Module 1
A Guide to
Working Well With
SETAs

CATHSSET

Tourism
Manufacturing
Environment
Conservation
Water
Sector Education and Training Authorities
more commonly known as

SETAs

are mandated through the Skills Development Act of 1998 to oversee and manage skills development in South Africa. They do this through a range of processes, such as Sector Skills Planning. They work with various structures, such as Institutes of Occupational Excellence and Communities of Expert Practice and the Quality Council for Trade and Occupations. Skills planning is done through collaboration with the organisations which make up the economic sector and a range of education, training and development partners, such as the National Skills Authority, the South African Qualifications Authority and South African Revenue Services, amongst others.

Skills development, even though the mandate of the SETA representing the sector, cannot however be the sole responsibility of that SETA and requires input through various processes such as workplace skills plans and participation in various skills development structures to effectively address the skills needs of a sector.

This module has been written for all involved in and support skills development in organisations to ‘demistify’ the many acronyms that we hear in this space and clarify the roles and responsibility of various players in skills development and to encourage more effective engagement with SETAs for better skills planning in our sector.
All the players and what they do

In 2009, with the restructuring of key government departments the responsibility for national skills development shifted from the DoL to the DHET. Various associated structures, such as SETAs, ETQAs, QCTOs, NSA, amongst others also shifted to the administration of DHET. In addition, DHET has to work in close collaboration with other institutions such as SAQA and SARS who also have a role to play in skills development. Who is who and what do they do?

**SETA**

*Sector Education and Training Authorities*

... are the institutions mandated by the Skills Development Act of 1998 to oversee, quality assure and finance the provisioning of skills for all economic sectors in country.

All economic sectors are organised around 23 SETAs (see part 2 for more on the organisation of economic sectors and SETAs) who assess the skills needs in their particular economic sector and ensure quality skills development responses to these needs. They also manage the skills development funds on behalf of their economic sectors in responding to skills needs.

SETA’s (previously under the administration of the Department of Labour) now report into the Deputy Director General for Skills Development in the DHET following the ministerial restructuring in 2009.

**DHET**

*Department of Higher Education and Training*

DHET is the recently (2009) formed ministry mandated with skills and human resource development. Its focus is on post school provisioning of quality education and skills training. The scope of its mandate spans the spectrum of artisanal training to academic and professional training.

Skills development is one of five branches of DHET, together with corporate services, human resource development university and vocational education and training. Through the skills development branch skills training and development is managed through the 23 SETAs, and in association with SAQA and its quality assurance bodies, the recently formed QCTO which will take over from the current ETQAs.

**NSA**

*National Skills Authority*

... is established in terms of the Skills Development Act. Reporting to the Minister of DHET, it:

- Advises the Minister on skills development policies, strategies, regulations and levies; and
- Liaises with the SETAs on skills development policies, strategies,
SAQA
South African Qualifications Authority

... through the South African Qualifications Act of 1998 is mandated to oversee the implementation of further development of the National Qualifications Framework.

It has the status of a legal entity independent of the government ministries involved in skills development. SAQA is responsible for guiding the development of and registering qualifications. Its role is further to quality assure learning and to register the accumulation and transfer of learning credits.

Currently the function of quality assurance is undertaken by ETQAs registered with SAQA. This function will shortly shift to the recently constituted QCTO.

ETQA
Education and Training Quality Assurers

... are the legal entities registered with SAQA to quality assure the development of qualifications, provisioning and assessment of skills training.

23 ETQAs are registered with SAQA, one for each of the 23 SETAs and their functions involve, accrediting providers, monitoring the provision of training, evaluating assessment and registering assessors.

With the recent (2008) constitution of 3 quality councils in SAQA, these quality assurance functions will shortly shift to the QCTO.

QCTO
Quality Council for Trade and Occupations

... is a single quality assurance council to oversee, manage and co-ordinate the development and provisioning of qualifications in occupations.

It and replaces and takes over the quality assurance function from the 23 ETQAs, which includes the design and development of relevant qualifications, managing and quality assuring the provisioning of training and the assessment of learning.

The QCTO falls within the administration of DHET and is required to work closely with SAQA as the mandated institution for the development and implementation of the NQF.

The shift of quality assurance from the ETQAs to the QCTO will be effected through the secondment of the former from SAQA to DHET and the transitioning of its function to the latter.

