

		<ul style="list-style-type: none"> - Western Cape - Eastern Cape - Northern Cape - North West - Limpopo 	
		<p>2006/07:</p> <ul style="list-style-type: none"> - Kwa Zulu Natal - Gauteng - Western Cape - Eastern Cape - Northern Cape - North West - Limpopo - Free Sate 	
3.	Number and nature of interventions per province.	<p>2008/9 – Learning programmes – Learnerships, Apprenticeships, Skills programmes, Bursaries, Internships</p> <p>Kwa Zulu Natal -41 Gauteng -69 Western Cape -67 Eastern Cape - 17 Northern Cape - 0 North West 2 Limpopo - 2 Free State -1 Mpumalanga - 2</p>	<p>Largely the spread of intakes, in terms of the Provinces is determined by the footprint of companies within the sector while at the same time, the SETA struggles to get accredited providers in Mpumalanga, Free State, Northern Cape and North West Provinces.</p> <p>*For a comprehensive list of MAPPP-SETA learning</p>

			programmes refer to Annexures F & G.
		<p>2007/08 -Learning programmes- Learnerships, Skills Programmes, Bursaries, Internships Kwa Zulu Natal - 22 Gauteng -48 Western Cape - 18 Eastern Cape - 9 Northern Cape -1 North West - 1 Limpopo - 5 Free State -0 Mpumalanga -0</p>	
		<p>2006/07 -Learning programmes – Learnership, Apprenticeships, Skills Programmes, Bursaries, Internships - Kwa Zulu Natal -107 Gauteng - 131 Western Cape - 75 Eastern Cape - 29 Northern Cape - 1 North West - 6 Limpopo -6 Free State -1 Mpumalanga - 5</p>	

4.	Value & percentage of funding allocated per province.	<p><u>2008/9 (R29 724 632.00)</u></p> <p>Kwa Zulu Natal = R4 505 655.00 = 15.16% Gauteng = R 14 587 577.00 = 49.08% Western Cape = R5 449 100.00 = 18.5% Eastern Cape = R2 657 600.00 = 8.94% Northern Cape = R00.00 = 0% NW = R1 846 200.00 = 6.21% Limpopo = R220 000.00 = 0.74% FS = R 129 500.00 = 0.44% Mpumalanga = R329 000.00 = 1.11%</p>	
		<p><u>2007/08 : (R47 366 416. 13)</u></p> <p>Kwa Zulu Natal- R11 994 548.00 = 25.32% Gauteng R21 510 380.49 = 45.41% Western Cape - R6 335 250.00 = 13.37% Eastern Cape - R3 680 783.50 = 7.77% Northern Cape - R525 000.00 = 1.11% North West - R695 317.00 = 1.47% Limpopo - R2 625 136.75 = 5.54% Free State -R00.00 = 0% Mpumalanga – R00.00 = 0%</p>	

		<p>2006/07 : (R54 254 020)</p> <p>Kwa Zulu Natal- R12 670 350.00 = 23.35% Gauteng - R19 323 880.00 = 35.62% Western Cape -R10 081 246.00 = 18.58% Eastern Cape -R5 180 000.00 = 9.55% Northern Cape - R625 000.00 = 1.15% North West - R1 189 712.00 = 2.19% Limpopo - R3 803 052.00 = 7.01% Free State -R1 031 130.00 = 1.9% Mpumalanga -R350 000.00 = 0.65%</p>	
5.	List key achievements & challenges per province.	<p>The SETA has made strides in Gauteng, Western Cape, Eastern Cape and Kwa Zulu-Natal. This is due to the prominence of key MAPPP-SETA industries such Film, Advertising, Printmedia, Printing and Packaging</p> <p>The other provinces remain a challenge due to lack of industry representation.</p>	
6.	List specific initiatives directed at HDIs, Gender and Disabled. State the funding allocation for each of the three categories.	<p>All the projects that were implemented targeted HDI, women and people with disabilities.</p> <p>The MAPPP-SETA implemented projects</p>	

