economic Development Department (EDD) focused on industrial policy.



Bertha Dlamini (AWEaP)

Ms. Dlamini is an advocate for accelerated participation of African Women and Youth in Africa's Power and Energy sector. She is the founding President of African Women in Energy and Power (AWEaP) an organization she founded to accelerate the participation of African Women Entrepreneurs in the full value chains of Power and Energy in Africa and contribute towards addressing the continent's energy poverty. The organization has 22 chapters in Africa. She is the founder of Rito Group of Companies Pty LTD, a consulting group with interests in management consulting energy and power consulting solutions. Ms. Dlamini is a highly rated and trusted industry player in South Africa's energy sector.

She served on the executive committee of the BRICS Women's Business Alliance from 2020 until January 2023.



Nthabiseng Msingatha (YouMeta)

Nthabiseng Msingatha is a change-maker at the intersection of climate action, education, and technology. As the founder of YouMeta, she is focused on empowering South Africa's at-risk youth by demystifying career pathways in the ever-changing work landscape. A pivot from civil to industrial engineering set her on this course, revealing a gap in career exposure and development for youth.

Nthabiseng moved to Cape Town to tap into its entrepreneurial ecosystem and accelerate her startup. There, she found her niche focusing on careers that contribute to the climate agenda. Her efforts paid off when she won the Cape Town Climathon competition, which centered on climate adaptation innovations, and later showcased her startup at Africa Climate Week, Nairobi.



Kate Mlauzi (WITS REAL)

Kate Mlauzi is currently pursuing a Master of Education with a specialization in education and work at the Centre for Researching Education and Labour. Her research interests are firmly centered on the idea of promoting the common good and exploring how education profoundly influences the constantly changing world of work.

Kate's academic journey has been focused on Social Science, with Bachelor of Arts (Hons) and a Master's degree in Development Studies.

She is a researcher who is deeply interested in understanding the relationship between education and the world of work, especially within the South African Post School Education and Training (PSET) sector. Kate has worked on various research projects in recent years, each of which has enriched her understanding of skills formation systems. Her academic experiences have allowed her to gain a deep understanding of the PSET sector and its vital role in shaping societal development.

Panel 4: Integrating and aligning skills planning with Just Transition



Joanne Yawitch (JET PMU)

Joanne Yawitch has occupied the position of Chief Executive Officer of the National Business Initiative (NBI) since March 2011. Prior to that she was Deputy Director General for Climate Change in the Department of Environmental Affairs and responsible for Environmental Quality and Protection.

She worked for the Gauteng Department of Environment from 1997 to 2004 and prior to that was Special Adviser to the then Minister of Land Affairs. Joanne is currently the Chairperson of the Board of Directors of South African National Parks and is a Board Member of SAFCOL and Chairs its Social and Ethics Committee.

Joanne has expertise in corporate sustainability, business and government collaboration, and environmental management including climate change issues.



Mamphokhu Khuluvhe (DHET)

Ms Mamphokhu Khuluvhe has many years of experience in education policy analysis, skills planning, research, monitoring and evaluation. She is currently a Director responsible for System Monitoring & Labour Market Intelligence in the Department of Higher Education and Training. She currently manages and oversees a major research project on Labour Market Intelligence which is a flagship intervention of the Department of Higher Education and Training to make the post-school education and training system more responsive to the needs of the labour market and to foster a demand driven approach to education &

training. The three key projects she managed and championed as part of the LMI research projects are the National List of Occupations in High Demand to support enrolment, career, resource, and programme planning in education and training; the Critical Skills List to be used by the Department of Home Affairs for the issuing of the critical work visas; and the Skills Strategy to respond to the post-COVID South African Economic Reconstruction and Recovery plan. She is also the principal investigator and researcher of key post-school education and training monitoring reports such as the PSET Monitor Report and the Report on Skills Supply and Demand in South Africa. She is currently leading the process to reconceptualise the Human Resource Development Strategy of South Africa and develop its implementation plan called the country-wide Master Skills Plan. Before joining the Department of Higher Education and Training, she worked for the Department of Human Settlement responsible for the overall management of conditional grants; National Treasury responsible for monitoring and analysing the intergovernmental grant system for Local Government; and Statistics South Africa responsible for the publication of the financial census of municipalities.



