

FOOD & BEVERAGES MANUFACTURING SETA

**Addendum
To
Annual Performance
Plan**

2020/2021



FoodBev SETA
Food and Beverages Manufacturing
Sector Education and Training Authority

As Reported and Approved

Accounting Authority Statement

The Food and Beverages Manufacturing SETA (FoodBev SETA) is pleased to present its 2020 /21 Annual Performance Plan (APP) following the Minister's promulgation of the National Skills Development Plan (NSDP), which comes into effect on 1 April 2020. The 2020-2021 FoodBev SETA key plans are aligned with the SETA priorities highlighted in the Sector Skills Plan. The outputs of this document will provide guidance for the SETA over the next reporting year as we develop programmes and projects to serve the main outcomes required to deliver skills training to the sector. The focus of the SETA emanates from two main policies namely, the Skills Development Act 97 of 1998, which pronounced its establishment and the National Skills Plan which communicates the mandate of the SETA. The SETA has considered relevant legislation and regulatory frameworks. The Executive Authority will continue to provide direction on the development and implementation of strategic priorities that are outlined in the APP. Further, the Executive Authority endorses the 2020-2021 APP and commits to its successful implementation.



Mr. Alan Campbell

Chairperson of the Board

Recommended amendments: Chairperson signature change as highlighted below

Accounting Authority Statement

The Food and Beverages Manufacturing SETA (FoodBev SETA) is pleased to present its 2020 /21 Annual Performance Plan (APP) following the Minister’s promulgation of the National Skills Development Plan (NSDP), which comes into effect on 1 April 2020. The 2020-2021 FoodBev SETA key plans are aligned with the SETA priorities highlighted in the Sector Skills Plan. The outputs of this document will provide guidance for the SETA over the next reporting year as we develop programmes and projects to serve the main outcomes required to deliver skills training to the sector. The focus of the SETA emanates from two main policies namely, the Skills Development Act 97 of 1998, which pronounced its establishment and the National Skills Plan which communicates the mandate of the SETA. The SETA has considered relevant legislation and regulatory frameworks. The Executive Authority will continue to provide direction on the development and implementation of strategic priorities that are outlined in the APP. Further, the Executive Authority endorses the 2020-2021 APP and commits to its successful implementation.



Mr. Alan Campbell
Chairperson of the Board

As Reported and Approved

Chief Executive Officer Statement

The FoodBev SETA as established by the Skills Development Act 97 of 1998, has recently had its operating license extended until 2030. The extension comes with a policy shift from the National Skills Development Strategy (NSDS) III to the National Skills Development Plan (NSDP). The NSDP is aimed at improving access to occupations in high demand and priority skills aligned to supporting economic growth, employment creation and social development. This APP document was developed after the organisation's strategy session which reflected on the previous Strategic plan and the priorities for the 2018 financial year. These priorities included transformation, artisan development, skills gap in the sector, career guidance, assisting the sector to boost innovation through research and innovation. These priorities are still the focus for the next year with an increase of the scope covered under each. The latter is because these priorities continue to be the most relevant and are aligned to the national priorities over the next 10 years.

Further, the SETA has embarked on a partnership that will assist with the Fourth Industrial Revolution(4IR) changes in the sector. This partnership will assist the FoodBev SETA with delivering the relevant skills interventions needed by the employers. Some of the challenges faced by FoodBev SETA include business process integration and efficiency, lack of SME participation, effective stakeholder management and the allocation of funds not focused on skills gap within the sector. These challenges were diagnosed during the planning session and will be addressed during the next five years, starting from the 2020-2021 financial year. As the Chief Executive Officer, I am confident that the institution is committed to the implementation of the Annual Performance Plan.



Ms. Nokuthula Selamolela
Chief Executive Officer

Recommended amendments: Inclusion of Alcohol ban implications on achievement of current targets

Chief Executive Officer Statement

The FoodBev SETA as established by the Skills Development Act 97 of 1998, has recently had its operating license extended until 2030. The extension comes with a policy shift from the National Skills Development Strategy (NSDS) III to the National Skills Development Plan (NSDP). The NSDP is aimed at improving access to occupations in high demand and priority skills aligned to supporting economic growth, employment creation and social development. This APP document was developed after the organisation's strategy session which reflected on the previous Strategic plan and the priorities for the 2018 financial year. These priorities included transformation, artisan development, skills gap in the sector, career guidance, assisting the sector to boost innovation through research and innovation. These priorities are still the focus for the next year with an increase of the scope covered under each. The latter is because these priorities continue to be the most relevant and are aligned to the national priorities over the next 10 years.

Further, the SETA has embarked on a partnership that will assist with the Fourth Industrial Revolution(4IR) changes in the sector. This partnership will assist the FoodBev SETA with delivering the relevant skills interventions needed by the employers. Some of the challenges faced by the FoodBev SETA include the need for improved automation of business processes for effective and efficient programme delivery, inadequate SME participation, effective stakeholder management, allocation of funds not focused on skills gap within the sector. Furthermore, the declaration of alcohol ban to curb the spread of COVID-19 has led to retrenchments in the alcohol industry as reported by the South African media, and with retrenchments, companies in this industry may not prioritise education and training and this may have a negative impact towards the achievement of targets for the current financial year. These challenges were diagnosed during the planning session and the latter quite recently because of the COVID-19 pandemic. Whilst most of these challenges will be addressed during the next five years as stipulated in this document, the FoodBev SETA plans to work with all relevant stakeholders to continuously facilitate skills development for the sector and country at large where possible during the COVID-19 outbreak. As the Chief Executive Officer, I am confident that the institution is committed to the implementation of the 2020/21 Annual Performance Plan during these difficult and demanding times.



Ms. Nokuthula Selamolela
Chief Executive Officer


As Reported and Approved

Official Sign-Off


It is hereby certified that this Annual Performance Plan:

- Was developed by the management of the FoodBev SETA under the guidance of FoodBev SETA Accounting Authority.
- Takes into account all the relevant policies, legislation and other mandates for which the FoodBev SETA is responsible
- Accurately reflects the Impact, Outcomes and Outputs which the FoodBev SETA will endeavor to achieve over the period 2020-2021.

Mr. Hector Makhubele
Senior Manager: Chambers


Signature: _____


Mr. Mogopodi Pule
Senior Manager: Finance


Signature: _____


Ms. Pretty Ngwasheng
Senior Manager: Human Resources/Stakeholder Relations


Signature: _____


Ms. Marlie Spencer
Senior Manager: Education
and Training Quality Assurance


Signature: _____


Mr. Magugu Maphiwa
Chief Financial Officer


Signature: _____


Mr. Sibusiso Miya
Senior Manager: Skills Planning
and Learning Programmes


Signature: _____

Ms. Nokuthula Selamolela
Chief Executive Officer


Signature: _____

Approved by:
Mr. Alan Campbell
Chairperson of the Accounting Authority

Signature:  _____

Recommended amendments: Chairperson sign off page change as highlighted

Official Sign-Off

It is hereby certified that this Annual Performance Plan:

- Was developed by the management of the FoodBev SETA under the guidance of FoodBev SETA Accounting Authority.
- Takes into account all the relevant policies, legislation and other mandates for which the FoodBev SETA is responsible
- Accurately reflects the Impact, Outcomes and Outputs which the FoodBev SETA will endeavor to achieve over the period 2020-2021.

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Mr. Hector Makhubele
Senior Manager: Chambers


Signature: _____

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Senior Manager: Human Resources/Stakeholder Relations


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Senior Manager: Education
and Training Quality Assurance


Signature: _____

Mr. Magugu Maphiwa
Chief Financial Officer


Signature: _____

Mr. Sibusiso Miya
Senior Manager: Skills Planning
and Learning Programmes


Signature: _____

Ms. Nokuthula Selamolela
Chief Executive Officer


Signature: _____

Approved by:
Mr. Alan Campbell
Chairperson of the Accounting Authority

Signature:  _____ .

As Reported and Approved

Sub-programme: Workplace Skills Plans and Annual Training Reports

Outcome	Outputs	Output Indicators	Annual Targets							
			Audited/Actual Performance			Current	Estimated Performance	MTEF Period		
			2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
Identified and increased production of occupations in high demand	Employers participating in the workplace training	9. Number of Annexure 2 applications approved	Large companies 185	Large companies 214	Large companies 219	Large companies 220	735- Levy-paying 31- Non levy - paying	740- Levy-paying 31- Non levy - paying	745- Levy-paying 35- Non levy - paying	750- Levy-paying 40- Non levy - paying
			Medium companies 181	Medium companies 192	Medium companies 204	Medium companies 210				
			Small companies 220	Small companies 266	Small Companies 330	Small Companies 300				

Indicators, Annual and Quarterly Targets for Programme 2

During the medium-term period, Programme 2 will expand its focus to include research reports that are aligned to the priority areas of the NSDP Outcomes and continue to conduct research that will feed into the delivery of a viable SSP and assist in the understanding of the opportunities and different challenges faced by the SETA. More efforts to increase the number of submitted WSP/ATRs will be made by the FoodBev SETA through stakeholder engagements. Spending over the medium term is projected to grow due to the expansion of the research scope to investigate specific topics to respond to national legislation and priorities. **Total budget for Programme 2 is R80 240 million.**

Recommended Amendments: Revision of targets for Non-Levy paying as highlighted.

