

MPUMALANGA REGIONAL TRAINING TRUST NEWSLETTER

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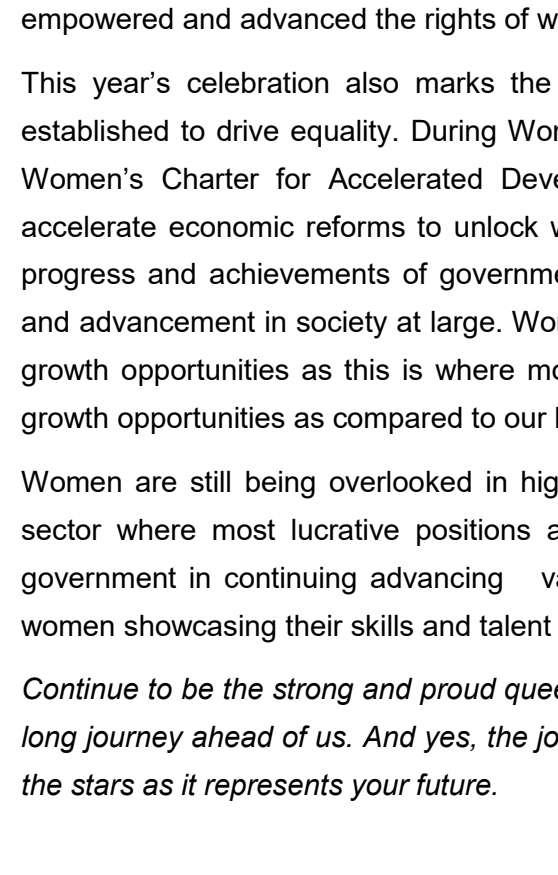


30 Years of Democracy:
Partnership and Growth

#Freedom30



From the EDITOR'S desk



The month of August is a celebration of our mothers, grandmothers, sisters and girl children who will grow to be adult women in their not so far future. Women's Day is a reminder of the courage and strength of women throughout history. This year's Women's Month commemoration was celebrated under the theme: **"Celebrating 30 years of democracy towards Women's Development"** and it marked the **68th anniversary** of the historic march of thousands of South African Women from all walks of life to the Union Buildings in 1956 in protest against the introduction of apartheid pass.

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During Women's Month we celebrate women as dynamic agents of change and social transformation in our diverse society. In celebrating Woman's Day, we not just reminding ourselves of what our heroic women did for us in that historic day in our history, but we also remind ourselves of what we have achieved through the freedom that was paved for us. We mobilise ourselves and soldier on still facing some of the current challenges facing many women in our society.

Adding to this year's celebration of our women, is noting that this year's Women's Month takes place during the year of our country's Celebration of 30 Years of Freedom and Democracy, making this year's Women's Month an even more important milestone in our time for collective reflection on how we have empowered and advanced the rights of women in our democratic journey.

This year's celebration also marks the celebration of 30 years of the Women's Charter, which was established to drive equality. During Women's Month government aims to further drive and advance the Women's Charter for Accelerated Development that was formulated in 2021. The Charter aims to accelerate economic reforms to unlock women's economic progress. We wait in anticipation to see the progress and achievements of government plans and goals aimed at advancing women empowerment and advancement in society at large. Women empowerment should be advanced in all areas of economic growth opportunities as this is where most women are lagging behind in accessing available economic growth opportunities as compared to our brothers, in both public and private sector.

