

# THETA STRATEGIC PLAN (Draft)

## FOR THE PERIOD 2011 TO 2014

# NATIONAL SKILLS DEVELOPMENT STRATEGY 3

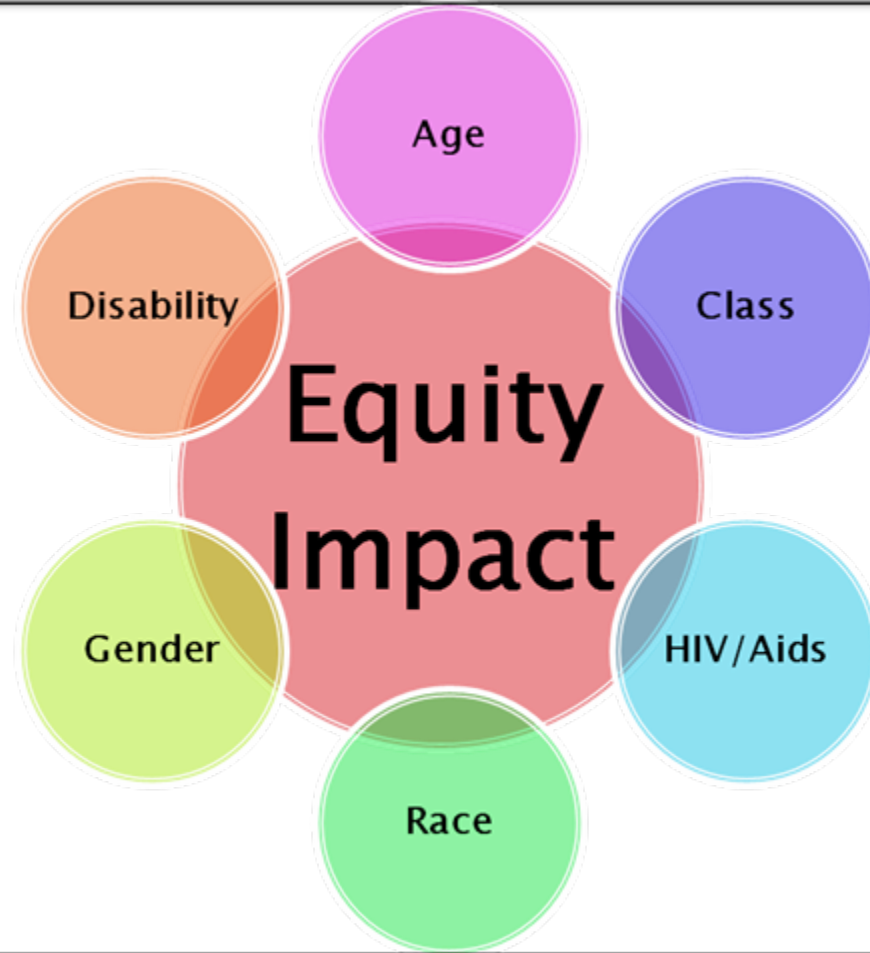
5.1 EQUITY IMPACT

5.2 CODE OF DECENT CONDUCT

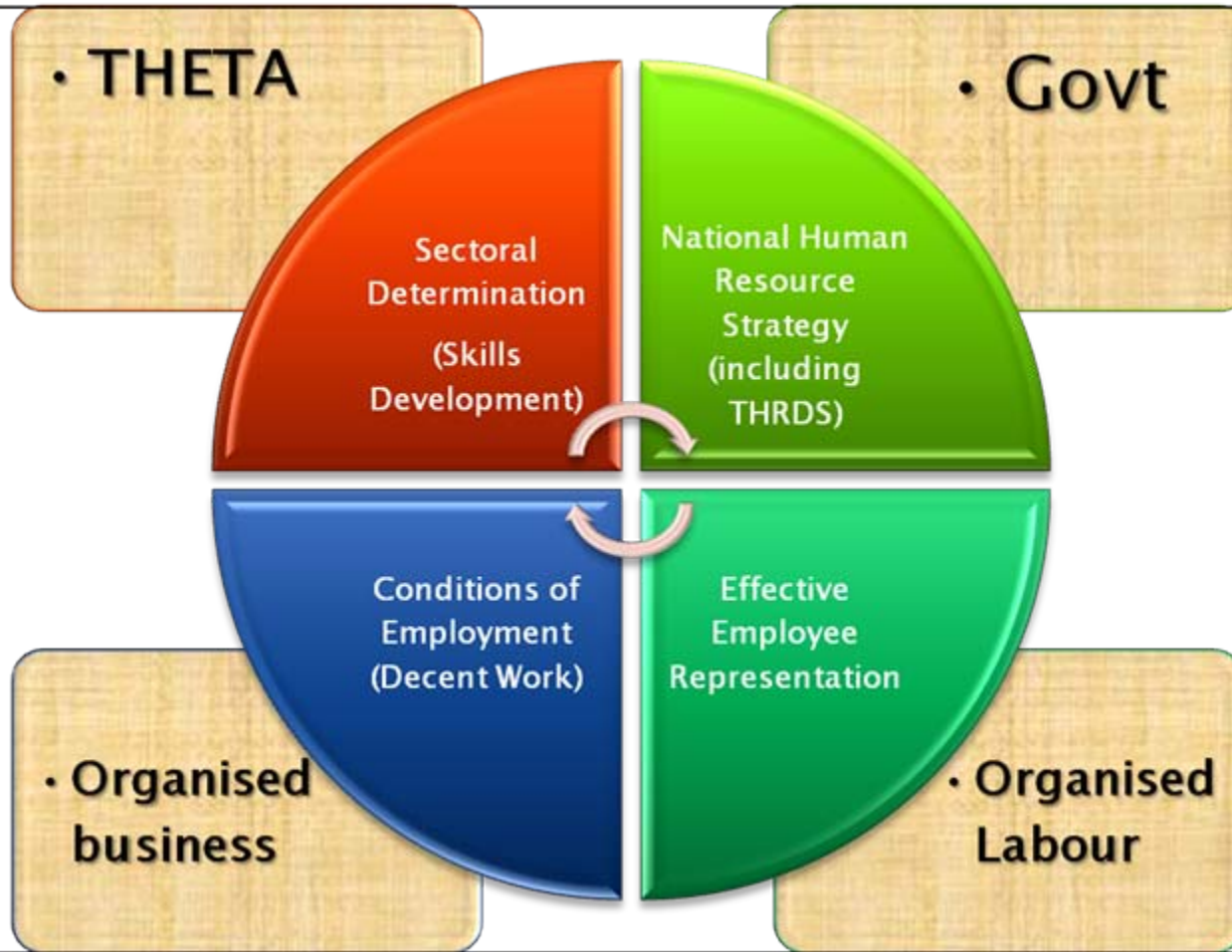
5.3 LEARNING PROGRAMMES FOR DECENT WORK

5.4 PROGRAMMES FOR DELIVERY PARTNERS

# Provide Relevant Learning Programmes



# CODE OF DECENT CONDUCT



# Access, Success and Progression

## Career Guidance Information

National Expo

Provincial Expo

District  
Municipality  
Expo

## Guide to Employment Opportunity

Scarce and  
Critical Skills  
Sector Guide

Access to  
Training  
Provision (RPL)