Sub-programme: Workplace Skills Plans and Annual Training Reports

Outcome	Outputs	Output Indicators	Annual Targets							
			Audited/Actual Performance			Current	Estimated Performance	MTEF Period		
			2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
Identified and increased production of occupations in high demand	Employers participating in the workplace training	9.Number of Annexure 2 applications approved	Large companies 185	Large companies 214	Large companies 219	Large companies 220	735- Levy-paying 10- Non levy - paying	740- Levy-paying 31- Non levy - paying	745- Levy-paying 35- Non levy - paying	750- Levy-paying 40- Non levy - paying
			Medium companies 181	Medium companies 192	Medium companies 204	Medium companies 210				
			Small companies 220	Small companies 266	Small Companies 330	Small Companies 300				

As Reported and Approved

Indicators, Annual and Quarterly Targets for Programme 2

Output Indicators	Annual Target	Q1	Q2	Q3	Q4
Approved Sector Skills Plan	1	0	1	0	0
Number of research reports informing the development/update of the Sector Skills Plan	4	0	2	0	2
Number of Annexure 2 applications approved	735- Levy paying 31- Non levy -paying	0	735- Levy paying 31- Non levy -paying		0

Revision of quarterly target for entered and completion as highlighted below

Indicators, Annual and Quarterly Targets for Programme 2

Output Indicators	Annual Target	Q1	Q2	Q3	Q4
Approved Sector Skills Plan	1	0	1	0	0
Number of research reports informing the development/update of the Sector Skills Plan	4	0	0	2	2
Number of Annexure 2 applications approved	735- Levy paying 10- Non levy -paying	0	0	735- Levy paying 10- Non levy -paying	0

During the medium-term period, Programme 2 will expand its focus to include research reports that are aligned to the priority areas of the NSDP Outcomes and continue to conduct research that will feed into the delivery of a viable SSP and assist in the understanding of the opportunities and different challenges faced by the SETA. More efforts to increase the number of submitted WSP/ATRs will be made by the FoodBev SETA through stakeholder engagements. Spending over the medium term is projected to grow due to the expansion of the research scope to investigate specific topics to respond to national legislation and priorities. **Total budget for Programme 2 is R52 m**

Programme 3: Learning Programmes and Projects

Sub Programme: Implementation of Learning Programmes

As Reported and Approved

Outcome	Outputs	Output Indicators	Annual Targets							
			Audited/Actual Performance			Current	Estimated Performance	MTEF Period		
			2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
Linked education and the workplace	Middle and high-level skills need addressed in the sector to address scarce and critical skills	10. Number of unemployed learners registered on Learnerships	1,518	2,152	2,399	1,600 SETA Funded & 100 Sector Funded	1,700 SETA Funded & 100 Sector Funded	1,785 Funded & 100 Sector Funded	1,874 Funded & 100 Sector Funded	1,968 Funded & 100 Sector Funded
		11. Number of unemployed learners who have completed Learnership programmes	953	863 SETA Funded & 105 Sector Funded	858 SETA Funded & 72 Sector Funded	800 SETA Funded & 60 Sector Funded	850 SETA Funded & 60 Sector Funded	913 SETA Funded & 60 Sector Funded	991 SETA Funded & 60 Sector Funded	1006 SETA Funded & 60 Sector Funded
	Students obtain qualifications and work experience	12. Number of SETA funded students from the Higher Education Institutions registered on Internship Programmes	319	425	556	500	521	547	570	600
		13. Number of students from the Higher Education Institutions who have completed	204	302	282	250	260	290	315	325

Outcome	Outputs	Output Indicators	Annual Targets							
			Audited/Actual Performance			Current	Estimated Performance	MTEF Period		
			2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
		Internship Programmes								
		14. Number of SETA funded Higher Education Institution graduates placed in companies to gain work experience	300	545	543	500	500	525	551	578
		15. Number of graduates from Higher Education Institutions who have completed Work Experience programme	53	205	285	250	250	290	315	325
		18. Number of SETA funded unemployed learners registered on a Candidacy Programme with a registered professional body	2	0	0	5	0	5	6	7

Outcome	Outputs	Output Indicators	Annual Targets							
			Audited/Actual Performance			Current	Estimated Performance	MTEF Period		
			2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
Improved skills level of skills in the South African workforce	Middle and high-level skills need addressed in the sector to address scarce and critical skills	19. Number of employed learners registered on Learnership programmes	1,576	1,869	1,768	1,600 SETA Funded & 50 Sector Funded	1,600 SETA Funded & 50 Sector Funded	1,680 Funded & 100 Sector Funded	1,764 Funded & 100 Sector Funded	1,852 Funded & 100 Sector Funded
		20. Number of employed learners who have completed learnership programmes	822	759 SETA Funded & 74 Sector Funded	802 SETA Funded & 64 Sector Funded	800 SETA Funded & 60 Sector Funded	800 SETA Funded & 30 Sector Funded	907 SETA Funded & 60 Sector Funded	985 SETA Funded & 60 Sector Funded	1000 SETA Funded & 60 Sector Funded
		22. Number of employed learners who have completed a skills programme	1,241	694 SETA Funded & 582 Sector Funded	541 SETA Funded & 425 Sector Funded	600 SETA Funded & 400 Sector Funded	500 SETA Funded & 50 Sector Funded	700 SETA Funded & 200 Sector Funded	750 SETA Funded & 200 Sector Funded	800 SETA Funded & 200 Sector Funded
	Employed and unemployment learners supported through provision of bursaries to address the scarce and critical skills	23. Number of SETA funded employed students enrolled and registered on bursaries in higher education institutions and Management Development Programmes	207	197	230	150	145	152	160	168

Outcome	Outputs	Output Indicators	Annual Targets							
			Audited/Actual Performance			Current	Estimated Performance	MTEF Period		
			2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
		24. Number of SETA funded employed students who have completed their studies in higher education institutions and Management Development Programmes	162	177	158	75	73	85	90	95
	Enhanced research and development in human capital for a growing body of knowledge economy	29. Number of SETA funded Masters' and PhD students registered on the research bursary programme	18	33	30	30	30	40	50	60
		30. Number of Masters' and PhD students who have completed their studies through the research bursary programme	0	18	18	15	15	15	15	15
	Apprentices qualified to become Artisans	31. Number of SETA funded Apprentices registered on an apprenticeship	169	204	229	240	260	275	290	305

Outcome	Outputs	Output Indicators	Annual Targets							
			Audited/Actual Performance			Current	Estimated Performance	MTEF Period		
			2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
		programmes to qualify as Artisans								
		32. Number of SETA funded Apprentices who have completed on apprenticeship programmes and qualifying as Artisans	77	84	90	100	130	50	60	65

Recommended: Revision of entered targets and MTEF Period as highlighted

Outcome	Outputs	Output Indicators	Annual Targets							
			Audited/Actual Performance			Current	Estimated Performance	MTEF Period		
			2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
Linked education and the workplace	Middle and high-level skills need addressed in the sector to address scarce and critical skills	10. Number of unemployed learners registered on Learnerships	1,518	2,152	2,399	1,600 SETA Funded & 100 Sector Funded	1,188 SETA Funded & 100 Sector Funded	1,247 Funded & 100 Sector Funded	1,309 Funded & 100 Sector Funded	1,375 Funded & 100 Sector Funded
		11. Number of unemployed learners who have completed Learnership programmes	953	863 SETA Funded & 105 Sector Funded	858 SETA Funded & 72 Sector Funded	800 SETA Funded & 60 Sector Funded	490 SETA Funded & 60 Sector Funded	550 SETA Funded & 40 Sector Funded	600 SETA Funded & 40 Sector Funded	650 SETA Funded & 40 Sector Funded

Outcome	Outputs	Output Indicators	Annual Targets							
			Audited/Actual Performance			Current	Estimated Performance	MTEF Period		
			2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
	Students obtain qualifications and work experience	12. Number of SETA funded students from the Higher Education Institutions registered on Internship Programmes	319	425	556	500	300	315	330	347
		13. Number of students from the Higher Education Institutions who have completed Internship Programmes	204	302	282	250	150	150	155	165
		15. Number of graduates from Higher Education Institutions who have completed Work Experience programme	53	205	285	250	200	250	315	325
		18. Number of SETA funded unemployed learners registered on a Candidacy Programme with a registered professional body	2	0	0	5	0	5	6	7

Outcome	Outputs	Output Indicators	Annual Targets							
			Audited/Actual Performance			Current	Estimated Performance	MTEF Period		
			2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
Improved skills level of skills in the South African workforce	Middle and high-level skills need addressed in the sector to address scarce and critical skills	19. Number of employed learners registered on Learnership programmes	1,576	1,869	1,768	1,600 SETA Funded & 50 Sector Funded	0 SETA Funded & 50 Sector Funded	1,680 Funded & 100 Sector Funded	1,764 Funded & 100 Sector Funded	1,852 Funded & 100 Sector Funded
		20. Number of employed learners who have completed learnership programmes	822	759 SETA Funded & 74 Sector Funded	802 SETA Funded & 64 Sector Funded	800 SETA Funded & 60 Sector Funded	440 SETA Funded & 30 Sector Funded	50 SETA Funded & 25 Sector Funded	400 SETA Funded & 40 Sector Funded	750 SETA Funded & 50 Sector Funded
		22. Number of employed learners who have completed a skills programme	1,241	694 SETA Funded & 582 Sector Funded	541 SETA Funded & 425 Sector Funded	600 SETA Funded & 400 Sector Funded	500 SETA Funded & 50 Sector Funded	700 SETA Funded & 200 Sector Funded	750 SETA Funded & 200 Sector Funded	800 SETA Funded & 200 Sector Funded
	Employed and unemployment learners supported through provision of bursaries to address the scarce and critical skills	23. Number of SETA funded employed students enrolled and registered on bursaries in higher education institutions and Management Development Programmes	207	197	230	150	0	152	160	168

Outcome	Outputs	Output Indicators	Annual Targets							
			Audited/Actual Performance			Current	Estimated Performance	MTEF Period		
			2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
		24. Number of SETA funded employed students who have completed their studies in higher education institutions and Management Development Programmes	162	177	158	75	73	40	90	95
		28. Number of unemployed students who have completed their studies on the Bursary Programme (Higher Education Institutions, TVETs, Community Colleges)	New Indicator	New Indicator	New Indicator	New Indicator	35	40	45	50
	Enhanced research and development in human capital for a growing body of knowledge economy	29. Number of SETA funded Masters' and PhD students registered on the research bursary programme	18	33	30	30	25	30	40	50
		30. Number of Masters' and	0	18	18	15	10	10	15	15

Outcome	Outputs	Output Indicators	Annual Targets							
			Audited/Actual Performance			Current	Estimated Performance	MTEF Period		
			2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
		PhD students who have completed their studies through the research bursary programme								
	Apprentices qualified to become Artisans	31. Number of SETA funded Apprentices registered on an apprenticeship programmes to qualify as Artisans	169	204	229	240	170	178	187	197
		32. Number of SETA funded Apprentices who have completed on apprenticeship programmes and qualifying as Artisans	77	84	90	100	60	60	60	65

As Reported and Approved

Indicators, Annual and Quarterly Targets for Programme 3

Output Indicators	Annual Target	Q1	Q2	Q3	Q4
Number of unemployed learners registered on Learnerships	1,700 SETA funded and 100 Sector funded	50	400	500	850
Number of unemployed learners who have completed Learnership programmes	850 SETA Funded & 60 Sector Funded	70	215	265	360
Number of SETA funded students from the Higher Education Institutions registered on Internship Programmes	521	0	50	140	331
Number of students from Higher Education Institutions who have completed Internship Programmes	260	0	0	70	190
Number of graduates from Higher Education Institution who have completed Work Experience programme	250	0	0	70	180
Number of SETA funded unemployed learners registered on a Candidacy Programme with a registered professional body	5	0	0	1	4
Number of employed learners registered on Learnership programmes	1,600 SETA funded and 50 Sector funded	30	150	450	1 020
Number of employed learners who have completed Learnership programmes	800 SETA Funded & 30 Sector Funded	95	270	260	205
Number of SETA funded employed students enrolled and registered on bursaries in higher education institutions and Management Development Programmes.	145	10	30	40	65
Number of SETA funded Masters and PhD students registered on the research bursary programme	30	0	0	20	10
Number of Masters and PhD students who have completed their studies through the research bursary programme	15	0	0	9	6
Number of SETA funded Apprentices registered on an apprenticeship programmes to qualify as Artisans	260	0	60	100	100