SARS
South African Revenue Services

... big brother who has a hand in it all, collects and allocates skills levy’s to the different SETAs. They similarly play a role in SETA allocation, although do not have the last word on where the organisation register. They do however hold the details of organisation registration with SETAs to enable the flow of skills funding from levy payment to the respective SETA.
Choosing Your SETA

Do you get to choose your SETA or does the SETA choose you? A bit (or maybe a lot) more of the latter as your ‘choice’ is defined by your core business, the SIC codes and how this links to the demarcation of the different SETAs.

Skills planning and development is organised around 21 SETAs (formerly 27 – see below). The demarcation of SETAs are organised around the Standard Industry Classification (SIC) codes. The SIC codes is an organising framework for broad groupings of economic activity. The SIC codes is an international standard used for industry classification defines 10 major industry groupings and these together with criteria defined in the Skills Development Act (1998), such as industry size, nature of economic activities, capacity to generate revenue, training needs, career pathing potential, amongst others guides the demarcation of SETAs.

The 21 SETAs include:

- Agriculture (AgriSETA)
- Banking (BankSETA)
- Chemical industries (CHIETA)
- Clothing, textiles, footwear and leather (CTFL)
- Construction (CETA)
- Culture, arts, tourism, hospitality and sports (CATHSSETA)
- Education, training and development (ETDP)
- Energy and water (EWSETA)
- Financial and accounting services (FASSET)
- Food and beverages manufacturing (FoodBev)
- Health and welfare (HWSETA)
- Insurance (INSETA)
- Local Government (LGSETA)
- Mining (MQA)
- Manufacturing, Engineering and related services (MERSETA)
- Media, information and communications technology (MICTS)
- Safety and Security (SASSETA)
- Public Service (PSETA)
- Services (Services SETA)
- Transport (TETA)
- Wholesale and Retail (W&SETA)

One of the key challenges for employer organisation is that qualifications and unit standards relevant to employee job profiles often sit with another SETA, different to the one with which they are registered. Some feel they are then unable to access this training and / or unable to access funding for this training. Some accredited providers are sometimes registered with one SETA, but the training needs they respond to are linked to qualifications registered with a different SETA.

For example ...

SANBI is registered with Theta. Some of their horticulture training needs are linked to qualifications with the AgriSETA. Theta which focuses quite strongly on tourism and hospitality has few qualifications that respond to the conservation training needs of most of employer organisations.

Wildlife and Environment Society is registered with the ETDP SETA as an accredited provider. They offer qualifications for municipal officials and linked to qualifications registered with LGSETA.
Choosing a parking bay …

Registration can only be done with one SETA. This is determined by the core business of the organisation – whether tourism, conservation, environmental management, water resource management – and its link to the SIC codes and ultimately the demarcation of the SETAs. On registration to pay the skills levy with SARS, employer organisations are allocated to a SETA. An employer might appeal against this initial allocation, if a strong enough argument can be made for registration with an alternate SETA based on their core business and its links to the SIC codes and SETA demarcation. See below for more on the process of registration and inter-SETA-transfers.

Organisations in the Network are mainly registered with AgriSETA, CATHSSETA, EWSETA and LGSETA. A smaller number are registered with MERSETA, MICTS, PSETA and TETA.

The word from the pros is … choose a parking bay … then … shop around
In 2009 DEA developed an Environmental Sector Skills Plan (ESSP). Described as the first of its kind, the ESSP involved a comprehensive assessment of the nature and scope of environmental skills requirements in SA. Thomas Mathiba, Director of Sector Education and Training in the DEA describes the development of the ESSP as being a premonition. Shortly after its development, in April 2010, the Ministry of DHET announced a proposal for a revised and more efficient SETA system to support the imminent third generation National Skills Development Strategy (NSDS III). Organized constituencies and members of the public were invited to submit comments to the National Skills Authority on the proposed NSDS III and the revised SETA landscaped. Drawing on the ESSP, a National Skills Planning Forum under the auspices of the DEA Sector Education and Training Directorate in partnership with associated government departments and civil society made a submission to the NSA arguing for greater attention and inclusion of the cross-sectoral environmental driver in national skills planning. This submission was facilitated through DEA to DHET. The outcome was that through a footnote in the draft NSDS III, all SETAs were required to integrate the environmental driver into their Sector Skills Plans (SSPs) and DEA was requested to engage with the different SETAs to ensure its inclusion. DEA convened a meeting with skills planning professionals in the sector to review and suggest the inclusion of key environmental skills all SSPs. Through a general meeting the DEA committed to ongoing support to SETAs to address environmental skills planning. This signified a significant breakthrough for environment in national skills planning and development. Sadly however, the release of the final NSDS III, though retaining reference to the ESSP is silent on sustainable development and the footnote on integrating the environmental driver into skills planning has disappeared. All is not lost however, as some traction has been achieved with some of the SETAs seeking to pay more attention to environmental skills planning over the next 5 years.

