MPUMALANGA REGIONAL TRAINING TRUST

MRTT

Empowerment Through Training

MPUMALANGA REGIONAL TRAINING TRUST NEWSLETTER

ISSUE 45| APRIL 2024

30 YEARS OF FREEDOM

South Africa 1994 - 2024

30 Years of Democracy:
Partnership and Growth

#Freedom30

From the EDITOR'S desk

The April newsletter introduces us to a new financial year reporting period of 2024-2025. A year in which we continue to celebrate thirty (30) years of a free and democratic South Africa. With this important issue we start by taking the opportunity reflect back and review our performance of the past financial year that ended 30 March 2024. However, in this issue we will be using the last report of the year under review, the 4th quarter to review our performance, based on the fact that our annual performance is still being audited by Auditor General (AG). That being the case, this issue will only focus on the review of 4th quarter performance as an entity. We believe the last quarter of the previous financial year, will give us a fair picture to reflect on our performance.

Our April publication features external activities that the entity participated in during the month of April 2024. We also bring you one of our familiar annual partnership campaign with the mother department, *the **Randza Xikolo Xa wena campaign***, which is aimed at school infrastructure renovations and repairs across all four districts of the province. Also featured is the HTA graduation and farewell function for our Food & Beverages learners who completed their one-year Learnership training programme, which earned them a National Certificate.

On internal news, we officially introduce you to a new team of interns that recently joined our entity. Their zeal, excitement and commitment in learning and contributing to the mandate of the entity is inspiring and we consider ourselves fortunate to have been chosen by them to share their acquired, skills, knowledge and competencies in their various respective field of work. Read and hear their visions and goals you will be inspired as I am have after reading their interviews.

Lastly, we are once again reminding you why we are all here at MRTT, to empower the youth through skills training, and as such, we bring you our previously trained learners who are doing great things which the skills we have empowered them with, on both hospitality and technical skills. For me, this is the main reason I love working for this entity of ours, seeing the end product, the result and the outcome of what we have been mandated for.

Happy 30 years Celebration of our beautiful rainbow Democracy!

Ms. Zanele L. Khoza

Editorial Team

Ms. Zanele L. Khoza
zkhoza@rttrust.co.za

Bonisiwe Mashaba
bonisiwem@rttrust.co.za

Selby Mkhatshwa
selbym@rttrust.co.za

The editorial team would like to hear from you. Please send your views and opinions to us.

Lerato Mahlangu
leratom@rttrust.co.za

VISION

To be recognised as an accredited sustainable skills development agency throughout Southern Africa.

MISSION

To provide quality customised training interventions, practical workplace training, placement and after-care according to the demands of the market that we serve for job creation and poverty alleviation

VALUES

- *Accountability;*
- *Transparency;*
- *Commitment;*
- *Innovation;*
- *Professionalism; and*
- *Respect*

MRTT CENTRES CONTACT DETAILS

HEAD OFFICE & EMALAHLENI TRAINING CENTRE

5 Moses Kotane Street Ferrobank
Witbank, 1035
Tel: (013) 699 0350
Email: info.centres@rttrust.co.za

HOSPITALITY AND TOURISM ACADEMY

Kanyamazane Road, Kanyamazane
Nelspruit
Tel: (013) 794 3892/93
Email: reservations.hta@rttrust.co.za

Fourth Quarter Performance Report: How did the entity perform?

As we just completed our 2023 – 2024 financial year, it will be prudent that we reflect back to our previous performance as we plan to engage with our activities for new financial year. Our April newsletter is, being the first issue, in the first quarter of our new financial year, is undoubtedly the perfect platform to look into previous performance with the intension of evaluating our performance for improvements where need be. That being the case, we have opted to look into our recent performance, that is the fourth quarter (4th) performance report, with the aim of tracking our performance on the skills development mandate that has been bestowed on us by the provincial government.

What is the 4th quarter, telling us in terms of our performance? A good performance report with achieved planned target will indeed indicate that we are moving in the right direction. However, a report with non-achieved targets represent poor performance that needs to be analysed, and formulate new strategies of ensuring targets are achieved as planned. The last report, can also be the correct instrument to be utilised in assessing achievable and non-achievable targets. For example, in cases where we struggled with achieving the same target from quarter one up to quarter four, that is a clear indication that such a target may require a review or serious turnaround strategy. Meaning in the current report where we achieved 46% of our total planned targets with 28 indicators. Clearly, there are some targets that contributed to this very unsatisfactory achievement which needs special attention.