Output Indicators	Annual Target	Q1	Q2	Q3	Q4
Number of SETA funded Apprentices completed on apprenticeship programmes and qualifying as Artisans	130	32	32	33	33

Recommended: Revision of quarterly target for entered and completion as highlighted below

Output Indicators	Annual Target	Q1	Q2	Q3	Q4
Number of unemployed learners registered on Learnerships	1,188 SETA funded & 100 Sector funded	0	300	400	588
Number of unemployed learners who have completed Learnership programmes	490 SETA Funded & 60 Sector Funded	50	100	200	200
Number of SETA funded students from the Higher Education Institutions registered on Internship Programmes	300	0	50	100	150
Number of students from Higher Education Institutions who have completed Internship Programmes	150	0	0	40	110
Number of graduates from Higher Education Institution who have completed Work Experience programme	200	0	0	70	130
Number of SETA funded unemployed learners registered on a Candidacy Programme with a registered professional body	0	0	0	0	0
Number of employed learners registered on Learnership programmes	0 SETA funded & 50 Sector funded	0	10	10	30
Number of employed learners who have completed Learnership programmes	440 SETA Funded & 30 Sector Funded	70	100	200	100
Number of employed learners who have completed a skills programme.	500 SETA Funded & 50 Sector Funded	100	150	150	150
Number of SETA funded employed students enrolled and registered on bursaries in higher education institutions and Management Development Programmes.	0	0	0	0	0
Number of unemployed students who have completed their studies through bursaries in Higher Education Institutions, TVETs, Community Colleges	35	0	0	0	35
Number of SETA funded Masters and PhD students registered on the research bursary programme	25	0	0	15	10

Output Indicators	Annual Target	Q1	Q2	Q3	Q4
Number of Masters and PhD students who have completed their studies through the research bursary programme	10	0	0	5	5
Number of SETA funded Apprentices registered on an apprenticeship programmes to qualify as Artisans	170	0	50	50	70
Number of SETA funded Apprentices completed on apprenticeship programmes and qualifying as Artisans	60	0	0	30	30

Approved and Reported

Sub Programme: Special Projects and Partnerships

Indicators, Annual and Quarterly Targets for Programme: Partnerships

Outcome	Output	Output Indicators	Annual Targets							
			Audited/Actual Performance Current			Current	Estimated Performance	MTEF Period		
			2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
Supported growth of the public college system Linked education and the workplace	Established partnerships with Public Technical and Vocational Education and Training (TVET) Colleges, Universities, Community Education and Training (CET) Colleges, training providers and employers.	35. Number of partnerships entered with public and private sector entities to support the sector with skills development interventions.	5	6	13	20	20	22	25	28
		36. Number of lecturers who have entered the workplace exposure programme	0	12	N/A	20	16	18	20	22

Outcome	Output	Output Indicators	Annual Targets							
			Audited/Actual Performance Current			Current	Estimated Performance	MTEF Period		
			2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
		37. Number of lecturers who have completed workplace exposure programme	0	0	8	10	7	8	9	10

Recommended: Revision of estimated performance as highlighted below

Outcome	Output	Output Indicators	Annual Targets							
			Audited/Actual Performance Current			Current	Estimated Performance	MTEF Period		
			2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
Supported growth of the public college system Linked education and the workplace	Established partnerships with Public Technical and Vocational Education and Training (TVET) Colleges, Universities, Community Education and Training (CET) Colleges, training providers and employers.	35. Number of partnerships entered with public and private sector entities to support the sector with skills development interventions.	5	6	13	20	5	17	20	23
		36. Number of lecturers who have entered the workplace exposure programme	0	12	N/A	20	0	16	18	20

Outcome	Output	Output Indicators	Annual Targets								
			Audited/Actual Performance Current			Current	Estimated Performance	MTEF Period			
			2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	
		37. Number of lecturers who have completed workplace exposure programme	0	0	8	10	0	8	9	10	

Approved as Reported

Indicators, Annual and Quarterly Targets for Programme

Output Indicators	Annual Target	Q1	Q2	Q3	Q4
Number of partnerships entered with public and private sector entities to support the sector with skills development interventions.	20	3	5	5	7
Number of lecturers who have entered the workplace exposure programme	16	0	0	8	8
Number of lecturers who have completed workplace exposure programme	7	0	0	3	4

Recommended amendments: Revision of quarterly targets as highlighted below

Indicators, Annual and Quarterly Targets for Programme

Output Indicators	Annual Target	Q1	Q2	Q3	Q4
Number of partnerships entered with public and private sector entities to support the sector with skills development interventions.	5	0	0	2	3
Number of lecturers who have entered the workplace exposure programme	0	0	0	0	0
Number of lecturers who have completed workplace exposure programme	0	0	0	0	0

Sub-programme: Career Guidance

Outcome	Output	Output Indicators	Annual Targets							
			Audited/Actual Performance Current			Current	Estimated Performance	MTEF Period		
			2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
8. Supported career development services	Capacitated career development practitioners and learners through provision of career development services	42. Number of career development events hosted in rural and urban areas and/or attended by FoodBev SETA	New Indicator	New Indicator	New Indicator	30	18 -Urban 22 - Rural	22-Urban 33 - Rural	26 -Urban 39 - Rural	30 -Urban 45 - Rural

As Reported and Approved

Outcome	Output	Output Indicators	Annual Targets							
			Audited/Actual Performance Current			Current	Estimated Performance	MTEF Period		
			2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
8. Supported career development services	Capacitated career development practitioners and learners through provision of career development services	42. Number of career development events hosted in rural/urban areas and/or attended by FoodBev SETA	New Indicator	New Indicator	New Indicator	30	18	22-Urban 33 - Rural	26 -Urban 39 - Rural	30 -Urban 45 - Rural

Recommended amendments: Revision of estimated targets as highlighted

As Reported and Approved

Indicators, Annual and Quarterly Targets 2020/2021

Output Indicators	Annual Target	Q1	Q2	Q3	Q4
Number of career development events hosted in Rural and Urban areas and/or attended by FoodBev SETA	18 -Urban 22 - Rural	17	13	0	10
Number of career development practitioners trained	30	0	10	10	10

Recommended amendments: Revision of quarterly targets as highlighted

Indicators, Annual and Quarterly Targets 2020/2021

Output Indicators	Annual Target	Q1	Q2	Q3	Q4
Number of career development events hosted in Rural/Urban areas and/or attended by FoodBev SETA	18	0	0	9	9
Number of career development practitioners trained	30	0	0	15	15

Total budget for Programme 3 is R204 m.

Programme Resource Considerations

Budget Allocation for Programme and Sub-programmes

Medium Term Expenditure Framework Estimates (R'000)

As Reported and Approved

Financial Performance data	Audited			Revised	Planned	Medium Term Estimates		
	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
Revenue (R'000)								
Sale of goods and services other than capital assets	-	383	174	-	-	-	-	-
Grant Recovery	-	383	174	-	-	-	-	-
Entity revenue other than sales	46 032	49 095	60 338	53 000	53 000	53 000	53 000	53 000
Fines penalties and forfeits	10 930	8 083	13 686	5 000	5 000	5 000	5 000	5 000
Investment income	35 102	41 012	46 652	48 000	48 000	48 000	48 000	48 000
Entity revenue	46 032	49 478	60 512	53 000	53 000	53 000	53 000	53 000
Transfers received	341 435	334 446	370 412	360 549	378 576	397 505	417 381	438 250
Admin - 10.5%	44 698	43 841	48 772	47 471	49 845	52 337	54 954	57 701
Employer Grant Fund Levy - 20%	85 302	83 814	91 769	89 289	93 753	98 441	103 363	108 531
Discretionary Grants - 49.5%	211 435	206 791	229 871	223 789	234 978	246 727	259 064	272 017
FoodBev Revenue	387 467	383 924	430 924	413 549	431 576	450 505	470 381	491 250
Retained Funds	-	-	-	80 869	-	-	-	-
Total funds available	387 467	383 924	430 924	494 418	431 576	450 505	470 381	491 250
Less Expenditure (R'000)								
Programme 1 - Administration	28 454	33 669	37 262	47 470	49 844	52 336	54 952	57 700
Administration - 10%	26 899	31 862	34 749	45 043	47 295	49 660	52 143	54 750
QCTO - 0.5%	1 555	1 807	2 513	2 427	2 548	2 676	2 810	2 950

Financial Performance data	Audited			Revised	Planned	Medium Term Estimates		
	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
Transfers and subsidies	272 750	265 943	320 195	446 948	381 733	398 170	415 428	433 549
Programme 2 - Employer Grant @85% Payout ratio	78 398	67 770	74 911	75 403	79 173	83 132	87 288	91 653
- Research	-	-	2 306	1 016	1 067	1 120	1 176	1 235
Programme 3 - Discretionary Grants*	194 352	195 880	229 807	265 246	275 858	287 001	298 701	310 986
- Project administration Expense@7.5%	-	-	9 620	20 025	21 026	22 078	23 181	24 341
- Special Projects				80 869				
Programme 4 - Quality Assurance	-	2 293	3 551	4 389	4 608	4 839	5 081	5 335
Total expenses	301 204	299 612	357 457	494 418	431 576	450 505	470 381	491 250
(Deficit)/ Surplus	86 263	84 312	73 467	-	-	-	-	-

Planned revenue budget is projected after considering the current year actual and adding the cost of living adjustment currently 5%. FoodBev SETA have over the years collected more revenue than budget. FoodBev SETA have attained a surplus in the previous years and that surplus was approved to be retained. The surplus amount is usually used to fund special projects was approved to and have in the previous year which is used. The collected revenue has always been adequate to fund all FoodBev SETA programmes.

- **Programme one** which is Administration is allocated 10% of the collected revenue
- **Programme two** which is employer grants is allocated 20% of the collected revenue while research receive and allocation from the project admin expenses
- **Programme three** which is discretionary grants is allocated 69.5% of the collected revenue
- **Programme four** which is quality assurance receive allocation from the project admin expenses

The average revenue increase in the last three years was 8%, below is the graph depicting the revenue, expenditure and surplus. FoodBev have spent an average of 80% of the actual revenue received in the last three years.

