



Role of SASSETA in the provision of Skills Development

Presented by: SASSETA
Ms. Jennifer Irish-Qhobosheane

Importance of skills planning

Grant Regulations:

- Improves the quality and quantity of labour market information received by SETAs in the form of WSPs, ATRs and PIVOTAL training reports to inform planning
- Promotes NQF registered & quality assured PIVOTAL programmes that address priority scarce & critical skills identified in the SSP
- Creates a framework: Uses public education & training providers for the provision of skills development programmes

SASSETA Mandate



Skills Development Act of 2003, as amended:

- To provide and institutional framework to devise and implement national, sector and workplace strategies;
- To develop and improve the skills of the South African workforce;
- To integrate those strategies within the National Qualifications Framework contemplated in the South African Qualifications Authority Act, 1995;
- To provide learning programs that lead to recognised occupational qualifications;
- To provide for the financing of skills development by means of a levy scheme and a National Skills Fund;

Introduction

On 12 February 2015, SASSETA was placed under Administration (Government Gazette No 38466 12 February 2015).

The Minister and Director General took this decision based on the overall poor performance of SASSETA, irregularities identified, and non-compliance with the Skills Development Act, 1998 (Act 97, 1998) and other relevant legislation.

Key problems identified by the Administrator

- Inadequacies in the planning and reporting processes within SASSETA (SSP).
- Issues regarding the overall performance of the body and ability to report on achievements.
- SASSETA poor financial performance and the overspending and over commitment of the body.
- Lack of formal proper decision making processes and documentation linked to this decision-making.
- Mismanagement of the Discretionary Fund and serious irregularities in a number of contracts entered, as well as Non-Compliance with the Skills Development Act and prescripts related to this.

Key problems identified by the administrator

- Non-compliance with the PFMA, SDLA and other related National Treasury requirements.
- Collapse of ICT systems and lack data integrity, and absence of data management.
- Absence of Monitoring and Evaluation processes within the organisation.
- Serious backlogs in the issuing of certificates.
- Possible fraud and corruption.
- Lack of effective engagements with stakeholders.

