







Monthly Review

April/May 2008

Working together for a skilled tomorrow

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- ***Career Guide Competition***

INSETA would like to congratulate the following winners of the Career Guide Competition:

Miss Felicia Wagner

Mr Raymond Mhobo

Mr Wandile Mtshakala

Mr William Rogers

Miss Lerato Bogacwi

Please contact INSETA Head Office, Sebolelo Malebye on 011 544 2000 to claim your prize.

- ***SETA Grant Regulations regarding monies received by SETAs and related matters***

The payments of Mandatory Grants by SETAs is regulated by Sub regulation 6(5) of The Skills Development Grant Regulations which requires that WSPs & ATRs must be submitted by 30 June. No automatic extension is granted. In extreme cases an application can be made to the relevant SETA by an employer who wishes to obtain an extension for such submission. The extension will be granted within the discretion of the relevant SETA Council.

FAIS

FAIS ROADSHOWS

The INSETA FAIS Fit and Proper Project will be implemented in two phases:

- ⇒ Phase 1: National Assessments in June and November 2008 and annually until 2009;
- ⇒ Phase 2: Curriculum, Learning Material, RPL Tool and National Assessments available in April/May 2008.

National Assessments

The National Assessments will follow a similar format and process as in 2007. The questions will be designed as case studies with a multiple choice answer selection.

A pilot assessment will be available on the website to assist as a “mock exam”.

The content of the case studies will assess—in a rigorous and responsible way— knowledge, cognitive skills, analytical skills, logical thought, etc.

Educational integrity will underpin the design of the assessments.

The various papers will cover different unit standards in the FIRST and SECOND ROUNDS.

Assessment Guidelines

Candidates, who have not written any assessments before, will be required to write in the First Round assessments (Saturday morning). Candidates, who have completed the 2007 assessments in November 2007, will be required to sit the Second Round (Saturday afternoon) assessments.

Should candidates have been declared “not yet competent” (NYC) in any sections in November 2007, they will be allowed to complete the Second Round assessments (Saturday afternoon). Candidates are also allowed to write both rounds of assessments, should they wish to do so.

Registration

All details are available on the INSETA website, under the FAIS Link.

Assessment Dates

- **Saturday 21 June 2008**
- **Saturday 8 November 2008**

Registration Form

The registration forms should be completed online and also faxed to 011 326 4073.

The closing dates for registration are 2 June and 15 October 2008 respectively.

Cost per assessment

R935 + R131(VAT) = R1066

Payment options

Online payments and direct deposits are welcomed. Proof of payment should be faxed to 011 326 4073.

Banking details

Account holder: IMFUNDO
Account Type: Cheque
Bank: ABSA Sandton
Branch code: 331155
Account number: 4069660318

For additional information kindly visit our website.

Skills Development News ...

• *WSP 2008/9 and ATR 2007/8 Templates and Forums*

The WSP and ATR templates for mandatory grants have been streamlined to a more user friendly version. The templates are “live” on the SMS system for completion by companies and submitted to INSETA by the deadline date of 30 June 2008.

The user-friendly document incorporates all input from stakeholders and the Skills Division of INSETA and has been converted into a template by INSETA’s systems partner, Deloitte.

All companies are encouraged to complete the two documents as soon as possible in order to meet the submission deadline to qualify for the receipt of the their mandatory grants.

The Skills Division will be hosting capacity support forums on the correct completion and submission methodology of the WSP/ATR template for companies within the Insurance Sector during May 2008.

The forums will incorporate the following:

- ◆ **WSP/ATR User Manual and Evaluation Criteria**
- ◆ **Mandatory Grant Disbursement Process**
- ◆ **Online SDF Registration Process**
- ◆ **New Standard Operating Procedure on Inter-SETA Transfer**
- ◆ **Linking De-linking Companies on the SETA Management System (SMS)**
- ◆ **INSETA Discretionary Grant Projects 2008/9**



The forums will take place on the following dates:

KZN Durban	-	13 May 2008
GP Johannesburg	-	15 May 2008
EC Port Elizabeth	-	20 May 2008
WC Cape Town	-	22 May 2008

Further information on the Forums can be obtained from our website.