Programme Resource Considerations

Budget Allocation for Programme and Sub-programmes

Medium Term Expenditure Framework Estimates (R'000)

Recommended amendments:

Financial Performance data	Audited				Approved	Revised	Medium Term Estimates		
	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
Revenue (R'000)									
Sale of goods and services other than capital assets	31	-	383	174	-	-	-	-	-
Grant Recovery	31	-	383	174	-	-	-	-	-
Entity revenue other than sales	37 714	46 032	49 095	60 338	53 000	31 577	25 261	25 261	25 261
Fines penalties and forfeits	10 958	10 930	8 083	13 686	5 000	-	-	-	-
Investment income	26 756	35 102	41 012	46 652	48 000	31 577	25 261	25 261	25 261
Entity revenue	37 745	46 032	49 478	60 512	53 000	31 577	25 261	25 261	25 261
Transfers received	307 017	341 435	334 446	370 412	360 549	252 853	356 964	374 812	393 553
Admin - 10.5%	40 158	44 698	43 841	48 772	47 471	33 187	46 852	49 195	51 654
Employer Grant Fund Levy - 20%	77 284	85 302	83 814	91 769	89 289	63 213	89 241	93 703	98 388
Discretionary Grants - 49.5%	189 575	211 435	206 791	229 871	223 789	156 453	220 871	231 915	243 510
FoodBev Revenue	344 762	387 467	383 924	430 924	413 549	284 430	382 225	400 073	418 814
Retained Funds	-	-	-	-	80 869	20 169	-	-	-
Total funds available		387 467	383 924	430 924	494 418	304 599	382 225	400 073	418 814

Financial Performance data	Audited				Approved	Revised	Medium Term Estimates		
	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
Less Expenditure (R'000)									
Programme 1 - Administration	31 387	28 454	33 669	37 262	47 470	44 216	46 852	49 195	51 654
Administration - 10%	30 377	26 899	31 862	34 749	45 043	42 429	44 621	46 852	49 195
QCTO - 0.5%	1 010	1 555	1 807	2 513	2 427	1 787	2 231	2 343	2 460
Transfers and subsidies	243 826	272 750	265 943	320 195	446 948	260 383	335 373	350 879	367 160
Programme 2 - Employer Grant @80% Pay-out ratio	64 505	78 398	67 770	74 911	75 403	50 571	71 393	74 962	78 711
- Research, Project Administration Expense	-	-	-	2 306	1 016	1 220	1 281	1 345	1 412
Programme 3 - Discretionary Grants*	109 262	194 352	195 880	229 807	265 246	186 473	237 208	247 806	260 320
- Project administration Expense@7.5%	-	-	-	9 620	20 025	17 202	20 328	21 344	21 024
- Special Projects					80 869	-			
Programme 4 - Quality Assurance: Project admin expense	-	-	2 293	3 551	4 389	4 918	5 163	5 422	5 693
Public and private corporations, transfer to NSF	70 059	-	-	-	-	-	-	-	-
Total expenses	275 213	301 204	299 612	357 457	494 418	304 599	382 225	400 074	418 814
(Deficit)/ Surplus	69 549	86 263	84 312	73 467	-	-	-	-	-

Programme 3

As Reported and Approved

10. Indicator Title	Number of unemployed learners registered on Learnership programmes
Definition	This indicator measures the number of unemployed learners registered on Learnership programmes
Source of data	FoodBev SETA MIS
Method of Calculation/Assessment	Simple count of unemployed learners registered on learnerships
Means of verification	Signed funding contract with two signatures and witnesses, duly signed learning programme agreement with three signatures and witness, certified ID Copy not older than 3 months, Certified copy of learners' highest qualification or assessment results not older than 3 months and contract of employment of the unemployed learner with 2 signatures.
Assumptions	The learning programme agreement with supporting documents are valid and reliable.
Disaggregation of Beneficiaries	Women: 55-65% of annual target Youth: 80-100% of annual target People with disabilities: 1-2% of annual target
Spatial Transformation	National
Calculation	Cumulative (Year – End)
Reporting Cycle	Quarterly
Desired Performance	More than 1 600 unemployed learners registered on Learnership programmes
Indicator Responsibility	Senior Manager: Skills Planning and Learning Programmes

Recommended amendments: Revision of method of calculation and desired performance as highlighted below

10. Indicator Title	Number of unemployed learners registered on Learnership programmes
Definition	This indicator measures the number of unemployed learners registered on Learnership programmes
Source of data	FoodBev SETA MIS
Method of Calculation/Assessment	Simple count of unemployed learners registered on learnerships. Learners are reported as per date of processing the registration on the MIS.
Means of verification	Signed funding contract with two signatures and witnesses, duly signed learning programme agreement with three signatures and witness, certified ID Copy not older than 3 months, Certified copy of learners' highest qualification or assessment results not older than 3 months and contract of employment of the unemployed learner with 2 signatures.
Assumptions	The learning programme agreement with supporting documents are valid and reliable.
Disaggregation of Beneficiaries	Women: 55-65% of annual target

10. Indicator Title	Number of unemployed learners registered on Learnership programmes
	Youth: 80-100% of annual target People with disabilities: 1-2% of annual target
Spatial Transformation	National
Calculation	Cumulative (Year – End)
Reporting Cycle	Quarterly
Desired Performance	More than 1 188 unemployed learners registered on Learnership programmes
Indicator Responsibility	Senior Manager: Skills Planning and Learning Programmes

As Reported and Approved

11. Indicator Title	Number of unemployed learners who have completed Learnership programmes
Definition	This indicator measures the number of unemployed learners who have successfully completed Learnership programmes. Completion means the learner met all requirements for competence as supported with an external moderation report or certificate issued by the relevant quality assurance body or council. Learnerships include all learnerships registered with the Department of Higher Education and Training.
Source of data	FoodBev SETA MIS
Method of Calculation/Assessment	Simple count of all unemployed learners where completion of a learnership was processed based on the required evidence
Means of verification	Competence as supported with an external moderation report or certificate issued by the relevant quality assurance body or council.
Assumptions	Quality assurance processes for learnership completion will not change significantly.
Disaggregation of Beneficiaries	Women: N/A Youth: N/A People with disabilities: N/A
Spatial Transformation	National
Calculation	Cumulative (Year – End)
Reporting Cycle	Quarterly
Desired Performance	More learners completing the learnership programmes
Indicator Responsibility	Senior Manager: Education Training and Quality Assurance

Recommended amendment: Revision of method of calculation

11. Indicator Title	Number of unemployed learners who have completed Learnership programmes
Definition	This indicator measures the number of unemployed learners who have successfully completed Learnership programmes. Completion means the learner met all requirements for competence as supported with an external moderation report or

11. Indicator Title	Number of unemployed learners who have completed Learnership programmes
	certificate issued by the relevant quality assurance body or council. Learnerships include all learnerships registered with the Department of Higher Education and Training.
Source of data	FoodBev SETA MIS
Method of Calculation/Assessment	Simple count of all unemployed learners where completion of a learnership was processed based on the required evidence. Learner are reported as per the date of processing the completion on the MIS.
Means of verification	Competence as supported with an external moderation report or certificate issued by the relevant quality assurance body or council.
Assumptions	Quality assurance processes for learnership completion will not change significantly.
Disaggregation of Beneficiaries	Women: N/A Youth: N/A People with disabilities: N/A
Spatial Transformation	National
Calculation	Cumulative (Year – End)
Reporting Cycle	Quarterly
Desired Performance	More learners completing the learnership programmes
Indicator Responsibility	Senior Manager: Education Training and Quality Assurance

As Reported and Approved

12. Indicator Title	Number of SETA funded students from the Higher Education Institutions registered on Internship Programmes
Definition	The indicator measures the number of students from the Higher Education Institutions placed in the workplace through an Internship Programme.
Source of data	FoodBev SETA MIS
Method of Calculation/Assessment	Simple count of learners from Higher Education institutions registered on internships funded by FoodBev SETA
Means of verification	Signed funding contract with two signatures and witnesses, duly signed learning programme agreement with 2 signatures and witness, certified ID Copy not older than 3 months, Certified copy of learners' highest qualification stamped must be not older than 3 months and contract of employment of the unemployed learner with 2 signatures.
Assumptions	The learning programme agreement with supporting documents are valid and reliable.
Disaggregation of Beneficiaries	Women 55-80% of annual target Youth 80-100% of annual target People with disabilities 1-2% of annual target
Spatial Transformation	National
Calculation	Cumulative (Year – End)

12. Indicator Title	Number of SETA funded students from the Higher Education Institutions registered on Internship Programmes
Reporting Cycle	Quarterly
Desired Performance	More than 500 students registered on Internship Programmes
Indicator Responsibility	Senior Manager: Skills Planning and Learning Programmes

Recommended amendments: Revision of method of calculation and desired performance as highlighted below

12. Indicator Title	Number of SETA funded students from the Higher Education Institutions registered on Internship Programmes
Definition	The indicator measures the number of students from the Higher Education Institutions placed in the workplace through an Internship Programme.
Source of data	FoodBev SETA MIS
Method of Calculation/Assessment	Simple count of learners from Higher Education institutions registered on internships funded by FoodBev SETA. Learners are reported as per date of processing the registration on the MIS.
Means of verification	Signed funding contract with two signatures and witnesses, duly signed learning programme agreement with 2 signatures and witness, certified ID Copy not older than 3 months, Certified copy of learners' highest qualification stamped must be not older than 3 months and contract of employment of the unemployed learner with 2 signatures.
Assumptions	The learning programme agreement with supporting documents are valid and reliable.
Disaggregation of Beneficiaries	Women 55-80% of annual target Youth 80-100% of annual target People with disabilities 1-2% of annual target
Spatial Transformation	National
Calculation	Cumulative (Year – End)
Reporting Cycle	Quarterly
Desired Performance	More than 300 students registered on Internship Programmes
Indicator Responsibility	Senior Manager: Skills Planning and Learning Programmes

As Reported and Approved

13. Indicator Title	Number of students from the Higher Education Institutions who have completed Internship Programmes
Definition	The indicator measures the number of students from Higher Education Institutions who have completed an Internship Programme funded by FoodBev SETA.
Source of data	FoodBev SETA MIS
Method of Calculation/Assessment	Simple count of internships processed for completion funded by FoodBev SETA
Means of verification	Close-out report

13. Indicator Title	Number of students from the Higher Education Institutions who have completed Internship Programmes
Assumptions	Learners completing internship programmes increase their employability
Disaggregation of beneficiaries	Women: N/A Youth: N/A People with disabilities: N/A
Spatial Transformation	National
Calculation	Cumulative (Year – End)
Reporting Cycle	Quarterly
Desired Performance	More students completing Internship programmes
Indicator Responsibility	Senior Manager: Education Training and Quality Assurance

