

## **REPORT OF THE PORTFOLIO COMMITTEE ON EDUCATION; CULTURE, SPORT AND RECREATION**

### **3<sup>RD</sup> QUARTERLY PERFORMANCE REPORT OF MPUMALANGA REGIONAL TRAINING TRUST (MRTT) FOR THE 2017/18 FINANCIAL YEAR - CONSIDERED BY THE COMMITTEE ON 20 FEBRUARY 2018**

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#### **1. INTRODUCTION**

Rule 218 sub-rule (1) (2) and (3) of the Rules and Orders of the Mpumalanga Provincial Legislature requires a Member of the Executive Council to table quarterly reports of a department to the Speaker of the Legislature, within 30 calendar days after a quarter.

The Portfolio Committee on Education; Culture, Sport and Recreation (the Committee) has a mandate in terms of Section 114 (2) (b) of the Constitution of South Africa (Act 108 of 1996) to oversee the performance of Mpumalanga Regional Training Trust (MRTT) as an entity of the Department of Education. The Committee considered the 3<sup>rd</sup> quarterly performance report of the MRTT (October – December 2017) to assess progress in terms of service delivery in relation to its planned targets and allocated budget for the 2017/18 financial year.

#### **2. METHOD OF WORK**

The MEC for Education tabled the quarterly performance report of MRTT on 17 January 2018 in the Legislature. Subsequently the Speaker referred the report to the Committee for consideration and report back to the House.

Invitations to the deliberations were issued to the MEC and HOD of the Department; Provincial Treasury; Office of the Auditor-General (AG); Office of the Public Service Commission (PSC) and South African Local Government Association (SALGA).

On 14 February 2018 the Committee was briefed on the research analysis of the 3<sup>rd</sup> quarter performance report. Thereafter the Committee met with the MRTT on 20 February 2018 to consider the 3<sup>rd</sup> quarter report. In conclusion, the Committee considered and adopted its draft report on 06 March 2018.

### **3. REMARKS BY THE CHAIRPERSON OF THE BOARD**

The Chairperson of the Board, Ms. FD Mthembu welcomed the opportunity to present the 3<sup>rd</sup> quarter performance report of the MRTT to the Portfolio Committee. She also thanked the Portfolio Committee for its continuous support and guidance as it was assisting the entity to improve its performance.

The entity continued to deliver on its mandate to train, develop and coach learners from previously disadvantaged communities in the province and to support them in securing job opportunities and/or self-employment.

The 3<sup>rd</sup> quarter is the last quarter of the Academic year where recruitment commences for the 4<sup>th</sup> quarter of the financial year, which is the 1<sup>st</sup> quarter of the Academic year. The marketing sub-programme commenced with a marketing drive to attract learners on both the Hospitality and Technical Programmes at all centres through the province.

MRTT is in the process of developing a new innovative Corporate Strategy which will support economic development in the public and private sectors to assist communities in securing jobs and entrepreneurial opportunities. The strategy will also direct MRTT to new trades, skills and competencies needed to better the economy. This will have a direct influence on programme offerings and development of the MRTT Centres. It was reported that the final draft strategy will be presented to the Board of Directors before the end of February.

The Board Chairperson also expressed her pride that MRTT has been provisionally accredited by AGR-ISETA and will be offering Agricultural programmes with DARDLEA as per the recommendations and resolutions of the ANC Provincial Executive Committee, the Provincial Management Committee (PMC) and Executive Council (EXCO).

The MRTT Board took a resolution to involve past and present MRTT students to assist the Department of Education and the Department of Health with the implementation of their maintenance plans and also to assist the Department of Education with the much needed repairs of Storm Damaged Schools and building of sanitation blocks. This will not only assist the departments but will also assist MRTT in work place opportunities for the learners.

The Production Sub-programme has already commenced with four (4) sanitation projects at schools on behalf of the Department of Education; the entity was honoured to support the Department in providing essential services to learners at schools. The National Youth Service (NYS) learners have also completed a library in Piet Retief, Mkhondo Local Municipality.

The Board Chairperson reported that the Provincial Skills Hub was on track as per the Implementation Plan approved by EXCO. All the necessary paperwork was submitted to National Treasury through Provincial Treasury for registration of the Skills Hub. The Chairperson proudly indicated that National Treasury indicated to Provincial Treasury that the documents submitted and process followed by MRTT will be used nationally as the benchmarked process to be followed by government departments and entities. The first project will commence with the National Youth Development Agency (NYDA) in March 2018.