Meaning each sub-programme might be forced to revisit their report as we proceed to the new financial year and identify the root causes of their non-performance with the aim of addressing the targets which contributed to this less achievement, to ensure improved performance in the future.

SUCCESSFUL SCHOOL RENOVATIONS THROUGH RHANDZA XIKOLO XA WENA CAMPAIGN

Since the inception of the Rhandza Xikolo Xa Wena campaign, a collaborative effort between the Department of Education and MRTT, the partnership has seen remarkable success. The MRTT Marketing team has actively documented and shared the progress of these campaigns over the past years. As we moving towards the end of the first quarter of the new financial year, 2024-2025, the marketing team has already attended four Rhandza Xikolo Xa Wena events, highlighting the campaign's impact on the provincial educational system the Department of Education's commitment in providing an improved conducive and safe learning environment for both learners and teachers through the continuous improvement of the province school infrastructure.

The first launch event of the 2024-2025 campaign took place at **Ethembeni Primary** School in Wakkerstroom, within the Pixley Ka Isaka Seme Local Municipality on the 16th of April 2024. MRTT learners as always played a crucial role in the renovation process they transform the schools by Painting, plastering, fixing broken doors, replacing the damaged ceilings, and replacing broken windows. This event marked the continuous of successful school renovations under the Rhandza Xikolo Xa Wena Campaign.

Following the initial success, 23 April 2024 the initiative extended its reach to Kwamhlanga, where two additional schools benefited from the renovation efforts. This phase of the project reinforced the commitment to enhancing educational facilities and provided MRTT learners with further opportunities to apply their training and skills.

The third significant event took place on 27 April 2024 in Bushbuckridge. This launch continued the momentum, bringing essential improvements to local schools and solidifying the partnership between the Department of Education and MRTT.

Through these launches, the Rhandza Xikolo Xa Wena initiative not only improves the school infrastructure (institution are higher education facilities, schools remain schools my dear) but also empowers MRTT learners by offering them hands-on experience and the opportunity to contribute positively to their communities. This collaboration stands as a testament to the impact of collective efforts in driving educational and societal progress.

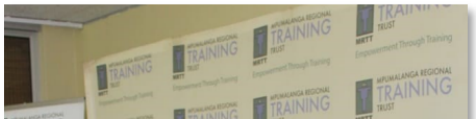
Celebrating Success: Farewell Ceremony for MRTT Food and Beverages' Graduating Students

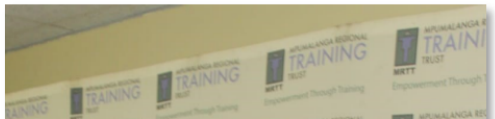
MRTT Hospitality and Tourism Academy bids farewell to its Food and Beverages students who have completed their one-year training at MRTT HTA. Throughout their training, these students have undergone placements to ensure they are fully equipped with all the necessary skills.

During the farewell ceremony, speeches were delivered by management, reflecting on the journey of the students and wishing them success in their future endeavors. As the students await their certificates, they were called to the front to receive their progress reports and take photographs to commemorate their achievements. Additionally, they were given the opportunity to win three gifts from their principal.

The National Youth Development Agency (NYDA) also participated in the graduation ceremony, offering motivational speeches and highlighting their availability to provide funding and guidance to those interested in starting their own businesses.

Following the ceremony, the students gathered for refreshments and drinks before heading home, celebrating their accomplishments and looking forward to the next chapter of their lives.





MRTT– EMPOWERMENT TRHOUGH TRAINING

Catching up with MRTT's Recently Joined

Interns

"I consider myself fortunate because I am gaining experience in both the finance and administration simultaneously"

Name and Surname: Busisiwe Ntuli
Position: Finance Intern
Qualification: Management Assistant
Arrival date at MRTT: 15 February 2024
Funder: Mpumalanga Department of Provincial Treasury

I have recently begun my internship at MRTT, where I have been working for approximately three months in the office of the Chief Financial Officer (CFO) within the Finance Programme. I consider myself fortunate to be in this position, as it allows me to gain exposure to both the Finance and Administrative sectors simultaneously.

My responsibilities include ensuring that all documents are assigned to the appropriate individuals promptly. This role has taught me valuable lessons in time management and attention to detail. It is crucial in my work to pay close attention to detail and meet deadlines, ensuring that all documents are processed and recorded accurately to prevent any loss.