Recommended amendment: Revision of method of calculation

13. Indicator Title	Number of students from the Higher Education Institutions who have completed Internship Programmes
Definition	The indicator measures the number of students from Higher Education Institutions who have completed an Internship Programme funded by FoodBev SETA.
Source of data	FoodBev SETA MIS
Method of Calculation/Assessment	Simple count of internships processed for completion funded by FoodBev SETA. Interns are reported as per the date of processing the completion on the MIS.
Means of verification	Close-out report
Assumptions	Learners completing internship programmes increase their employability
Disaggregation of beneficiaries	Women: N/A Youth: N/A People with disabilities: N/A
Spatial Transformation	National
Calculation	Cumulative (Year – End)
Reporting Cycle	Quarterly
Desired Performance	More students completing Internship programmes
Indicator Responsibility	Senior Manager: Education Training and Quality Assurance

As Reported and Approved

14. Indicator Title	Number of SETA funded Higher Education Institution graduates placed in companies to gain work experience
Definition	This indicator measures the number of graduates placed in companies in order to gain work experience.
Source of data	FoodBev SETA MIS
Method of Calculation/Assessment	Simple count of higher education graduates registered on work experience programmes funded by FoodBev SETA
Means of verification	Signed funding contract with two signatures and witnesses, duly signed learning programme agreement with 2 signatures and

14. Indicator Title	Number of SETA funded Higher Education Institution graduates placed in companies to gain work experience
	witness, certified ID Copy not older than 3 months, Certified copy of learners' highest qualification stamped must be not older than 3 months and contract of employment of the unemployed learner with 2 signatures.
Assumptions	The learning programme agreements with supporting documents are valid and reliable.
Disaggregation of Beneficiaries	Women 55-80% of annual target Youth 80-100% of annual target People with disabilities 1-2% of annual target
Spatial Transformation	National
Calculation	Cumulative (Year – End)
Reporting Cycle	Quarterly
Desired Performance	More graduates placed in companies to gain work experience
Indicator Responsibility	Senior Manager: Skills Planning and Learning Programmes

Recommended Amendment: Revision of method of calculation

14. Indicator Title	Number of SETA funded Higher Education Institution graduates placed in companies to gain work experience
Definition	This indicator measures the number of graduates placed in companies in order to gain work experience.
Source of data	FoodBev SETA MIS
Method of Calculation/Assessment	Simple count of higher education graduates registered on work experience programmes funded by FoodBev SETA. Learners are reported as per date of processing the registration on the MIS.
Means of verification	Signed funding contract with two signatures and witnesses, duly signed learning programme agreement with 2 signatures and witness, certified ID Copy not older than 3 months, Certified copy of learners' highest qualification stamped must be not older than 3 months and contract of employment of the unemployed learner with 2 signatures.
Assumptions	The learning programme agreements with supporting documents are valid and reliable.
Disaggregation of Beneficiaries	Women 55-80% of annual target Youth 80-100% of annual target People with disabilities 1-2% of annual target
Spatial Transformation	National
Calculation	Cumulative (Year – End)
Reporting Cycle	Quarterly
Desired Performance	More graduates placed in companies to gain work experience
Indicator Responsibility	Senior Manager: Skills Planning and Learning Programmes

As Reported and Approved

15. Indicator Title	Number of graduates from Higher Education Institutions who have completed Work Experience programme
Definition	The indicator measures the number of students from Higher Education Institutions who have completed a work experience programme funded by FoodBev SETA.
Source of data	FoodBev SETA MIS
Method of Calculation/Assessment	Simple count of graduates on work experience programmes processed for completion funded by FoodBev SETA
Means of verification	Close-out report
Assumptions	Learners completing work experience programmes increase their employability
Disaggregation of Beneficiaries	Women: N/A Youth: N/A People with disabilities: N/A
Spatial Information	National
Calculation	Cumulative (Year – End)
Reporting Cycle	Quarterly
Desired performance	More graduates completing work experience programmes
Indicator Responsibility	Senior Manager: Education Training and Quality Assurance

Recommended Amendment: Revision of method of calculation

15. Indicator Title	Number of graduates from Higher Education Institutions who have completed Work Experience programme
Definition	The indicator measures the number of students from Higher Education Institutions who have completed a work experience programme funded by FoodBev SETA.
Source of data	FoodBev SETA MIS
Method of Calculation/Assessment	Simple count of graduates on work experience programmes processed for completion funded by FoodBev SETA. Learners are reported as per the date of processing the completion on the MIS.
Means of verification	Close-out report
Assumptions	Learners completing work experience programmes increase their employability
Disaggregation of Beneficiaries	Women: N/A Youth: N/A People with disabilities: N/A
Spatial Information	National
Calculation	Cumulative (Year – End)
Reporting Cycle	Quarterly
Desired performance	More graduates completing work experience programmes
Indicator Responsibility	Senior Manager: Education Training and Quality Assurance

As Reported and Approved

16. Indicator Title	Number of SETA funded students from TVET colleges registered on Internship Programme
Definition	The indicator measures the number of students from the TVET Colleges placed in the workplace through an Internship programme in order to obtain a qualification, post completion of an internship
Source of data	FoodBev SETA MIS
Method of Calculation/Assessment	Simple count of TVET learners registered on internships funded by FoodBev SETA
Means of verification	Signed funding contract with two signatures and witnesses, duly signed learning programme agreement with 2 signatures and witness, certified ID Copy not older than 3 months, Certified copy of learners' highest qualification stamped must be not older than 3 months and contract of employment of the unemployed learner with 2 signatures.
Assumptions	The learning programme agreements with supporting documents are valid and reliable.
Disaggregation of Beneficiaries	Women 55-80% of annual target Youth 80-100% of annual target People with disabilities 1-2% of annual target
Spatial Transformation	National
Calculation	Cumulative (Year – End)
Reporting Cycle	Quarterly
Desired Performance	More than 490 students from TVET colleges registered on Internship Programme
Indicator Responsibility	Senior Manager: Skills Planning and Learning Programmes

Recommended Amendment: Revision of method of calculation

16. Indicator Title	Number of SETA funded students from TVET colleges registered on Internship Programme
Definition	The indicator measures the number of students from the TVET Colleges placed in the workplace through an Internship programme in order to obtain a qualification, post completion of an internship
Source of data	FoodBev SETA MIS
Method of Calculation/Assessment	Simple count of TVET learners registered on internships funded by FoodBev SETA. Learners are reported as per the date the registration is processed on the MIS.
Means of verification	Signed funding contract with two signatures and witnesses, duly signed learning programme agreement with 2 signatures and witness, certified ID Copy not older than 3 months, Certified copy of learners' highest qualification stamped must be not older than 3 months and contract of employment of the unemployed learner with 2 signatures.

16. Indicator Title	Number of SETA funded students from TVET colleges registered on Internship Programme
Assumptions	The learning programme agreements with supporting documents are valid and reliable.
Disaggregation of Beneficiaries	Women 55-80% of annual target Youth 80-100% of annual target People with disabilities 1-2% of annual target
Spatial Transformation	National
Calculation	Cumulative (Year – End)
Reporting Cycle	Quarterly
Desired Performance	More than 490 students from TVET colleges registered on Internship Programme
Indicator Responsibility	Senior Manager: Skills Planning and Learning Programmes

As Reported and Approved

17. Indicator Title	Number of students from TVET colleges who have completed Internship Programme
Definition	The indicator measures the number of students from TVET colleges who have completed an internship programme funded by FoodBev SETA.
Source of data	FoodBev SETA MIS
Method of Calculation/Assessment	Simple count of TVET College learners on internship programmes processed for completion funded by FoodBev SETA
Means of verification	Close-out report
Assumptions	Learners completing internship programmes increase their employability
Disaggregation of beneficiaries (Where applicable)	Women: N/A Youth: N/A People with disabilities: N/A
Spatial information	National
Calculation	Cumulative (Year – End)
Reporting Cycle	Quarterly
Desired performance	More TVET students completing internship programmes
Indicator Responsibility	Senior Manager: Education Training and Quality Assurance

Recommended Amendment

17. Indicator Title	Number of students from TVET colleges who have completed Internship Programme
Definition	The indicator measures the number of students from TVET colleges who have completed an internship programme funded by FoodBev SETA.
Source of data	FoodBev SETA MIS
Method of Calculation/Assessment	Simple count of TVET College learners on internship programmes processed for completion funded by FoodBev SETA. Learners are reported as per the date the completion is processed on the MIS.
Means of verification	Close-out report
Assumptions	Learners completing internship programmes increase their employability
Disaggregation of beneficiaries (Where applicable)	Women: N/A Youth: N/A People with disabilities: N/A
Spatial information	National
Calculation	Cumulative (Year – End)
Reporting Cycle	Quarterly
Desired performance	More TVET students completing internship programmes
Indicator Responsibility	Senior Manager: Education Training and Quality Assurance

As Reported and Approved

18. Indicator Title	Number of SETA funded unemployed learners registered on a Candidacy Programme with a registered professional body
Definition	A programme to facilitate access to mentorship, training and professional registration, to build the professional skills required in certain occupations.
Source of data	FoodBev SETA MIS
Method of Calculation/Assessment	Simple count of learners registered on candidacy programmes funded by FoodBev SETA
Means of verification	Signed funding contract with two signatures and witnesses, duly signed learning programme agreement with 2 signatures and witness, certified ID Copy not older than 3 months, Certified copy of learners' highest qualification stamped must be not older than 3 months and contract of employment of the unemployed learner with 2 signatures.
Assumptions	The learning programme agreements with supporting documents are valid and reliable.
Disaggregation of Beneficiaries	Women: N/A

18. Indicator Title	Number of SETA funded unemployed learners registered on a Candidacy Programme with a registered professional body
	Youth: N/A People with disabilities: N/A
Spatial Transformation	National
Calculation	Cumulative (Year – End)
Reporting Cycle	Quarterly
Desired Performance	More learners who are qualified as professionals in their fields
Indicator Responsibility	Senior Manager: Skills Planning and Learning Programmes

Recommended amendments: Revision of method of calculation and desired performance as highlighted below