#### 4. GENERAL OBSERVATIONS

The following observations were made on the 3<sup>rd</sup> quarter performance of the entity:

- a) The expenditure versus outputs did not correlate; only R59 914 055 of the R99 427 813 quarterly budget was spent (59.2%) yet the programme performance improved to 82% (47 out of 57 planned targets).
- b) The entity registered an underspending across all three programmes (below 75%), yet it exceeded its set revenue generation target.
- c) Overall achievement of planned targets was **47 out of 57 targets (82%)**; there was an improvement in terms of performance on planned targets. The entity registered an underspending across all three programmes (below 75%), yet it exceeded its set revenue generation target.
- d) Programme 2 Technical Training Operations, which has been underperforming since the 1<sup>st</sup> quarter, showed substantial improvement by achieving eight out of 11 planned targets (73%) as compared to 3 out of 11 targets (27%) in the previous quarter.
- e) Correct placement of qualified learners in the workplace for experiential training and for job placement is an ongoing process which the entity continuously strives to improve. The process has its own complexities, which the Committee has noted; however the urgency of skilling and employing the out of school youth remains a top priority.
- f) The Hon MEC for Education pointed out that the students of MRTT had raised a concern about whether the pronouncement of free higher education also applied to them, since they were still paying for their studies.
- g) The entity is still not complying with the Employment Equity Act, 1998 in terms of employing 2% of people with disability; more needs to be done in terms of head hunting.

## 5. ANALYSIS OF THE QUARTERLY BUDGET AND EXPENDITURE

### 5.1. Overall Budget expenditure

(Table 1): Overall expenditure per service delivery programme and economic classification:

Programme	3 <sup>rd</sup> Quarterly Budget 2017/18 R'000	2 <sup>nd</sup> Quarterly Actual Spent 30 Sep 2017	3 <sup>rd</sup> Quarterly Actual Spent 31 Dec 2017	3 <sup>rd</sup> Quarter % Spent
1. Hotel and Tourism Academy (HTA)	7 623 114	5 635 705	6 472 394	84.9%%
2. Technical Training Operations (TTO)	73 422 544	75 518 339	44 096 388	60.1%
3. Corporate Services	18 382 155	12 583 357	8 345 273	45.4%
<b>TOTAL</b>	<b>99 427 813</b>	<b>93 737 401</b>	<b>R58 914 055</b>	<b>59.2%</b>

The entity's quarterly budget is a combination of the grant allocation and own revenue generated. The total annual grant allocation is divided into four equal parts for each of the quarters. The own revenue varies per quarter, depending on number of projects secured. Thus the quarterly spending is indicated in terms of 100%.

### 4.2. Government Grant

(Table 2): Breakdown of the total grant allocation for 2017/18 financial year

Reflected below are the grants received for the 2017/18 financial year, excluding the own revenue generation, which is reflected in Table 3 further below.

Revenue Source	Annual budget 2017/18	Quarterly Budget 2017/18	Actual Expenditure 3 <sup>rd</sup> quarter 2017/18
<b>Government Grants</b>			
Normal Grant	30 711 000	7 677 750	0
Provincial Skills Hub	15 000 000	3 750 000	0
Artisan Development Programme	126 666 000	31 666 500	0
National Youth Service – (NYS)	30 839 000	7 709 750	0
Comprehensive Rural Development Programme (CRDP)	25 599 000	6 399 750	0
<b>SUB-TOTAL</b>	<b>228 815 000</b>	<b>57 203 750</b>	<b>0</b>

Table 2 above shows the transfer from the Department to the entity for the 2017/18 financial year. The entity received 100% of its transfer by 31 December 2017; all the grant allocation was transferred within the first two quarters of the financial year by the Department of Education, hence the zero expenditure reported.

The total expenditure for the quarter is thus based on the combined budget of the entity (grant and own revenue).

The 2017/18 main allocation for the **Provincial Skills Hub** was R15 000 000, the same as 2016/17.

The 2017/18 **Artisan Development Programme** main allocation was R126 666 000, which decreased from R130 981 000 allocation in the previous financial year 2016/17.

The 2017/18 **Comprehensive Rural Development Programme (CRDP)** main allocation was R25 599 000, which increased from R24 380 000 in the previous financial year 2016/17.

