



FASSET

Make the future count

FASSET CEO

STRATEGIC ROADSHOW

2024.2025

WELCOME

STRATEGIC FOCUS

Ms Ayanda Mafuleka CA(SA)

FASSET Chief Executive Officer



F A S S E T

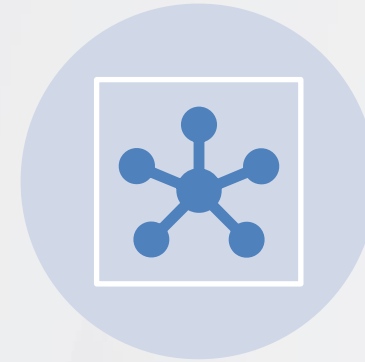
Make the future count



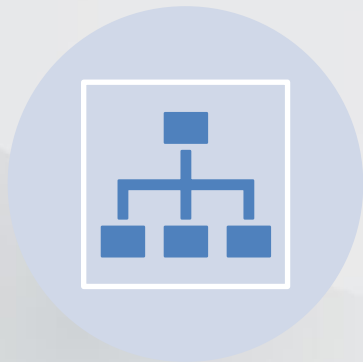
1. PURPOSE



2. NSDP PRIORITIES –
2030



3. FASSET STRATEGIC
PRIORITIES - 2020-25



4. ORGANISATION
PERFORMANCE - 2020-25



5. CHALLENGES



6. WAY-FORWARD



FASSET

Make the future count

7 STRATEGIC PILLARS

1. Transformation of the FAS sector

- Develop the historically disadvantaged individuals and transform the asset management services

Linked Programme: Women's Executive Development Programme

2. Stakeholder Engagement Strategy development and implementation.

- Strengthened stakeholder engagement and partnerships
- Alignment of partnerships to specific areas and ensure it is outcome-based.
- Leverage strategic partnerships for enhanced
- implementation of programmes.
- Technology partners.

Linked Programme: Programme 1 Implementation of Stakeholder Engagement Strategy

7 STRATEGIC PILLARS

3. Capacity and capability building through an efficient FASSET business model
Develop dashboard to monitor development and reduce the paper-based approach and ensure we are quick and efficient.

Linked Programme: Programme 1 Implementation of Stakeholder Engagement Strategy

4. Extension of representation and interventions to urban and rural communities in all regions

- Relevant communication strategy to reach rural areas.
- Increase access to FASSET products and services for the people in the rural areas.
- Partner with higher education institutions (HEIs) in rural areas to identify learners for access to programmes.
- Use District Development Plan to assist rural interventions.

Linked Programme: Internship Programme | Academic Support | CET support | TVET Support

7 STRATEGIC PILLARS

5. Fit for purpose and responsive research and innovation studies

- Relevant interventions linked to research findings will be implemented.

Linked Programme: Sector Skills Plan | Annual Performance Plan

6. Monitoring and evaluation (including post-investment impact analysis) Formal way of capturing and tracking the journey of the students.

Linked Programme: Tracer Study

7. Supporting the development and sustainability of the small, medium and micro enterprise (SMME) market with critical FAS skills

- Enter into strategic partnerships to support Black businesses, and particular focus to small, medium and micro enterprises.

Linked Programmes: Women Creating Wealth Programme | SMME Capacitation |
Professional Body Programmes

PROGRAMME UPDATES

Ms Mamarothi Mathibe CA(SA)

FASSET Programmes Manager



FASSET

Make the future count

- 1. 2024/2025 Annual Performance Plan**
- 2. 2024/2025 Annual Performance Plan implementation Strategy**
- 3. The discretionary grants evaluation process**
- 4. 2024/2025 Discretionary grants window**
- 5. 2024/2025 Mandatory Grants Submission Process**
- 6. QCTO Qualification realignment**





No amendments to
PROGRAMME 3 INDICATORS
as per the 2024/2025 Annual
Performance Plan.



FASSET

Make the future count

Target for all programmes: Black African – 85%; Women – 54%;
People with Disabilities – 4%; Youth – 80%

- Number of learners approved for Learner Employment Grant (LEG) annually
- Number of unemployed learners entering a Bursary programme annually
- Number of unemployed learners entering an internship programme
- Number of unemployed learners entering academic skills programme for progression at university annually.
- Number of unemployed learners who enter a professional body programme annually
- Number of unemployed learners entering an internship programme via the Public Sector Annually
- Number of Rural Development Projects initiated annually
- Number of career guidance events supported annually
- Number of TVET and CET Colleges provided infrastructure development support annually
- Number of unemployed learners trained on digital skills career

FASSET PROGRAMMES CONTINUED...

