



EWSETA 2023  
SDF CAPACITATION SESSIONS

7 February 2023 at 09:30



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# LEGISLATIVE UPDATES





# DRAFT SETA GRANT REGULATIONS

- Government Gazette 47926 published 27 January 2023 for comment.
- Interested persons and organisations to comment in writing to:
  - The Director-General, P/Bag X174, Pretoria, 0001, for attention Ms N Gumbi, email [Gumbi.N@dhet.gov.za](mailto:Gumbi.N@dhet.gov.za).
- Comments should reach the DHET within 21 days after publication of Notice.

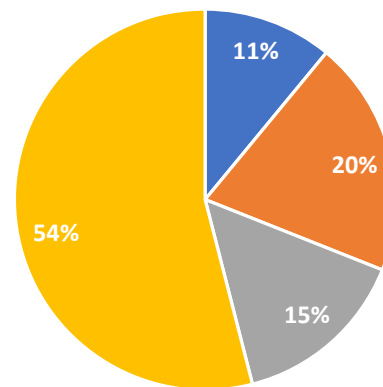
# SOME KEY CHANGES

- An application for mandatory grant must be submitted by 30 June 2023.
- From 1 April 2024 application for mandatory grant must be submitted by 30 April 2023.
- 20% of the total levies paid by the employer will be paid to the employer who submits WSP/ATR.
- SETA must approve the WSP/ATR to ensure the employer meets data quality standard set by the SETA.
- A SETA may allocate an amount to the maximum of 15% to an employer that has proven/demonstrated that they can take on unemployed learners on WBL programmes.

# SOME KEY CHANGES

## SETA Funds Allocation

Levies



■ Administration ■ Mandatory Grant ■ WBL Grant ■ Sectoral Grant

# MANDATORY GRANTS



# SKILLS DEVELOPMENT ACT

## Skills Development Act, 1998 (Act No 97 of 1998) as amended (SDA)

- develop the skills of the SA workforce
- provide employees with opportunities to acquire new skills
- ensure the quality of education and training in and for the workplace
- improve employment prospects of PDAs (through training and education)
- encourage employers to use the workplace as an active learning environment
- increase the levels of investment in education and training in the labour market



# SKILLS DEVELOPMENT LEVIES ACT

## Skills Development Levies Act 1999, (Act No 9 of 1999) as amended (SDLA)

- To impose a skills development levy at a rate of 1% of the leviable amount on every employer
- Employers where the salary bill will not exceed R 500 000 over the next 12 months are exempt from paying the skills levy

**Exempted employers are encouraged to submit a WSP-ATR for the purposes of research and recording of their details on the EWSETA database**

# SETA GRANT REGULATIONS

- regulate proportion of funds available for skills development that is spent on administration.
- provide for SETAs to contribute to the cost of the work of the QCTO.
- discourage the accumulation of surpluses and the carry-over of unspent funds at the end of each financial year.
- improve the quantity and quality of labour market information received by SETAs in the form of workplace skills plans, annual training reports and PIVOTAL training reports, to inform planning.

# MANDATORY GRANT APPLICATION

Funds designated as mandatory grants to fund the education and training programmes as contained in the Work Skills Plans (WSP) and Annual Training Reports (ATR):

- **Work Skills Plan (WSP)** - describes the main skills development activities planned for the upcoming year and must reflect all planned training.
- **Annual Training Report (ATR)** – reports on the education and training interventions that were delivered during the previous year. The ATR must reflect all training conducted

# CRITERIA FOR MG APPROVAL

- An application must be submitted by 30 April each year.
- Proof of implementation of previous year planned training must be submitted.
- Evidence must be provided that the submission has been subject to consultation with the recognised union/s (Medium and Large companies).

# ORGANISING FRAMEWORK FOR OCCUPATIONS (OFO)

- provides a common language when talking about occupations;
- captures jobs in the form of occupations; and
- groups occupations into successively broader categories and hierarchical levels based on similarity of tasks, skills and knowledge.



# STRUCTURE OF THE OFO

1. Major Group	1 Digit	The broadest level of the classification Differ based on skill level and the <u>broadest</u> concept of skill specialisation	2 PROFESSIONALS
2. Sub Major Group	2 Digits	Sub-divisions of Major Groups Distinguished based on <u>broadly stated</u> skill specialisation	24 BUSINESS AND ADMINISTRATION PROFESSIONALS
3. Minor Group	3 Digits	Sub-divisions of Sub Major Groups Distinguished based on <u>less broadly stated</u> skill specialisation	241 Finance Professionals
4. Unit Group	4 Digits	Sub-divisions of the Minor Groups Distinguished based on a <u>finer degree</u> of skill specialisation	2411 Accountants
5. Occupations	6 Digits	Relates to a cluster of jobs which involve the performance of a common set of tasks.	241101 General Accountant
6. Specialisations	6 Digits	Skill specialisation is considered in terms of four concepts: <ul style="list-style-type: none"> <li>• the field of knowledge required;</li> <li>• the tools and machinery used;</li> <li>• the materials worked on or with; and</li> <li>• the kinds of goods and services produced.</li> </ul>	241101 Bank Accountant 241102 Cost Accountant

# ALIGNMENT OF OFO TO NQF AND SKILLS LEVELS

NSDS	NQF Level	Skill Level	OFO Major Groups
HIGH	10 ↑ 7	4	2 Professionals
			1 Managers
INTERMEDIATE	6	3	3 Technicians and Associate Professionals
	5	2	4 Clerical Support Workers
	4		5 Service and Sales Workers
ENTRY	3		6 Skilled Agricultural, Forestry, Fishery, Craft & Related Trades Workers
	2		7 Plant and Machine Operators and Assemblers
	1	1	8 Elementary Occupations

**Thank you  
for listening!**