## Target Group

Learners

Career  
Guidance  
Counselors

Skills  
Development  
Facilitators

Sector  
Specialists

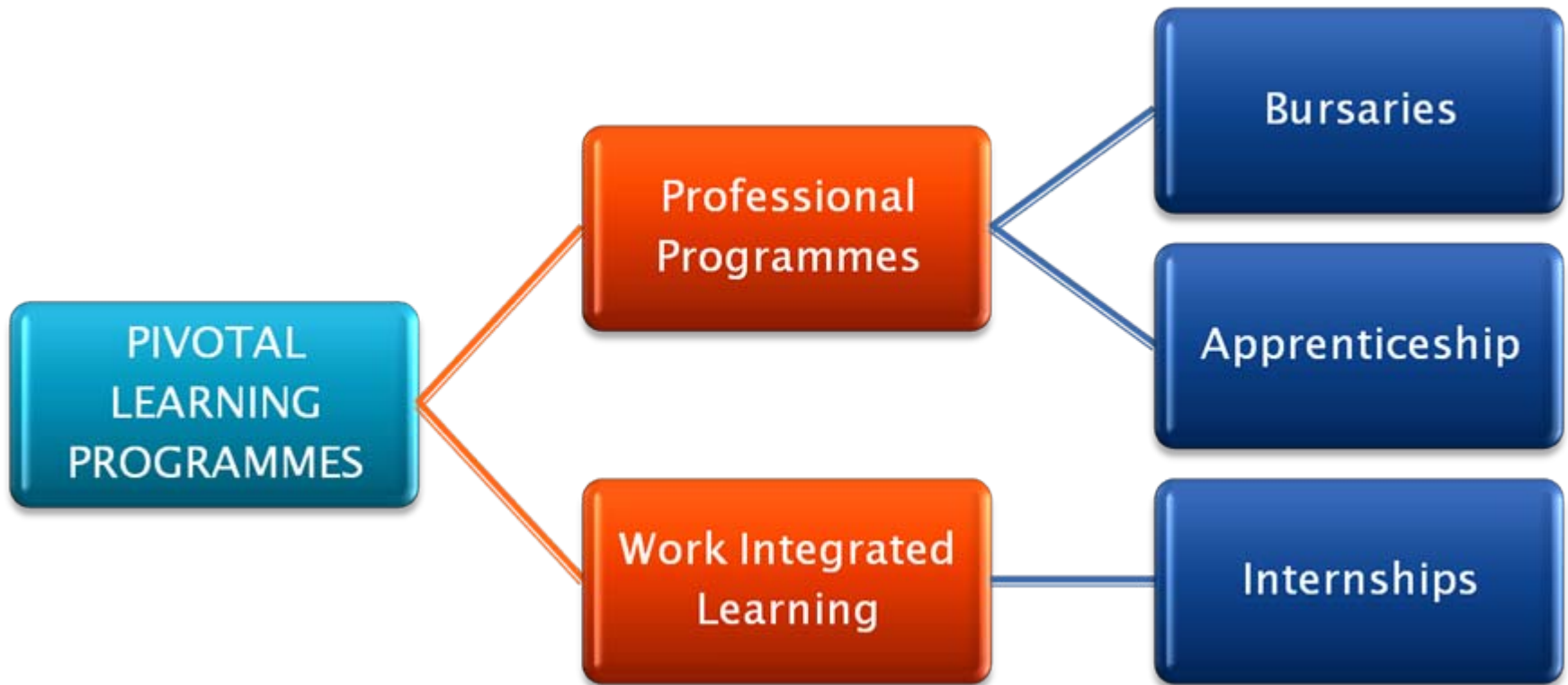
# Access, Success and Progression



# Learning Programmes for Decent Work



# Learning Programmes for Decent Work





# Learning Programmes for Decent