Target for all programmes: Black African – 85%; Women – 54%;
People with Disabilities – 4%; Youth – 80%

- Number of partnership agreements signed between FASSET and a public Higher Education institution annually.
- Number of skills programmes initiatives attended by trade unions
- Number of CET partnerships established annually
- Number of TVET colleges lectures awarded bursary annually
- Number of unemployed learners upskilled (Grade 8-12) in Maths, Accounting, and English
- Number of black females entering management development programme annually
- Number of TVET colleges learners awarded bursaries annually
- Number of unemployed learners entering a skills programme offered at a Community Education and Training College annually
- Number of learners from cooperatives and enterprises trained on sector and national priority occupations, trained on entrepreneurship supported to start their business or skills annually.

FASSET PROGRAMMES CONTINUED...

Target for all programmes: Black African – 85%; Women – 54%;
People with Disabilities – 4%; Youth – 80%

- Number of learners approved for payment on historical debt annually.
- Number of TVET students who enter a National Diploma internship annually
- Number of NGO's and NPO's supported through Discretionary Funding annually
- Number of small businesses supported through discretionary funding annually
- Number of unemployed learners provided with tools of trade annually



F A S S E T

Make the future count



TOP 10 SCARCE AND CRITICAL SKILLS



FASSET

Make the future count

Rank	FASSET Occupation Group	Occupation	Needed	Reasons
1	Accountants and Auditors	2021-241104 External Auditor	282	Lack of experience. High remuneration expectations.
		2021-241106 Accountant in Practice	98	Lack of qualifications.
		2021-4311 Accounting and Bookkeeping Clerks	48	Lack of experience.
		2021-121101 Finance Manager	42	Lack of qualification. Lack of experience. High remuneration expectations.
		2021-331303 Tax Technician	32	Lack of qualifications.
		2021-241103 Tax Professional	47	Lack of qualifications.
		2021-241107 Financial Accountant	19	Lack of experience.
		2021-331302 Accounting Technician	14	Lack of qualifications. Lack of experience.
		2021-2411 Accountants	10	Lack of qualifications. Lack of experience.
		2021-431301 Payroll Clerk	8	A lack of consulting environment exposure and system knowledge.
		2021-431103 Taxation Clerk	6	Lack of experience.
		2021-2413 Financial Analysts	5	Equity considerations.
		2021-241108 Forensic Accountant	4	Lack of qualifications. Lack of experience.
		2021-121102 Payroll Manager	3	Lack of experience.
		2021-132109 Quality Systems Auditor	1	Lack of experience.
		2021-241102 Management Accountant	1	Lack of experience.
		2021-242209 Accounting Officer	4	Company location.
2021-335201 Taxation Inspector	1	Lack of experience.		
Total Needed			625	
2	ICT Professionals	2021-251201 Software Developer	70	Lack of experience. Equity considerations.
		2021-311801 Draughtsperson	57	Lack of qualifications. Losing skills to emigration.
		2021-133103 Data Management Manager	38	Lack of qualifications.
		2021-251101 ICT Systems Analyst	37	Lack of experience.
		2021-251203 Developer Programmer	41	Lack of qualifications.
		2021-133104 Application Development Manager	31	Lack of experience.
		2021-252901 ICT Security Specialist	27	High remuneration expectations.
		2021-251202 Programmer Analyst	19	Lack of experience.
		2021-251102 Data Scientist	22	Lack of qualifications. Lack of experience.
		2021-216603 Multimedia Designer	14	Lack of experience.
		2021-133 Information and Communications Technology Service Managers	11	Lack of qualifications. Lack of experience.
		2021-252101 Database Designer and Administrator	13	Lack of qualifications. Lack of experience.
		2021-214102 Industrial Engineering Technologist	10	Lack of qualifications.
		2021-351401 Web Technician	10	Equity considerations.
		2021-215301 Telecommunications Engineer	7	Lack of qualifications. Lack of experience.