18. Indicator Title	Number of SETA funded unemployed learners registered on a Candidacy Programme with a registered professional body
Definition	A programme to facilitate access to mentorship, training and professional registration, to build the professional skills required in certain occupations.
Source of data	FoodBev SETA MIS
Method of Calculation/Assessment	Simple count of learners registered on candidacy programmes funded by FoodBev SETA. Learners are reported as per date of processing the registration on the MIS.
Means of verification	Signed funding contract with two signatures and witnesses, duly signed learning programme agreement with 2 signatures and witness, certified ID Copy not older than 3 months, Certified copy of learners' highest qualification stamped must be not older than 3 months and contract of employment of the unemployed learner with 2 signatures.
Assumptions	The learning programme agreements with supporting documents are valid and reliable.
Disaggregation of Beneficiaries	Women: N/A Youth: N/A People with disabilities: N/A
Spatial Transformation	National
Calculation	Cumulative (Year – End)
Reporting Cycle	Quarterly
Desired Performance	None for 2020/21 Financial Year
Indicator Responsibility	Senior Manager: Skills Planning and Learning Programmes

As Reported and Approved:

19. Indicator Title	Number of employed learners registered on Learnership Programme
Definition	This indicator measures the number of employed learners registered on Learnership programmes
Source of data	FoodBev SETA MIS

19. Indicator Title	Number of employed learners registered on Learnership Programme
Method of Calculation/Assessment	Simple count of employed learners registered on learnerships.
Means of verification	Signed funding contract with two signatures and witnesses, duly signed learning programme agreement with three signatures and witness, certified ID Copy not older than 3 months, Certified copy of learners' highest qualification or assessment results not older than 3 months and confirmation of employment by the employer with an employer signature
Assumptions	The learning programme agreements with supporting documents are valid and reliable.
Disaggregation of Beneficiaries	Women: N/A Youth: N/A People with disabilities: N/A
Spatial Transformation	National
Calculation	Cumulative (Year – End)
Reporting Cycle	Quarterly
Desired Performance	More than 1 600 employed learners registered on Learnership Programme
Indicator Responsibility	Senior Manager: Skills Planning and Learning Programmes

Recommended amendments: Revision of method of calculation and desired performance as highlighted below

19. Indicator Title	Number of employed learners registered on Learnership Programme
Definition	This indicator measures the number of employed learners registered on Learnership programmes
Source of data	FoodBev SETA MIS
Method of Calculation/Assessment	Simple count of employed learners registered on learnerships. Learners are reported as per date of processing the registration on the MIS.
Means of verification	Signed funding contract with two signatures and witnesses, duly signed learning programme agreement with three signatures and witness, certified ID Copy not older than 3 months, Certified copy of learners' highest qualification or assessment results not older than 3 months and confirmation of employment by the employer with an employer signature
Assumptions	The learning programme agreements with supporting documents are valid and reliable.
Disaggregation of Beneficiaries	Women: N/A Youth: N/A People with disabilities: N/A
Spatial Transformation	National
Calculation	Cumulative (Year – End)
Reporting Cycle	Quarterly

19. Indicator Title	Number of employed learners registered on Learnership Programme
Desired Performance	More employed learners funded by Industry registered on Learnership Programme
Indicator Responsibility	Senior Manager: Skills Planning and Learning Programmes

As Reported and Approved

20. Indicator Title	Number of employed learners who have completed Learnership programmes
Definition	This indicator measures the number of employed learners who have successfully completed Learnership programmes. Completion means the learner met all requirements for competence as supported with an external moderation report or certificate issued by the relevant quality assurance body or council. Learnerships include all learnerships registered with the Department of Higher Education and Training.
Source of data	FoodBev SETA MIS
Method of Calculation/Assessment	Simple count of all employed learners where completion of a learnership was processed based on the required evidence
Means of verification	Competence as supported with an external moderation report or certificate issued by the relevant quality assurance body or council.
Assumptions	Quality assurance processes for learnership completion will not change significantly.
Disaggregation of Beneficiaries	Women: N/A Youth: N/A People with disabilities: N/A
Spatial information	National
Calculation	Cumulative (Year – End)
Reporting Cycle	Quarterly
Desired performance	More learners completing learnership programmes
Indicator Responsibility	Senior Manager: Education Training and Quality Assurance

Recommended Amendment: Revised method of calculation

24. Indicator Title	Number of employed learners who have completed Learnership programmes
Definition	This indicator measures the number of employed learners who have successfully completed Learnership programmes. Completion means the learner met all requirements for competence as supported with an external moderation report or certificate issued by the relevant quality assurance body or council. Learnerships include all learnerships registered with the Department of Higher Education and Training.
Source of data	FoodBev SETA MIS

24. Indicator Title	Number of employed learners who have completed Learnership programmes
Method of Calculation/Assessment	Simple count of all employed learners where completion of a learnership was processed based on the required evidence. Learners are reported as per the date the completion is processed on the MIS.
Means of verification	Competence as supported with an external moderation report or certificate issued by the relevant quality assurance body or council.
Assumptions	Quality assurance processes for learnership completion will not change significantly.
Disaggregation of Beneficiaries	Women: N/A Youth: N/A People with disabilities: N/A
Spatial information	National
Calculation	Cumulative (Year – End)
Reporting Cycle	Quarterly
Desired performance	More learners completing learnership programmes
Indicator Responsibility	Senior Manager: Education Training and Quality Assurance

As Reported and Approved

21. Indicator Title	Number of employed learners registered on skills programmes
Definition	This indicator measures the number of employed learners registered for skills programmes. Skills programmes are defined as per SAQA definition and are inclusive of short credit-based courses for the employed worker.
Source of data	FoodBev SETA MIS
Method of Calculation/Assessment	Simple count of employed learners registered on skills programmes
Means of verification	Signed funding contract with two signatures and witnesses, duly signed learning programme agreement with three signatures and witness, certified ID Copy not older than 3 months, Certified copy of learners' highest qualification or assessment results not older than 3 months and confirmation of employment by the employer with an employer signature
Assumptions	The learning programme agreements with supporting documents are valid and reliable.
Disaggregation of Beneficiaries	Women: N/A Youth: N/A People with disabilities: N/A
Spatial Transformation	National
Calculation	Cumulative (Year – End)
Reporting Cycle	Quarterly
Desired Performance	More than 1 400 employed learners registered on skills programmes
Indicator Responsibility	Senior Manager: Skills Planning and Learning Programmes

Recommended Amendment: Revised method of calculation and definition

21. Indicator Title	Number of employed learners registered on skills programmes
Definition	This indicator measures the number of employed learners registered for skills programmes. Skills programmes are defined as either per SAQA definition or short courses designed to address critical skills and are inclusive of short credit-based courses for the employed worker.
Source of data	FoodBev SETA MIS
Method of Calculation/Assessment	Simple count of employed learners registered on skills programmes. Learners are reported as per the date the registration is processed on the MIS.
Means of verification	Signed funding contract with two signatures and witnesses, duly signed learning programme agreement with three signatures and witness, certified ID Copy not older than 3 months, Certified copy of learners' highest qualification or assessment results not older than 3 months and confirmation of employment by the employer with an employer signature
Assumptions	The learning programme agreements with supporting documents are valid and reliable.
Disaggregation of Beneficiaries	Women: N/A Youth: N/A People with disabilities: N/A
Spatial Transformation	National
Calculation	Cumulative (Year – End)
Reporting Cycle	Quarterly
Desired Performance	More than 1 400 employed learners registered on skills programmes
Indicator Responsibility	Senior Manager: Skills Planning and Learning Programmes

As Reported and Approved

22. Indicator Title	Number of employed learners who have completed a skills programme
Definition	This indicator measures the number of employed learners who have completed skills programmes. Skills programmes are defined as per SAQA and are inclusive of short credit-based courses for the employed worker.
Source of data	FoodBev SETA MIS
Method of Calculation/Assessment	Simple count of all employed learners where completion of a skills programme was processed based on the required evidence
Means of verification	Competence as supported with an external moderation report or certificate issued by the relevant quality assurance body or council.
Assumptions	Quality assurance processes for skills programme completion will not change significantly.
Disaggregation of Beneficiaries	Women: N/A

22. Indicator Title	Number of employed learners who have completed a skills programme
	Youth: N/A People with disabilities: N/A
Spatial information	National
Calculation	Cumulative (Year – End)
Reporting Cycle	Quarterly
Desired performance	More learners completing skills programmes
Indicator Responsibility	Senior Manager: Education Training and Quality Assurance

Recommended Amendment: Revised method of calculation and definition

22. Indicator Title	Number of employed learners who have completed a skills programme
Definition	This indicator measures the number of employed learners who have completed skills programmes. Skills programmes are defined either as per SAQA definition or short courses designed to address critical skills and are inclusive of short credit-based courses for the employed worker.
Source of data	FoodBev SETA MIS
Method of Calculation/Assessment	Simple count of all employed learners where completion of a skills programme was processed based on the required evidence. Learners are reported as per date the completion is processed on the MIS.
Means of verification	Competence as supported with an external moderation report or certificate issued by the relevant quality assurance body or council.
Assumptions	Quality assurance processes for skills programme completion will not change significantly.
Disaggregation of Beneficiaries	Women: N/A Youth: N/A People with disabilities: N/A
Spatial information	National
Calculation	Cumulative (Year – End)
Reporting Cycle	Quarterly
Desired performance	More learners completing skills programmes
Indicator Responsibility	Senior Manager: Education Training and Quality Assurance

As Reported and Approved

23. Indicator Title	Number of SETA funded employed students enrolled and registered on bursaries in higher education institutions and Management Development Programmes
Definition	This indicator addresses the number of employed students who are enrolled on courses that are funded by the FoodBev SETA to address the scarce skills.
Source of data	FoodBev SETA MIS

23. Indicator Title	Number of SETA funded employed students enrolled and registered on bursaries in higher education institutions and Management Development Programmes
Method of Calculation/Assessment	Simple count of employed learners registered on higher education bursaries funded by FoodBev SETA
Means of verification	Signed funding contract with two signatures and witnesses, duly signed learning bursary agreement with two signatures and witness, certified ID Copy not older than 3 months, Certified copy of learners' highest qualification not older than 3 months and confirmation of employment by the employer with an employer signature
Assumptions	The learning programme agreements with supporting documents are valid and reliable.
Disaggregation of Beneficiaries	Women: N/A Youth: N/A People with disabilities: N/A
Spatial Transformation	National
Calculation	Cumulative (Year – End)
Reporting Cycle	Quarterly
Desired Performance	More than 145 employed students enrolled and registered on bursaries in higher education institutions and Management Development Programmes
Indicator Responsibility	Senior Manager: Skills Planning and Learning Programmes

Recommended amendments: Revision of method of calculation and desired performance as highlighted below

