

ANNUAL GENERAL MEETING OF THE W&RSETA 2024

SKILLING THE WHOLESALE AND RETAIL SECTOR



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AGM AGENDA

- 1 Opening and Welcome
- 2 Chairperson's Report
- 3 Chief Executive Officer's Report 2023/24
- 4 Presentation of the 2023/24 Audited Annual Financial Statements
- 5 Presentation of the Five-Year Strategic Plan and Annual Performance Plan for the 2020/2021 - 202024/25 Financial Year
- 6 Question & Answer Session
- 7 Closure
- 8 Dinner and Networking



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CHAIRPERSON'S REPORT



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W&RSETA Board



Reggie Sibiya



David Makua



Lerato Madela



Lucas Ramatlhodi



Margaret Bango



**Mzimaseki
Silimandlela**



**Nonkululeko
Bogopa**



Ross Rayners



Reggie Sibiya



Sibusiso Busane



**Thandeka
Ntshangase**



Themba Mthembu



Zibele Sokabo



Zinhle Tyikwe



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CHIEF EXECUTIVE OFFICER'S REPORT



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OPERATING ENVIRONMENT



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Operating Environment 2023/24

A well-skilled workforce contributing towards a transformed, agile, and thriving wholesale and retail sector



For
W&RSETA

Decentralised Model Empowering Regions Improved turnaround time on the implementation

33 Targets on the
2023/24 APP

Upward trends within the
sector Resilience



For the
wholesale and
retail sector

Digitisation

Skills Summit

- Automated the commitment register
- Seamless departmental connectivity
- Guaranteeing access to business services from anywhere and at any time

Reinforcing existing partnerships and engaging in new collaborations

CAPACITY CONSTRAINTS
& COST CONTAINMENT

Unqualified Audit Opinion and 91% performance against on annual performance plan targets

TRANSFORMATION
INITIATIVES



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OPERATIONAL PERFORMANCE



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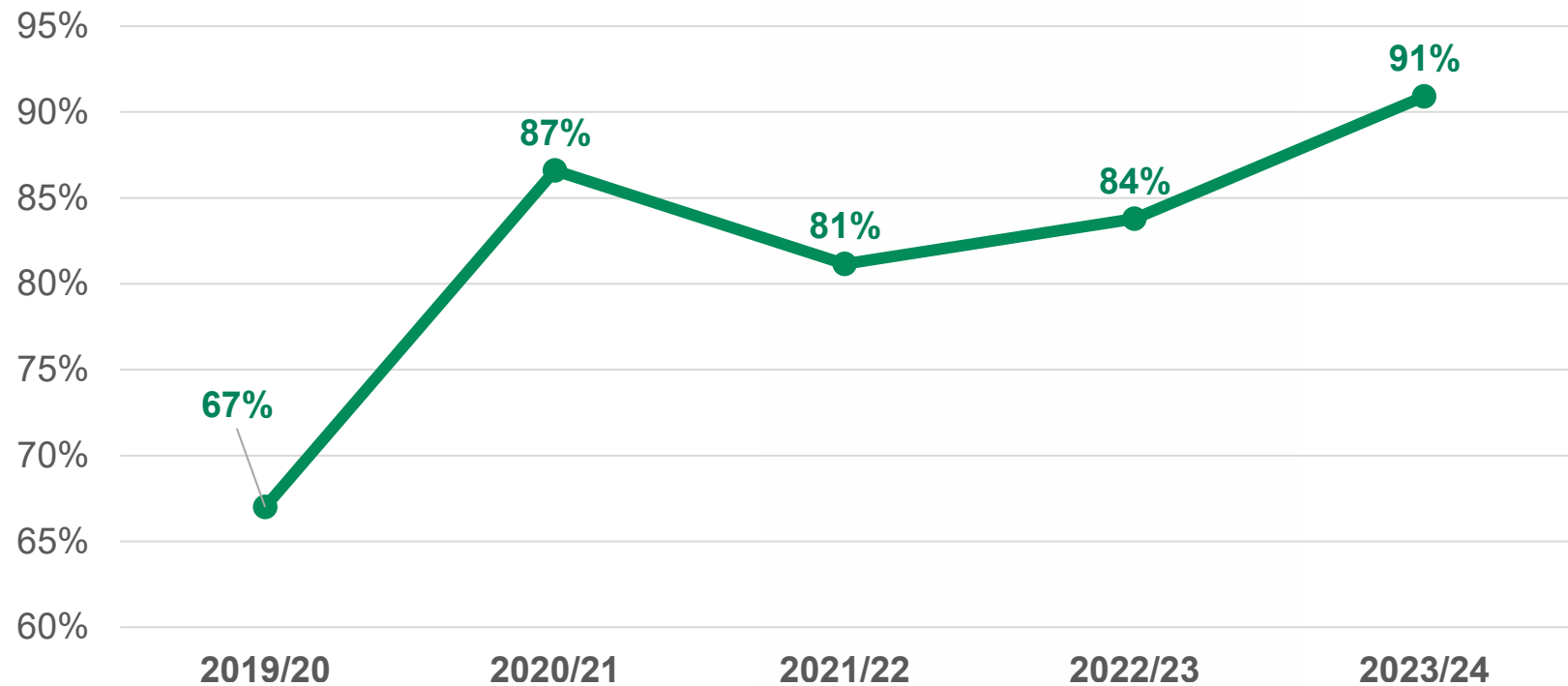
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Trend analysis of APP progress (2019/2020 – 2023/2024)

The W&RSETA achieved **(91)%** of its determined targets – 30 of its 33 output indicator targets for 2023/24 financial year



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Operational Performance

Outcome 1: An efficient and effective organisation with good corporate governance



Eight principal strategic outcomes of the
2020 - 2025 Strategic Plan

**5 year
Target –
Clean
audit
opinion**

FY 2024/25

FY 2023/24

FY 2022/23

FY 2021/22

FY 2020/21

Unqualified audit
opinion

Unqualified audit
opinion

Qualified audit
opinion

Unqualified audit
opinion

**5-year
Target –
90%
Reduction
of manual
processes**

FY 2024/25

FY 2023/24

FY 2022/23

FY 2021/22

FY 2020/21

- 5-year target achieved with cumulative achievement of 56 processes (119%) in first 2 years
 - 46 processes automated (98%)
 - 10 processes automated (21%)



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Operational Performance (cont.)