Work

## Large Firms

- 80% – WSP and ATR Claims
- Target for Employees in Skills Programmes

## Medium Firms

- 60% – WSP and ATR Claims
- Target for Employees in Skills Programmes

## Small Firms

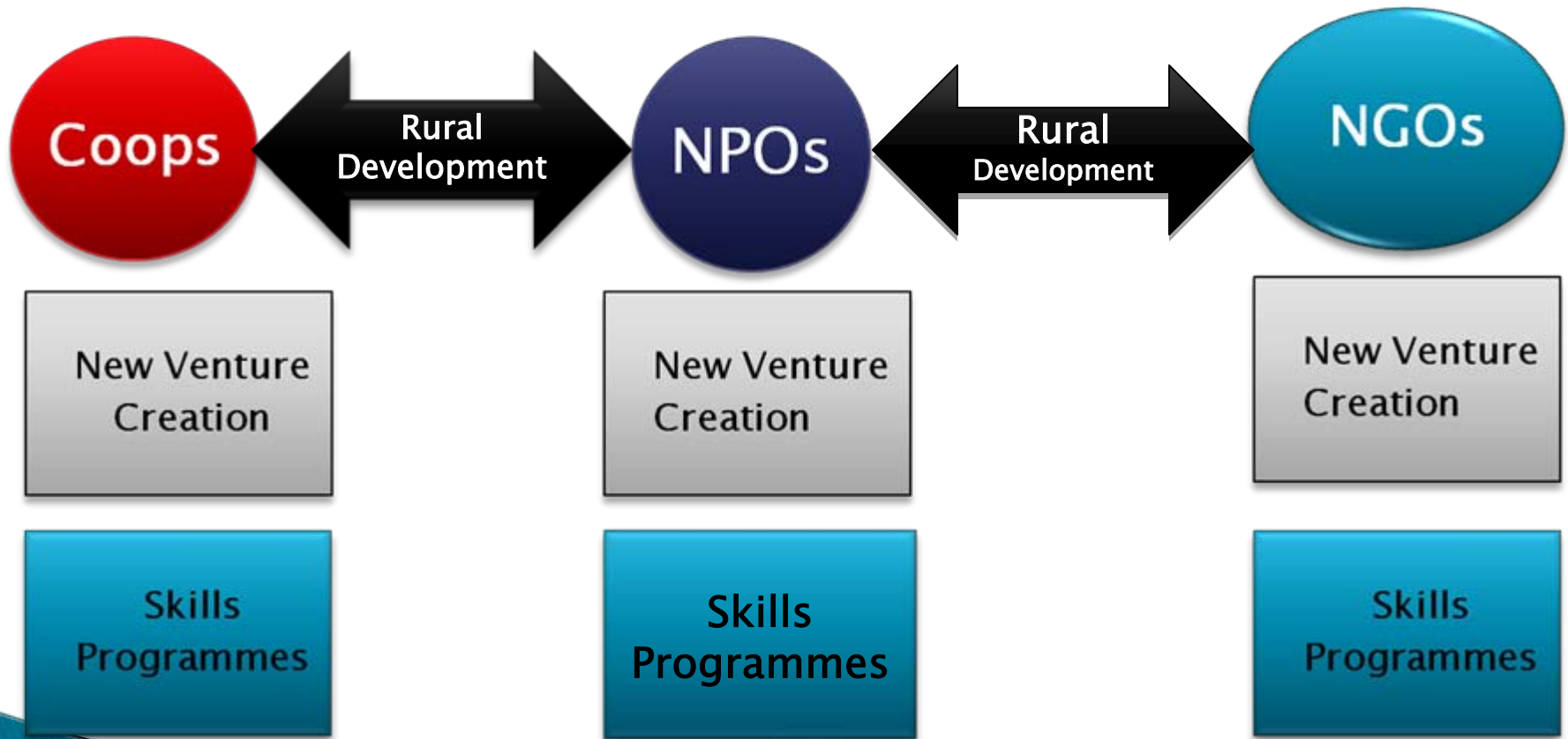
- 40% – WSP and ATR Claims
- Target for employees in Skills Programmes

