



merSETA

MANUFACTURING, ENGINEERING
AND RELATED SERVICES SETA

Policy Fact Sheet



**KNOWLEDGE
& RESEARCH**

In March 2019, the Department of Higher Education and Training (DHET) gazetted the National Skills Development Plan (NSDP) 2030

The purpose of the NSDP is to ensure that South Africa has adequate, appropriate and high quality skills that contribute towards economic growth, employment creation and social development.

Principles of National Skills Development Plan

- Locating the NSDP within an Intergrated PSET System.
- Contributing to the country's socio-economic development objectives.
- Advancing an equitable and integrated system.
- Greater inclusivity and collaboration will be promoted.
- Focusing on support system for learners and employers.
- Strong emphasis on accountability.
- Understanding skills demand.
- Steering Supply: Qualifications and Provision.
- Steering Supply: Funding Mechanisms.

Outcomes of National Skills Development Plan (effectively elaborated in the Plan):

- 1 Identify and increase production of occupations in high demand.
- 2 Linking education and the workplace.
- 3 Improving the level of skills in the South African workforce.
- 4 Increase access to occupationally directed programmes.
- 5 Support the growth of the public college system.
- 6 Skills development support for entrepreneurship and cooperative development.
- 7 Encourage and support worker initiated training - driven by critical networks of employee representatives and unions officials.
- 8 Support career development services.

The NSDP unpacks the role of SETAs and their Institutional Arrangements

- Understanding the demand and signalling the implications for supply.
- SETAs will have no limited lifespan but a mechanism to address non-performance will be established.
- Steering the system to respond to skills supply.
- Introduction of institutional reviews as socio economic policy environment changes.
- Support development of the intuitional capacity of public and private education and training institutions.
- Demarcation will be based on industrial classification, value chain and financial viability.
- Performing system support function and managing the budgets and expenditures linked to SETA mandate.
- Establishment of Share Services, where practically possible.

The NSDP also unpacks other governance structures of different institutions, including:

SETA Accounting Authorities

Continued social partnership governance model of employer, labour and government – limited lifespan of 5 years.

Quality Assurance Functions

Quality assurance functions carried out by SETAs and NAMB will be integrated into QTCO

Planning, Reporting and Accountability

The planning cycle will be aligned to the Medium-Term Strategic Framework (MTSF) 5-year planning circle and MTSF 3-year budget cycle.

Funding Allocation

Levy allocation will remain 1% - 20% - 80%, while a review of Grants and Administration budget will be undertaken to support the implementation of the NSDP.

Executive Authority and the Department

Oversight by the EA rests on the prescripts of the Public Finance Management Act, whilst the Skills Development Act will remain an applicable and specialised Act.

National Skills Fund

Will continue receive 20% of levy and support the PSET research initiatives and institutional development.

National Skills Authority

The central focus of NSA will be on monitoring and evaluation of NSDP implementation and providing strategic advice towards improved national skills development system.

Role of Social Partners & Stakeholders

A continued active role of Social Partners in SETA AAs and NSA will be maintained and will be further elaborated in relevant legislative Acts.

The gazette is available free online at www.gpwonline.co.za or at the homepage of merSETA website: www.merseta.org.za

LEADERS IN CLOSING THE SKILLS GAP