Rank	FASSET Occupation Group	Occupation	Needed	Reasons
		2021-2511 Systems Analysts	7	The skill is harder to find in the Market as this is not a generic IT role but requires specific App experience.
		2021-252301 Computer Network and Systems Engineer	10	Lack of qualifications. Lack of experience.
		2021-215103 Energy Engineer	6	Lack of qualifications.
		2021-133101 Chief Information Officer	7	Lack of qualifications. Lack of experience.
		2021-133105 Information Technology Manager	7	Lack of experience.
		2021-3513 Computer Network and Systems Technicians	4	Lack of qualifications. Lack of experience.
		2021-133102 ICT Project Manager	3	Lack of consulting experience and in-depth exposure of this role.
		2021-214908 Materials Engineering Technologist	3	Lack of qualifications.
		2021-216601 Digital Artist	3	Lack of suitable and qualified candidates with sufficient technical knowledge.
		2021-243402 ICT Business Development Manager	3	Lack of qualifications.
		2021-132104 Engineering Manager	2	Lack of tax experience and in-depth exposure of this role.
		2021-214 Engineering Professionals (Excluding Electrotechnology)	2	Lack of qualifications.
		2021-25 Information and Communications Technology Professionals	2	Lack of qualifications.
		2021-251 Software and Applications Developers and Analysts	4	Lack of experienced and qualified Sr BO Developer candidates.
		2021-251901 Computers Quality Assurance Analyst	2	Lack of qualifications. Lack of experience.
		2021-2166 Graphic and Multimedia Designers	1	Lack of qualifications. High remuneration expectations.
Total Needed			473	
3	Actuaries and Statisticians	2021-431101 Accounts Clerk	79	Equity considerations.
		2021-212101 Actuary	13	Lack of qualifications.
		2021-212103 Statistician	8	Difficult to find candidate to pass technical assessments.
		2021-331301 Bookkeeper	6	Lack of experience.
		2021-331401 Statistical and Mathematical Assistant	6	Equity considerations.
		2021-2121 Mathematicians, Actuaries and Statisticians	1	Lack of qualifications.
		2021-212102 Mathematician	1	Lack of qualifications.
Total Needed			114	
4	Management Consultants	2021-242101 Management Consultant	82	Lack of experience.
		2021-24 Business and Administration Professionals	56	Lack of experience.
		2021-121905 Programme or Project Manager	19	Lack of qualifications. Lack of experience.
		2021-121 Business Services and Administration Managers	17	Lack of experience.
		2021-264103 Technical Writer	7	High remuneration expectations.
		2021-33 Business and Administration Associate Professionals	7	Lack of experience.
		2021-334102 Office Administrator	7	Lack of FAS sector experience.
		2021-242102 Organisation and Methods Analyst	6	Equity considerations.

Rank	FASSET Occupation Group	Occupation	Needed	Reasons
		2021-242202 Policy Analyst	6	Difficult skill to find in the market, with consulting experience and in-depth exposure of this role.
		2021-1219 Business Services and Administration Managers not Elsewhere Classified	5	Equity considerations.
		2021-132107 Quality Manager	4	Lack of qualifications. Lack of experience.
		2021-1349 Professional Services Managers not Elsewhere Classified	4	Lack of experience.
		2021-262202 Information Services Manager	4	Lack of qualifications.
		2021-333401 Property Manager	4	Lack of qualifications.
		2021-411101 General Clerk	4	
		2021-441903 Program or Project Administrators	4	Lack of experience.
		2021-132202 Mineral Resources Manager	3	Lack of experience. High remuneration expectations.
		2021-112101 Director (Enterprise / Organisation)	3	Lack of industry knowledge.
		2021-121901 Corporate General Manager	4	Lack of qualifications. Lack of experience.
		2021-134906 Practice Manager	2	Lack of qualifications.
		2021-242203 Company Secretary	2	Equity considerations.
		2021-242210 Business Administrator	2	Lack of FAS sector experience.
		2021-334302 Personal Assistant	2	Lack of FAS sector experience.
Total Needed			254	
5	Investment Practitioners	2021-333907 Property Portfolio and Asset Manager	47	Lack of qualifications. Lack of experience.
		2021-241203 Investment Advisor	27	Lack of qualifications.
		2021-241201 Investment Analyst	23	Lack of qualifications. Lack of experience.
		2021-241301 Financial Investment Advisor	19	Lack of experience.
		2021-242207 Compliance Officer	19	Difficult skill to find in the market, with consulting experience and in-depth exposure of this role.
		2021-331101 Securities Dealer	8	Lack of qualifications. Lack of experience.
		2021-241202 Investment Manager	9	Lack of qualifications.
		2021-241 Finance Professionals	6	Lack of qualifications.
		2021-2412 Financial and Investment Advisors	2	Lack of qualifications. Lack of experience.
		2021-331201 Credit or Loans Officer	3	Lack of qualifications.
		2021-331501 Valuer	2	Lack of qualifications.
	2021-431201 Insurance Administrator	2	Lack of experience.	
Total Needed			167	
6	Internal Auditor and Risk professionals	2021-242211 Internal Auditor	73	Lack of experience.
		2021-121104 Internal Audit Manager	13	Lack of qualifications. Lack of experience.
		2021-242208 Organisational Risk Manager	12	Difficult skill to find in the market, with in-depth exposure of this role.
Total Needed			98	