Outcome 2: An integrated career guidance programme



Eight principal strategic outcomes of the
2020–2025 Strategic Plan

5 Year Target – A career guidance and career development strategy which is developed and implemented to guide the W&RSETA career guidance interventions over the period 2020/21 – 2024/25.

FY 2024/25

FY 2023/24

FY 2022/23

FY 2021/22

FY 2020/21

Career guidance strategy developed and approved in 2020/21 and is being implemented.

Highlights:

- 787 events held in urban and rural areas
- 36 life orientation educators capacitated to use career guides
- 25 people enrolled on Career Guidance Information Officer qualification
- Development of a Careers Toolkit and Online Careers platform commenced to be completed in 2024-2025.



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Operational Performance (cont.)

Outcome 3: Growth focused programmes for the development and support of Training Providers and the Higher Education, TVET and CET sectors to enable their responsiveness to changing occupations and technological advances



Eight principal strategic outcomes of the
2020–2025 Strategic Plan

**5 year
target -
10%**

increase in the
number of
partnerships
with Training
Providers and
Further and
Higher
Education and
Training
Institutions

FY 2024/25

FY 2023/24

FY 2022/23

FY 2021/22

FY 2020/21

The target is
overachieved
with 31
partnerships

**5 year
Target –**

20 HET,
TVETs, CET
sites /
campuses

40 Training
Providers (of
which 100%
are HDI)

FY 2024/25

FY 2023/24

FY 2022/23

FY 2021/22

FY 2020/21

- 57 education and training institutions and training providers offering W&R occupationally directed programmes
- 43 HDI SDPs going through the process of accreditation agreements



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Operational Performance (cont.)

Outcome 4: A sector responsive Research Agenda that supports and informs the establishment of impact geared W&R skills development programmes



Eight principal strategic outcomes of the
2020–2025 Strategic Plan

5 Year Target –

16 research reports
completed

5 Impact assessment
report published



FY 2024/25

FY 2023/24

FY 2022/23

FY 2021/22

FY 2020/21

Progress:

- 16 research studies conducted
- Impact assessment reports published
- 10 impact tracer studies have been conducted and reports published.



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Operational Performance (cont.)

Outcome 5: Increased access to wholesale and retail occupationally directed programmes



Eight principal strategic outcomes of the
2020–2025 Strategic Plan

5 Year Target –

7 000 learners
participating in
occupationally directed
programmes

4% persons with
disabilities

12.5% persons from
rural areas



FY 2024/25

FY 2023/24

FY 2022/23

FY 2021/22

FY 2020/21

Progress achieved from 2020/21 to 2023/24:

- 39 968 unemployed learners participated in programmes
- **4,2%** people with disabilities
- 29.7% learners from rural areas



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Operational Performance (cont.)

Outcome 6: Growth focused skills development and entrepreneurship development support for emerging entrepreneurs, cooperative sector and small, medium and informal business enterprises to enhance their participation in the mainstream economy



Eight principal strategic outcomes of the
2020–2025 Strategic Plan

5 Year Target –

1 000 Informal traders
registered with relevant bodies

500 Small and medium
enterprises that participated in
W&RSETA supplier development
programmes register with CSD

100 SMEs and co-operatives
participate in skills development
initiatives annually

3 Transformation projects
implemented in collaboration with
industry partners



FY 2024/25

FY 2023/24

FY 2022/23

FY 2021/22

FY 2020/21

Progress:

- 11 286 informal traders participated in skills programmes. Measures in place to determine no. of registrations.
- No SMEs participated in W&RSETA supplier development programmes registered with CSD.
- 195 co-operatives participated in skills development initiatives annually
- 5 transformation projects implemented



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Operational Performance (cont.)

Outcome 7: Capacitated trade unions within the wholesale and retail sector



Eight principal strategic outcomes of the
2020–2025 Strategic Plan

5 Year Target –

15 Interventions
conducted to capacitate
Trade Union members

20% increase in trade
union member
participation Trade Union
Capacitation
Programmes



FY 2024/25

FY 2023/24

FY 2022/23

FY 2021/22

FY 2020/21

Progress:

- 40 trade union interventions implemented.
- 5504 trade union members participated in capacitation programmes exceeding planned 20%.



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Operational Performance (cont.)

Outcome 8: An appropriately skilled, agile and responsive workforce and skills pool able to meet the W&R sector current and emerging skills needs



Eight principal strategic outcomes of the
2020–2025 Strategic Plan

5 Year Target –

10 000 workers registered in programmes addressing Hard to Fill Vacancies.

10% reduction of imbalance between skills supply and demand for priority skills.

2000 employed and unemployed persons obtain qualifications in programmes that address current and emerging skills needs for increased responsiveness to 4IR and related technological advances.

1500 young people supported with ICT skills to access digitization job and entrepreneurship opportunities.

3500 learners exiting W&RSETA programmes

12 000 unemployed persons who completed W&RSETA programmes are employed or start their own businesses



FY 2024/25

FY 2023/24

FY 2022/23

FY 2021/22

FY 2020/21

Progress:

- 37 437 Workers registered. Target overachieved.
- 110 employed and unemployed persons obtained qualifications in 4IR.
- 1975 young people supported with ICT skills.
- 32 003 completed W&RSETA programmes.
- 3 404 unemployed persons who completed W&RSETA programmes are employed or started businesses.



