

2018 BOARD STAKEHOLDER ENGAGEMENT SESSIONS

1-10 OCTOBER 2018

training, educating & developing the skills workforce



PRESENTATION OUTLINE

1. Purpose of the Engagements
2. Challenges facing the W&RSETA
3. External factors impacting on the W&RSETA
4. Addressing the Backlog
5. New W&RSETA Delivery Model
6. Turnaround Strategy
7. SETA alignment to Sector Priorities
8. New SETA Landscape
9. Stakeholder Engagements with the Board

training, educating & developing the skills workforce



Purpose of today



PURPOSE OF ENGAGEMENTS

- ❖ Introduce the new Board;
- ❖ Enhance stakeholder relations
- ❖ Acknowledge our shortcomings and share information on corrective measures;
- ❖ Outline the short-term turn-around process;
- ❖ Solicit input on some of the endeavours to serve better;
- ❖ Commit to improvement and putting the stakeholder first;
- ❖ Listen to stakeholder feedback;
- ❖ ***We are here to serve***

training, educating & developing the skills workforce





“ WHEN FACED WITH A
challenge

LOOK FOR A WAY
NOT A WAY OUT”

DAVID WEATHERFORD

CHALLENGES FACING THE W&RSETA

- ❖ Delayed external moderation
- ❖ Delayed and outstanding certification
- ❖ Long outstanding unpaid invoices
- ❖ Challenges with the drafting of contracts and addendums
- ❖ Misalignment of SETA-Sector priorities
- ❖ Allocation Model for PIVOTAL funding

training, educating & developing the skills workforce



EXTERNAL FACTORS IMPACTING ON THE W&RSETA

- ❖ Lack of integration between National Departments (National Treasury, Auditor-General, DHET, NSA, SAQA, QCTO)
- ❖ Varied regulatory and governance frameworks
- ❖ Changing national skills development landscape
- ❖ Quality assurance move from ETQA to QCTO – resultant delays and expiry of SETA qualifications
- ❖ Ministerial Gazette for comments on the proposed SETA landscape

training, educating & developing the skills workforce



EXTERNAL FACTORS IMPACTING ON THE W&RSETA...cont

- ❖ Mandatory Grant reduction from 50% to 20% - ongoing BUSA legal matter with DHET
- ❖ PFMA regulatory requirements
- ❖ BBBEE Code changes – review of grant funding framework and incorporation of YES Campaign

training, educating & developing the skills workforce



BACKLOG

Home Budget, Monthly

Home Budget, Monthly

	2017	2018	2019
Income	1000	1000	1000
Expenses	800	800	800
Balance	200	200	200

	2017	2018	2019
Income	1000	1000	1000
Expenses	800	800	800
Balance	200	200	200

	2017	2018	2019
Income	1000	1000	1000
Expenses	800	800	800
Balance	200	200	200

	2017	2018	2019
Income	1000	1000	1000
Expenses	800	800	800
Balance	200	200	200

	2017	2018	2019
Income	1000	1000	1000
Expenses	800	800	800
Balance	200	200	200

	2017	2018	2019
Income	1000	1000	1000
Expenses	800	800	800
Balance	200	200	200

	2017	2018	2019
Income	1000	1000	1000
Expenses	800	800	800
Balance	200	200	200

PURPOSE

- Provide the W&RSETA Board with an action plan of the 'Backlog' plan within the 'Turn-around-strategy' for W&RSETA 2018/2019.
- Articulate this action plan that will enable management to review and clear the 'backlogs' that is currently experienced by the W&RSETA, in order for the W&RSETA to deliver on its 2018/2019 APP, mandate.
- A broad definition of "Backlog" as a component of the W&RSETA 'Turn-around-strategy', is any project before the 31 March 2018 that has not been closed.
- This requires an analysis, remediation per project and solution, despite the phase, within the lifecycle of the project, to bring about closure. The remediation is based on a per project basis or how these projects are clustered together.