Rank	FASSET Occupation Group	Occupation	Needed	Reasons
7	Human Resources and Related Professionals	2021-121201 Human Resource Manager	15	Lack of qualifications. Lack of experience.
		2021-121202 Business Training Manager	7	Equity considerations.
		2021-226302 Safety, Health, Environment and Quality (SHE&Q) Practitioner	2	Lack of experience.
Total Needed			24	
8	Client Information Workers & Customer Service	2021-421401 Debt Collector	42	Lack of experience.
		2021-422202 Outbound Contact Centre Consultant	25	Hard to hold on to staff as they leave for alternate employment.
		2021-143905 Call or Contact Centre Manager	11	Lack of experience.
Total Needed			78	
9	Sales and Marketing Professionals	2021-122101 Sales and Marketing Manager	17	Lack of experience.
		2021-243102 Market Research Analyst	8	Lack of qualifications. Lack of experience.
		2021-264201 Copywriter	7	Lack of qualifications.
		2021-333201 Events Manager	7	Lack of experience.
		2021-122102 Sales Manager	3	Lack of experience.
		2021-122104 Interactive and Direct Marketing Strategist	4	Fairly new occupation in South Africa.
		2021-122103 Director of Marketing	2	Lack of qualifications and skill.
		2021-332201 Commercial Sales Representative	2	Lack of experience.
2021-333406 Property Lease Administrator	2	Lack of experience.		
Total Needed			55	
10	Legal Professionals	2021-261101 Attorney	5	Lack of qualifications.
Total Needed			5	



2024/2025 APP IMPLEMENTATION STRATEGY



FASSET

Make the future count

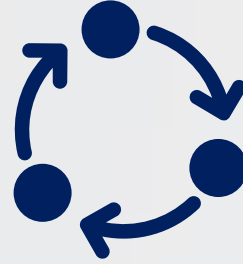
IMPLEMENTATION STRATEGY

- ✓ Opening discretionary grants window
- ✓ Strategic partnerships
- ✓ Some targets to be administered internally
- ✓ Co- funding in some projects to be considered
- ✓ Accelerating programmes in rural areas and learners that are living with disabilities.
- ✓ The discretionary grants is opened to both non-levy paying employers and levy paying employers that contribute towards FASSET.



