



## **PUBLIC SERVICE SECTOR EDUCATION AND TRAINING AUTHORITY (PSETA)**

**ANNUAL REPORT PRESENTATION  
TO THE LABOUR PORTFOLIO  
COMMITTEE**

**17 NOVEMBER 2009**

### **OUTLINE OF THE PRESENTATION**

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## OUTLINE OF THE PRESENTATION

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## INTRODUCTION

- The main function of PSETA is to facilitate skills development within the public sector
- PSETA is made up largely of Government Departments (90%) and Parastatals (10%)
- It operates through an administrative grant by National Treasury channeled via DPSA
- Government Departments do not pay any levy to PSETA
- Parastatals contribute levy payment of approximately R2 million a year

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## LEGISLATIVE MANDATES

### SDA AND SAQA ACT

- Founded on the principles of the two legislations, namely:
  - The Skills Development Act No. 97 of 1998 as amended in 2003 and 2008, and
  - The South African Qualification Authority Act No. 1521 of 1995

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## LEGISLATIVE MANDATES

### PURPOSE OF THE SKILLS DEVELOPMENT ACT

- To develop the skills of the South African Workforce and increase the level of investment in education and training including improving return on investment
- To provide opportunities for new entrants to the labour market to gain work experience

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**LEGISLATIVE MANDATES**  
**PURPOSE OF THE SOUTH AFRICAN**  
**QUALIFICATIONS AUTHORITY ACT**

- To implement the NQF whose objectives are:
  - To create an integrated national framework for learning achievements,
  - Facilitate access to, mobility and progression within education training and career pathing and
  - Contribute to the full personal development of each individual and the social and economic development of the nation at large.

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**LEGISLATIVE MANDATES**  
**INSTITUTIONS CREATED UNDER THE SKILLS**  
**DEVELOPMENT ACT**

- The National Skills Authority
- National Skills Fund
- Skills Development Levy-financing Scheme
- SETA's (23)
- Labour Centres, and
- Skills Development Planning Unit (DoL)

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## LEGISLATIVE MANDATES COMPOSITION OF A SETA

- A SETA may consist only of members representing-
  - organised labour;
  - organised employers, including small business;
  - relevant government departments; and
  - if the Minister, after consultation with the members referred to in paragraph (a), (b) and (c), considers it appropriate for the sector--
    - any interested professional body;
    - any bargaining council with jurisdiction in the sector.

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## LEGISLATIVE MANDATES FUNCTIONS OF A SETA

- In terms of SDA, a SETA must-
  - Plan and implement Sector Skills Plan
  - Develop a sector skills plan within the framework of the National Skills Development Strategy;
  - Implement its sector skills plan by:
    - establishing learning programmes;
    - approving workplace skills plans;
    - allocating grants in the prescribed manner to employers, education and training providers and workers; and
    - monitoring education and training in the sector

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## LEGISLATIVE MANDATES FUNCTIONS OF A SETA

- Promote learning programmes by:
  - Identifying workplaces for practical work experience;
  - Supporting the development of learning materials;
  - Improving the facilitation of learning; and
  - Assisting in the conclusion of learnership agreements;
- Register and manage learning agreements

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## LEGISLATIVE MANDATES FUNCTIONS OF A SETA

- Accredite Skills Development Providers and Quality Assure learning provision
  - Apply for accreditation as a body contemplated in section 5 (1) (a) (ii) (bb) and must, within 18 months from the date of that application, be so accredited; (SAQA/QCTO)
  - To monitor and audit achievements of competence against NQF registered national standards/qualifications falling within the public services sector

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## LEGISLATIVE MANDATES FUNCTIONS OF A SETA

- Manage levy financing scheme
  - collect and disburse the skills development levies in its sector;
- Liaise with the National Skills Authority on-
  - the national skills development policy;
  - the national skills development strategy; and
  - its sector skills plan;
- Report to the Director-General (Labour) on-
  - its income and expenditure; and
  - the implementation of its sector skills plan;

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## LEGISLATIVE MANDATES FUNCTIONS OF A SETA

- Liaise with the employment services of the Department and any education body established under any law regulating education in the Republic to improve information-
  - about employment opportunities; and
  - between education and training providers and the labour market;
- Appoint staff necessary for the performance of its functions; and
- perform any other duties imposed by this Act or consistent with the purposes of this Act.