Thomas Mathiba, Director: Sector Education and Training in DEA sees advantage in Network participant organisations being spread across a number of SETAs. He argues against shifting to SETAs where a number of organisations can collectively have a strong presence and suggests that participant organisations ...

...stay where you are and try to make environment a priority

... shop around

What if our training needs are not prioritised by the SETA of registration?
Some organisations, like Plastics Federation, WESSA and Ezemvelo KZN Wildlife have done just that. They have registered with what we refer to as a primary SETA, like ETDP SETA in the case of the first 2 and CATHSSEMT in the latter. Through ongoing interactions they have developed relationships with secondary SETAs – as opposed to the primary SETA of registration – and Memoranda of Agreements (MoAs) have allowed them to work across the SETAs to ensure skills provisioning in key areas.

You have probably already parked in a specific parking bay with your primary SETA. This might be CATHSSETA, MICTS, AgricSETA, PSETA, or one of the other.

The Sustainability Institute has parked in the ETDP SETA parking bay and are currently considering AgriSETA as an item on their shopping list. Ezemvelo KZN Wildlife has parked with Theta and shopped with SASSETA to secure an MoU between the 2. DWA are parked with EWSETA and facilitated an MoU with LGSETA. Plastics Federation has parked with ETDP SETA, and must work closely with MERSETA to address the skills needs of the plastics industry who are their clients.

What does your shopping list look like?

Some of colleagues see this as a very scary shopping mall … others have some advice on how to handle the sellers and their wares.

**SETA shopping list**
- Theta
- AgriSETA
- PSETA
- LGSETA
- 
- 

What a shopping list!!!!!

Mumsie Gumedede: CEO of WESSA advises that …

... it took 3 months of working with both ETDP SETA and LG SETA and not relying on either one of the two to drive the process, before the MoU that meets WESSA’s training needs as the accredited provider of learning programmes registered with LGSETA.

Mbali Ngcobo: Human Resource Development Manager for KZN Wildlife advises CEO of WESSA reiterates this and advises that …

... if you are registered with one SETA you have to liaise directly with the ETQA in the other.

Prudence Ramsery of the Sustainability Institute reminds us that …

Working with SETAs is very different if you are an employee organisation or training provider …

Nwabisa Ntantiso, the Training and Development Manager for Eastern Cape Parks and Tourism Agency says that in this shopping maze, … the WSP goes only to the primary SETA with which you are registered. Ongoing and considered engagement is what achieves work across the SETAs through MoUs.
Registering as an employer ...

Defined by the Skills Development Levies Act (SDLA), it is the responsibility of the employer to apply to the Commissioner of SARS to be registered for payment of the skills levy. The employer has the right to indicate the preferred SETA of registration, based on its core business and the demarcation of the SETAs according the Organising Framework of Occupations (OFO). The selection of the SETA is binding on the employer, unless the Commissioner directs otherwise or the employer motivates for an Inter-Seta-Transfer.

Initial registration and inter-SETA-transfers are guided by the Standard Operating Procedures: Guidelines on the Classification of Employers with SETAs and the Inter-SETA Transfer of Employers and Skills Levies (SOPs - DoL, May 2007). These guidelines have been developed to ensure uniformity in processes of registration, skills levies collection and disbursements.

Registration of new employers

**Step 1:** This application to register is submitted to SARS through the same process of registering for Employees Tax and UIF. Employers use the SARS guidelines on;
- core business of the organisation,
- SIC codes and
- SETA demarcation.

**Step 2** The Commissioner, in consultation with DHET, verifies the registration application with reference to the SDLA (section 5) and the SETA demarcation in terms of the SIC codes.

**Step 3** The Commissioner registers the employer against the SIC codes referenced by the employer, so classifying the employer with the correct SETA. If the SIC codes

**Step 4** The Commissioner records the registration on the SDL Database through which to manage the collection and disbursement of the skills levy.