One of the challenges I face in this position is interacting with individuals from diverse cultural backgrounds. Some colleagues are rude, while others are kind. This diversity has been beneficial, as it has helped me understand myself better and taught me to collaborate effectively with people from various backgrounds.

As I continue my internship, I aim to learn more about using the MRTT Sage system. Mastering this system will enable me to undertake additional tasks, such as submitting requests and making accommodation bookings for my supervisor.

Thulane Hlaze: Bridging Academic Excellence with Practical Skills in Stores Management

Name and Surname: Thulane Hlaze
Position:
Qualification: Accounting
Arrival date at MRTT:
Funder: Josmap Training Institute

Thulane Hlanze is a talented individual from Msholozi in Mbombela, who is currently completing his learnship as a stores clerk with MRTT-HTA, from Josmap training institute in Kamhlushwa at Nkomazi Local Municipality. He is gaining valuable practical experience at MRTT-HTA, where he is applying his skills and knowledge to make a meaningful contribution.

Mr Hlanze has achieved a significant milestone by obtaining his Level 3 in Accounting from Ehlanzeni TVET College. This solid foundation in accounting has equipped him with a strong understanding of f inancial principles and practices. He brings a range of skills and strengths to his role. He is meticulous in his work, ensuring accuracy in all tasks. He is able to effectively manage and prioritize tasks to meet deadlines. He is a team player, collaborating effectively with colleagues to achieve common goals. He is able to think critically and develop creative solutions to challenges.

His practical experience at MRTT-HTA is providing him with hands-on training in stores management, including inventory control, stock management, and procurement procedures and with his strong academic foundation and practical experience, Mr Hlanze is poised for a successful career in stores management.

"I am excited about the opportunities for growth and learning that lie ahead in my journey at MRTT"

Name: Nomfundo Prisca Mahlangu
Position: Finance Intern
Qualification: Diploma in cost and management accounting
Arrival date: 02 April 2024
Funder: Mpumalanga Department of Provincial treasury

My experience as a financial management intern at MRTT has been satisfactory since I joined in April 2024, marking the beginning of my professional journey. I was Initially assigned to the asset management department, I found it fascinating to apply the theoretical knowledge of IAS 16 that I acquired in school to real-world scenarios.

Transitioning to my current role in the supply chain department, I am actively engaged in tasks such as organizing and packing merchandise in the store, which presents a fast-paced and demanding environment. This hands-on experience in supply chain operations has provided me with valuable insights into the logistical aspects of the business.

My time at MRTT as a financial management intern has been a period of growth and exploration. From delving into asset management practices to actively participating in supply chain activities, each experience has contributed to my professional development. As I continue to navigate through different departments and learn new skills, I am excited about the opportunities for growth and learning that lie ahead in my journey at MRTT.

"My experience as an intern at MRTT has been incredibly enriching from day one."

Name and Surname: Boitumelo Ramakgwakgwa
Position: TTO Intern
Qualification: Management Assistant
Arrival date at MRTT:
Funder:

My experience as an intern at MRTT has been incredibly enriching from day one. Upon my arrival I felt welcomed and integrated into the team. The work environment is collaborative and supportive, providing ample opportunities for learning and professional growth.

I had the chance to work on several exciting projects, allowing me to apply my academic knowledge to real -world scenarios. The mentorship and guidance from my supervisors has been invaluable, helping me develop both technical skills and soft skills such as communication and teamwork. MRTT encourages innovation and continuous improvement, inspiring me to push my boundaries and think creatively.

During my internship at MRTT, I have learned a variety of skills and gained a wealth of knowledge that has been instrumental in my professional development. Some key areas of this internship has significantly strengthened my personal skills. I have developed a positive attitude, a strong sense of responsibility, and an innovative and resourceful mindset. Additionally, I have become more open and responsive to changes, fostering an interest in lifelong learning. I am thankful for these achievements and the growth I have experienced at MRTT so far. Overall, the internship has been a fantastic experience, and I am grateful for the opportunity to contribute to MRTT while growing personally and professionally.

Bongiwe Khumalo: Embarking on a Journey of Excellence in Hospitality

Name and Surname: Bongiwe Khumalo
Position: Rooms Intern
Qualification: Tourism Management
Arrival date: 02 April 2024
Funder: Josmap Training Institute

Bongiwe Khuma is a talented individual from Nkomazi Local Municipality, who is currently undergoing a 12 -month learnership program with Josmap training institute, in Kamhlushwa, at Nkomazi Local Municipality. As part of her practical training, she is gaining valuable experience in reservations at MRTT-HTA. She has obtained her Tourism Management qualification from UNISA in 2012. Upon completion of her learnership, Mrs Khumalo will be awarded an NQF level 4 certificate, a significant milestone in her career.