## Non Levy Paying Firms

- NLPEs supported through Discretionary Grants

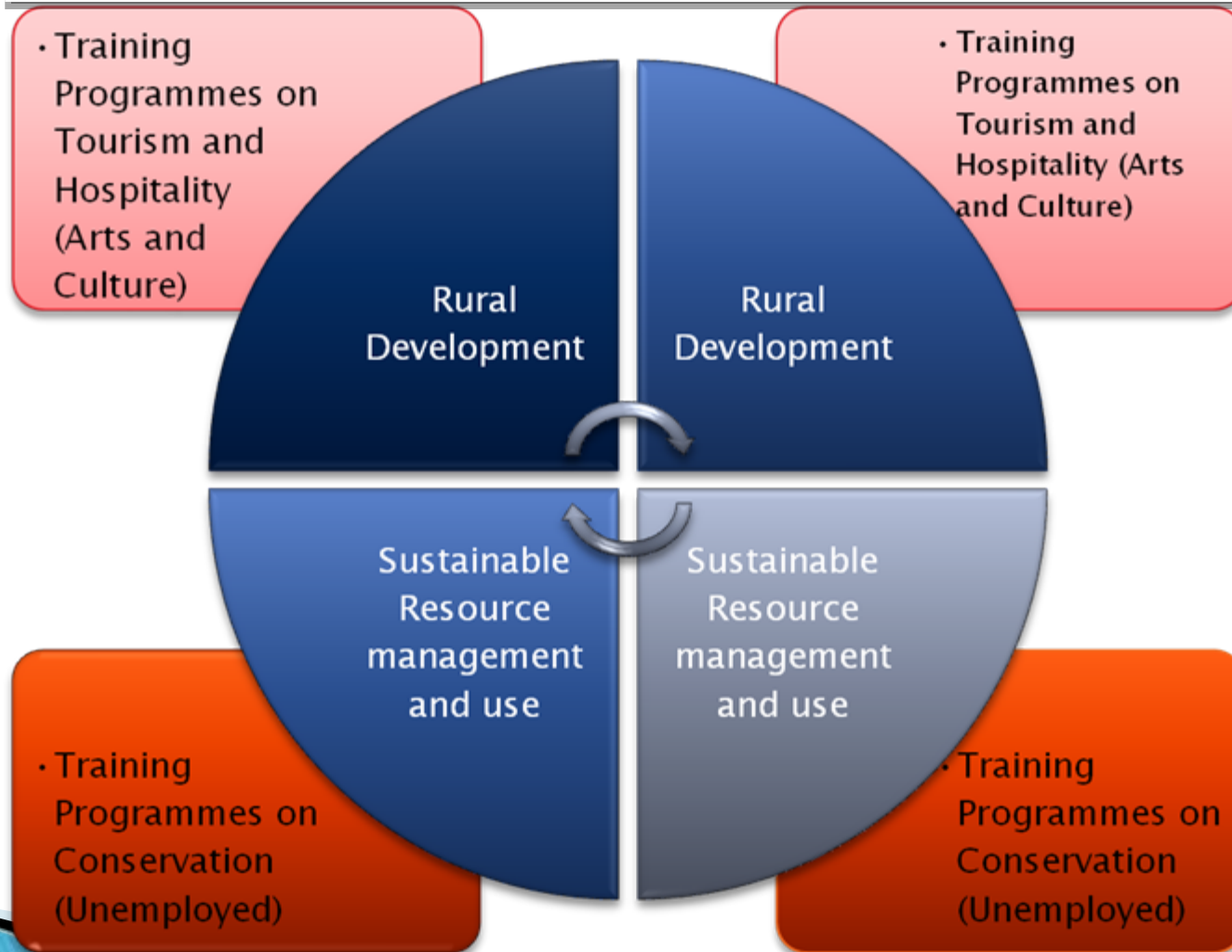
# Learning Programmes for Decent Work

## Non Levy Payer Support – Catalytic Grant

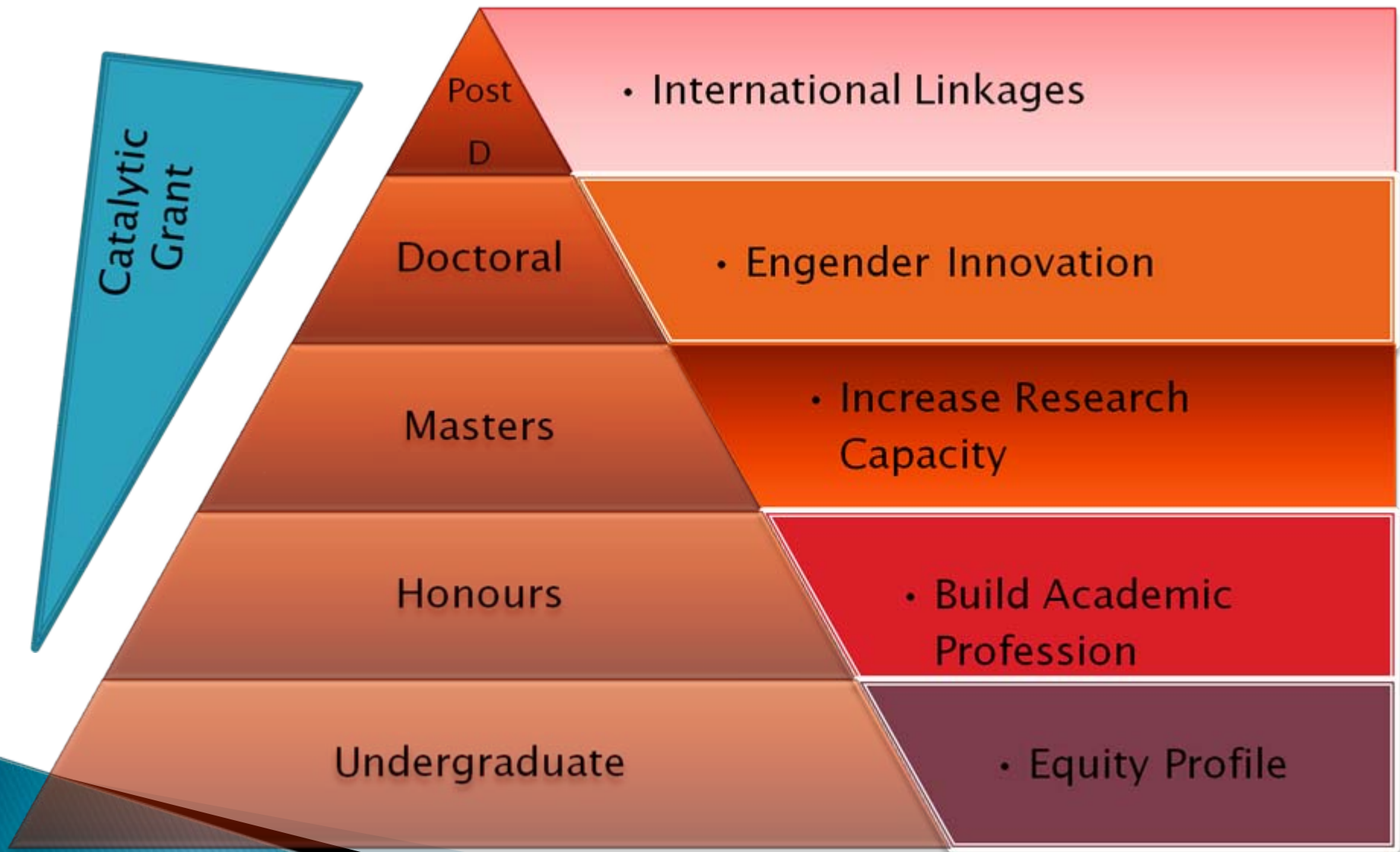


# Learning Programmes for Decent Work

Dependent on the Allocation of Catalytic Grant by DHET

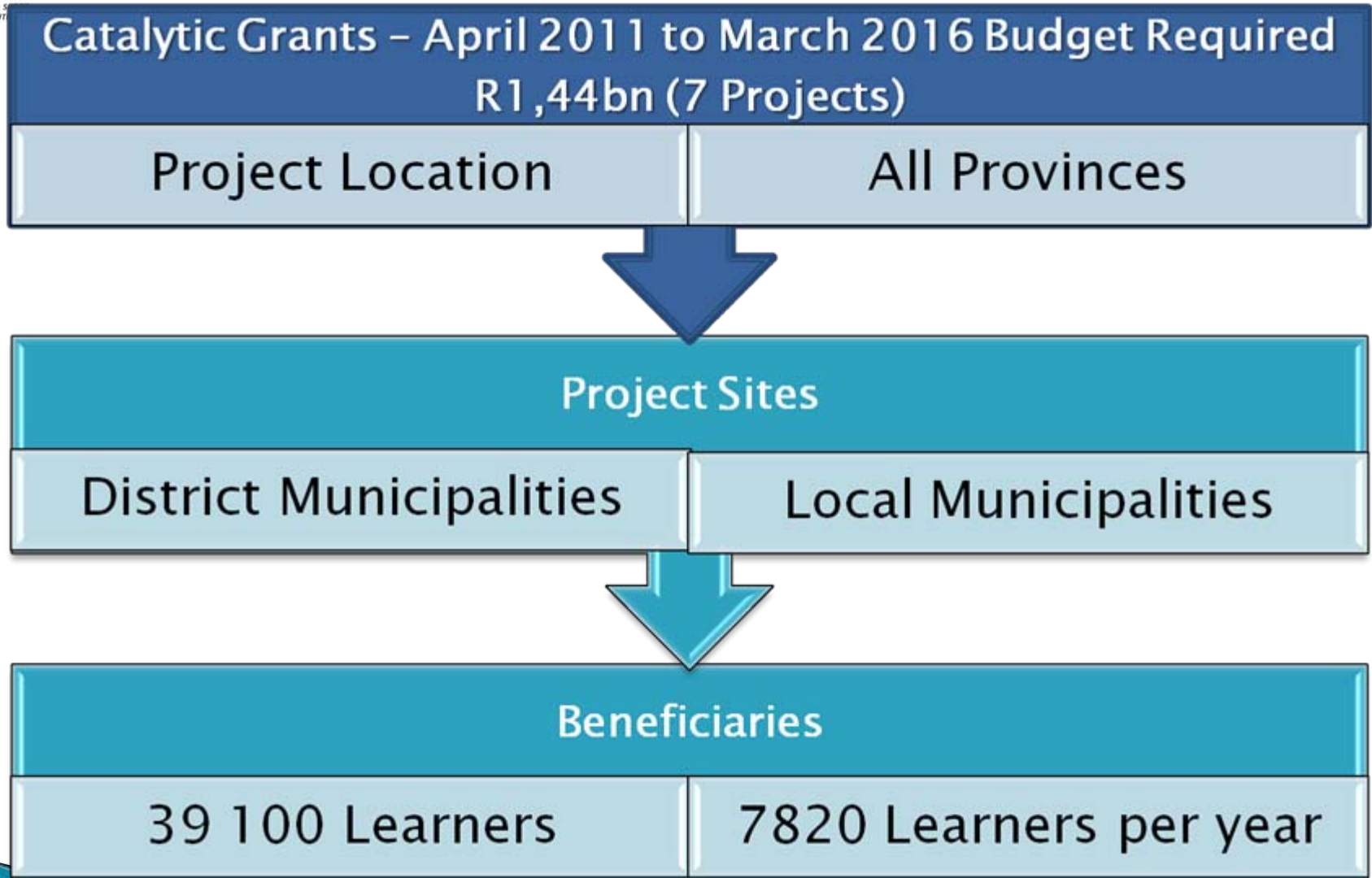


# Learning Programmes for Decent Work



# Programmes – Delivery Partners





# PROJECT 1

## PROJECT 1

Research, Development and Innovation in human capital for a growing knowledge economy

R80 Million

## TRAINING PROGRAMMES

Research studies, Scholarships including International Placements or Student Exchange Programmes: BTech to Doctoral Degrees

## NUMBER OF LEARNERS

10 Post Graduates

30 Doctoral Students

60 Masters Students

100 Honours Students

200 BTech Students

Research/Development and annual updates of Provincial Sector Skills Plans per Chamber