**Step 5** The Commissioner informs the employer of registration through a SARS form: Employees Tax: Notice of Registration.

**Step 6** Skills levy allocations are made according to listings on the SDL Employer Database.

**Step 7** The SETA verifies registration of the new employer on the SDL Employers Database for correct SETA allocation using employer core business as per business registration and SIC codes. If the SETA has grounds for the classification being incorrect, it submits an appeal to DHET for reclassification.

**Step 8** The SETA in writing acknowledges the classification of the employer and informs the employer of the chamber, chamber code and grant system. If the employer has any grounds for considering the application to be incorrect, it can submit an appeal to the Director General: DHET.
Inter-SETA-transfers

Step 1  SETAs receive applications for inter-seta transfers (ISTs) between April and June of each year. Employers register their interest to transfer with the SETA of current registration.

Step 2  The SETA verifies the application and ensures that the employer organisations core business is in line with the SIC codes and the SETA demarcation to which they are wanting to transfer.

Step 3  If the application is approved by SETA of registration, this is forwarded to the DHET with a recommendation for transfer. If not, the employer organisation is entitled to a written explanation of why the application has not been approved. The employer organisation has the right to appeal against the SETA decision to the DHET using prescribed appeal forms.

Step 4  DHET verifies the application and recommendation relative to the organisations core business, the SIC codes and the SETA demarcation, and forwards the application with recommendation to the Commissioner.

Step 5  The Commissioner will approve the application and reclassification only if satisfied that the skills levy is paid up to date. Once approved the transfer is recorded on the SDL Employers Database.

Step 6  DHET is responsible for communicating the transfer to both SETAs. The new SETA acknowledges the transfer and communicates its codes and systems to the employer organisation. The new SETA liaises with the previous SETA regarding employee information.

Inter-SETA-transfers have implications for the transfer of skills levies from the previous SETA to the new SETA. This is done through engagement between the 2 SETAs according to the SOPs on inter-SETA transfer of skills levy’s.

Theoretically inter-SETA-transfers sound quite straightforward. But as challenging as skills development goes, and with the many role players, it might be best to heed the advice of our colleagues and choose a parking bay,

- stay where you are and
- prioritise the environment and
- engage primary and secondary SETAs to make the skills training happen for your organisation and the environment.
Accreditation as a training provider

The SDA requires ETQAs in each SETA ‘... to accredit constituent providers for specific standards and qualifications registered on the NQF...’ for quality assurance of training provision. SETAs define a 2 phase process of accrediting providers. Only 2 phases, but many colleagues have described their process of accreditation as a 2 year ordeal of ‘...blood, sweat and tears ...’. Not in vain though. Accreditation is eventually achieved and as these experiences might help others to navigate the system faster and easier.

The ETQA regulations 1127 define the criteria against which training providers are accredited. These include:

- registration as a service provider;
- sound financial and organisational structure to deliver the proposed learning programmes;
- rigorous quality management system developed and implemented.

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<th>Phase</th>
<th>Expression of Intent</th>
<th>Application for Accreditation</th>
<th>On-site evaluation</th>
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| Phase A | Providers submit an expression of intent to the SETA to register as a training provider. This expression of intent is submitted on the relevant forms and focus on the business registration status of the entity, the organisational structure, financial viability, available resources and the intended scope of provision. The SETA assesses the organisational and financial feasibility of the provider to offer the proposed scope of training. | On SETA approval, the provider submits a formal application for accreditation. This is accompanied by a portfolio of evidence to support the application. All SETAs provide guidelines for compiling these portfolios of evidence, which include evidence of:  
  - organisational structure (and management of quality, programme design, development, assessment and moderation; staff and administration  
  - Financial, administrative and physical resources, including staff  
  - Details of programme design, development and assessment.  
  SETAs encourage providers to undertake a self-evaluation through the development of their portfolio of evidence. This is followed by a desk-top evaluation by the SETA. | The SETA verifies phase B with an on-site evaluation with the provider. SETA then accredits the provider for a period of 2 years as a minimum, according to CATHSSETA guidelines. ETDP SETA accredits providers for 3 years to coincide with the review period of qualifications. The provider then has to re-register as a provider. |
Stories from the trenches …

**EWT** first applied for registration in September 2009, and after 3 re-submissions of the portfolio of evidence and evaluations was accredited as a provider with CATHSSETA in January 2011. Adam Pires, says that Phase B of the process was a big one and describes it as the equivalent of developing a company training portfolio of evidence. The biggest challenge he says was the programme evaluation, which includes the course content, materials, assessment, alignment to unit standards etc.