#### 4.3. Own revenue generated

The Committee commended the entity for exceeding its planned revenue generation target of **R10 439 520** through various revenue sources, by generating **R11 846 003** in the 3<sup>rd</sup> quarter, which was more than the **R9 781 980** generated in the previous (2<sup>nd</sup>) quarter. The 2017/18 annual target for own revenue generated is **R45 275 973**.

### 5. ANALYSIS OF THE PROGRAMME PERFORMANCE

(Table 4): below indicates a summary of the 3<sup>rd</sup> quarter performance per programme:

ACHIEVEMENT OF QUARTERLY PLANNED TARGETS (OCT-DEC 2017)				
Programme	Planned Targets	Achieved	Non-achieved	% Achieved
2. Hotel and Tourism Academy (HTA)	14	12	2	86%
2. Technical Training Operations (TTO)	11	8	3	73%
3. Corporate Services	32	27	5	85%
<b>TOTAL</b>	<b>57</b>	<b>47</b>	<b>10</b>	<b>82%</b>

Overall achievement of planned targets for the 3<sup>rd</sup> quarter **was 47 out of 57 targets (82%)** and **10** unachieved targets, which reflects an improvement from the 39 out of 52 targets (75%) and 13 unachieved targets in the 2<sup>nd</sup> quarter.

## **PROGRAMME 1: HOTEL AND TOURISM ACADEMY (HTA)**

The programme is responsible to provide theory and practical skills training to the out-of-school youth at the Hospitality and Tourism Academy.

Programme 1 consists of three (3) sub-programmes:

- **Academy** – theoretical and practical skills training
- **Rooms** – graded, accredited accommodation services and workplace training
- **Food & Beverage** – graded, accredited food and beverage services and workplace training

### **Budget expenditure**

The entity spent 84.9% of its quarterly budget allocation for Programme 1.

<b>Economic Classification</b>	<b>3<sup>rd</sup> quarter budget</b>	<b>Actual spent as at 31 December 2017</b>	<b>% Spent</b>
Compensation of Employees	3 499 180	3 359 514	95.9%
Goods and Services	3 998 934	2 940 860	73.5%
Capital Expenditure	125 000	172 000	137.6%
Transfers and Subsidies	0	0	0
<b>Total</b>	<b>7 623 114</b>	<b>6 472 394</b>	<b>84.9%</b>

Capital expenditure exceeded the allocated budget by 37.6% while Goods and Services underspent by 26.5% due to non-commencement of the planned projects in the 3<sup>rd</sup> quarter as a result of the finalization of the service level agreement (SLA) with CATHSSETA and South African Chef Association (SACA) for Youth Programme Development projects.

### **Performance on targets**

The programme planned to achieve 14 targets and managed to achieve 12 (85, 7%). The programme maintained the same performance as the previous quarter performance. The spending in the programme improved whilst the performance remained the same.

### **Hotel and Tourism Academy (HTA)**

The Committee is still of the view that the initiatives implemented by the entity to market the HTA are yet to show significant impact in improving the occupancy rate of the HTA facilities by a wider market.

It was also noted that the sewerage pipes and boiler broke down during the festive season and had to be repaired urgently, which necessitated that some room at the HTA could not be occupied by guests. The entity informed the Committee that it did have a Programme Preventative Maintenance Plan which provided for regular maintenance of the various types of equipment at the HTA. The entity submitted a detailed list of the types of equipment and a breakdown in categories, noting that the respective lifespans of machinery and equipment, office equipment and domestic equipment was 20 years, whereas computer equipment had a lifespan of 10 years.

It was further indicated that the entity has requested through the Office of the Head of Education that the Infrastructure Directorate assist the entity to do a full assessment of all the buildings at the HTA to enable the entity to draw up a comprehensive plan on maintenance, refurbishment and restoration.

## **PROGRAMME 2: TECHNICAL TRAINING OPERATIONS (TTO)**

**This core programme aims to develop skills in technical and other areas, provide quality training through mobile units and provide work place experiential training. It provides construction, manufacturing and engineering skills development (artisan skills development) in CRDP areas.**

The programme has four (4) sub-programmes: (1) Training Centres; (2) Mobile Training; (3) Comprehensive Rural Development Programme and (4) Technical Production.