		<p>that were entirely designed for people with disabilities: Izobuya (Craft) – R1, 384 000.00 Thule and Themba (Craft) – R675 000.00 East Coast Media (Film & TV) – R750 000.00 Desto (Radio Production)– R1, 750 000.00 Vuka Design (Craft) – R766 625.00</p>	
7.	<p>What organizational capacity has been developed in each province to enable skills development & training?</p>	<ul style="list-style-type: none"> Regional Offices provide support for neighbouring provinces: <u>Gauteng office services:</u> Gauteng, Mpumalanga, Limpopo, North West and Free State. <u>KwaZulu-Natal office services:</u> KwaZulu-Natal and Eastern Cape. <u>Western Cape office services:</u> Western Cape and Northern Cape Regional Forums have been established in the 4 main provinces so as to ensure that there is continuous sharing of best practice by training providers. The relocation allowance for learners and providers ensures that skills development reaches the outlying 	

		<p>provinces.</p> <ul style="list-style-type: none"> • Other than the frequent visits, the SETA participates in provincial exhibitions. 	
8.	List key implementation partners in each province and state extent of working relationship. Disclose BBBEE status of each.	<ul style="list-style-type: none"> • The SETA has signed MOU with some of the provincial Departments. • The SETA also works closely with BEE employers and businesses such as Avusa, Lebo M Foundation and theatres such as Artscape and NGOs in most of the provinces. • There is also an attempt to align some of the programmes with the festivals and big events in the different Provinces. 	
9.	<p>What policy instruments have been put in place to ensure greater development impact through targeting:</p> <ol style="list-style-type: none"> rural working class poor gender HDI Youth 	<ul style="list-style-type: none"> • MAPPP-SETA Funding Policy that ensures that projects that are targeting rural areas, women, youth, HDI's and Disabled persons, are given a priority. • There are also Disability and 	

	vi. Disabled	Relocation Policies that ensure additional support for people living with disabilities and learners from rural and HDI groups.																															
SECTION 5.		TRANSFORMATION																															
No.	Question	Response	Remarks																														
1.	Provide a demographic profile of the Board and Management (including the executive)	<p>Board members</p> <table border="1"> <thead> <tr> <th></th> <th>Males</th> <th>Females</th> </tr> </thead> <tbody> <tr> <td>African</td> <td>6 (46%)</td> <td>2</td> </tr> <tr> <td>Coloureds</td> <td>1</td> <td>1</td> </tr> <tr> <td>Whites</td> <td>3</td> <td>0</td> </tr> <tr> <td>Indians</td> <td>0</td> <td>0</td> </tr> </tbody> </table> <p>Management</p> <table border="1"> <thead> <tr> <th></th> <th>Males</th> <th>Females</th> </tr> </thead> <tbody> <tr> <td>African</td> <td>4 (40%)</td> <td>4 (40%)</td> </tr> <tr> <td>Coloureds</td> <td>0</td> <td>0</td> </tr> <tr> <td>Whites</td> <td>1 (10%)</td> <td>0</td> </tr> <tr> <td>Indians</td> <td>0</td> <td>1 (10%)</td> </tr> </tbody> </table>		Males	Females	African	6 (46%)	2	Coloureds	1	1	Whites	3	0	Indians	0	0		Males	Females	African	4 (40%)	4 (40%)	Coloureds	0	0	Whites	1 (10%)	0	Indians	0	1 (10%)	
	Males	Females																															
African	6 (46%)	2																															
Coloureds	1	1																															
Whites	3	0																															
Indians	0	0																															
	Males	Females																															
African	4 (40%)	4 (40%)																															
Coloureds	0	0																															
Whites	1 (10%)	0																															
Indians	0	1 (10%)																															

