



Public Service Sector Education and Training Authority (PSETA)

Presentation to Labour Portfolio Committee

JULY 2007

OUTLINE OF PRESENTATION

- PSETA Mission
- Scope of Coverage
- PSETA Listed as a Public Entity
- Skills Planning
- Learnership Implementation
- ETQA
- Discussions

PSETA MISSION

**TO CO-ORDINATE AND
FACILITATE DELIVERY OF
APPROPRIATE LEARNING
PROGRAMS TO IMPROVE
TRANSVERSE SKILLS IN THE
PUBLIC SERVICE**

SCOPE OF COVERAGE

- All National departments
- All provincial departments
- Department of Trade and Industry and
Department of Foreign Affairs
- Parastatals (Not Elsewhere Classified)
 - Identified National Departments – 100%, eg. DPISA, Home Affairs, DoL
 - Other Departments – Transverse skills, eg SMS and MMS
 - Policy development; Strategic planning and management; Leadership; Client service; Administration; Project management; etc.

PSETA LISTED – PUBLIC ENTITY

Minister of Finance published a Government Gazette on 26 May 2006, re-establishing PSETA as a Public Entity, Schedule 3A.

While PSETA will continue to be funded by Voted funds through DPSA for the financial years 2006/7, 2007/8, and 2008/9, this funding has the assurance of the Minister of Finance within the MTEF process and will be R14 million, R18 million and R21 million for the respective years.

The PSETA will in future be funded from the contribution made by the affiliating departments. It is intended to enlist the assistance of the Minister of Public Service and Administration and the Minister of Finance, to send out a directive to the departments falling within the jurisdiction of PSETA to contribute 10% of the 1% of the personnel budget, for the administration of the PSETA, as it is the case with all other SETAs.

The PSETA is also in the process of acquiring its own identity by establishing itself as an autonomous entity. The new Board has been appointed as per the approved constitution and PSETA will soon move to the new premises.



SKILLS PLANNING

The Sector Skills Plans (SSP), Work Place Skill Plans (WSP) and Annual Training Reports (ATR)

- The SSP Update was developed and submitted to DoL before the end of November 2006 as required by DoL. The SSP Update has been approved by the DPSA and the DoL.
- 129 government departments (out of 140) submitted their WSPs for 2006/7 to the PSETA which translates to 90.7% although 24% were received after the closing date of 30 June 2006.
- In the case of Annual Training Reports for 2005/6, PSETA received 108 out of 140 = 81.1%

WSPs RECEIVED IN 2006/7

PROVINCE	WSPs EXPECTED	RECEIVED	RESPONSE (%)
Eastern Cape	12	8	66.6
Gauteng	12	12	100
Free State	12	12	100
KwaZulu-Natal	13	13	100
Limpopo	11	11	100
Mpumalanga	12	12	100
North West	12	11	91.6
Northen Cape	11	9	81.8
Western Cape	11	11	100
National Depts.	34	30	88.2
TOTAL	140	129	92.8

2005/6 ATRs RECEIVED

PROVINCE	WSPs EXPECTED	RECEIVED	RESPONSE (%)
Eastern Cape	12	7	53.3
Gauteng	12	10	83.3
Free State	12	12	100
KwaZulu-Natal	13	11	84.6
Limpopo	11	11	100
Mpumalanga	12	12	100
North West	12	10	83.3
Northen Cape	11	6	54.5
Western Cape	11	11	100
National Depts.	34	18	52.9
TOTAL	140	108	81.1

OTHER SKILLS PLANNING ACHIEVEMENTS

GUIDE ON PUBLIC SECTOR CAREERS

A Guide on Public Sector Careers was developed in 2006/7.

- The Guide is based on the PSETA's findings on Scarce Skills Needs in the Public Sector.
- The Guide is intended mainly for learners in High Schools, Tertiary Institutions as well as employees within the Public Sector to inform them about career options in the sector.
- During 2007, the guide will be presented to Education Departments in all provinces in special workshops.

MEASURES TO IMPROVE THE QUALITY OF WSPs

- Since September 2006, the PSETA has trained 104 Skills Development Facilitators (SDF) in 8 of the nine provinces. The training is based on five SDF Unit Standards and its purpose of to ensure that SDFs in the sector understand the skills development planning environment and skills planning processes.
- A "Skills Development Facilitation Guide and Toolkit" was developed during 2006 as an additional resource for SDFs and other practitioners. More than 300 in all provinces were trained on the use of the Guide and Toolkit during 2006/7.

CHALLENGES

- There is an urgent need to train SDFs on more advanced skills to enable them to effectively lead skills planning processes in their respective departments. However the PSETA is not adequately funded to meet this need to improve capacity in the departments.
- An Skills Planning IT System is urgently required in the PSETA to enable the PSETA to manage training information efficiently and to strengthen its reporting responsibilities on training in the Public Sector.
- Due to the lack of a functional IT System tracking monitoring of expenditure patterns (e.g. the use of the 1% of personnel costs) on training in the sector is a major challenge to the PSETA.

LEARNERSHIP

Key activities for 2006/07

1. Review & Development of Learnerships
 - Deregistered 8 learnerships- no qualification
 - 3 learnerships revised in line with new qualifications
 - Registered 4 new learnerships
 - Developed learner guides for public administration

Key Activities

2. Support government departments
 - Developed step by step guides on implementation of learnerships
 - Workshops held with provinces on learnership & internship guides: attendance per province
 - Packaged 15 skills programmes per functional competence

Key Activities...

3. Delivery of learning programmes

- Facilitated certification of learners with other SETA's- Services & FASSET
- DPSA report on progress against 5% establishment intake by government departments info validated through name lists
- Facilitate workplace readiness interaction with ETQA's
- Monitoring learning delivery & support (implementing departments)
- Managing Learnership agreements

Challenges

Among others:

1. Government intervention plans not necessarily discussed with PSETA – to some, we only get to hear per intent form for implementation, others only when there are challenges or not at all - intake per dept. budget
2. No direct funding to facilitate delivery of learning programmes per PSETA targets
3. No mechanism to deal with none compliance-implementation before registration- challenges related to signing of agreements

ETQA

- 18 qualifications for the sector including for home affairs, foreign affairs, trade & industry and public administration 14-7 linked to MMS & SMS competency framework
- 18 unit standards including anti-corruption and gender mainstreaming as well as electoral practices for the iec
- 456 new learners enrolled against qualifications & unit standards 2007

- Accredited 15 training providers against public service sector specific qualifications and unit standard
- Trained learning programme evaluators
- Developed guidelines for the training of assessors and moderators in the public service
- Supporting state academies to obtain accreditation as Institute of Sectoral or Occupational Excellence (ISOE)
- Increased support to national and provincial departments on the matters of NQF and HRD implementation
- Initiated the HRMIS (now termed HR connect and falling under DPSA HRMP) for the public services sector

CHALLENGES	STRATEGIES
Slow increase in the number of providers accredited	Provider forums, online accreditation
Low utilisation of the Quality Management System(QMS)	Link the website queries/feedback to the QMS client management
Slow registration of assessors and moderators and the feedback to applicants	Increase capacity within and enhance the mis capacity
Recognition of Prior Learning (RPL) framework and guidelines were developed but not yet implemented in the sector	Roll out the RPL framework to departments
Memoranda of Understanding (MoU) with the council on higher education remains unsigned	Reinitiate the MoU process and seek the DoE/ SAQA intervention
Shortage of accredited providers for line function programmes	Keep and maintain databases of accredited providers from other ETQAs

THANK YOU

DISCUSSION