### **Budget Expenditure**

The budget allocation for Programme 2 TTO was **R 73 422 544**; the entity only managed to spend **R44 096 388 (60.1%)**.

The expenditure per economic classification as follows:

<b>Economic Classification</b>	<b>3<sup>rd</sup> quarter budget</b>	<b>Actual spent as at 31 December 2017</b>	<b>% Spent</b>
Compensation of Employees	7 013 405	6 613 867	94.3%
Goods and Services	15 075 293	7 728 584	51.6%%
Capital Expenditure	272 500	42 314	15.5%
Transfers and Subsidies	51 061 346	29 711 623	58.2%
<b>Total</b>	<b>73 422 544</b>	<b>44 096 388</b>	<b>60.1%</b>

The Committee engaged the entity about the 39.9% underspending; it was noted that the 3<sup>rd</sup> quarter of the financial year, being the last quarter of the academic year resulted in no learner intake in November to December 2017. It was indicated by the entity that the overall spend will increase in the 4<sup>th</sup> quarter when the new academic year commences.

The entity further explained that the procurement of the learners' toolkits and training material was not completed during the 3<sup>rd</sup> quarter but will be concluded during the 4<sup>th</sup> quarter.

The NYS training in Refrigeration; Air Conditioning and Ventilation NQF Level 4 had also not commenced and that contributed to the under expenditure.

The CRDP Training at Pixley ka Isaka Seme was not fully implemented during the 3<sup>rd</sup> quarter due to late recruitment by the Municipality. This resulted in under spending on learning material and salaries. Other expenses incurred but not paid during the period under review were claims from Community Development Practice Providers that could only be submitted after completion of the quarter and will be submitted for processing during the 4<sup>th</sup> quarter.

The entity committed to improve the spending of Programme 2 going forward in terms of budgeting and spending by increasing the learner intake in the 4<sup>th</sup> quarter. Recruitment of learners for the next financial year will be conducted during the 4<sup>th</sup> quarter to ensure timely commencement of training and all the required resources for training will be procured on time so as to improve on budgeting or spending. The last intake of learners will be recruited after announcement of the grade 12 results but projections will be done on their requirements on example PPE and learner material.

### **Performance on targets**

The programme underspent its quarterly budget; only 60.1% was spent. Eight (8) out of 11 planned targets were achieved (73%). In the previous quarter it was reported that the entity and the Board had implemented measures to improve the programme performance. It was commended that these measures showed results in the improved programme performance in the 3<sup>rd</sup> quarter.

### **Provincial Skills Hub**

The Committee deliberated with the entity at length on the Provincial Skills Hub during the 2<sup>nd</sup> quarter review; a detailed progress report against the key priorities was submitted to the Committee. The Board Chairperson indicated that the Skills Hub was on track as per the implementation plan approved by EXCO. The Committee noted though that according to the pronouncement made at the SOPA in February 2016 the project should have been completed



by 31 March 2017. It was noted that EXCO had taken a resolution on 31 August 2016 in which the Mpumalanga Integrated Skills Hub Operational Model and a Funding Model were adopted.

The entity acknowledged the delays in carrying out some of the finer activities involved in operationalizing the Skills Hub, as the ownership, legal requirements and registration of the entity were required for approval by the Provincial and National Treasury, before several other key activities could continue.

It was indicated by the entity that recruitment and selection for the implementation team's four (4) key positions was underway since August 2017. All other milestones could only commence once the implementation team (the four key positions) is appointed.

#### **Stakeholder Consultations and Value-Add Partnerships**

Specialist Consultations, stakeholder engagements and potential partnership interactions are ongoing in garnering support and involvement of or funding for the establishment of the Skills Hub. Engagements and consultations with the mining houses and other potential collaborators from the private sector and tertiary education institutions are underway and ongoing in determining further funding, seeking partnerships and identifying priority projects for collaboration. In terms of priority projects for identification and pilot implementation, a further outcome of the Technical Mining Forum Work Stream "Skills Hub" establishment was that potential partnerships and collaboration opportunities were identified within established directives. Engagements and consultations with mining houses and other potential collaborators from private sector and tertiary education institutions were ongoing to determine further funding, seeking partnerships and identifying priority projects for collaboration.

#### **Emalahleni Technical Centre**

This Centre was reprioritized and recapitalized in the 1<sup>st</sup> quarter for renovations.