● **CHANGES ON THE HORIZON FOR SKILLS DEVELOPMENT** by Mike Abel, CEO of Inseta

The draft Skills Development Amendment Bill 2008 has been published for public comment on 28 February 2008 by the Department of Labour (DoL). These proposed amendments, once implemented, will result in a more flexible and broad policy framework which will result in the acceleration of the delivery of scarce and critical skills in South Africa.

The main features of the Bill are:

Promotion and development of artisans.

There is a growing need for skilled artisans in South Africa. The Bill, once implemented will strengthen the institutional capacity of DoL to accelerate artisan development. An 'apprenticeship' is now defined as a learnership in respect of a listed trade and which includes a trade test in respect of that trade;

Transfer of the provisions of the Manpower Training Act 1981 in respect of apprenticeships.

The Bill repeals the provisions in the Manpower Training Act, 1981 in respect of apprenticeships which deals with artisan training. The result is that all workplace learning programmes will now be provided for in a single piece of legislation;

Strengthening the further implementation of Employment Services

The amendment Bill makes provision that the Minister, after consultation with the National Skills Authority, by notice in the Gazette, may require each employer to notify a Labour Centre in the prescribed manner of (a) any placement opportunity that employer has, and (b) the placing of any worker referred by that Labour Centre in any placement opportunity with that employer;

Establishment of the Quality Council for Trades and Occupations

The proposed Quality Council for Trades and Occupations (QCTO) is a new body which will be responsible for the development, monitoring and quality assurance of occupationally related learning. Professional learning will be excluded as it is covered by other pieces of legislation which have been released at the same time as the Skills Development Amendment Bill. These other amendment Bills have been published by the Department of Education on 15 February 2008 and include The National Qualifications Bill 2008, The Higher Education Amendment Bill 2008 and The General and Further Education and Training Quality Assurance Amendment Bill 2008. The QCTO's operations will mean that the quality assurance of work based or occupational learning will now be centralized with one body; and

Listing of the National Skills Fund as a Public Entity.

The legal status of the National Skills Fund was not clearly provided for in the existing Act. The new amendments cure this oversight and provides for the creation of the National Skills fund as a public entity which falls under the provisions of The Public Finance Management Act 1 of 1999 (PFMA). The previous provisions relating to the proviso that only 2% of the money allocated to the Fund could be used for the administration of the Fund has been deleted. The new clause does not set a limit on funds which can be disbursed for administration of the Fund and leaves the limit to be prescribed by the Director- General of the Department of Labour.

How are SETA's affected by the new changes?

All SETA's are affected by the new changes in the amendment Bill. Inseta views the proposed changes in a positive light. The proposed changes will mean that SETA's can focus on their core business, which is skills delivery. The amendments will impact the way SETA's function in the following manner:

SETA's will no longer be responsible for the Sector Skills Development Plans (SSP). The amendments propose that the DoL sets up a Skills Development Planning Unit which will be responsible for researching and analysing the labour needs for South Africa as a whole and for each sector individually; and

The QCTO will be responsible for the ETQA functions of the SETA's and the SETA's will primarily be involved in the monitoring functions prescribed by the QCTO.

Transitional arrangements are included in the amendment Bill to provide for the continuation of accreditation of SETA ETQA's and providers by SAQA and such arrangements will remain in force until the QCTO comes into operation on a date determined by the Minister.



Staff News...

• *Latest in house chit chat... by Sebolelo Malebye*

“Skills enhancement through relevant training promotes a better working environment in terms of effectiveness and efficiency.” DS

INSETA would like to congratulate the following employees who have successfully completed their training course:

- Kim Pretorius Assessor Course
- Viola James Supervisory Management Skills
- Tebogo Mathopa Strategic Business and Budgeting Course
- Jabu Mabaso Computer Skills
- Zodwa Motloung Office Administration
- Kgomotso Mogami Life Skills and First Aid
- Bongwiwe Ramaboea Report Writing and Excel
- Itumeleng Motaung Assessor Course
- Derene Breytenbach Assessing Workplace Learning



Welcome back goes out to Adeline Singh who has resumed work after being on maternity leave since February 2008.