Project Status Summary at the start of August 2018

Projects per Financial Year							
FY	Approved Budget R '000	Initiation Phase	Planning Phase	Execution Phase	Closure Phase	Closed Phase	Balance as at 31 Mar 2018 R '000
10/11	7 684	0			1	1	1 279
11/12	111 700	0			4		17 361
12/13	1 060 286	0		2	5	1	10 839
13/14	354 077	0		4	8	2	78 678
14/15	660 850	0		3	13	3	85 964
15/16	839 930	0		17	10	5	227 427
16/17	1 008 430	0	1	16	2	1	401 624
17/18	1 424 147	0	7	25	12	1	1 166 546
Totals	5 467 103	0	8	67	55	14	1 989 719

training, educating & developing the skills workforce



Project Status Summary at commencement

Phase I: Projects in '**Closure Phase**' (Quick Wins) – Close the 55 projects, implementation from 15/07/18 to 30/10/18 (These projects consist of hundreds stakeholder contracts)

Phase II: Projects in the '**Execution Phase**' – Finalize QA activities, implementation from 15/07/18 to 30/10/18

Phase III: Projects in the '**Planning Phase**' – Finalise status, implementation from 01/11/18 to 31/03/19

FY	Approved Budget R '000	Initiation Phase	Planning Phase	Execution Phase	Closure Phase	Closed Phase	Balance as at 31 Mar 2018 R '000
10/11	7 684	0			1	1	1 279
11/12	111 700	0			4		17 361
12/13	1 060 286	0		2	5	1	10 839
13/14	354 077	0		4	8	2	78 678
14/15	660 850	0		3	13	3	85 964
15/16	839 930	0		17	10	5	227 427
16/17	1 008 430	0	1	16	2	1	401 624
17/18	1 424 147	0	7	25	12	1	1 166 546
Totals	5 467 103	0	8	67	55	14	1 989 719

training, educating & developing the skills workforce ● ● ● ● ●

Status

7 August – 25 September 2018



SUMMARY OF PRIORITY PROJECTS:	NUMBER 20.08.2018	NUMBER 11.09.2018	NUMBER 26.09.2018
Closed Projects	0	3	5
Active projects (to be removed from list)	2	5	7
Change Requests	0	5	8
Closure reports to be provided by (PMO)	3	0	0
Closures to be finalized by PMO (Sponsorships)	7	7	3
Closure documents obtained to be re-done	0	11	8
Closure reports to be provided by other BUs	9	2	8
Projects with imbalances to be corrected by Finance	0	17	14
Refund required for Project closure	0	1	1
Projects: Currently WIP for closure	34	4	1
TOTAL	55	55	55

Phase 2

Pivotal Project -Extensions

PIVOTAL 1415 Skills Programme	Project Extension	The change request is to extend the project end date from 31 March 2018 to 15 December 2018 due to 74 active contracts with outstanding deliverables.
PIVOTAL 1314 Additional	Project Extension	The change request is to extend the project end date from 31 March 2018 to 15 December 2018 due to 137 active contracts with outstanding deliverables.
PIVOTAL 1314	Project Extension	The change request is to extend the project end date from 31 March 2018 to 15 December 2018 due to 93 active contracts with outstanding deliverables.
PIVOTAL 1415 M&L	Project Extension	The change request is to extend the project end date from 31 March 2018 to 15 December 2018 due to 102 active contracts with outstanding deliverables.
PIVOTAL 1415 Small	Project Extension	The change request is to extend the project end date from 31 March 2018 to 15 December 2018 due to 282 active contracts with outstanding deliverables.

training, educating & developing the skills workforce

Actions and deliverables for Phase 1

- The project end date = 15 December 2018
- Addendums may extend agreement
- All deliverables must be met prior to 30 November 2018 including external moderation and certification where relevant
- All claims must be submitted to HO for payment prior to 30 November 2018
- No further extensions
- Unmet deliverables/ claims not submitted in time will mean write-back of funds
- All agreement will expire by 30 November 2018

training, educating & developing the skills workforce





WE ARE TURNING AROUND

SHORT TERM TURN-AROUND PLAN

- ❖ Acknowledge governance and administrative challenges needing urgent attention;
- ❖ Plan addresses the following:
 1. Governance Framework
 2. Client-Centred Delivery Approach
 3. System and Process Efficacy
 4. Capacity for Regulatory Compliance

training, educating & developing the skills workforce



SHORT TERM TURN-AROUND PLAN

❖ Identified 4 pressure points to be addressed:

(i) Leadership;

(ii) People;

(iii) Processes; and

(iv) Systems

❖ Backlog Eradication Plan

❖ Decentralisation of powers and responsibilities: new Delivery Model

training, educating & developing the skills workforce



TURN-AROUND PLAN

- ❖ Appointment of permanent CEO to create stability at administrative level
- ❖ Create other critical positions for regulatory compliance: CIO,
Corporate Services, Risk Management, Legal Services
- ❖ Skills Audit and HR Strategy
- ❖ Address forensic investigation reports

training, educating & developing the skills workforce



APPROVED DELIVERY MODEL

Processes to be administered at regional level. However, transitional measures and capacity is work in progress:

- ❖ Research: local dynamics, for SSP input
- ❖ Monitoring and Evaluation
- ❖ Accreditation processes; while certification is performed at Head Office
- ❖ Registration of Assessors and Moderators
- ❖ Partnerships and Stakeholder Management
- ❖ Head Office will develop standard policies, processes and ensure uniformity in application

training, educating & developing the skills workforce





W&RSETA ALIGNMENT TO SECTOR PRIORITIES

- ❖ Board approval of APP 2019/20 in November 2018 to include approval of project proposals associated with APP targets;
- ❖ Project planning processes, governance documents and contracting to commence in Jan/Feb 2019;
- ❖ Single contract for all allocated learning programmes, internships, graduate placements and bursaries;
- ❖ Enhance efficiency through early contracting with timelines that are cognisant of Sector's peak periods: Easter and festive trading seasons
- ❖ 2019/20 Implementation will include both Top 10 National and Provincial Scarce Skills

training, educating & developing the skills workforce

lists



GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF HIGHER EDUCATION AND TRAINING

NO. 890

22 AUGUST 2018

SKILLS DEVELOPMENT ACT, 1998 (ACT NO. 97 OF 1988) AS AMENDED

CALL FOR PUBLIC COMMENTS ON THE PROPOSED NEW LANDSCAPE FOR SECTOR
EDUCATION AND TRAINING AUTHORITIES POST 31 MARCH 2020

I, Mrs GNM Pandor, Minister of Higher Education and Training, in terms of Section 9(1) of the Skills Development Act, 1998 as amended, hereby invite comments from organisations, interested stakeholders, the public and the current SETAs on the proposed new landscape of Sector Education and Training Authorities (SETAs) as published in the schedule attached hereunder.

Written comments should be submitted within 21 working days from the date of this publication via post, hand delivery or email and should be addressed to:

The Director-General: Higher Education and Training

For the attention of: Mr MZ Ngubane

E-mail: NewSL@dhet.gov.za

Contact details for enquiries: Tel. No. 012 312 5896

Postal Address: Private Bag X174, PRETORIA, 0001

Physical Address: Room 219, 123 Francis Baard Street, PRETORIA

G.N.M. Pandor
Mrs GNM Pandor, MP

Minister of Higher Education and Training

Date: 8-8-2018



PROPOSED NEW SETA LANDSCAPE

National Skills Development Plan to be implemented from April 2020. NSA conducted consultation sessions on 25-28 September.

Principles applied:

- ❖ Fit for purpose
- ❖ Comprehensive coverage
- ❖ Viability and sustainability
- ❖ Value chain and value proposition

training, educating & developing the skills workforce



PROPOSED NEW SETA LANDSCAPE (cont...)

Streamline the following SETAs:

- ❖ AGRISETA and FoodBev
- ❖ FASSET, BANKSETA and INSETA
- ❖ PSETA, LGSETA and EWSETA
- ❖ MERSETA and FP&MSETA

SETAs to remain as they are:

SASSETA, ETDTSETA, Services SETA, CHIETA, MICTSETA, TETA, CATHSETA,
W&RSETA, HWSETA, CETA and MQA

training, educating & developing the skills workforce ● ● ● ● ●



TOGETHER EVERYONE ACHIEVES MORE

THANK YOU

training, educating & developing the skills workforce



STAKEHOLDER ENGAGEMENTS WITH THE BOARD OF W&RSETA

training, educating & developing the skills workforce