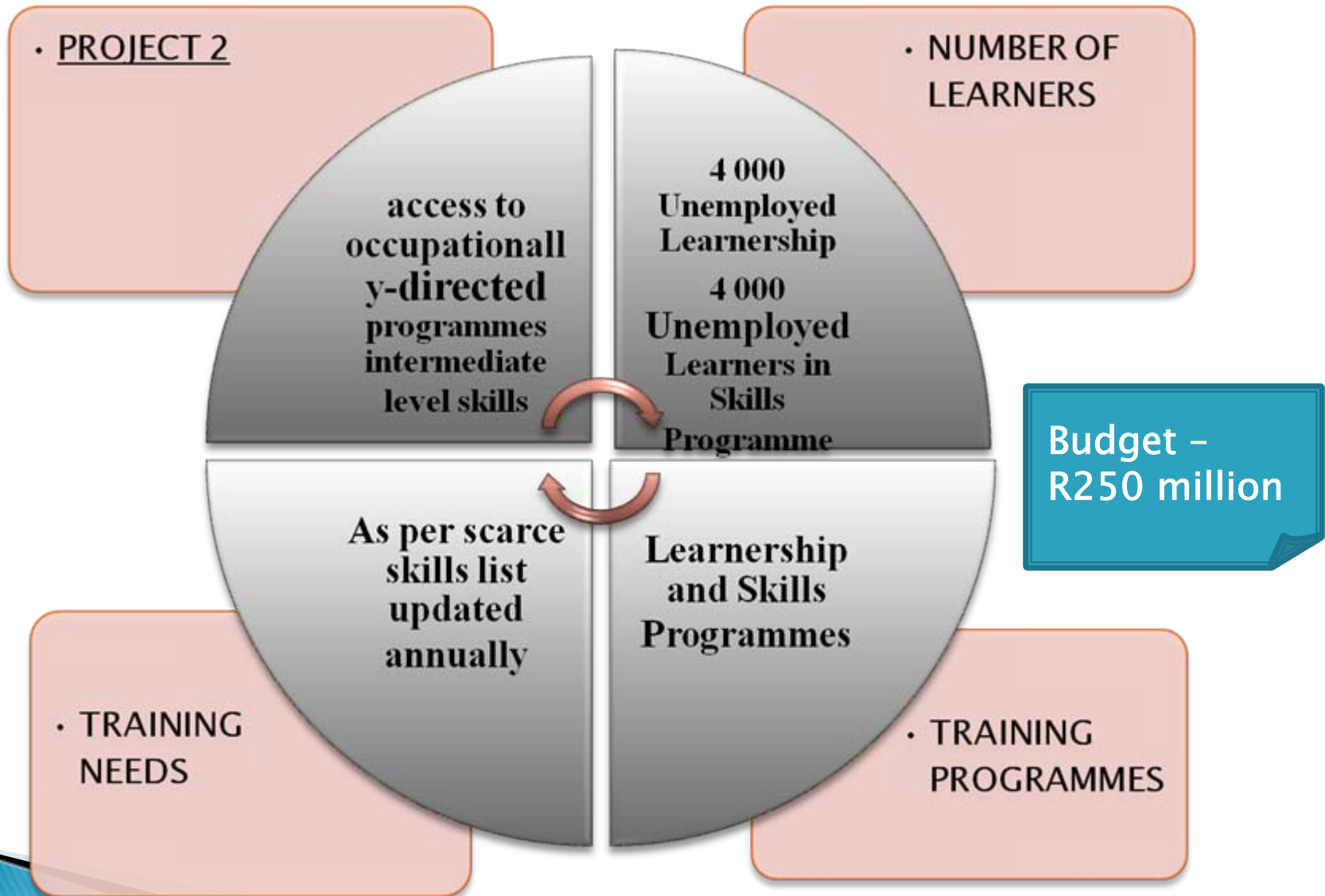
## SKILLS NEEDS

Research Skills and Labour Market Studies, Research Supervision, Mentoring, Conferences and Publications

Information and career guidance

Impact studies, Skills Audits and Surveys, Training Needs Analysis

# PROJECT 2





# PROJECT 3

Increase access to programmes leading to intermediate and high level learning

Budget: R250 million

## NUMBER OF LEARNERS

2 500 Learners in Adult Basic Education and Training Programmes,  
2 500 Learners in AET  
2 500 Learners in Foundational Learning Programmes

2 000 Learners in experiential Learning  
2 000 Unemployed Graduates in Internship Programme  
2 000 Learners in Scarce Skills Bursary Programmes  
2 000 Matric Second Chance Programme

## TRAINING NEEDS

As per scarce and critical skills list updated annually

As per scarce and critical skills list updated annually

## TRAINING PROGRAMMES

ABET Level 1-4

AET – Occupationally Directed Programmes

Matric Bridging Programmes

Bursary Programmes NQF Level 4-6 – HET & FET Colleges

Workplace Programmes

FLP - Critical Skills Programme

Internship Programmes

# PROJECT 4

• PROJECT 4

• NUMBER OF LEARNERS

Increase access to high level occupationally-directed programmes in needed areas

2 500 Employed learners

Budget: R120 million

As per scarce and critical skills list updated annually

PIVOTAL Occupational Learning programmes for decent work

• TRAINING NEEDS

• TRAINING PROGRAMMES

# PROJECT 5

• PROJECT 5

• NUMBER OF LEARNERS

Cross –Seta Project

2 000 learners

Budget: R250 million

Public SETAs – Theta related Training needs  
Skills Development Needs based on Government Plans and Strategies including relevant public entities

P SETA Training Programmes  
LG SETA Training Programmes  
EPWP Training Programmes  
Environment Conservation Programmes

• TRAINING NEEDS

• TRAINING PROGRAMMES

# PROJECT 6

• PROJECT 6

• NUMBER OF LEARNERS

Theta Cross-Critical Sectoral and Sector Specific Projects

2 000 learners

Budget: R120 million

Sector specific skills development needs

NVC Programmes  
Equity Support Programmes  
HIV and AIDS Programmes  
Disability Support Programmes  
Rural Development Programmes  
Small Firms BEE Support Programmes

• TRAINING NEEDS

• TRAINING PROGRAMMES

# PROJECT 7

## • PROJECT 7

## • NUMBER OF LEARNERS

Strengthen our own capacity and that of our delivery partners

100 Theta employees  
Delivery Partners Employees  
2 000 Learners - Small levy Payers  
2 000 Learners - Non-Levy Payers

Budget: R120 million

Staff Capacity Building – Establishment of Provincial and Access Centres Countrywide

Staff Training and Development Programmes

## • TRAINING NEEDS

Training Provision Capacity Building

Delivery Partners Development Programmes

## • TRAINING PROGRAMMES

# THETA Strategic Plan for the MTEF period 2011 – 2014

<i>Sectoral Skills Need</i>	<i>Objective</i>	<i>Baseline</i>	<i>Measure</i>	<i>2011/12</i>	<i>2012/13</i>	<i>2013/14</i>
<i>Sector Specialists</i>	Capacity build and train Sector Specialists, such SDFs, Tourism Teachers, Career Guidance Councillors and Provincial Government Frontline HRD staff on use of SMS System, WSP & ATR submission, Scarce Skills & Career Guide and well as any industry relevant skills development information	1936 Sector Specialists received capacity building and training in NSDS II	Increase the number of Sector Specialists trained in the sector	600	700	<b>800</b>
<b>Total Beneficiaries = 2100 Sector Specialist</b>				<b>R500 000</b>	<b>R550 000</b>	<b>R605 000</b>
<b>Total Budget = R 1 655 000</b>						
<b>Funding Source THETA Discretionary Funds</b>						