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OPERATIONAL LOWLIGHTS

2024/2025



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Operation Lowlights 2023/24

1.

Employed bursaries awarded



1513 against target of 1895 due to number of bursars not continuing with their studies.

2.

Unemployed learners completing learning programmes



3794 against target of 5000 due to delays with certification processes which include credit uploads, external moderation, submission of certification requests, and reporting on certification, due to online printing of certificates functionality not yet been enabled.

3.

Employed learners registered on learning programme



9139 against target of 9800 due to low uptake on 18.1 NQF 4-5 learnerships.



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OPERATIONAL HIGHLIGHTS

2024/2025



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Operation Highlights 2023/24

Priority 1:

Priority Skills Plan - Economic Transformation and Job Creation

The Priority Skills Plan is intended to ensure that skills gaps are not a hindrance to economic growth and job creation. To address this, the W&RSETA identifies key skills and occupations to support and allocates funding to assist the labour market in the short- and medium term.

- Provincial Skills Plan, skills are identified to address gaps in particular provinces and subsectors.
- 624 learners awarded bursaries to enrol for ICT related qualifications to create a pool of ICT skills for agile, competitive and responsive sector.



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Operation Highlights 2023/24 (cont.)

Priority 2:

SMME, Informal Trader and Co-operative Development

397 emerging entrepreneurs participated in entrepreneurship development programmes

3 453 informal traders participated in W&RSETA capacitation workshops

3 573 SMMEs funded for skills development initiatives

124 Co-operatives and Community Based Organisations participated in skills development programmes



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Operation Highlights 2023/24 (cont.)

Priority 3:

Youth Unemployment

16 894 unemployed persons funded for learnerships, occupational qualifications, skills programmes and occupationally directed programmes at TVETs and HEIs



Of these,

16 683 (98,75%) were unemployed youth



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Operation Highlights 2023/24 (cont.)

Priority 4:

Hard-to-Fill Vacancies (HTFVs) and Skills Gaps

22 283 SETA-funded learners enrolled on qualifications that respond to HTFVs



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Operation Highlights 2023/24 (cont.)

Priority 5:

Stakeholder engagement

9 CEO stakeholder engagements were convened, and **21** meetings held with senior executives.

34 provincial stakeholder forums in all 9 provinces.



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Operation Highlights 2023/24 (cont.)

Priority 6:

Training and Employment of People with Disabilities

1 162 people with disabilities accessed W&R occupationally directed programmes.



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Operational Highlights 2023/24 (cont.)

Priority 7:

Sector Transformation

298 employed learners enrolled on the Retail Management Development Programme and **182** completed the programme

47 employed learners enrolled on the International Leadership Development Programme and **63** completed the programme

24 master's students awarded bursaries

636 employed learners enrolled on **NQF level 7 and 8 programmes**, with **371** being women (**58.33%**). Out of these women, 340 were from historically disadvantaged backgrounds.



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PRESENTATION OF THE 2023/24 AUDITED FINANCIAL STATEMENTS



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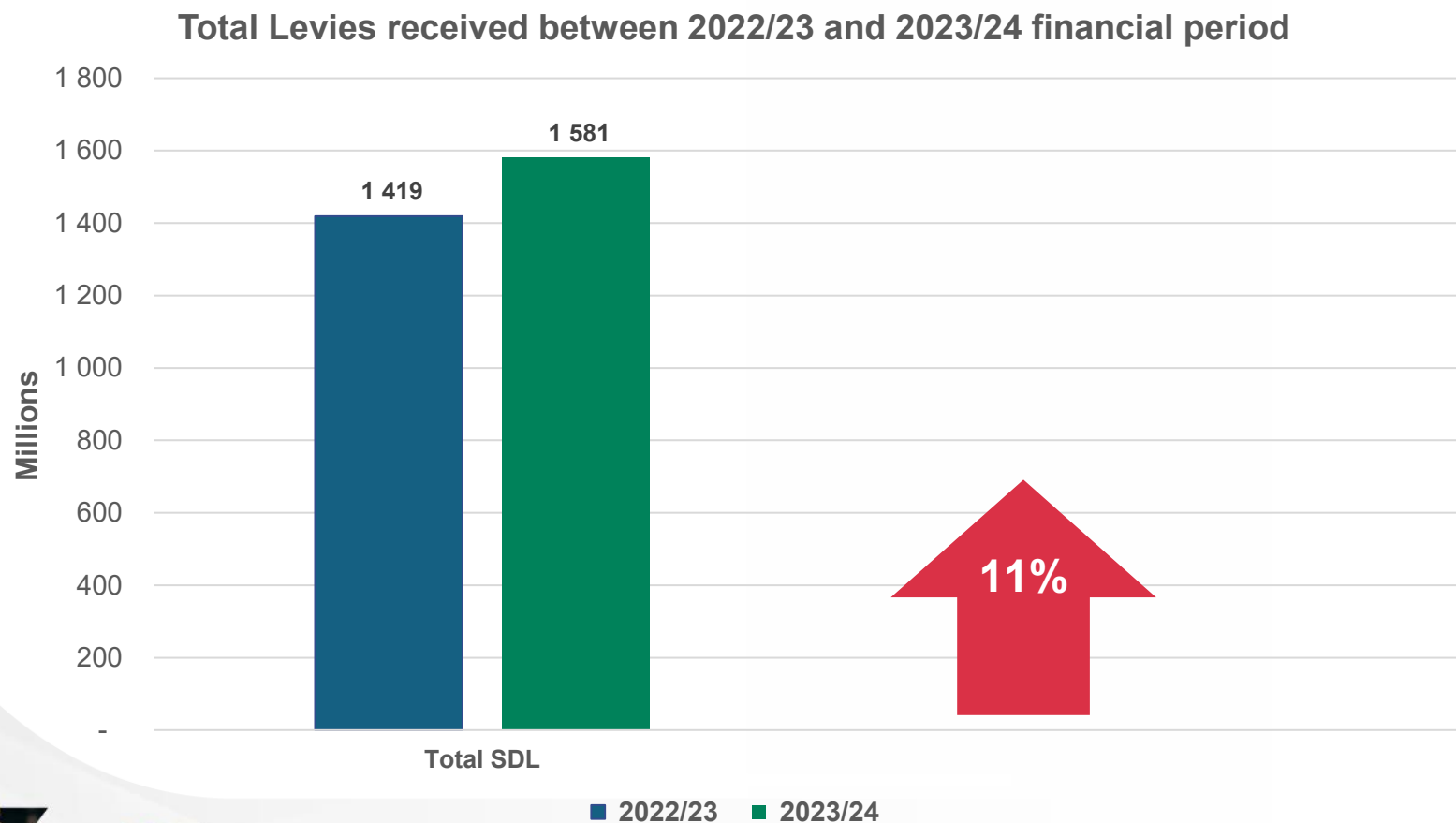
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Financial Performance 2023/24