#### **Resuscitation of Ekandustria and Kabokweni Training Centres**

The resuscitation of these two training centres was aimed at improving Programme 2 performance by accommodating new trades to be offered. However, the renovations took long to complete, resulting in the non-commencement of planned quarterly targets for recruitment and training. It was noted that most prospective learners from indigent communities are always interested in these fully funded programmes rather than paying for their own fees.

#### **CRDP municipality training programmes**

The Committee urged the entity to come up with a way of mitigating prolonged negotiations with the eight (8) CRDP municipalities to ensure efficient recruitment of learners and timeous

consensus on the content of the training programmes. These delays led to the late commencement of training programmes for most of the financial year, which disadvantaged the youth in these impoverished rural areas even more than they already were. It was a concern that the negotiations and the recruitment were only concluded by November 2017.

### **Learner Placement challenges**

The Committee remains aware of the entity's challenges in terms of learner placement; this is a challenge affecting the country at large. Despite the placement challenges encountered, the Committee acknowledged the entity's progress to date in terms of placement, which included the appointment of a dedicated committee to liaise with potential employers and sign Service Level Agreements with compliant and willing companies.

### **Fighting youth unemployment**

The Committee reiterated the importance of fighting youth unemployment; the entity must come up with an effective way of mitigating the existing challenges. The need for youth skills development, job creation and youth entrepreneurship in the Province and the country cannot be emphasized enough.

The entity indicated its commitment to fighting youth unemployment through the introduction of new programmes such as Agriculture and Mixed Farming that will offer new skills set to participate in the economic mainstream of the province. The Committee commended the entity for involving its learners in the Fortune 40 farming programme of the Department of Agriculture, Rural Development, Land and Environment Affairs.

### **Financial Assistance Programme**

The Committee noted that the MRTT has developed a Financial Assistance Programme to assist out of school youth that cannot afford to enroll in the current programme offerings.

### **Implementation of sanitation blocks for the Department of Education**

The MRTT reported in the 2<sup>nd</sup> quarter review that it had begun implementation of three (3) sanitation projects for the Department at a total budget of **R3 400 000.00**. The projects scope of work were to construct 16 toilets at Mpumelelo Primary school in Middelplaas (Nkomazi); construct 16 toilets at Sihlangu Primary school In Sihlangu (Nkomazi) and construct 18 toilets at JB Khoza Primary School in Agincourt (Bushbuckridge). As at 14 November 2017 only the trenches for the foundation at Mpumelelo Primary were dug; work had not yet started at Sihlangu; and digging of trenches at JB Khoza was still underway. The Committee will regularly follow up on progress at these schools.

### PROGRAMME 3: CORPORATE SERVICES

The programme is responsible for marketing the institution to increase the intake of learners.

The six sub-programmes in this programme are: (1) Finance (2) Marketing (3) Administration (4) Human Resource Management (5) Corporate Secretariat; (7) Performance Information.

#### Budget expenditure and programme performance

Programme 3 underspent significantly; spending only 45.4% of its quarterly budget as compared to 69% expenditure in the previous (2<sup>nd</sup> quarter) and 57% expenditure in the 1<sup>st</sup> quarter. However, the programme achieved 27 out of 32 planned targets (85%). It was noted that the programme has sustained its performance at above 80% since the 1<sup>st</sup> quarter, which is commended, although the spending was dismal.

The breakdown of the expenditure per economic classification as follows:

Economic Classification	3 <sup>rd</sup> quarter budget	Actual spent as at 31 December 2017	% Spent
Compensation of Employees	5 972 407	4 719 380	79.0%
Goods and Services	12 265 998	3 589 221	29.3%%
Capital Expenditure	143 750	36 672	25.5%
Transfers and Subsidies	0	0	0
<b>Total</b>	<b>18 382 155</b>	<b>8 345 273</b>	<b>45.4%</b>

#### Capital Expenditure

Capital expenditure was 0% spent in the first two quarters and moved to 25.5% expenditure in the 3<sup>rd</sup> quarter.

The Committee requested an explanation as to why the programme was underspending. The reason put forth by the entity was that the Skills Hub was still in the development stage and will spend the allocation on the procurement of the site, construction and appointment of officials will occur. The entity envisaged that the current legal processes will be completed before 31 March 2018.

#### Employment Equity

The entity is still non-compliant with the employment of 2% people with disabilities although it reported to the Committee that it was trying various strategies to attract people with disabilities, but to no avail. The entity expressed its commitment to keep striving towards complying with the legislation in this regard.