23. Indicator Title	Number of SETA funded employed students enrolled and registered on bursaries in higher education institutions and Management Development Programmes
Definition	This indicator addresses the number of employed students who are enrolled on courses that are funded by the FoodBev SETA to address the scarce skills.
Source of data	FoodBev SETA MIS
Method of Calculation/Assessment	Simple count of employed learners registered on higher education bursaries funded by FoodBev SETA. Learners are reported as per date of processing the registration on the MIS.
Means of verification	Signed funding contract with two signatures and witnesses, duly signed learning bursary agreement with two signatures and witness, certified ID Copy not older than 3 months, Certified copy of learners' highest qualification not older than 3 months and confirmation of employment by the employer with an employer signature
Assumptions	The learning programme agreements with supporting documents are valid and reliable.
Disaggregation of Beneficiaries	Women: N/A Youth: N/A People with disabilities: N/A

23. Indicator Title	Number of SETA funded employed students enrolled and registered on bursaries in higher education institutions and Management Development Programmes
Spatial Transformation	National
Calculation	Cumulative (Year – End)
Reporting Cycle	Quarterly
Desired Performance	None for 2020/21 Financial Year
Indicator Responsibility	Senior Manager: Skills Planning and Learning Programmes

As Reported and Approved

24. Indicator Title	Number of employed students funded through bursaries who have completed their studies in higher education institutions and Management Development Programmes
Definition	This indicator measures the number of employed learners who have completed their studies at higher education institutions funded by FoodBev SETA.
Source of data	FoodBev SETA MIS
Method of Calculation/Assessment	Simple count of all employed learners who completed their studies through a bursary funded by FoodBev SETA
Means of verification	Competence as supported by either a transcript or certificate issued by the higher education institution.
Assumptions	Higher education programmes can address scarce skills in the sector
Disaggregation of Beneficiaries (where applicable)	Women: N/A Youth: N/A People with disabilities: N/A
Spatial information	National
Calculation	Cumulative (Year – End)
Reporting Cycle	Quarterly
Desired Performance	More students completing their studies
Indicator Responsibility	Senior Manager: Education Training and Quality Assurance

Recommended Amendment: Revised method of calculation

24. Indicator Title	Number of employed students funded through bursaries who have completed their studies in higher education institutions and Management Development Programmes
Definition	This indicator measures the number of employed learners who have completed their studies at higher education institutions funded by FoodBev SETA.
Source of data	FoodBev SETA MIS
Method of Calculation/Assessment	Simple count of all employed learners who completed their studies through a bursary funded by FoodBev SETA. Learners are reported as per date the completion is processed on the MIS.
Means of verification	Competence as supported by either a transcript or certificate issued by the higher education institution.

24. Indicator Title	Number of employed students funded through bursaries who have completed their studies in higher education institutions and Management Development Programmes
Assumptions	Higher education programmes can address scarce skills in the sector
Disaggregation of Beneficiaries (where applicable)	Women: N/A Youth: N/A People with disabilities: N/A
Spatial information	National
Calculation	Cumulative (Year – End)
Reporting Cycle	Quarterly
Desired Performance	More students completing their studies
Indicator Responsibility	Senior Manager: Education Training and Quality Assurance

As Reported and Approved

25. Indicator Title	Number of SETA funded employees registered on AET Programmes
Definition	This indicator measures the number of employees supported with basic foundational skills of reading, writing, understanding, listening, numeracy and mathematics, thus improving communication and writing skills.
Source of data	FoodBev SETA MIS
Method of Calculation/Assessment	Simple count of employed learners registered on AET programmes funded by FoodBev SETA
Means of verification	Signed funding contract with two signatures and witnesses, duly signed AET agreement with three signatures and witness, certified ID Copy not older than 3 months, Certified copy of learners' highest qualification not older than 3 months or assessment results and confirmation of employment by the employer with an employer signature
Assumptions	The learning programme agreements with supporting documents are valid and reliable.
Disaggregation of Beneficiaries	Women: N/A Youth: N/A People with disabilities: N/A
Spatial Transformation	National
Calculation	Cumulative (Year – End)
Reporting Cycle	Quarterly
Desired Performance	More than 260 employees registered on AET Programmes
Indicator Responsibility	Senior Manager: Skills Planning and Learning Programmes

Recommended Amendment: Revised method of calculation

25. Indicator Title	Number of SETA funded employees registered on AET Programmes
Definition	This indicator measures the number of employees supported with basic foundational skills of reading, writing, understanding, listening, numeracy and mathematics, thus improving communication and writing skills.
Source of data	FoodBev SETA MIS
Method of Calculation/Assessment	Simple count of employed learners registered on AET programmes funded by FoodBev SETA. Learners are reported as per date the registration is processed on the MIS.
Means of verification	Signed funding contract with two signatures and witnesses, duly signed AET agreement with three signatures and witness, certified ID Copy not older than 3 months, Certified copy of learners' highest qualification not older than 3 months or assessment results and confirmation of employment by the employer with an employer signature
Assumptions	The learning programme agreements with supporting documents are valid and reliable.
Disaggregation of Beneficiaries	Women: N/A Youth: N/A People with disabilities: N/A
Spatial Transformation	National
Calculation	Cumulative (Year – End)
Reporting Cycle	Quarterly
Desired Performance	More than 260 employees registered on AET Programmes
Indicator Responsibility	Senior Manager: Skills Planning and Learning Programmes

As Reported and Approved

26. Indicator Title	Number of employed learners who have completed AET Programmes
Definition	This indicator measures the number of employed learners who have completed AET programmes as funded by Foodbev SETA.
Source of data	FoodBev SETA MIS
Method of Calculation/Assessment	Simple count of all employed learners who completed an AET programme funded by FoodBev SETA
Means of verification	Competence as supported by the certificate issued for the AET programme.
Assumptions	Completion of AET programmes can provide employees with access to further education and training.
Disaggregation of beneficiaries	Women: N/A Youth: N/A People with disabilities: N/A
Spatial Information	National
Calculation	Cumulative (Year – End)

26. Indicator Title	Number of employed learners who have completed AET Programmes
Reporting Cycle	Quarterly
Desired performance	More learners completing AET programmes
Indicator Responsibility	Senior Manager: Education Training and Quality Assurance

Recommended Amendment: Revised method of calculation

26. Indicator Title	Number of employed learners who have completed AET Programmes
Definition	This indicator measures the number of employed learners who have completed AET programmes as funded by Foodbev SETA.
Source of data	FoodBev SETA MIS
Method of Calculation/Assessment	Simple count of all employed learners who completed an AET programme funded by FoodBev SETA. Learners are reported as per date the completion is processed on the MIS.
Means of verification	Competence as supported by the certificate issued for the AET programme.
Assumptions	Completion of AET programmes can provide employees with access to further education and training.
Disaggregation of beneficiaries	Women: N/A Youth: N/A People with disabilities: N/A
Spatial Information	National
Calculation	Cumulative (Year – End)
Reporting Cycle	Quarterly
Desired performance	More learners completing AET programmes
Indicator Responsibility	Senior Manager: Education Training and Quality Assurance

As Reported and Approved

27. Indicator Title	Number of SETA funded unemployed students registered on the Bursary Programmes (Higher Education Institutions, TVETs, Community Colleges)
Definition	This indicator measures the number of Education Institutions / TVET/ Community College unemployed students funded through the Bursary Programme in order to obtain a qualification.
Source of data	FoodBev SETA MIS
Method of Calculation/Assessment	Simple count of unemployed students registered on Higher Education Institutions/TVET/ Community College bursary programmes funded by FoodBev SETA
Means of verification	Signed funding contract with two signatures and witnesses, duly signed bursary agreement with two signatures, certified ID Copy not older than 3 months, Certified copy of learners' highest qualification not older than 3 months and signed proof of registration/ admission from the Education Institutions /TVET/ Community College

27. Indicator Title	Number of SETA funded unemployed students registered on the Bursary Programmes (Higher Education Institutions, TVETs, Community Colleges)
Assumptions	The learning programme agreements with supporting documents are valid and reliable.
Disaggregation of Beneficiaries	Women: 55-80% of annual target Youth: 80-100% of annual target
Spatial Transformation	National
Calculation	Cumulative (Year – End)
Reporting Cycle	Quarterly
Desired Performance	More than 100 unemployed students registered on the Bursary Programme
Indicator Responsibility	Senior Manager: Skills Planning and Learning Programmes

Recommended Amendment: Revised method of calculation

27. Indicator Title	Number of SETA funded unemployed students registered on the Bursary Programmes (Higher Education Institutions, TVETs, Community Colleges)
Definition	This indicator measures the number of Education Institutions / TVET/ Community College unemployed students funded through the Bursary Programme in order to obtain a qualification.
Source of data	FoodBev SETA MIS
Method of Calculation/Assessment	Simple count of unemployed students registered on Higher Education Institutions/TVET/ Community College bursary programmes funded by FoodBev SETA. Learners are reported as per date the registration is processed on the MIS.
Means of verification	Signed funding contract with two signatures and witnesses, duly signed bursary agreement with two signatures, certified ID Copy not older than 3 months, Certified copy of learners' highest qualification not older than 3 months and signed proof of registration/ admission from the Education Institutions /TVET/ Community College
Assumptions	The learning programme agreements with supporting documents are valid and reliable.
Disaggregation of Beneficiaries	Women: 55-80% of annual target Youth: 80-100% of annual target
Spatial Transformation	National
Calculation	Cumulative (Year – End)
Reporting Cycle	Quarterly
Desired Performance	More than 100 unemployed students registered on the Bursary Programme
Indicator Responsibility	Senior Manager: Skills Planning and Learning Programmes

As Reported and Approved

28. Indicator Title	Number of unemployed students who have completed their studies on the Bursary Programme (Higher Education Institutions, TVETs, Community Colleges)
Definition	This indicator measures the number of Higher Education Institutions /TVET/ Community College unemployed students funded through the Higher Education Institutions / TVET/ Community College Bursary Programme who have completed their studies.
Source of data	FoodBev SETA MIS
Method of Calculation/Assessment	Simple count of all unemployed Higher Education Institutions /TVET/ Community College learners funded by FoodBev SETA for a bursary who have completed their studies
Means of verification	Proof of completion issued by Higher Education Institutions /TVET/ Community College.
Assumptions	Learners require funding for their studies
Disaggregation of beneficiaries	Women: N/A Youth: N/A
Spatial Transformation	National
Calculation	Cumulative (Year – End)
Reporting Cycle	Quarterly
Desired Performance	More students completing their studies
Indicator Responsibility	Senior Manager: Education Training and Quality Assurance