Actual skills levies increased by 11% compared to previous financial year.



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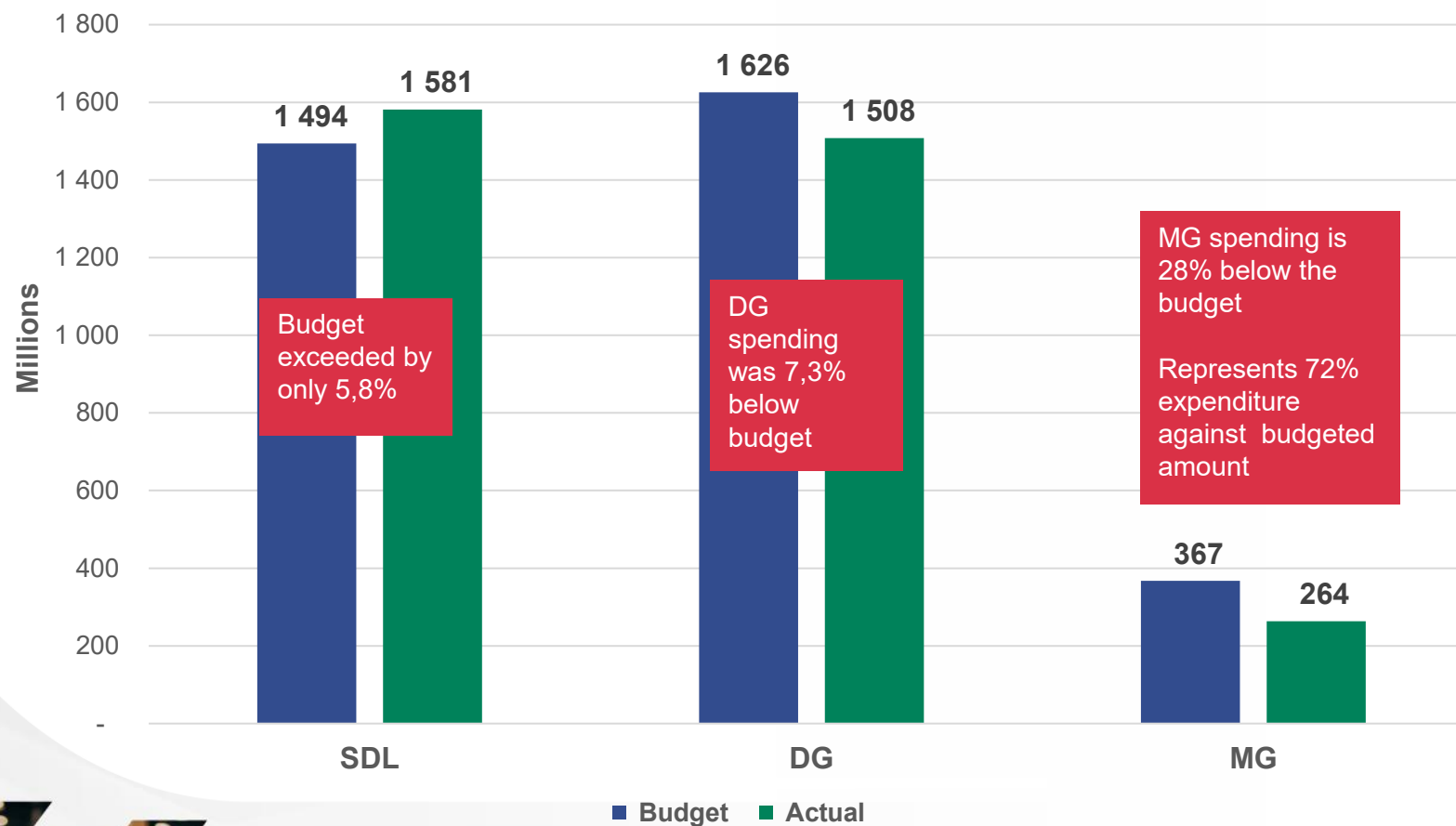
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Financial Performance 2023/24 (cont.)