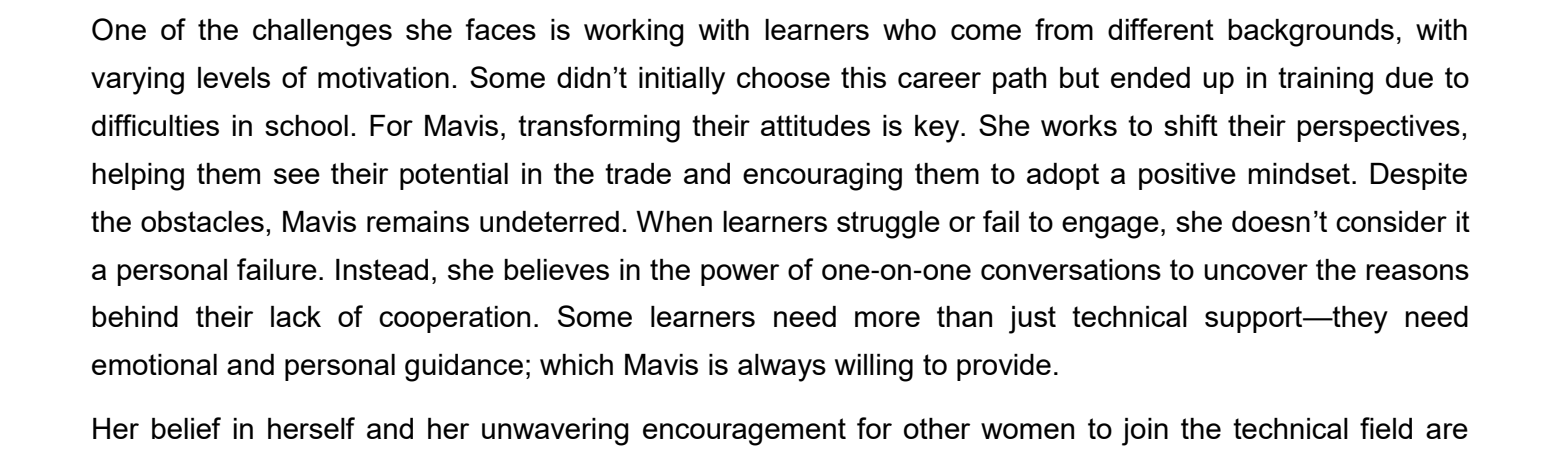
Women are still being overlooked in high level positions across all spheres of government and private sector where most lucrative positions are held by men. Having said that, we still have hope in our government in continuing advancing various socio-economic empowerment programmes that will see women showcasing their skills and talent in areas of significance and growth.

Continue to be the strong and proud queen that you are. Mbokodo! We have come too far and still have a long journey ahead of us. And yes, the journey may seem dark sometimes, just look up the sky and enjoy the stars as it represents your future.

We bring you our own new generation of Izimbokodo from MRTT, enjoy their inspiring articles.

Happy Women's Month Celebrations!

Ms. Zanele L. Khoza



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

VISION

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

MISSION

To provide quality customized 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

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MAVIS MASHIANE BREAKING BARRIERS AND INSPIRING THE NEXT GENERATION IN A MALE DOMINATED WORKING ENVIRONMENT



Mavis Mashiane, a trailblazer in the technical training field, was inspired to pursue this career due to her natural problem-solving abilities and her passion for working with her hands. What truly motivates her, however, is the opportunity to pass her skills on to others. Stepping into an industry that many once believed to be a male domain, Mavis didn't let societal expectations hold her back. *"I like to stand out,"* she says, reflecting on her choice to enter the technical world. As the only female practitioner at MRTT Technical Training centre, Mavis never allows her gender to cloud her mind-set. In fact, she rarely notices until she's in a meeting where she's the only woman in the room. Fortunately, her colleagues have always treated her with respect, recognizing her abilities and making her feel included. There's no discrimination; instead, she's treated as an equal among her peers.

One of the challenges she faces is working with learners who come from different backgrounds, with varying levels of motivation. Some didn't initially choose this career path but ended up in training due to difficulties in school. For Mavis, transforming their attitudes is key. She works to shift their perspectives, helping them see their potential in the trade and encouraging them to adopt a positive mindset. Despite the obstacles, Mavis remains undeterred. When learners struggle or fail to engage, she doesn't consider it a personal failure. Instead, she believes in the power of one-on-one conversations to uncover the reasons behind their lack of cooperation. Some learners need more than just technical support—they need emotional and personal guidance; which Mavis is always willing to provide.

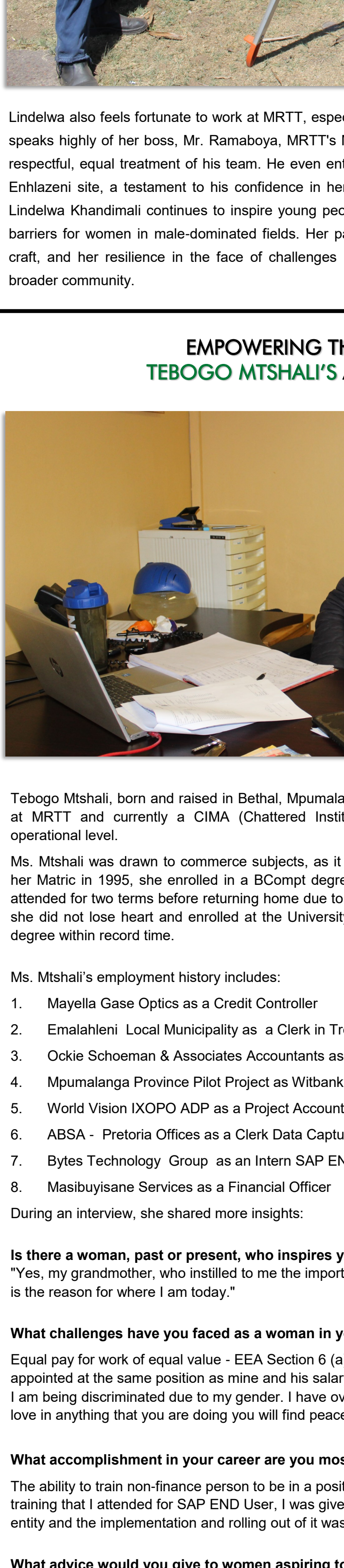
Her belief in herself and her unwavering encouragement for other women to join the technical field are central to her work. Mavis acknowledges that in the past, women were often discouraged from pursuing careers in engineering and related fields. This, she believes, limited their confidence. But now, she sees a shift: more women are entering these careers, and she's proud to be part of this movement. One of Mavis' most rewarding experiences is witnessing the success of her learners. She fondly recalls several former students who are now working at prestigious companies such as **Volkswagen, Toyota, and Barloworld**. She beams with pride knowing that her efforts have contributed to their accomplishments.