The entity made a commitment to put the following in place to recruit employees with disability in order to comply with the legislation:

- The entity has revised the Employment Equity Plan (EEP) in consultation with the Department of Labour as a tool to comply with legislation on appointing women and people living with disabilities. The numerical targets have since been set for women and people with disabilities. All the adverts for staff recruitment clearly indicate that preference will be given to women and people with disabilities.
- The entity will further conduct outreach programmes to attract qualified candidates with disabilities and enhance recruitment efforts through collaboration with community-based partners that have connections to qualified candidates. These partners may include non-profit organizations as well as national and local disability organizations.

### **Marketing of the MRTT course offerings**

The Committee reiterated the importance of marketing of the MRTT course offerings in both public and private sectors. It was noted that the entity did have a Marketing Strategy in place and that the Marketing Manager continually liaises with private business in possible joint ventures and reports on the outcome of negotiations to the Senior Management Committee.

### **Renewal of programmes with SETAs (State Education and Training Authority)**

The Committee noted the importance of the entity's renewal of programme accreditation with SETA's such as MerSETA, EWSETA and AgriSETA. In the past the failure to do so sparked an outbreak of student protests. It was noted that the programme approval with MerSETA was last renewed on 13 July 2015 and was valid until 13 July 2019; the programme approval with EWSETA was last renewed on 8 June 2015 and was valid until 30 June 2019. The renewal of the AgriSETA programme was not yet finalized in the 2<sup>nd</sup> quarter; however, the Board Chairperson indicated in her 3<sup>rd</sup> quarter remarks that the programme approval was finalized.

## **6. FINDINGS**

The Committee considered the 3<sup>rd</sup> quarterly report of MRTT and made the following findings:

- 6.1. All three programmes underspent their quarterly budgets, resulting in 52.9% of the total quarterly budget spent (40.8% underspending) and not all the planned targets were met.
- 6.2. There is a lack of clarity amongst MRTT learners about their position after the pronouncement of free higher education.

- 6.3. MRTT is developing a new innovative Corporate Strategy, which will support economic development in the public and private sectors; a final draft strategy was to be presented to the Board of Directors by 28 February 2018.
- 6.4. MRTT has been provisionally accredited by AGRI-SETA and will be offering Agricultural programmes in collaboration with the Department of Agriculture, Rural Development, Land Administration and Environmental Affairs (DARDLEA) as per the EXCO resolution.

## 7. RECOMMENDATIONS

Based on the findings above, the MRTT must implement the following recommendations of the Committee and **provide a progress report by 30 April 2018**:


- 7.1. The entity must improve on its spending and budgeting, whilst ensuring that all targets are achieved as planned in its approved Annual Performance Plan.
- 7.2. The MRTT Board of Directors must implement the resolution of National government regarding free higher education.
- 7.3. Finalize the Corporate Strategy for presentation to and approval by the MRTT Board of Directors.
- 7.4. Ensure that the AGRI-SETA accreditation is finalized and provide written proof thereof; implement the Agricultural programmes in collaboration with the DARDLEA as per the EXCO resolution in this regard.

## 8. CONCLUSION

The Chairperson expressed his sincere appreciation to the Honourable Members of the Committee for their constructive input in consideration of the **3<sup>rd</sup> quarterly performance report** of the Mpumalanga Regional Training Trust for 2017/18 financial year.

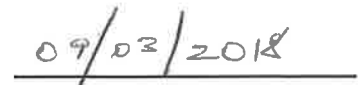
The Committee acknowledged the political leadership of Hon MR Mhaule, the MEC for Education and the governance provided by the MRTT Board of Directors in steering the entity to achieve its mandate of skilling the out-of-school unemployed youth of the Province. Furthermore, the Committee acknowledged the Head of Education in the Province for the ongoing support provided to MRTT. The leadership of the CEO and his management team was also acknowledged with appreciation.

The Chairperson of the Committee requests the House to adopt this Committee report with its findings and recommendations. The Department must implement the House Resolutions in this report and submit a progress report to the Legislature by **30 April 2018**.



**HON. VV WINDVOËL, MPL**

**CHAIRPERSON: PORTFOLIO COMMITTEE ON  
EDUCATION; CULTURE, SPORT AND RECREATION**



**DATE**