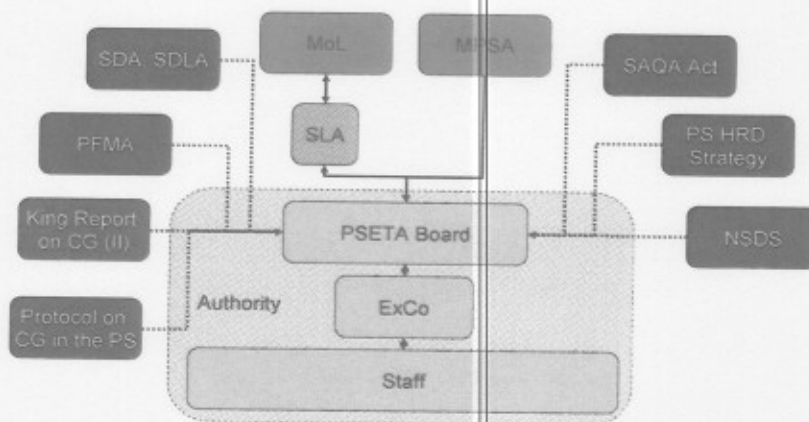
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## PSETA ESTABLISHMENT

- ❑ PSETA was established in terms of Chapter 3 of the Skills Development Act No. 97 of 1998 for a period of 60 months (5yrs)
- ❑ PSETA was re-established as SETA no.21 with certificate 21/PSETA/1/07/05 in terms of Regulation Gazette No. 8265, R656, in line with Government Notice No. R1082 of Sept 1999
- ❑ The current tenure of PSETA is 01 July 2005 to 31 March 2010
- ❑ PSETA was established with exception that it is not a levy income based SETA but operates through a grant via DPISA providing administrative support
- ❑ PSETA was also established as an ETQA body in terms of Section 5(1) (b) (i) SAQA Act of 1995

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## SCHEMATIC ILLUSTRATION OF PSETA AND ITS LEGISLATIVE MANDATES



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## PSETA SCOPE OF COVERAGE

- Standard Industrial Codes (SIC):
  - 91101-Government Departments
  - 91102-Provincial Administrations
  - 9110F-Parastatals NEC
  - 91106-Department of Foreign Affairs
  - 91107-Department of Trade and Industry

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## PSETA BOARD REPRESENTATION

- 20 members
- 1= Independent Chairperson
- 1= CEO (ex-officio)
- 9= 8 labour representatives + 1 expert
- 9= 8 employer representatives + 1 expert

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## PSETA BOARD COMMITTEES

- ETQA / Learning Programmes
- Skills Planning
- Finance
- Human Resources and Legal
- Audit Committee

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## PSETA FUNCTIONAL BRANCHES

- CEO
- Operations branch made up of 3 units – Skills Planning; Education and Training Quality Assurance; Learning Programmes
- Corporate Services branch made up of 4 units- Finance; Human Resource; Marketing; Office Management

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## VISION AND MISSION

### Vision

To meet the current and future public sector needs for skilled and competent workers through the effective provision of quality-assured, relevant and accessible education and training.

### Mission

To develop a dedicated, skilled and productive public service workforce through the effective coordination of skills development, continued education, learnerships and training programmes for workers in the public sector

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## OVERVIEW OF PSETA PERFORMANCE HIGHLIGHTS

### LEARNING PROGRAMMES

- Abet learners in Kwazulu Natal taken through the NQF Level 1 qualification
- Graduation of 40 18.1 learners in Limpopo Department of Agriculture in Human Resource Management (Level 4 qualification)
- Graduation of 20 18.2 learners in Limpopo Office of the Premier in Internal Audit, with 90% of learners absorbed into permanent employment

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## OVERVIEW OF PSETA PERFORMANCE HIGHLIGHTS

### □ SKILLS PLANNING

- Sector Skills Plan successfully updated and 340 Skills Development Facilitators trained on the use of the Sector Career Guide and Scarce Skills List
- Workshops held to provide government departments with feedback and evaluation reports on their Workplace Skills Plans
- Participated in a pilot project for the Department of Labour to comment on the software used in a new reporting system planned for implementation in the second quarter of 2009

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## OVERVIEW OF PSETA PERFORMANCE HIGHLIGHTS

### □ ETQA

- Registered an official statistical qualification and unique standard on strategic requisition for National Treasury
- Successful SAQA audit and provisional re-certification of Pseta as ETQA body for the public sector
- Identification process for Institute of Sectoral or Occupational Excellence (ISOE) completed
- Completed both concept paper and work plan for project on capacity development for emerging training providers
- Eight training providers, who are also Pseta strategic partners, fully accredited

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