Mavis also highlights MRTT's support for gender equality, noting that the organization welcomes female learners and artisans in all its projects. She believes that providing women with more opportunities and support in technical fields is crucial to ensuring their continued success.

Reflecting on her journey, Mavis admits that a lack of knowledge initially delayed her entry into the technical field. She wishes she had known earlier that being a mechanic involves much more than just dirty hands and work overalls. Cleanliness, safety, and professionalism are all part of the trade. The way technical careers were presented in the past made her hesitate, but now that she's in the industry, she knows how rewarding it truly is.

Mavis draws inspiration from other women in the field, particularly one known as **"Boss Mechanical,"** who now owns her own training institute. Seeing women succeed in technical careers fills Mavis with joy, and she's determined to inspire more women to follow in her footsteps.

LINDELWA KHANDIMALI PIONEERING CHANGE IN CARPENTRY AND YOUTH EMPOWERMENT



Lindelwa Khandimali MRTT Mobile Carpentry Assessor has been making a significant impact in empowering youth through skills development. Since joining MRTT in 2013 as a Carpentry Facilitator, Lindelwa's passion for carpentry and dedication to youth empowerment have guided her career. She first joined MRTT through the National Youth Service (NYS) programme, which marked the beginning of her journey. In 2014, Lindelwa briefly relocated to the Kabokweni MRTT Training Centre to facilitate a carpentry class, where she spent two months. Recognizing her expertise and dedication, she was soon promoted to the role of Carpentry Assessor and returned to Emalahleni Training centre, where she continues to make an impact.

Lindelwa is involved in multiple programmes, including the NYS National youth Service and the Presidential Youth Employment Initiative (PYEI), which are conducted in various circuits across Mpumalanga. These programmes cover a range of trades, such as painting, carpentry, glazing, and mixed farming. Her role as an assessor goes beyond teaching; it involves evaluating learners' portfolios, ensuring they meet the required competencies, and reassessing those who fall short.

Once a learner's portfolio has been moderated, she verifies their information through SETA systems, ensuring that every step is properly accounted for. She is also responsible for conducting inductions and registering learners who are given opportunities through local municipalities. She supports learners throughout their apprenticeships, acting as a mentor and guide as they embark on their professional journeys.

One of the most rewarding aspects of Lindelwa's work is seeing the success of the learners she has mentored. "I am proud to say that many of the learners I've worked with have gone on to start their own businesses, secure jobs, and even receive permanent positions at the schools where they trained," she reflects.

Her impact is clear: through her support, countless learners have been able to build better futures for themselves.

However, the job is not without its challenges. One recurring issue Lindelwa faces is the handling of certificates. Former learners often inquire about their certificates, sometimes even years after completing their training. This is particularly challenging when learners did not complete the programme. Despite these difficulties, Lindelwa takes it upon herself to verify information and assist wherever possible. She motivates her current learners by sharing her own story, proving that trades like carpentry are not only for men. *"I tell them that they can succeed in fields traditionally seen as male-dominated,"* she says. She encourages management to provide better support, particularly in delivering materials on time, as delays hinder the completion of projects.



Lindelwa also feels fortunate to work at MRTT, especially as a woman in a male-dominated industry. She speaks highly of her boss, Mr. Ramaboya, MRTT's Mobile Manager, for his belief in her abilities and his respectful, equal treatment of his team. He even entrusted her with the role of Acting Coordinator at the Enhlaleni site, a testament to his confidence in her skills and leadership. Through her work at MRTT, Lindelwa Khandimali continues to inspire young people to pursue careers in trades, while also breaking barriers for women in male-dominated fields. Her passion for youth development, her dedication to her craft, and her resilience in the face of challenges make her a true asset to the MRTT team and the broader community.