- Skills Development Levy budget for 2023/24 FY was **R1, 494 billion** with a favourable actual income of **R1, 581 billion**.
- Discretionary Grant expenditure budgeted at **R1 626 billion**. Actual and total DG expenditure amounted to **R1 508 million**
- Mandatory Grant expenditure was budgeted at **R367 million**, actual and total expenditure amounted to **R264 million**

Levies and grants 2023/24



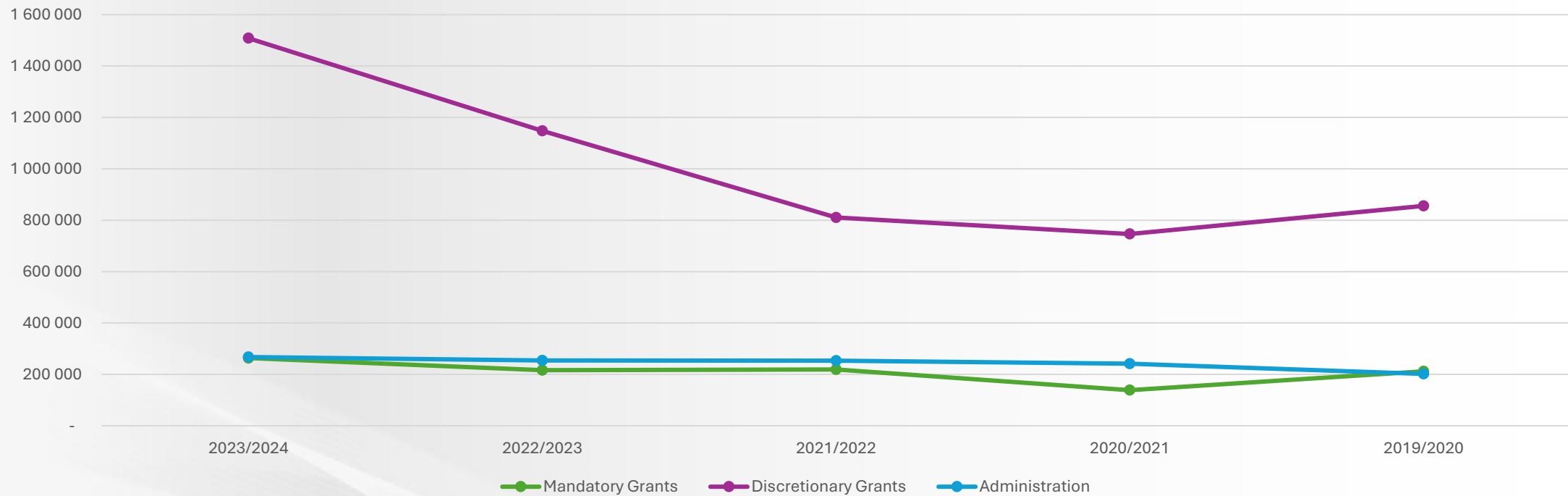
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Financial Performance 2023/24 (cont.)

Expenditure Analysis



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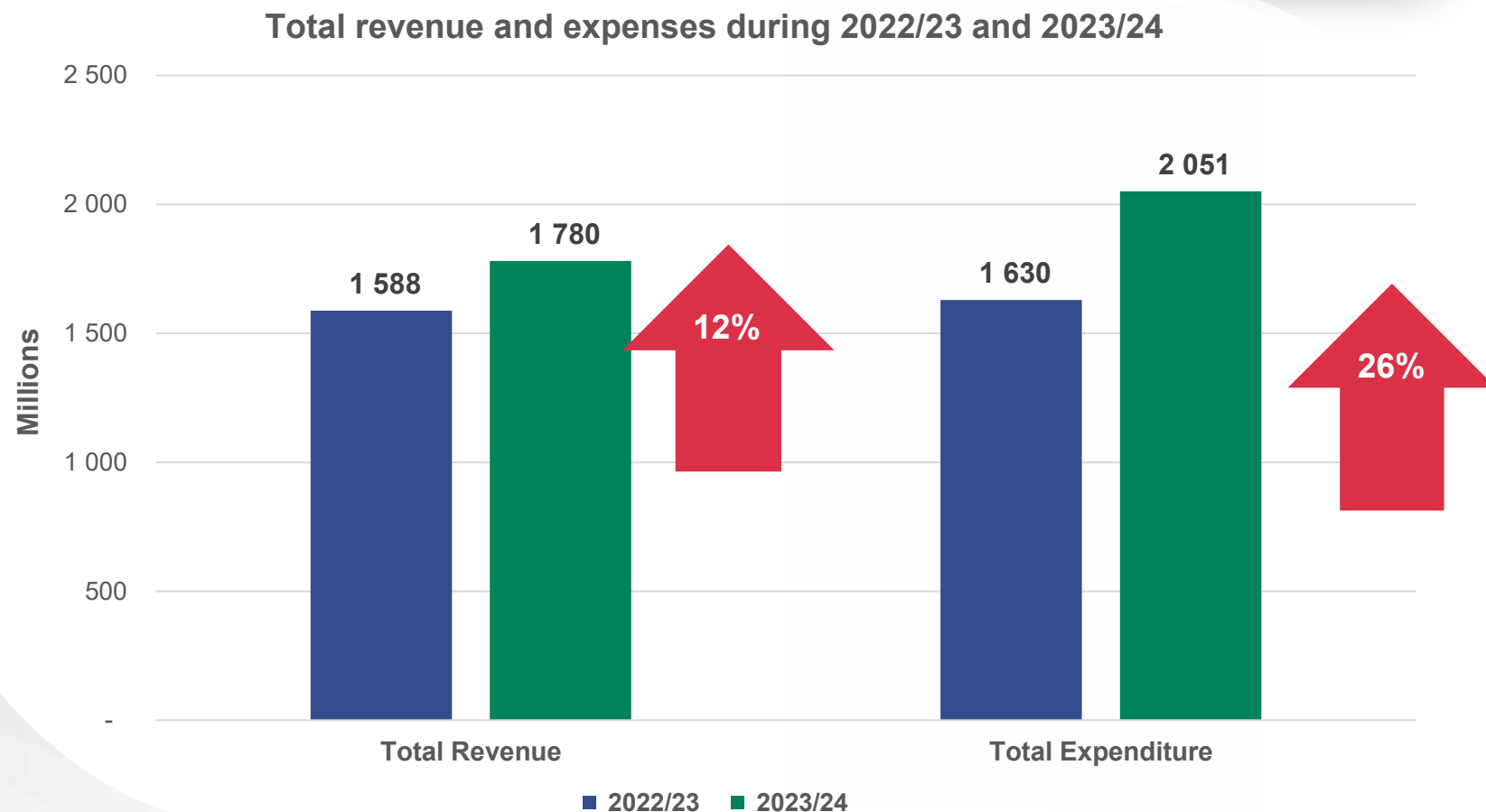
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Financial Performance 2023/24 (cont.)