2.	Provide a demographic profile of staff. (excluding management)	<p>Staff</p> <table border="1"> <thead> <tr> <th></th> <th>Males</th> <th>Females</th> </tr> </thead> <tbody> <tr> <td>African</td> <td>13 (34,2%)</td> <td>16 (41%)</td> </tr> <tr> <td>Coloureds</td> <td>0</td> <td>2 (5,3%)</td> </tr> <tr> <td>Whites</td> <td>1 (2,6%)</td> <td>3 (7,9%)</td> </tr> <tr> <td>Indians</td> <td>1 (2,6%)</td> <td>2 (5,3%)</td> </tr> </tbody> </table>		Males	Females	African	13 (34,2%)	16 (41%)	Coloureds	0	2 (5,3%)	Whites	1 (2,6%)	3 (7,9%)	Indians	1 (2,6%)	2 (5,3%)	
	Males	Females																
African	13 (34,2%)	16 (41%)																
Coloureds	0	2 (5,3%)																
Whites	1 (2,6%)	3 (7,9%)																
Indians	1 (2,6%)	2 (5,3%)																
3.	Total value of procurement spend.	<table border="1"> <tbody> <tr> <td>08/09 : R 11 336 000</td> </tr> <tr> <td>07/08 : R 18 581 000</td> </tr> <tr> <td>06/07 : R 12 456 000</td> </tr> </tbody> </table>	08/09 : R 11 336 000	07/08 : R 18 581 000	06/07 : R 12 456 000	These total values relates to procurement of goods and services funded through administration levy grants												
08/09 : R 11 336 000																		
07/08 : R 18 581 000																		
06/07 : R 12 456 000																		
4.	Value & percentage spend on BEE providers for the past three years.	<table border="1"> <thead> <tr> <th>Value</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>08/09 : R10,792,708.09</td> <td>73,33%</td> </tr> <tr> <td>07/08 : -----</td> <td>-----</td> </tr> <tr> <td>06/07 : -----</td> <td>-----</td> </tr> </tbody> </table>	Value	Percentage	08/09 : R10,792,708.09	73,33%	07/08 : -----	-----	06/07 : -----	-----	This value and percentage relates to direct projects payment for training services provided by training providers and funded through discretionary grants							
Value	Percentage																	
08/09 : R10,792,708.09	73,33%																	
07/08 : -----	-----																	
06/07 : -----	-----																	
5.	Provide a list of accredited service providers, stating BEE status (provide annexure)	<ul style="list-style-type: none"> ▪ Refer to Annexure C: 2006/07 Accredited Providers ▪ Refer to Annexure D: 2007/08 Accredited Providers ▪ Refer to Annexure E: 2008/09 Accredited Providers 																

<p>6.</p>	<p>List internal human capital initiatives:</p> <ul style="list-style-type: none"> i. total spend ii. spend per progr/initiative, iii. number of people trained, iv. percentage HDI participation v. value of spend on HDI participation. 	<ul style="list-style-type: none"> i. R267 797.16 ii. <ul style="list-style-type: none"> • Management Information System (22): 100% HDI = R 31 806 • Arts and Culture Administration (3) : 100% HDI = R75 000 • Evaluator/Verifier training (15) : R54 000 • Ms Word (7) : 100% HDI = R3 465 • Ms Excel (7) : 100% HDI = R3 465 • Ms Project (3) : 100% HDI = R1 650 • Moderator Training (7) : 100% HDI = R31 106.04 • Assessor Training (3) : 100% HDI = R12 305.16 • Performance Management Training (28) : 90% HDI = R55 000 iii. 95 People trained iv. 94.7% HDI participation v. R257 975.60 spent on HDI 	
-----------	--	--	--

7.	List any CSI/ sponsorship initiatives if any; list beneficiaries per province and HDI status.	<ul style="list-style-type: none"> Recruited 2 ex Mkhonto Wesizwe veterans in response to a call by government with regard to their integration into society - Gauteng Contribution to Lion King project – Gauteng, Rorkes Drift project – KZN MetroFM bursaries – National 																
8.	Provide a gender profile of the organization, state HDI status.	<table border="1"> <thead> <tr> <th></th> <th>Males</th> <th>Females</th> </tr> </thead> <tbody> <tr> <td>African</td> <td>17 (34,4%)</td> <td>20(41,6%)</td> </tr> <tr> <td>Coloureds</td> <td>0 (0 %)</td> <td>2 (4,2%)</td> </tr> <tr> <td>Whites</td> <td>2 (4,2%)</td> <td>3 (6,2%)</td> </tr> <tr> <td>Indians</td> <td>1 (2,1%)</td> <td>3 (6,2%)</td> </tr> </tbody> </table>		Males	Females	African	17 (34,4%)	20(41,6%)	Coloureds	0 (0 %)	2 (4,2%)	Whites	2 (4,2%)	3 (6,2%)	Indians	1 (2,1%)	3 (6,2%)	
	Males	Females																
African	17 (34,4%)	20(41,6%)																
Coloureds	0 (0 %)	2 (4,2%)																
Whites	2 (4,2%)	3 (6,2%)																
Indians	1 (2,1%)	3 (6,2%)																
9.	Provide a disability profile of the organization, state HDI status.	<p>Disability</p> <table border="1"> <thead> <tr> <th></th> <th>Males</th> <th>Females</th> </tr> </thead> <tbody> <tr> <td>African</td> <td>2 (4,2%)</td> <td>0</td> </tr> <tr> <td>Coloureds</td> <td>0</td> <td>0</td> </tr> <tr> <td>Whites</td> <td>0</td> <td>0</td> </tr> <tr> <td>Indians</td> <td>0</td> <td>0</td> </tr> </tbody> </table>		Males	Females	African	2 (4,2%)	0	Coloureds	0	0	Whites	0	0	Indians	0	0	
	Males	Females																
African	2 (4,2%)	0																
Coloureds	0	0																
Whites	0	0																
Indians	0	0																