... our application only included one unit standard ... purposely done to simplify an already complicated process ...

... we had the training materials and assessments on hand so it made things slightly easier ...

**WESSA** submitted an intent to become accredited and received a self-evaluation pack to guide the development of their application. As a requirement for accreditation, they had to develop a quality management system which Jonathan Wigley describes as the most challenging part of the process. They developed a fairly rigorous system that was integrated with their everyday operations. Parallel to this they also had to develop the qualification for which they were seeking accreditation. This included a needs analysis, developing the curriculum framework, the course materials, learner manuals and assessment guide. They submitted their application and were accredited the first time round, which Jonathan says is rare. Like EWT ...

... we were only accredited to offer the ETDP level 5 qualification ... we are currently expanding our scope ...

Prudence Ramsery from the Sustainability Institute in responding to the challenge of lengthy processes and staff turnover as a result advises ...

... keep a paper trail as a reference in case people move on and new people pick up the process midway.
Getting to know your SETA

Our colleagues in the know advises that rather than wait for the SETA to engage you, be proactive and get to know the SETA and initiate that engagement.

Nwabisa Ntantiso, Training and Development Management for Eastern Cape Adventure and Tourism regularly – about every 2 weeks - scouts the CATHSSETA website for people to engage with and upcoming events and projects with which they can get involved.

WESSA talks of 2 examples of success based on developing strong relationships with the SETAs.

Mumsie Gumede: CEO says that 3 months is all it took to cement an MoU between ETDP SETA and LGSETA to enable their offering of skills training in the local municipalities.

Jonathan, from their SustainEd Unit shares that their accreditation was approved on first submission of the application, very rare in the SETA landscape.

Some examples of building and maintaining these relationships include,

Inviting the ETDP SETA Qualifications Development Manager to a strategic planning session to review and revise the EETDP Level 5 qualification.

Ongoing engagements with LGSETA to appoint WESSA as an Institute for Sector and Occupational Excellence.

Engaging in the SETA structures

One of the key priorities identified at the 2nd Network meeting was the need for increased representation of the environment sector in the key structures of SETAs. Options for representation are being explored to achieve greater representation in the SETAs. This is one way in which organisational representatives can do more in existing SETA structures to further our environmental course.

SETAs must be made up of organised labour, employers and government departments. In some cases interested professional bodies may be represented, if approved by the Minister. Key structures for representation in planning, management and governance of skills planning in the sector include:

The SETA Board which is appointed and approved by the Minister of DHET. The Boards overall function is policy and strategy development and general oversight and governance. Individual SETA constitutions make provision for the scope of representation on the board. Constitutions of
SETAs similarly make provision for the establishment of Standing Committees of the Board as required.

SETAs make provision for the establishment of chambers for various subsectors. The scope of these chambers as well as composition is defined in the constitution.

These structures provide opportunity for engagement in the policy and strategy development, skills planning and development and strategic oversight of skills training in the sector.

**CATHSSETA’s Constitution**

... makes provision for the composition of its Board as follows:

- 9 members of organised labour;
- 9 members representing employer organisations – these must be members of organisations registered with CATHSSETA
- 1 member each from the Ministries of Sports and Recreation and Environment Affairs – recommended by the Minister of these departments
- If deemed necessary, the Minister will appoint a member of a professional body or bargaining council linked to the sector; and
- 2 additional members based on expertise relative to the sector

Board members are appointed for a 5 year term of office, up to a maximum of 2 terms.

**Standing Committees of the Board of CATHSSETA**

- The Executive Committee
- The Audit Committee
- The ETQA Committee
- The Operations Committee
- The Remuneration Committee
- The Tender Committee

The composition and scope of representation of these committees are guided by Annexure B to the constitution. The CEO of CATHSSETA sits on each of these committees.

**The Conservation and Tourism Guiding Chamber**

... is provided for by the constitution as 1 of 5 chambers representing subsectors.

These are made up of 8 members in equal representative proportions for organised labour and employers.