When asked about her experience at MRTT, she smiled with enthusiasm, describing it as *"pleasant and joyful."* She has developed essential skills in responding to guests and finding quick solutions to challenges. Mrs Khumalo's warm praise for MRTT extends to anyone considering visiting or joining the team: *"You will receive a 5-star treatment from the gate"* We celebrate Mrs Khumalo's growth and dedication to excellence in the hospitality industry. We look forward to seeing her shine in the years to come.

"Every day, I learn something new, which has fostered in me a keen interest in

lifelong learning"

Name: Sindy Ngomane
Position: Human Resources Intern
Qualification: National Diploma in Financial Management
Arrival date: 01 March 2024
Funder: AGRI Seta

This is not my first exposure to professional life through an internship, and since joining MRTT, I have significantly strengthened my personal skills. I have developed a positive attitude, a strong sense of responsibility, and an innovative mindset, and I have become more open and responsive to change.

As an HR intern at MRTT, I have acquired new skills and gained valuable experience. One of the challenges I have encountered is adapting to a new work environment and learning and performing new tasks. Each day presents an opportunity to learn something new, fostering in me a keen interest in lifelong learning.

SUCCESS STORIES OF MRTT TRAINED *Professionals*

ZANELE MONICA SHABANGU TRANSLATED FROM BEING MRTT ELECTRICAL ENGINEERING LEARNER TO ASSESSOR AND MODERATOR

Zanele Monica Shabangu who is a determined Electrical Engineering Professional is making significant progress in the field of electrical engineering. She was an Electrical Engineering learner at MRTT before becoming an assessor and moderator at Advisory College in Witbank Emalahleni from 2021 to date. Her journey from learner to Assessor and Moderator highlights the importance of dedicated professors and a passion for the trade.

Zanele began her Electrical Engineering journey at MRTT in 2011 and, with the support of her instructor, Mr. Khoza, finished both levels 2 and 3 in the same year. Zanele regards Mr. Khoza as more than just a teacher, characterizing him as a father figure and mentor who provided her with the encouragement and guidance she needed to succeed in her academics. "He continues to be my mentor till this day'' Zanele declares.

Zanele's career in Electrical Engineering began with a deep interest in repairing electronic equipment at home. Recognizing the abundance of work options in the industry, she performed extensive research to identify the ideal organization. Her search brought her to MRTT, where she found an ideal balance of theoretical knowledge and practical abilities.

Zanele gives MRTT a commendable 9 out of 10 based on her experience there. The concentration on grasping each topic, combined with Mr. Khoza's helpful supervision, made for a good learning experience.

Zanele enjoys guiding and nurturing young Electrical Engineers as she transitioned from learner to Assessor at MRTT from 2016 to 2021. She recognizes the obstacles of facilitating learners, but underlines her love.

In the future, Zanele intends to open a training centre of her own where she will be able to give knowledge to other generations of Electrical Engineers. Her commitment to the growth and development of this field is also aligned with that aspiration.

For those who want to pursue a career in electric engineering, Zanele offers valuable advice to stay focused, be willing to learn, and exhibit good behaviour. Her words underscore the importance of dedication, continuous learning, and professionalism in a field that demands precision and expertise

FISOKUHLE SEDIBE AKA CHEF KUHLE:

ASSISTANT CHEF LEARNER OF

Fisokuhle gained more experience in the hospitality industry after joining MRTT in 2022, he learned more about the importance of hygiene, and working under pressure as well as operations around a hotel. No dought the Professional cookery learner had passion and dedication for the work he did and he always delivered what was required from him. He was the best amongst his class and they did competitions as peers. Fisokuhle came at MRTT with less experience at MRTT but left with a self-build successful business of his very own, a ‘catering company’.

After a few months in class they went for Placement were they have learned how to treat customers and provide the best service. They also learned how to be financially stable and make more income or profit, by keeping their businesses running and making sure that they provide quality services not only for themselves, but also for the good of their businesses and also to motivate students who are looking up to peruse their dreams in the hospitality industry

‘It is never easy until you committee yourself to it’.

‘MRTT has the best knowledge to push you to your destination’.

‘Be courageous, passionate and develop love towards what you are learning’.

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