# THETA Strategic Plan for the MTEF period 2011 – 2014

<i>Sectoral Skills Need</i>	Objective	Baseline	Measure	2011/12	2012/13	2013/14
<i>Information and Career Guidance passed on to scholars and tourism teachers</i>	National Tourism Careers Expo makes sector attractive career choice for school leavers – provides relevant information regarding skills development.	National Tourism Careers Expo already an annual event since 2008. 20 000 Grade 10 – 12 learners – exposed to sectors career & study opportunities 600 Tourism Teachers - updated with latest industry trends	Increase the number of Grade 10 – 12 learners exposed to sectors career opportunities and what and where to study. Tourism Teachers attend industry workshops to ensure learning material is updated with latest industry trends.	15 000 learners 500 tourism teachers	15 000 learners 500 tourism teachers	<b>20 000 learners</b> <b>750 tourism teachers</b>
	<i>National Tourism Careers Expo funded equally by THETA, NDT and Provincial Department of Tourism where event is stage. Expo is awarded to a particular province for three years.</i>	Current Budget is R 6m Split between the 3 partners: THETA – R 2m (Discretionary Funding) NDT – R 2m KZN DEDT – R 2m	R 6,5m	R 6,5m	<b>R 7m</b>	

# THETA Strategic Plan for the MTEF period 2011 – 2014

<i>Sectoral Skills Need</i>	Objective	Baseline	Measure	2011/12	2012/13	2013/14
<i>Non-levy paying enterprises(Co-ops, NGO, NPO) supported through skills Development</i>	Skills Programmes & other Non-accredited short courses for learners from non-levy paying enterprises(Co-ops, NGO, PO)	1936 Non-levy paying enterprises supported in NSDS II	Increase the number of learners from non-levy paying enterprises(Co-ops, NGO, NPO) skilled via Skills Programmes & other Non-accredited short courses	1500	2000	<b>2500</b>
<i>Total Beneficiaries = 6000</i>				R 9 000	R 13 200	<b>R 18 150</b>
<i>Total Budget = R 40 350 000</i>				000	000	<b>000</b>
<i>Funding Source THETA Discretionary Funds &amp; Catalytic Grant Funding</i>						
<i>Total Beneficiaries = 2250</i>				500	750	<b>1000</b>
<i>Total Budget = R 15 210 000</i>				R 3 000	R 4 950	<b>R 7 260</b>
<i>Funding Source THETA Discretionary Funds</i>				000	000	<b>000</b>
<i>Total Beneficiaries = 3750</i>				<b>1000</b>	<b>1250</b>	<b>1500</b>
<i>Total Budget = R 25 140 000</i>				<b>R 6 000</b>	<b>R 8 250</b>	<b>R 10 890</b>
<i>Funding Source Catalytic Grant Funding</i>				<b>000</b>	<b>000</b>	<b>000</b>



# THETA Strategic Plan for the MTEF period 2011 – 2014

<i>Sectoral Skills Need</i>	<i>Objective</i>	<i>Baseline</i>	<i>Measure</i>	<i>2011/12</i>	<i>2012/13</i>	<i>2013/14</i>
<b><i>Numbers of Graduates and research capacity increased in the sector</i></b>	Provide Bursaries to Undergraduate, Honours, Masters and PHD students.	0 Bursaries provided	Increase the number of Undergraduate, Honours, Masters and PHD students	Undergrad	Undergrad	Undergrad
				50	50	75
				Honours	Honours	Honours
				10	15	20
				Masters	Masters	Masters
				5	5	15
PHD	PHD	PHD				
				5	5	5
<b><i>Total Beneficiaries = 175 Undergraduate 45 Honours 25 Masters 10 PHD Students &amp; 5 Post Doctoral Students</i></b>				R 7 875 000	R 9 212 500	R 16 486 250
<b><i>Total Budget = R 33 573 750</i></b>						
<b><i>Funding Source THETA Discretionary Fund &amp; Catalytic Grant Funding</i></b>						
<b><i>Total Beneficiaries = 30 Undergraduate 15 Honours 6 Masters 3 PHD Students &amp; 3 Post Doctoral Students</i></b>				Undergrad 10	Undergrad 10	Undergrad 10
<b><i>Total Budget = R 8 109 500</i></b>				Honours 5	Honours 5	Honours 5
<b><i>Funding Source THETA Discretionary Funds</i></b>				Masters 2	Masters 2	Masters 2
				PHD 2	PHD 2	PHD 2
				R 2 450 000	R 2 695 000	R 2 964 500
<b><i>Total Beneficiaries = 145 Undergraduate 30 Honours 19 Masters 7 PHD Students &amp; 2 Post Doctoral Students</i></b>				Undergrad 40	Undergrad 40	Undergrad 65
<b><i>Total Budget = R 25 464 250 Funding Source Catalytic Grant Funding</i></b>				Honours 5	Honours 10	Honours 15
				Masters 3	Masters 3	Masters 13
				PHD 3	PHD 3	PHD 3
				R 5 425 000	R 6 517 500	R 13 521 750

# THETA Strategic Plan for the MTEF period 2011 – 2014

<i>Sectoral Skills Need</i>	<i>Objective</i>	<i>Baseline</i>	<i>Measure</i>	<i>2011/12</i>	<i>2012/13</i>	<i>2013/14</i>
<i>Employed and unemployed learners given opportunities to obtain qualifications through learnerships</i>	Provide learnership opportunities to employed and unemployed learners	8000 employed and unemployed learners entered learnerships in NSDS II	Increase the number of qualified workers and work seekers in the sector	Employed 300	Employed 400	Employed 500
				Unemployed 600	Unemployed 700	Unemployed 800
<i>Total Beneficiaries = 1200 Employed &amp; 2100 Unemployed Learners</i>				R 23 400 000	R 31 020 000	R 39 930 000
<i>Total Budget = R 94 350 000</i>						
<i>Funding Source THETA Discretionary Fund &amp; Catalytic Grant Funding</i>						
				Employed 200	Employed 250	Employed 300
				Unemployed 300	Unemployed 350	Unemployed 400
<i>Total Beneficiaries = 750 Employed &amp; 1050 Unemployed Learners</i>				R 12 600 000	R 16 500 000	R 21 054 000
<i>Total Budget = R 50 154 000</i>						
<i>Funding Source THETA Discretionary Funds</i>						
				Employed 100	Employed 150	Employed 200
				Unemployed 300	Unemployed 350	Unemployed 400
<i>Total Beneficiaries = 450 Employed &amp; 1050 Unemployed Learners</i>				R 10 800 000	R 14 520 000	R 18 876 000
<i>Total Budget = R 44 196 000</i>						
<i>Funding Source Catalytic Grant Funding</i>						