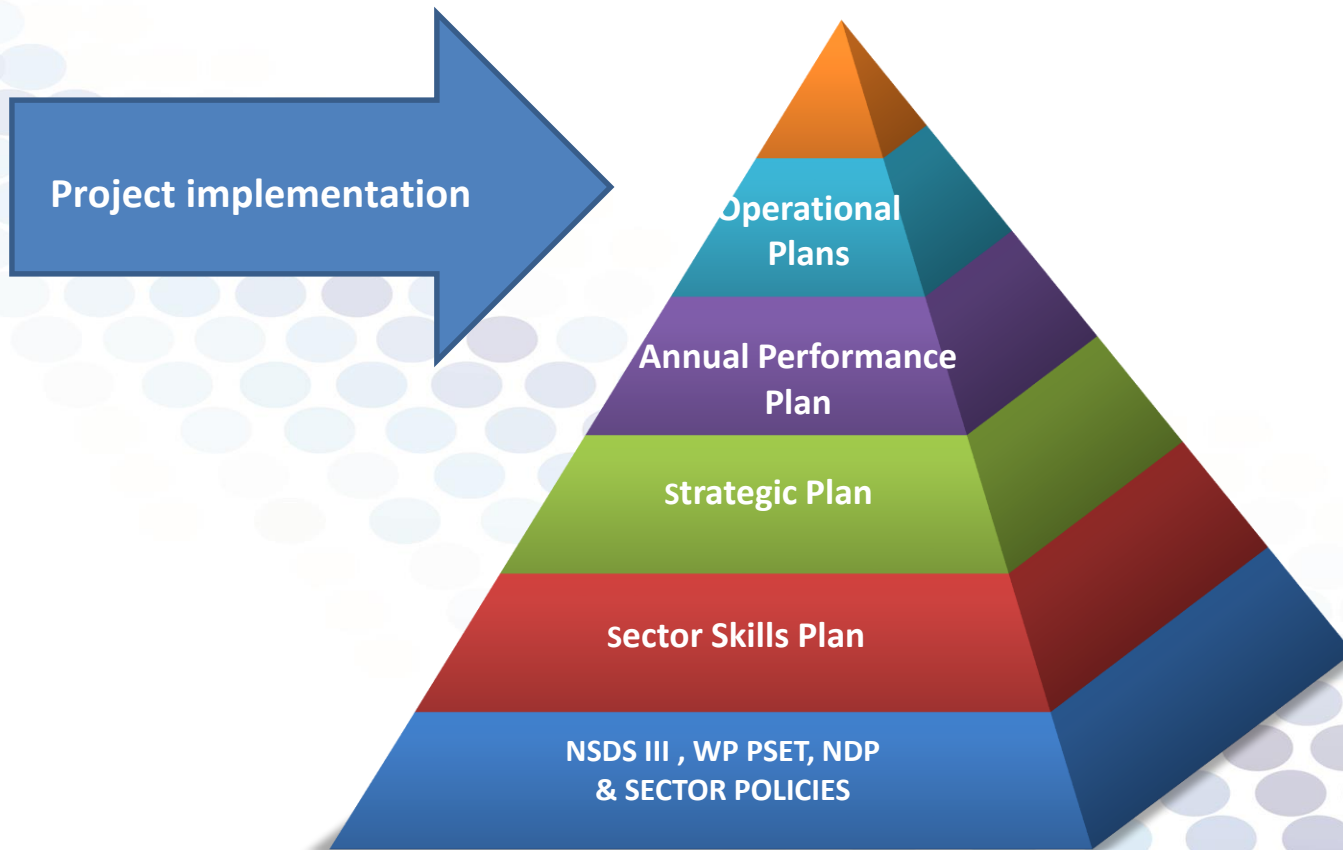
Responding to challenges

A number of administrative measures were put in place to address non-compliance and fraud and corruption.

As part of the administration process, focus and emphasis has been placed on the identification of the real skills needs in the sector.

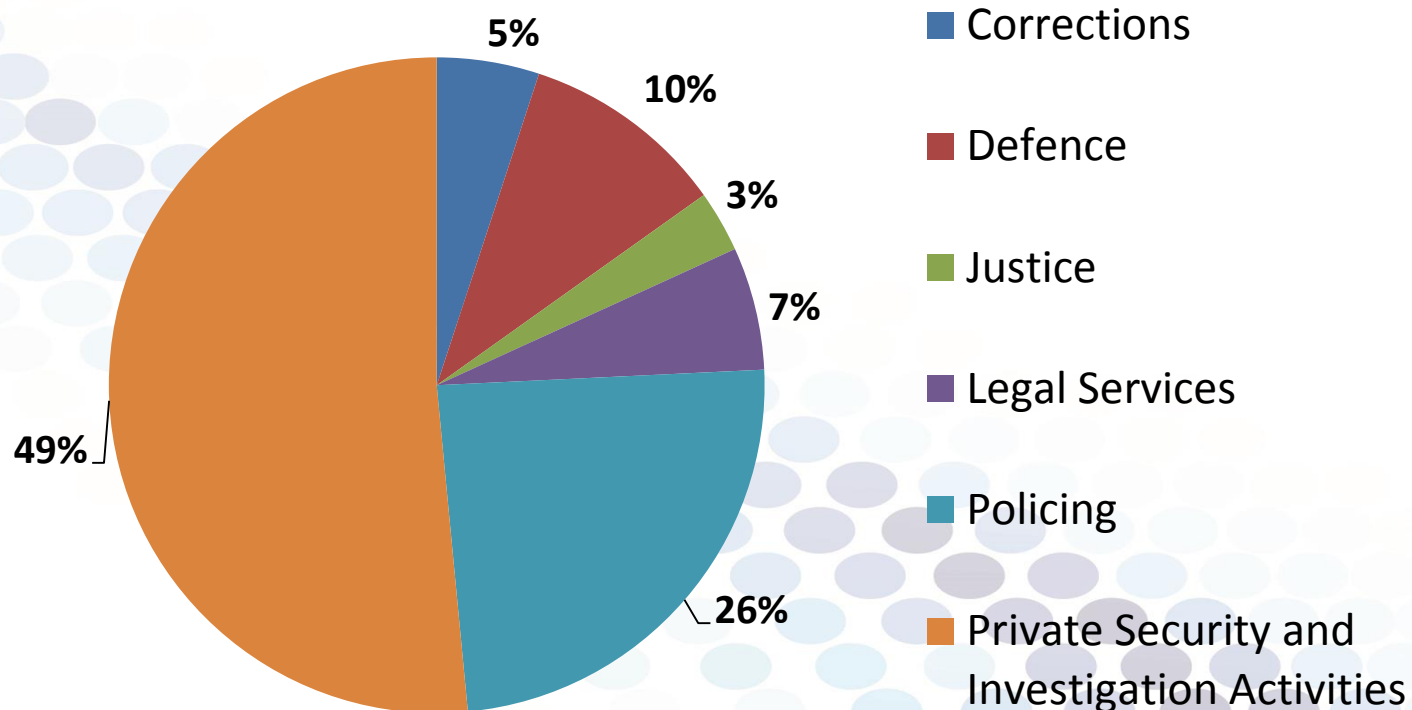
This is of critical importance as SASSETA's limited financial resources need to be targeted at the priority skills areas where SASSETA can make a real difference.

