



Tshwane Tourism Associations Members Meeting (Hotel 224, Pretoria)

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Overview



- CATHSSETA was formally known as THETA until 1 April 2012 when we became the Culture, Art, Tourism, Hospitality and Sport Sector Education and Training Authority.
- The following pieces of legislation (and their amendments) determine the establishment mandate, scope, operating procedures and reporting requirements of the Sector Education and Training Authority (SETA) and in particular CATHSSETA:

1) The Skills Development Act of 1999 (*SETA Institutional establishment legislation*)



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Overview



- 2) National Qualifications Framework Act of 2008 (*To provide for NQF, SAQA and Quality Councils*).
- 3) Education and Training Quality Assurance Bodies Regulations of 1998 (*To guide the accreditation of bodies responsible for monitoring and auditing the provision and achievement of NQF registered standards and qualifications*).
- 4) Skills Development Levies Act of 1999 (*To impose the payment of skills levies by employer organisations to motivate investment in skills development*).
- 5) Learner Programmes Regulations of 2006 (*Guidelines to regulate the establishment and implementation of learnerships in the workplace*).



Overview



6) New Grant Regulations, came into effect on 1 April 2013 (Government Gazette no. 35940, published on 3 December 2012). *(The guidelines are intended to assist the Sector Education and Training Authorities (SETAs) in the development of internal policies and procedures in response to the Grant Regulations).*

- Together, these pieces of legislation form the foundation of an institutional framework for the SETA to develop and implement national, sectoral and workplace strategies. Such strategies are intended to improve workforce skills, productivity and employee employability.

Mandate



- CATHSSETA is a schedule 3(a) listed public entity in terms of the Public Finance Management Act (Act 1 of 1999 as amended) (PFMA), and is accountable to the National Department of Higher Education and Training (DHET).
- CATHSSETA conducts its activities within the tourism, hospitality, arts, culture, heritage and sport economic sector, which comprises the following sub-sectors:

Arts, Culture and Heritage;
Tourism and Travel Services;
Hospitality;
Gaming and Lotteries;
Conservation; and
Sport, Recreation and Fitness.

Mandate



Within these sub-sectors, CATHSSETA is responsible for the:

- 1) Development of a Sector Skills Plans;
- 2) Implementation of these Sector Skills Plans;
- 3) Development and administration of learnerships;
- 4) Support of the implementation of the National Qualifications Framework and reports to the Minister of Higher Education;
- 5) Undertaking of quality assurance of sector learning interventions;
- 6) Disbursement of levies collected from employers in their sector;



Discretionary Grant Cycle



- In accordance with the Grant Regulations, CATHSSETA shall allocate at least **80%** of its available discretionary grants within a financial year to PIVOTAL programmes. A maximum of **20%** of discretionary grants shall be allocated to the funding of non-PIVOTAL programmes.

PIVOTAL Programmes (*Professional, Vocational, Technical and Academic Learning*)

PIVOTAL programmes within CATHSSETA include:

- Learnership and Apprenticeship Programmes;
- Skills Programmes;
- Work Integrated Learning and/or Internships; and
- Bursary Programmes.

Unsolicited Proposals



- CATHSSETA invites applications at specified periods for discretionary grant funding proposals. Funding proposals or applications falling outside the specified application period shall not be considered.

Top 10 Scarce Skills 2015



Occupation Code	Occupation	Specialisation/ Alternative Title	Intervention	NQF Level	Total Number required
141101	Hotel or Motel Manager	Backpackers Manager; Boarding House Manager; Duty Manager (Hotel); Hostel Manager; Hotelier; Innkeeper; Lodge Manager; Resort Manager	Funding of bursaries towards the study of Management Development Programme (10) and Hospitality Management Diploma/ Degree(10)	6	278
141201	Café (Licensed) or Restaurant Manager	Bistro Manager; Cafeteria Manager; Canteen Manager; Caterer; Catering Manager; Food and Beverage Manager; Food Services Manager; Internet Cafe Manager	Funding of bursaries for Food and Beverage studies Diploma (5)	6	325
143108	Sports Centre / Facility Manager	Aquatic Centre Manager; Golf Course Manager; Gymnasium Manager; Indoor Sports Centre Manager (Squash, Tennis, Ten Pin Bowling etc); Leisure Centre Manager; Riding School Manager; Sport Stadium Manager	Funding for the development of qualification; Funding of facilities management project (40)	5	326
134903	Small Business Manager	Entrepreneurial Business Manager; Owner Manager	Funding of Business Administration Bursary (15); Funding of Generic Management Learnership (15)	4-5	342