10.	List any internal change and diversity management initiatives over the past three years.	<ul style="list-style-type: none"> Change management was conducted as part of the last wave of the restructuring process. Various teambuilding initiatives. 	
SECTION 6.		GOVERNANCE	
No.	Question	Response	Remarks
1.	How many board meetings have been held over the past 12 months? Provide details.	<p>Total of 11 Board meetings were held as follows:</p> <ul style="list-style-type: none"> 8 ordinary meetings 3 extraordinary meetings 	
2.	What board sub-committees are in place and how frequently do they meet. Provide details.	<ol style="list-style-type: none"> Audit Committee – 4 ordinary meetings. Finance Committee – 4 ordinary meetings HR and Remuneration Committee – 4 ordinary committee meetings Communications Committee – 4 	<ul style="list-style-type: none"> In addition 3 Communications Committee extraordinary meetings were held in 2009

		ordinary meetings	
3.	Is there an Annual Performance Plan in place and how frequently does the Board review it?	Yes. The board reviews it annually	
4.	Is there a performance contract in place btw board and executive? How frequently is this reviewed?	There is a contract between the CEO and the board. The CEO in turn enters into contract with other members of the executive. The contract is reviewed annually or as and when the need arises.	
5.	When was the last Annual Report published and tabled?	In August 2009 as prescribed by the legislation	
6.	Has any governance related disciplinary proceedings against any member of the board or management been initiated over the past twelve months. Provide details.	Yes. Two members of the Board were involved in governance disciplinary proceedings. One of them resigned from the Board before the proceedings could be completed and the conclusion of the proceedings against the other member is still not yet completed.	

7.	What measures have been introduced to ensure organizational alignment with national development priorities and targets?	The national development priorities and targets have been incorporated into the MAPPP-SETA strategy.	
8.	How is 7 above measured and reported upon?	Scorecard provided by DHET. Quarterly reports to DHET, SAQA and other stakeholders.	
10.	What communication capacity is in place to ensure compliance with governance requirements of stakeholder communication/ relations	<p>There are dedicated resources supported by the Communications Committee – a sub-committee of the MAPPP-SETA Board.</p> <p>There are appointed Advisory Committees that are expanded as and when the need arises to ensure continual stakeholder communication and liaison.</p> <p>There is an existing e-mail alias-communications@mapp-setsa, which was created primarily to ensure that there is a feedback loop from constituents.</p>	

		<p>The newly revamped website is supposed to include a registration and log-in page as part of its final design. Work is underway to develop such a page and place it on the homepage. Further, there is a section for comments and feedback on the website, which beams comments from stakeholders. This allows comments to be received daily, weekly and uploaded in real-time by the Content Management System of the website.</p> <p>In terms of the MAPPP-SETA communication strategy the following channel are used for communications.</p> <ul style="list-style-type: none"> ○ Active industry advisory committees ○ Regular definition workshops ○ Stakeholder breakfasts ○ Website, emails and newsletters ○ Seminars and ETQA forums ○ Electronic and print media ○ Exhibitions and roadshows ○ National and international events ○ Telephone and cell calls & sms's 	
--	--	--	--