- Total revenue increased by **R192** million (12%) in 2023/24 FY compared to 2022/23.
- Total expenditure increased by **R421** million (26%) in 2023/24 FY compared to 2022/23.



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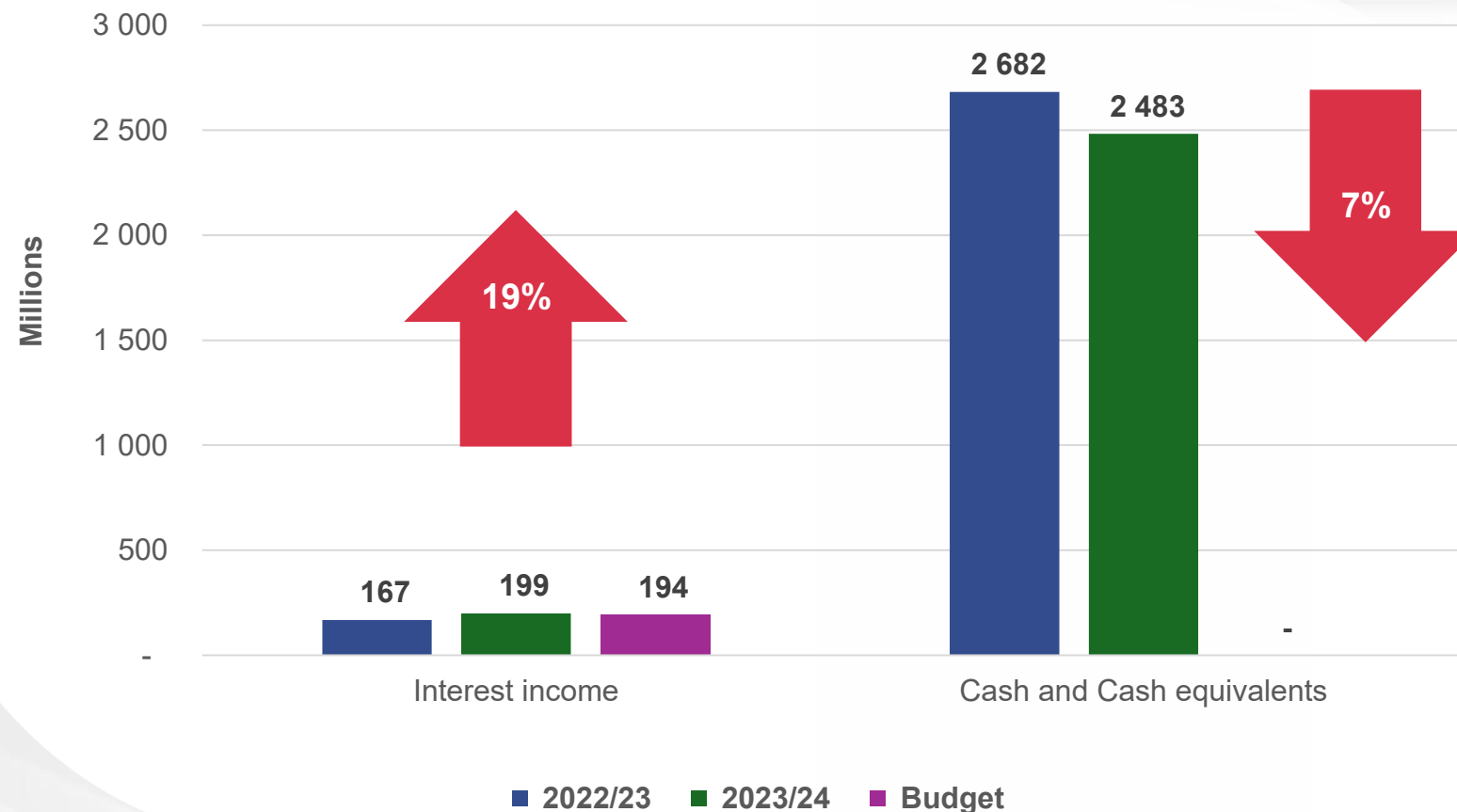
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Financial Performance 2023/24 (cont.)

- Interest income increased by **R32** million (19%), slightly higher than budget of **R194** million
- Cash and cash equivalents decreased by 7% to **R2,483** billion due to improvements on payment turn-around



