

Session 11: Training and Capacity Building in Utilities and Industry

Eskom, ISGF, TATA power, APUA

Eskom training & women advancement program



Speaker:

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Gender Equity and Advancement in Engineering

- Gender equality is not just a goal, it is a fundamental human right, a business imperative and a necessary foundation for a peaceful, prosperous, and sustainable world.
- Eskom believes that a sustainable future is not possible without gender equality and that men are important allies in achieving gender equality in a diverse society. Eskom has pledged to promote gender equality and provide a sense of belonging to women as articulated in the spirit of the Eskom Women Advancement Programme; a holistic approach aimed at “breaking the mould” that is based on perceptions of and about women that perpetuate misrepresentation of women in leadership and technical roles.
- Eskom Woman Advancement programme with the intention of ***“Accelerating gender equality and diversity in the energy industry”***.
- Programme highlights the importance of promoting diversity and inclusion in the energy industry and to ensure that all voiced perspectives are represented. The EWAP Programme marks the beginning of a remarkable chapter in Eskom's efforts to advance women's empowerment and celebrate their extraordinary achievements. I believe that Together, we will create a future where women rise to their full brilliance.

Training Programmes within JET Programme Komati Soft Skills

❑ **Soft & Entrepreneurial skills courses: September – November 2023**

- ❑ **12 participants** were trained for seven course (i.e., Business Plan writing, Financial Literacy, Leadership skills, Critical thinking skills, Communication skills, Negotiation skills and Personal Management skills).
- ❑ **16 participants** trained for five courses: Financial Literacy, Business Plan writing, Report writing, Negotiation skills, Communication skills
- ❑ Only one student was reported to not have met all the requirements for soft skills (i.e., resubmitting the portfolio after poor performance) and the matter was elevated to Eskom for intervention.
- ❑ Currently awaiting iLearn (Service Provider) to provide an update on the External Moderation dates by the SETA for all NQFs courses.
- ❑ Another RFQ has been issued on 09 January 2024 for 33 & 30 participants respectively for training **from February to March/April 2024**. The RFQ closed on 17 January 2024. Pending procurement process.

Training Programmes within JET Programme Komati BESS

- ❑ **Two institutions offering the Battery Energy Storage**, i.e., Stellenbosch University (NQF8) - certification and University of Western Cape (in-house customization while awaiting accreditation). **Training planned for 32 Eskom staff.**
- ❑ UWC anticipating accreditation to happen in March 2024.
- ❑ Battery Energy Storage registration by Energy and Water SETA in progress and details released in November 2023
 - ❑ **UWC proposal engagement with UWC in progress. Eskom requested further details for comparison between SU & UWC**
 - ❑ **UWC requested further details and engaged with Eskom (Komati) and submission of updated proposal expected before Friday, 26 January 202**
 - ❑ For now, UWC would be offered an in-house customized and issue Certificate of attendance whilst accreditation is progress
 - ❑ Expected timeframe: March – April at Komati (theoretical only)
 - ❑ UWC (SAIAMC) if practical needed.

Training Programmes within JET Programme Komati Microgrids & Aquaponics

- ❑ **Confirmation of the need received from Eskom: Renewable Energy Workshop Assistant**
- ❑ **Planning in progress**
- ❑ Training is for 24 Community members
 - ❑ Engagement started between SARETEC and Eskom Academy of Learning for the offering to align with accreditation requirements
 - ❑ Workshop facilities (Midrand) is ideal
 - ❑ Further discussion to be continued 25 January 2024 for further details and alignment.
- ❑ Aquaponics Training
 - ❑ 20 Community members
 - ❑ Aquaponics plant already existing on site at Komati
 - ❑ RFQ finalisation in progress and to be issued before 31 January 2024
 - ❑ Expected timeframe: March – May 2024 (to be confirmed by the yet to be appointed service provider)

Thank you

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