EMPOWERING THROUGH NUMBERS: TEBOGO MTSHALI'S ACCOUNTING JOURNEY



Tebogo Mtshali, born and raised in Bethal, Mpumalanga, is a BCom Accounting graduate, an accountant at MRTT and currently a CIMA (Chartered Institute of Management Accounting) candidate at an operational level.

Ms. Mtshali was drawn to become a subject, as it was an easy path for her to follow. After completing her Matric in 1995, she enrolled in a BCompt degree at the University of the North. However, she only attended for two terms before returning home due to challenges beyond her control. Despite this setback, she did not lose heart and enrolled at the University of Transkei the following year. She completed her degree within record time.

Ms. Mtshali's employment history includes:

- Mayella Gase Optics as a Credit Controller
- Emalahleni Local Municipality as a Clerk in Treasury Department
- Ockie Schoeman & Associates Accountants as a Filing Clerk
- Mpumalanga Province Pilot Project as Witbank Feasibility for Taxi Retail Installation
- World Vision IXOPO ADP as a Project Accountant
- ABSA - Pretoria Offices as a Clerk Data Capture
- Bytes Technology Group as an Intern SAP END USER
- Masibuyisane Services as a Financial Officer

During an interview, she shared more insights:

Is there a woman, past or present, who inspires you?
"Yes, my grandmother, who instilled in me the importance of education for women, and my mother, who is the reason for where I am today."

What challenges have you faced as a woman in your field, and how have you overcome them?
Equal pay for work of equal value - EEA Section 6 (a). I am under paid compared to the employee who is appointed at the same position as mine and his salary is extremely more than what I am getting. I feel that I am being discriminated due to my gender. I have overcome by doing my work with love. When you put love in anything that you are doing you will find peace.

What accomplishment in your career are you most proud of?
The ability to train non-finance person to be in a position to make a better financial decision. Through a training that I attended for SAP END USER, I was given an opportunity to develop a financial system for the entity and the implementation and rolling out of it was successful.

What advice would you give to women aspiring to enter your field or advance in their careers?
"Do it because you love it, not for the money. If you do it for money, you won't find fulfillment"

How do you balance your professional and personal life, especially with the unique challenges women face?
By understanding my work environment, knowing due dates for reporting and planning work activities accordingly. To be a woman is not a challenge at all but it's a blessing because women can multi task.

What does Women's Month mean to you, and why is it important to celebrate it?
It's a great achievement done by women on behalf of other women to have a day worth celebrating. We need to focus greater attention on women's rights and gender equality.

As a female leader/employee, how do you mentor and support other women in your workplace?
"My door is always open to those who want to be mentored. Knowledge is power, and it should be shared," said Mtshali.

At the end of her interview, Ms. Mtshali shared some financial wisdom. "Accounting is part of everyday life -treat yourself as a company by being accountable to your own finances. You can even draw a statement of your financial position and performance to see whether you are a liability or an asset," she concluded.

MPUMALANGA REGIONAL TRAINING TRUST
MRTT
HOSPITALITY & TOURISM ACADEMY

BEST AFFORDABLE HOTEL in the lowveld

About Us?

The Mpumalanga Regional Training Trust (MRTT) owns a fully operational 3 star hotel that also serves a Hospitality & Tourism Academy (HTA) offering hospitality skills training programmes. The hotel consists of the following services:

- 23 rooms for accommodation
- 3 conference rooms
- Restaurant & Bar
- Swimming pool

The onsite 3 star graded hotel also ensures that learners are trained, coached and mentored in various sections of the hotel through in order to be integrated seamlessly in any work environment within the Hospitality & Tourism Industry

Our Guest Rooms

Each of the hotel bedrooms, offers quality beds with crisp linen and bedding ensuring a good night's sleep. The spacious yet cosy bedrooms offer guests a sense of warm ambience.

- Business Work Desk/Station
- Ensuite Bathrooms
- Free WiFi
- Electric Room Safe
- Flat Screen Smart TV With Selected DSTV Channels
- Tea/Coffee Facility Replenished Daily
- Individually Controlled Air-Conditioning & Telephone

The rooms are serviced daily by a professional housekeeping team. The committed team undertakes to ensure that all of the 23 bedrooms are neat, clean and comfortable and maintained with the highest standards of expectation.

Let's grow Mpumalanga together through stakeholder engagement.