Top 10 Scarce Skills 2015



Occupation Code	Occupation	Specialisation/ Alternative Title	Intervention	NQF Level	Total Number required
213307	Park Ranger	Beach and Estuary Warden; Fish Warden; Game / Park Warden; Wildlife Conservationist; Wildlife Officer / Warden	Funding for National Certificate: Nature Conservation Guardianship (NQF Level 2), FETC Nature Conservation - Natural Resource Management (Terrestrial) (NQF Level 4), and National Certificate: Nature Conservation - Natural Resource Management (Terrestrial) (NQF Level 5) and funding for various CATHSSETA Skills Programmes; Employed learnerships (125), employed skills programme (88), unemployed learnerships (83) and unemployed skills programme (83).	2-5	461
213301	Conservation Scientist	Animal Ecologist; Conservancy Advisory Scientist; Conservation Officer; Ecological Researcher; Ecologist; Fish and Games Officer; Fisheries Advisor; Forestry Conservationist; Soil Conservationist; Species Protection Officer; Water Conservation Scientist	Funding for Bursaries and Research Grants at Higher Education institutions offering environment/biodiversity and conservation degrees; employed bursaries (16), unemployed bursaries (40), internship and workplace experience (25)	8	987
352103	Sound Technician	Audio Operator; Audio Technician; Dubbing Machine Operator; Dubbing Projectionist (Sound Mixing); Re-recording Mixer; Sound Editor / Mixer / Recordist / Operator / Specialist; Sound Effects Person; Video and Sound Recorder	Funding of Sound Technology/ Live event and Technical Productions Learnership (30); Funding of Event Producer/ Live Event Technical Production Level 5 qualification development	4-5	128

Top 10 Scarce Skills 2015



Occupation Code	Occupation	Specialisation/ Alternative Title	Intervention	NQF Level	Total Number required
343401	Chef	Chef De Partie; Commis Chef; Demi Chef; Executive Chef; Head Chef; Pastry Chef; Saucier; Second Chef; Sous Chef	Funding of Professional Cookery Learnership project (204)	4	261
342203	Sports Official	Dog or Horse Racing Official; Handicapper (Racing); Racecourse Official; Racecourse Starter; Racecourse Steward; Racecourse Timekeeper; Stipendiary Steward; Timekeeper	Funding of Sports Technical Officiating Learnership project (43)	4	246
512101	Cook	n/a	Funding of Cook Convenience skills programme and the Assistant Chef skills programme (237)	2-3	237

Discretionary Grant Cycles for 2015: Implementation Plan



	Activity	Requirements	Responsible Party
1.	Dissemination of information and requirements for Applications and implementation	Relevant documents on Discretionary Grants Application, implementation, funding, etc circulated to stakeholders. To include priority areas, criteria, implementation guidelines, templates and grants amounts. Disseminated via website and CATHSSETA distribution list.	CATHSSETA SDPR Department
2.	Deadline for submission of all Applications	Submission of completed application forms Application documents, any additional information requested and specified documents. (as per guidelines)	Applicants
3.	Acknowledgment of applications	Written acknowledgement of all applications sent out	CATHSSETA SDPR Department
4.	Evaluation of applications	Evaluation of applications according to criteria	CATHSSETA SDPR Department
5.	Provision of Feedback	Written feedback provided	CATHSSETA SDPR Department
6.	Implementation of projects	Engagement of successful employers by responsible units Each programme follows applicable processes	Learnerships and Apprenticeships Work Integrated Learning Bursaries Projects –Skills Programmes

Discretionary Grant: Targets and Allocations



PIVOTAL PROGRAMME	TARGET APPLICANTS	TARGET BENEFICIARIES	ALLOCATION PER LEARNER
BURSARY	Universities UoTs FETs Employers	100 Employed learners 300 Unemployed Learners (High level skills)	Employed Learners: R 35,000 per Learner Undergraduate Learner: R 67,000 per Learner
LEARNERSHIP	Employers	500 Employed Learners 500 Unemployed Learners	R 14,000 per Employed Learner R 50,000 per Unemployed Learner
APPRENTICESHIP	Employers	104 Unemployed learners	R 50,000 per Learner
WORK INTEGRATED LEARNING: (Internships)	Employers	100 Unemployed Learners	R 42,000 per Learners for a period of 12 months
WORK INTEGRATED LEARNING: (Experiential Learning)	Employers and Public Education and Training Institutions	1000 FET Learners	R 12,000 per Learner for a period of 6 months
SKILLS PROGRAMME	Levy Paying Employers	560 Employed learners 500 Unemployed Learners	R150 per credit, up to 60 credits per learner
SKILLS PROGRAMME	SMMEs	2000 SMME owners and entrepreneurs	R150 per credit, up to 60 credits per learner
SKILLS PROGRAMME	CBOs,	3 CBOs	R 96,021 per organisation
SKILLS PROGRAMME	Non-Levy Payers: NGOs, CBOs, COOPs, SMMEs	200 Youth in Rural Areas	R150 per credit, up to 60 credits per learner

Questions



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