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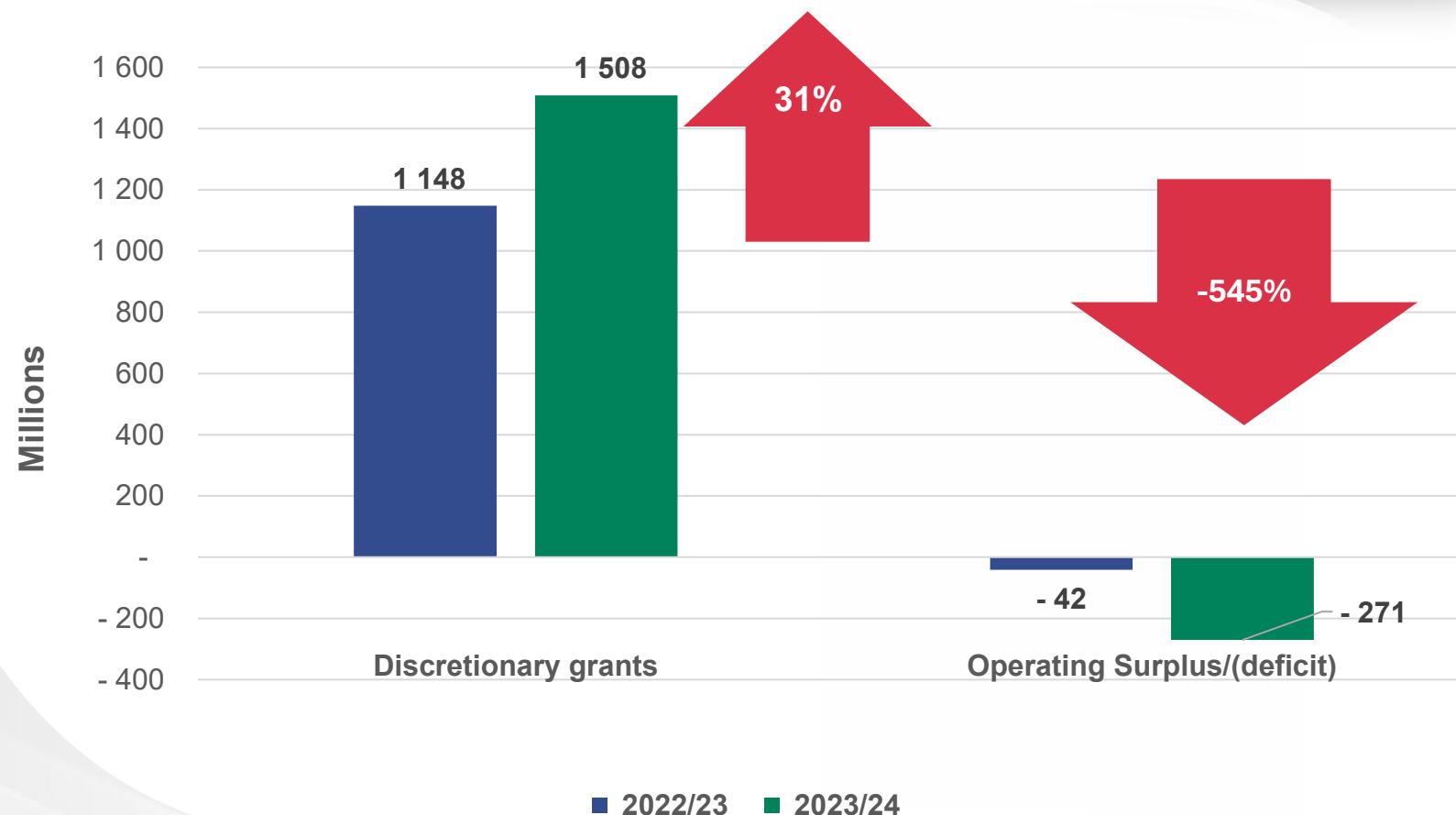
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Financial Performance 2023/24 (cont.)

- Discretionary Grant expenditure increased by a favourable **31%**
- Operating deficit for the year was **R271** million due to significant decrease of **545%** in surplus in the current financial year



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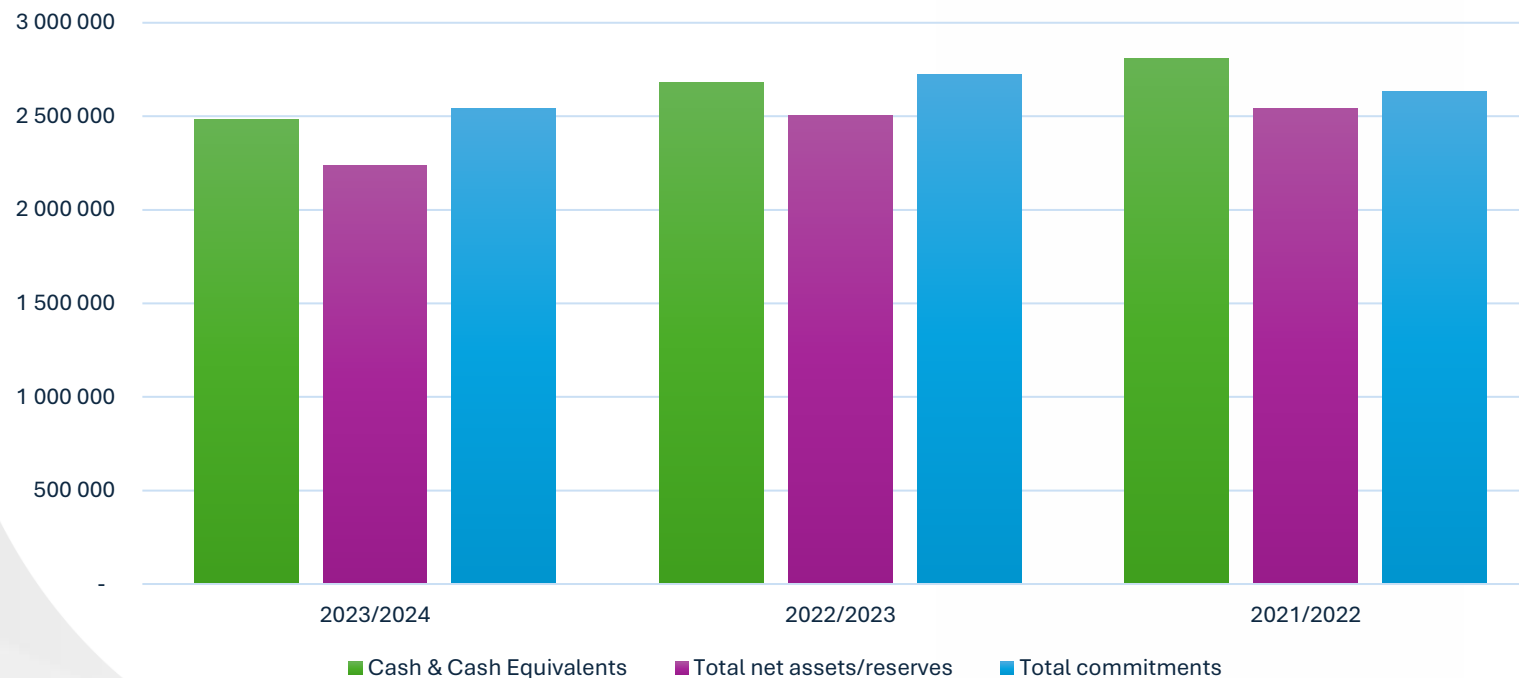
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Financial Performance 2023/24 (cont.)