Recommended Amendment: Revised method of calculation

28. Indicator Title	Number of unemployed students who have completed their studies on the Bursary Programme (Higher Education Institutions, TVETs, Community Colleges)
Definition	This indicator measures the number of Higher Education Institutions /TVET/ Community College unemployed students funded through the Higher Education Institutions / TVET/ Community College Bursary Programme who have completed their studies.
Source of data	FoodBev SETA MIS
Method of Calculation/Assessment	Simple count of all unemployed Higher Education Institutions /TVET/ Community College learners funded by FoodBev SETA for a bursary who have completed their studies. Learners are reported as per date the completion is processed on the MIS.
Means of verification	Proof of completion issued by Higher Education Institutions /TVET/ Community College.
Assumptions	Learners require funding for their studies
Disaggregation of beneficiaries	Women: N/A Youth: N/A
Spatial Transformation	National
Calculation	Cumulative (Year – End)
Reporting Cycle	Quarterly
Desired Performance	More students completing their studies
Indicator Responsibility	Senior Manager: Education Training and Quality Assurance

As Reported and Approved:

29. Indicator Title	Number of SETA funded Masters' and PhD students registered on the research bursary programme
Definition	This indicator measures the number of postgraduate Masters and Doctoral students (employed and unemployed) funded by FoodBev SETA in order to obtain a qualification
Source of data	FoodBev SETA MIS
Method of Calculation/Assessment	Simple count of learners registered on Masters' and PhD bursaries funded by FoodBev SETA
Means of verification	Signed funding contract with two signatures and witnesses, duly signed bursary agreement with two signatures and witness, certified ID Copy not older than 3 months, Certified copy of learners' highest qualification not older than 3 months and signed proof of registration/ admission from the University
Assumptions	The learning programme agreements with supporting documents are valid and reliable
Disaggregation of Beneficiaries	Women: N/A Youth: N/A People with disabilities: N/A
Spatial Transformation	National
Calculation	Cumulative (Year – End)
Reporting Cycle	Quarterly
Desired Performance	More than 30 Masters and PHD students registered on the research bursary programme
Indicator Responsibility	Senior Manager: Skills Planning and Learning Programmes

Recommended amendments: Revision of method of calculation and desired performance as highlighted below

29. Indicator Title	Number of SETA funded Masters' and PhD students registered on the research bursary programme
Definition	This indicator measures the number of postgraduate Masters and Doctoral students (employed and unemployed) funded by FoodBev SETA in order to obtain a qualification
Source of data	FoodBev SETA MIS
Method of Calculation/Assessment	Simple count of learners registered on Masters' and PhD bursaries funded by FoodBev SETA. Learners are reported as per date of processing the registration on the MIS.
Means of verification	Signed funding contract with two signatures and witnesses, duly signed bursary agreement with two signatures and witness, certified ID Copy not older than 3 months, Certified copy of learners' highest qualification not older than 3 months and signed proof of registration/ admission from the University
Assumptions	The learning programme agreements with supporting documents are valid and reliable

29. Indicator Title	Number of SETA funded Masters' and PhD students registered on the research bursary programme
Disaggregation of Beneficiaries	Women: N/A Youth: N/A People with disabilities: N/A
Spatial Transformation	National
Calculation	Cumulative (Year – End)
Reporting Cycle	Quarterly
Desired Performance	More than 25 Masters and PHD students registered on the research bursary programme
Indicator Responsibility	Senior Manager: Skills Planning and Learning Programmes

As Reported and Approved: Revised method of calculation

30. Indicator Title	Number of Masters' and PhD students who have completed their studies through the research bursary programme
Definition	This indicator measures the number of postgraduate research students (employed and unemployed) funded by FoodBev SETA who have completed their qualification
Source of data	FoodBev SETA MIS
Method of Calculation/Assessment	Simple count of all Masters' and PhD students funded by FoodBev SETA for a bursary who have completed their qualification
Means of verification	Proof of completion issued by higher education institution
Assumptions	Research completed through Masters' and PhD programmes boost innovation and knowledge in the sector including the related sectors of agriculture
Disaggregation of Beneficiaries	Women: N/A Youth: N/A People with disabilities: N/A
Spatial Transformation	National
Calculation	Cumulative (Year – End)
Reporting Cycle	Quarterly
Desired Performance	More students completing their studies
Indicator Responsibility	Senior Manager: Education Training and Quality Assurance

Recommended Amendment: Revised method of calculation

30. Indicator Title	Number of Masters' and PhD students who have completed their studies through the research bursary programme
Definition	This indicator measures the number of postgraduate research students (employed and unemployed) funded by FoodBev SETA who have completed their qualification
Source of data	FoodBev SETA MIS
Method of Calculation/Assessment	Simple count of all Masters' and PhD students funded by FoodBev SETA for a bursary who have completed their qualification. Learners are reported as per date the completion is processed on the MIS.

Means of verification	Proof of completion issued by higher education institution
Assumptions	Research completed through Masters' and PhD programmes boost innovation and knowledge in the sector including the related sectors of agriculture
Disaggregation of Beneficiaries	Women: N/A Youth: N/A People with disabilities: N/A
Spatial Transformation	National
Calculation	Cumulative (Year – End)
Reporting Cycle	Quarterly
Desired Performance	More students completing their studies
Indicator Responsibility	Senior Manager: Education Training and Quality Assurance

As Reported and Approved

31. Indicator Title	Number of SETA funded Apprentices registered on an apprenticeship programmes to qualify as Artisans
Definition	This indicator measures the number of apprentices (employed and unemployed) registered through RPL program, employers and Centres of Specialisation programmes.
Source of data	FoodBev SETA MIS
Method of Calculation/Assessment	Simple count of learners registered on apprenticeship programmes funded by FoodBev SETA
Means of verification	Signed funding contract with two signatures and witnesses, duly signed learning programme agreement with two signatures and witness, certified ID Copy not older than 3 months, Certified copy of learners' highest qualification not older than 3 months and signed confirmation of employment by the employer
Assumptions	The learning programme agreements with supporting documents are valid and reliable
Disaggregation of Beneficiaries	Women: N/A Youth: N/A People with disabilities: N/A
Spatial Transformation	Employed and Unemployed learners supported nationally
Calculation	Cumulative (Year – End)
Reporting Cycle	Quarterly
Desired Performance	More than 260 funded Apprentices registered on an apprenticeship programmes to qualify as Artisan
Indicator Responsibility	Senior Manager: Skills Planning and Learning Programmes

Recommended amendments: Revision of method of calculation and desired performance as highlighted below

31. Indicator Title	Number of SETA funded Apprentices registered on an apprenticeship programmes to qualify as Artisans
Method of Calculation/Assessment	Simple count of learners registered on apprenticeship programmes funded by FoodBev SETA. Learners are reported as per date of processing the registration on the MIS.
Means of verification	Signed funding contract with two signatures and witnesses, duly signed learning programme agreement with two signatures and witness, certified ID Copy not older than 3 months, Certified copy of learners' highest qualification not older than 3 months and signed confirmation of employment by the employer
Assumptions	The learning programme agreements with supporting documents are valid and reliable
Disaggregation of Beneficiaries	Women: N/A Youth: N/A People with disabilities: N/A
Spatial Transformation	Employed and Unemployed learners supported nationally
Calculation	Cumulative (Year – End)
Reporting Cycle	Quarterly
Desired Performance	More than 170 funded Apprentices registered on an apprenticeship programmes to qualify as Artisans
Indicator Responsibility	Senior Manager: Skills Planning and Learning Programmes

As Reported and Approved

32. Indicator Title	Number of SETA funded Apprentices completed on apprenticeship programmes and qualifying as Artisans
Definition	This indicator measures the number of apprentices funded by FoodBev SETA who qualify as artisans
Source of data	FoodBev SETA MIS
Method of Calculation/Assessment	Simple count of apprentices funded by FoodBev SETA who qualified as artisans
Means of verification	Proof of trade test results
Assumptions	There is a national shortage of qualified artisans
Disaggregation of Beneficiaries	Women: N/A Youth: N/A People with disabilities: N/A
Spatial Transformation	National
Calculation	Cumulative (Year – End)
Reporting Cycle	Quarterly
Desired Performance	More students completing and qualifying as Artisans
Indicator Responsibility	Senior Manager: ETQA

Recommended Amendment: Revised method of calculation

32. Indicator Title	Number of SETA funded Apprentices completed on apprenticeship programmes and qualifying as Artisans
Definition	This indicator measures the number of apprentices funded by FoodBev SETA who qualify as artisans
Source of data	FoodBev SETA MIS
Method of Calculation/Assessment	Simple count of apprentices funded by FoodBev SETA who qualified as artisans. Apprentices are reported as per date the completion is processed on the MIS.
Means of verification	Proof of trade test results
Assumptions	There is a national shortage of qualified artisans
Disaggregation of Beneficiaries	Women: N/A Youth: N/A People with disabilities: N/A
Spatial Transformation	National
Calculation	Cumulative (Year – End)
Reporting Cycle	Quarterly
Desired Performance	More students completing and qualifying as Artisans
Indicator Responsibility	Senior Manager: Education Training and Quality Assurance

As Reported and approved

35. Indicator Title	Number of partnerships entered with public and private sector entities to support the sector with skills development interventions
Definition	The number of established partnerships with Technical and Vocational Education and Training (TVET) colleges, Universities, Community Education and Training (CET) Colleges, training providers and employers for skills development interventions in the sector.
Source of data	Signed MoUs and MOAs with respective public and private sector entities.
Method of Calculation/Assessment	Number of MoUs signed with respective public and private sector entities.
Means of verification	Signed MoUs with 2 signatures and witness
Assumptions	That the partnerships will assist with the delivery of skills development initiatives which can help contribute to the growth of the economy.
Disaggregation of Beneficiaries (where applicable)	Women: N/A Youth: N/A People with disabilities: N/A
Spatial Transformation	National
Calculation	Cumulative (Year – End)
Reporting Cycle	Quarterly
Desired Performance	More partnerships established

35. Indicator Title	Number of partnerships entered with public and private sector entities to support the sector with skills development interventions
Indicator Responsibility	Senior Managers: Chamber

Recommended amendments: Revision on Indicator responsibility “Stakeholder Relation” removed and on definition as highlighted below

35. Indicator Title	Number of partnerships entered with public and private sector entities to support the sector with skills development interventions
Definition	The number of established partnerships with Technical and Vocational Education and Training (TVET) colleges, Universities, Community Education and Training (CET) Colleges, training providers, employers and/or other stakeholders for skills development interventions in the sector.
Source of data	Signed MoUs and MOAs with respective public and private sector entities.
Method of Calculation/Assessment	Number of MoUs signed with respective public and private sector entities.
Means of verification	Signed MoUs with 2 signatures and witness
Assumptions	That the partnerships will assist with the delivery of skills development initiatives which can help contribute to the growth of the economy.
Disaggregation of Beneficiaries (where applicable)	Women: N/A Youth: N/A People with disabilities: N/A
Spatial Transformation	National
Calculation	Cumulative (Year – End)
Reporting Cycle	Quarterly
Desired Performance	More partnerships established
Indicator Responsibility	Senior Managers: Chambers