Planning Process with SASSETA



Sector profile: Employment by sub-sector

Total employment according to Subsector, 2014



56% of workforce is private and 44% is public

Refocusing sector skills priorities

SASSETA has identified five priority areas of intervention

1. Enhancing the capacity of sector training institutions and academies, particularly within gov. departments
2. Transforming and professionalising the sector
3. Information communication technology linked interventions
4. Supporting targeted technical and specialised skills
5. Building an active citizenry

Types of Skills programmes

- Learnerships – Work based learning program that leads to an NQF registered qualification
- Skills Programmes – unit standards programmes that are occupationally based and could lead to a qualification
- Bursaries – Grants awarded to individuals study at university or college
- Internships – On the job training linked to a particular qualification (WIL)
- Artisan programmes – Linked to a trades.

Issues to be addressed with regard to RTMC

- Need to establish a concrete engagement regarding RTMC as a levy payer.
- Minister of Higher Education declared Road Traffic Management to be part of SASSETA.-
- Only one province department currently part of SASSETA and Metros are part of LGSETA.
- Current awards made to OR Tambo for traffic enforcement
- Skills programme offered to Limpopo Traffic
- Need to explore further the role SASSETA can play and how SASSETA, LGSETA and municipal traffic enforcement can cooperate
- With the re-establishment of chambers where does traffic enforcement fit in?
- What type of intervention can SASSETA support?

Concluding remarks

For SASSETA to successfully impact within the sector in relation to its mandate the following areas need to be addressed:

- The need for greater focus on research and engagement to strengthen of the Sector Skills Plan and ensure this plan speaks to both the identification and targeting of the real skills needs in the sector.
- The need to develop a greater understanding of key policies, strategies, legislation and developments within government that impact on the Safety and Security Sector (e.g. NDP, JCPS Revamp, Defence Review, PSIRA, National Road Safety Strategy) and the transformation issues within the sector.

Concluding remarks (cont.)

- Greater emphasis on monitoring and evaluation to ensure better impact.
- Greater emphasis is needed on SASSETA's role as an **intermediary** between the world of work and the institutions of learning.
- The development of strong partnerships is key to developing skills as part of the development agenda.
- Governance and professionalization of SASSETA.

I thank you