Alice Vozza (ILO)

Ms Alice Vozza is Skills and Lifelong Learning Specialist for Eastern and Southern Africa at the International Labour Organization. Over the last 17 years, Alice has been working for different ILO Country Offices and the ILO's International Training Centre, in the field of skills development, just transition, entrepreneurship and enterprise development, and the role of private sector and business associations.

Previously, she managed a green enterprise development project in Zimbabwe (2018-2020) and an institutional capacity development initiative for employers' organisations in East Africa (2010-2012). She worked for the ILO's International Training Centre for more than 10 years in green jobs, local economic development and disaster risk reduction through training, technical consultancy and networking services for local governments and decision-makers in the regions of Central and Latin America, Caribbean, and Southeast Asia.

Prior joining the ILO, Alice lived and studied in Italy, France, Spain and the UK where she also had working experiences with private enterprises and consultancy firms in the tourism and IT sectors. She holds a master's degree in Management of Development (ITCILO), a master's in Business Management (ESCP, Paris) and a degree in Political Science (University of Turin, Italy).



Stephanie Allais (WITS)

Stephanie Matseleng Allais is Research Chair of Skills Development and Professor of Education at the Centre for Researching Education and Labour at Wits University. She researches education and development and international education, focused on education/ work relationships. Her books include Knowledge, Curriculum, and Preparation for Work, published in 2018 by Brill/SENSE, with Yael Shalem, and Selling Education Out: National Qualifications Frameworks and the abandonment of Knowledge, published in 2014 by Sense.



Vijayen Naidoo (QCTO)

Mr Vijayen Naidoo was appointed as the CEO of the Quality Council for Trades and Occupations on 1 June 2017 having previously held the post of Chief Director for Occupational Quality Assurance since 2014. He is now serving his second term as the CEO after having been re-appointed by the Minister (HESI) as from June 2022. Prior to this, Mr. Naidoo worked for Umalusi (Council for General and Further Education and Training), as the Senior Manager: Quality Assurance of Assessment, where he was responsible for managing the development and implementation of the

Umalusi quality assurance systems to support the introduction of the National Certificate Vocational (NCV) in 2007 and the National Senior Certificate (NSC) in 2008.

Mr Naidoo has almost 35 years of experience in the education and training sector and has held various positions including teacher, technical college lecturer, Deputy Principal of a Technical College, and Deputy Chief Educational Specialist at the Gauteng Department of Education. His work focusses on Skills Development and the provisioning

thereof across the Post School Education and Training Sector (PSET) Sector. Mr Naidoo serves on the Board of South African Qualifications Authority (SAQA), the National Skills Authority (NSA), the Council for Higher Education (CHE) and Umalusi. He also serves on various task teams and structures which contribute to the development of key policies in the education and training sectors. His latest appointment is as a Member of the Committee for Integrated Post Schooling Education and Training (PSET) Planning. His areas of expertise are in Systems Planning, Quality Assurance and Assessment.



Shiksha Benimadho (Accenture)

Shiksha currently Heads up Accenture Development Partnership for Africa. Accenture Development Partnerships works with clients—including leading NGOs, private foundations, public donor agencies and the private sector—to create social impact and progress the Sustainable Development Goals.

Shiksha brings 19 years of experience that spans across roles in Learning and Development, with her forte being in the intersection of Business Transformation, Talent Transformation and Social Impact. In her 12 years at Accenture, Shiksha has brought immense value across multiple geographies across the world and worked within many industries.

In her free time, She volunteers her time at several Community Development organisations specifically around the fight against Gender Based Violence and Femicide.