- Accumulated reserves reduced by 10,9% compared to prior year due to increase in DG expenditure reported.

Solvency Analysis



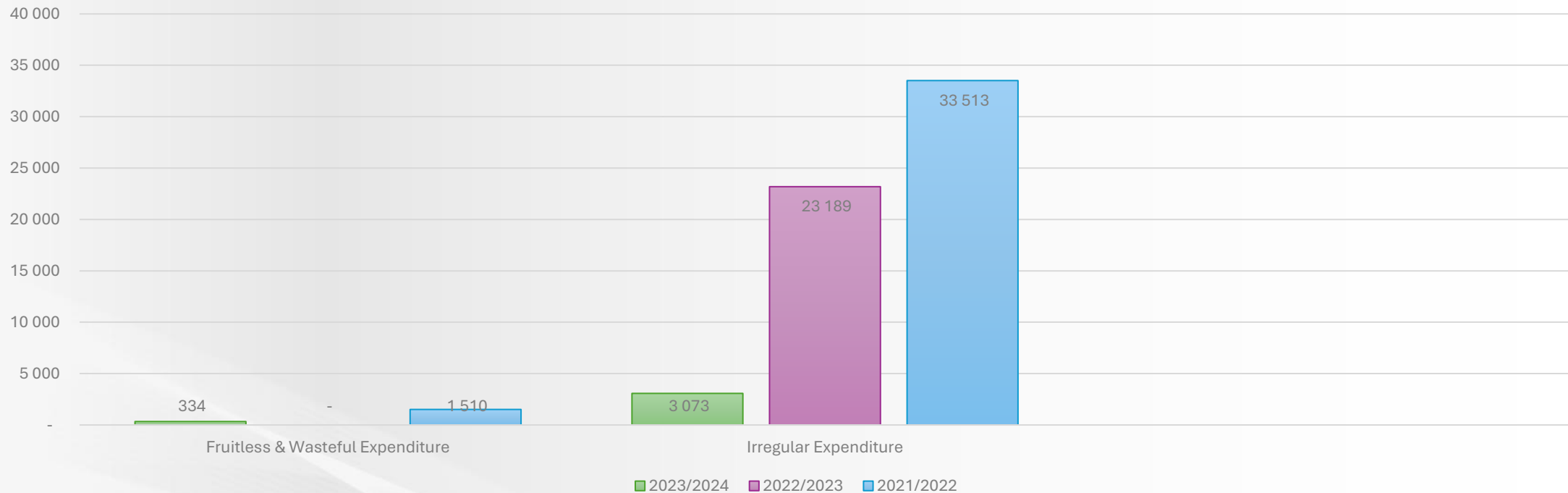
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Financial Performance 2023/24 (cont.)

EXPENDITURE COMPLIANCE



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AUDIT OUTCOME

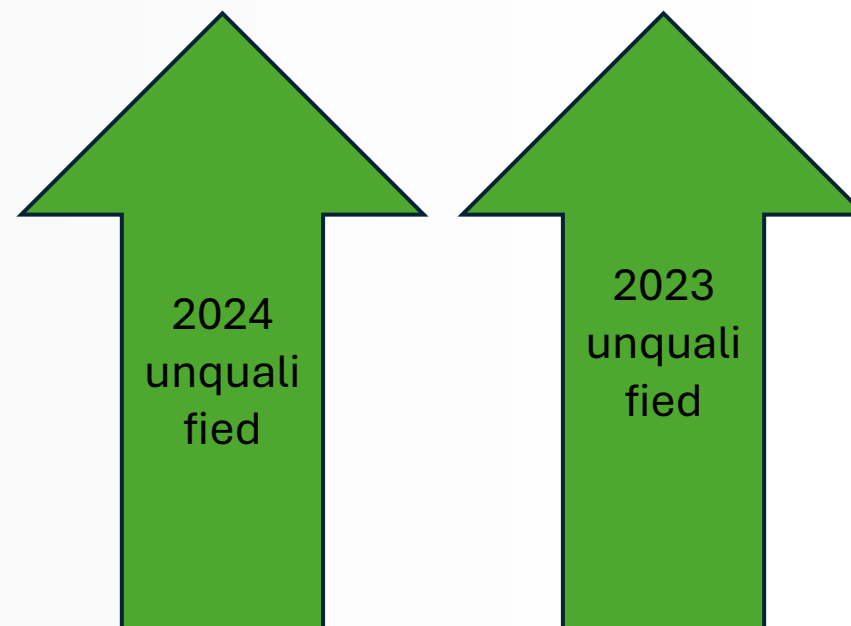
- **REPORT ON AUDIT OF FINANCIAL STATEMENTS**

- UNQUALIFIED OPINION
- MATTERS OF EMPHASIS
- Restatement of corresponding figures

- **REPORT ON AUDIT OF THE ANNUAL PERFORMANCE REPORT**

- NO MATERIAL FINDINGS

COMPARATIVE OUTCOME



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Financial Performance 2023/24 (cont.)

The W&RSETA has sufficient liquidity and surpluses to cover existing obligations.

Therefore, the W&RSETA continues to operate as a going concern.



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ANNUAL PERFORMANCE PLAN 2024/2025



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QUESTIONS & ANSWERS



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Thank you



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