1 Board member sits on these Chamber committees.

Members serve on the Chamber Committees for a term of 2 years.
A very recent (February 2011) process of nominations aims to secure participation of representatives on both the CATHSSETA Board as well as on the Chamber for conservation and tourism guiding. An appointed task team will similarly explore options of securing representation on other key SETAs with which member organisations are registered.

**Skills planning with your SETA**

Skills development is informed and guided by the National Skills Development Strategies as an overarching national framework. Sector Skills Plans (SSPs) are developed drawing down on the overarching goals of the NSDS and contextualised by the Workplace Skills Plans (WSPs) developed at an organisational level.

The responsibility of the NSA the NSDS proposes broad strategic goals to direct sector skills training for a period of 5 years. It similarly proposes a framework for disbursement of skills levies. In its 3rd generation, the NSDS III – April 2011 to March 2016 - draws on key lessons learnt through the NSDS I and II.

**Sector Skills Plans**

SSPs for an economic sector is the responsibility of the SETAs. This is the crucial point of skills development to support sustainable economic growth and social development. It is also the point at which a contribution is made to the broader goals of the NSDS. The SSPs of individual SETAs guide skills planning for their respective sectors, the prioritization of skills needs and the allocation of SETA grants for training. The SSP draws down on the broad goals defined in the NSDS III. Specific skills needs contextualised for each economic sector is informed upward from the WSPs.

**Workplace Skills Plans**

WSPs are developed by and within individual organisations. These define the specific skills needs and training requirements in a given sector. These WSPs inform the development of SSPs, the prioritization of skills training and the allocation of grants for skills training. WSPs play a critical role in ensuring that the right skills training is planned and budgeted for.

... if it is not in the WSP, it won’t be in the SSP ... and most likely not be funded
Different funding pots ...

The payment and disbursement of skills levies is governed by the SDA. Employers pay 1% of their total payroll bill in skills levies to SARS. This is disbursed as:

- 60% that can be claimed back for the SETA under the mandatory grant for skills training (15% on submission of a training plan and 45% on submission of a training report)
- 10% for SETA administration
- 10% for SETA strategic interventions under the discretionary grant
- 20% is contributed to the national skills fund

Government agencies are exempt from paying levies, but are expected to set aside 1% of their payroll for training. Empirical evidence shows that this is however not the case.

The National Skills Fund

... draws down 20% from skills levies paid. It is seen as a catalytic grant for addressing strategic priorities in skills training described in the NSDS as ‘... training the unemployed, non-levy paying cooperatives, NGOs and community structures and vulnerable groups ...’ It is similarly available for addressing key projects that inform skills development broadly and fall outside of the scope of SETAs for example, researching workplace-based learning, monitoring and evaluation.

The SETA Mandatory Grant

... is available to fund training that has been planned for in WSPs, SSPs and / or training plans and reported in the Annual Training Report. Only levy paying employers can apply for the SETA mandatory grant to respond to training needs. These need not be critical or scarce skills, but must be contained in one of the abovementioned plans and reported on to the SETA.
Few have been able to claim against these grants to meet training priorities. Those who have had success have managed to claim against the discretionary grant for special projects.

Nwabisa Ntantiso, Training and Development Manager for Eastern Cape Parks and Tourism

... applied for participation in an ABET programme that was advertised on the CATHSSETA website. The programme was funded as a special project from the discretionary grant fund. ECP&T received R2.6 million for ABET training for their own staff. Since a training provider had been appointed by the SETA, ECP&T had little voice or control over the quality and ultimate roll out of the project. So it remains questionable who the true beneficiaries of this training were?

Dennis Mtsweni in Water Services: Sector Development in DWA

... describes how a proposal was submitted to the LGSETA to explore ways of improving skills in the water and waste water treatment works. Through an MoU between LGSETA and DWA, a discretionary grant of R40m was approved for training in Gauteng Province. DWA have subsequently been requested to submit proposals for further roll out of the training into other province. These proposals have been approved and training is scheduled for start up in February 2011.

If you are an employer looking to fund training needs, to claim against the mandatory grant, training must be planned for and described in the WSP and / or Training Plan and reported on in the Annual Training Report.

If you are a training provider looking to support one of the strategic priorities of the SETA, you could apply for funding from the discretionary grant.

Funding for skills training is generally known to be poorly used. Working with our SETAs to better articulate and plan for our skills needs is a responsibility we have accepted through our commitment to improve our WSPs. More on this in module II.