# THETA Strategic Plan for the MTEF period 2011 – 2014

<i><b>Sectoral Skills Need</b></i>	<b>Objective</b>	<b>Baseline</b>	<b>Measure</b>	<b>2011/12</b>	<b>2012/13</b>	<b>2013/14</b>
<i><b>Unemployed disabled learners given opportunities to obtain qualifications through learnerships</b></i>	Provide learnership opportunities to disabled unemployed learners	666 disabled learners entered learnerships in NSDS II	Increase the number of disabled workers and work seekers in the sector	300	350	400
<i><b>Total Beneficiaries = 1050 Disabled Unemployed Learners</b></i>				R 19 500 000	R 25 025 000	R 31 460 000
<i><b>Total Budget = R 75 985 000</b></i>						
<i><b>Funding Source THETA Discretionary Fund &amp; Catalytic Grant Funding</b></i>						
<i><b>Total Beneficiaries = 150 Disabled Unemployed Learners</b></i>				25	50	75
<i><b>Total Budget = R 11 098 750</b></i>				R 1 625 000	R 3 575 000	R 5 898 750
<i><b>Funding Source THETA Discretionary Funds</b></i>						
<i><b>Total Beneficiaries = 900 Disabled Unemployed Learners</b></i>				275	300	325
<i><b>Total Budget = R 64 886 250</b></i>				R 17 875 000	R 21 450 000	R 25 561 250
<i><b>Funding Source Catalytic Grant Funding</b></i>						

# THETA Strategic Plan for the MTEF period 2011 – 2014

<i>Sectoral Skills Need</i>	<i>Objective</i>	<i>Baseline</i>	<i>Measure</i>	<i>2011/12</i>	<i>2012/13</i>	<i>2013/14</i>
<b><i>ABET, AET and Foundational Learning Interventions</i></b>	Learners assisted to improve and raise their levels of education to allow the entrance to NQF	NSDS 5392 learners received Adult Education & Training	Increase the number of learners receiving ABET (Levels 1 to 4) and AET	1750	2250	2750
	Level 4 programmes via provision of Adult Basic Education & Training, Adult education & Training and Foundational Learning Programmes	0 learners received Foundational Learning Programmes	Increase the number of learners receiving Foundational Learning Programmes	1500	1750	2000
<b><i>Total Beneficiaries = 6750 ABET &amp; AET and 5250 Foundational Learning Programmes</i></b>				R 26 000 000	R 35 200 000	R 45 980 000
<b><i>Total Budget = R 107 180 000</i></b>						
<b><i>Funding Source Discretionary Funds &amp; Catalytic Grant Funding</i></b>						
<b><i>Total Beneficiaries = 1000 ABET &amp; AET and 600 Foundational</i></b>				250 & 100	300 & 200	450 & 300
<b><i>Total Budget = R 14 460 000</i></b>				R 2 800 000	R 4 400 000	R 7 260 000
<b><i>Funding Source THETA Discretionary Funds</i></b>						
<b><i>Total Beneficiaries = 5750 ABET &amp; AET and 4650 Foundational</i></b>				1500 & 1400	1950 & 1550	2300 & 1700
<b><i>Total Budget = R 92 720 00</i></b>				R 23 200 000	R 30 800 000	R 38 720 000
<b><i>Funding Source Catalytic Grant Funding</i></b>						

# THETA Strategic Plan for the MTEF period 2011 – 2014

<i>Sectoral Skills Need</i>	<i>Objective</i>	<i>Measure</i>	<i>OFO Category</i>	<i>2011/12</i>	<i>2012/13</i>	<i>2013/14</i>
<b>PIVOTAL Occupational Programmes</b>	Provide link between institutions of learning and workplace to increase number of learners qualified with a trade, occupation or profession	Increase number of learners qualified with a trade, occupation or professions.	1- Managers 2- Professionals 3- Technicians & Trades Workers 4- Community & Personal Service Workers 5- Clerical and Administrative Works	Degrees -50 Diplomas -450 NCV -200 Internship & Experiential Learning -1000	Degrees -150 Diplomas -550 NCV -350 Internship & Experiential Learning -1500	Degrees -200 Diplomas -600 NCV -400 Internship & Experiential Learning -2000
<b>Total Beneficiaries = 7450 Qualified with a trade, occupation or profession</b>				R 47 750 000	R 79 200 000	R 110 110 000
<b>Total Budget = R 237 060 000</b>						
<b>Funding Source THETA Discretionary Fund &amp; Catalytic Grant Funding</b>						
<b>Total Beneficiaries = 1930 Qualified with a trade, occupation or profession</b>				Degrees -10 Diplomas -100 NCV -150 Internship & Experiential Learning -350 R 17 050 000	Degrees -10 Diplomas -100 NCV -200 Internship & Experiential Learning -350 R 20 130 000	Degrees -10 Diplomas -100 NCV -200 Internship & Experiential Learning -350 R 22 143 000
<b>Total Budget = R 59 323 000</b>						
<b>Funding Source THETA Discretionary Funds</b>						
<b>Total Beneficiaries = 5520 Qualified with a trade, occupation or profession</b>				Degrees -40 Diplomas -350 NCV -50 Internship & Experiential Learning -650 R 30 700 000	Degrees -140 Diplomas -450 NCV -150 Internship & Experiential Learning -1150 R 59 070 000	Degrees -190 Diplomas -500 NCV -200 Internship & Experiential Learning -1650 R 87 967 000
<b>Total Budget = R 177 737 000</b>						
<b>Funding Source Catalytic Grant Funding</b>						

FOR THE PERIOD 2011 TO 2014

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