F A S S E T

Make the future count



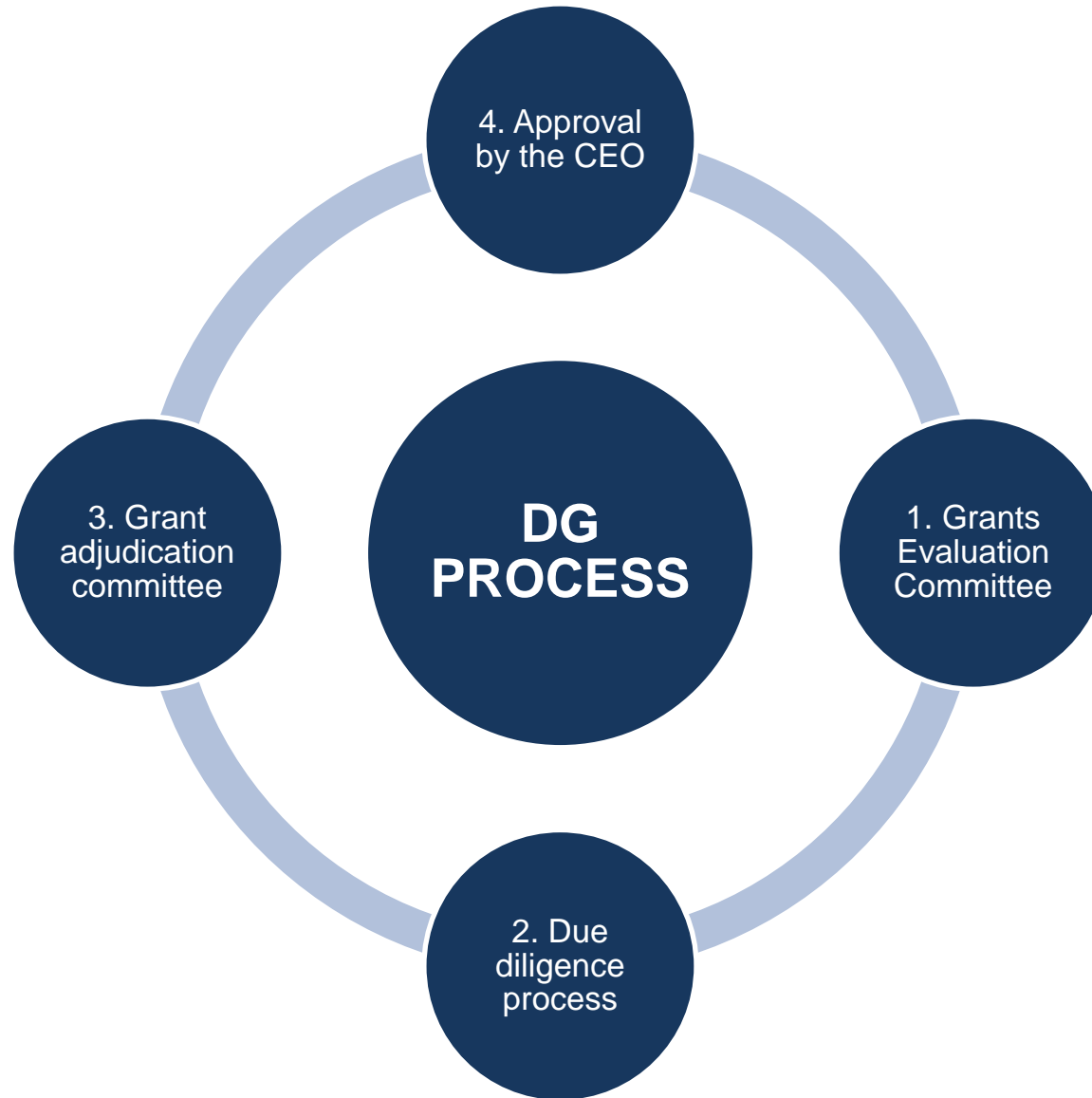
DISCRETIONARY GRANTS EVALUATION PROCESS



FASSET

Make the future count

DISCRETIONARY GRANTS EVALUATION PROCESS



FASSET

Make the future count

DISCRETIONARY GRANTS APPLICATION RECEIVED IN THE 2023/2024 FINANCIAL YEAR

Details	2023/2024	2022/2023
Number of applications received	462	360
Percentage increase	28,33%	



FASSET

Make the future count

HIGHLIGHTS AND CHALLENGES

- Inability to attract the SMMES within the sector
- Internalisation of bursaries
- Low intake on actuarial science studies
- The applications received on professional body programme are mainly focusing on ACCA, SAICA and CIMA qualification while the other top 10 scarce and critical skills are not receiving the attention it requires.
- Challenges to attract investment sub-sector
- Partnerships created
- Positive response to interventions targeting employed learners such as employed bursaries, skills programmes and professional body programme.



F A S S E T

Make the future count



PLANNED DATES FOR OPENING WINDOWS

May 2024 – 31 JULY 2024

Capacitation Sessions to be held in between May 2024 and June 2024.



FASSET

Make the future count

MANDATORY GRANT UPDATES

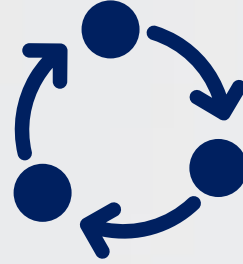
Mr Spencer Nhunzvi AGA(SA)

FASSET Assistant Programmes Manager



F A S S E T

Make the future count



2024/2025 Mandatory Grants Submission Process



FASSET

Make the future count

THE PURPOSE OF THE MANDATORY GRANT (MG)

The purpose or intention of Mandatory Grants is to incentivise employers to:

- Plan & implement training for their employees. This will assist to improve the quality of labour market information (LMI) collected by FASSET from employers in the sector to inform the Sector Skills Plan (SSP).
- Create training and work experience opportunities for staff.
- It will also enhance the planning and research processes of the SETA as the SETA will be able to identify new skills development trends, scarce and critical skills needs and the extent of participation in the skills development drive.
- Promotes NQF registered qualifications to address skills gaps in the sector.

NB: Applications are to be submitted online by registered SDFs



F A S S E T

Make the future count

STEPS TO FOLLOW WHEN COMPILING YOUR WSP/ATR:

- ✓ Form a Skills Development Committee (SDC)
NB: This only applies to organisations employing 50 or more employees
- ✓ Nominate an internal or external Skills Development Facilitator (SDF)
- ✓ Identify long-term skills development goals for your organisation
- ✓ Focus on key skills needs (critical and scarce skills)
- ✓ Determine current employee skills and competencies by conducting a skills audit
- ✓ Conduct a training needs analysis
- ✓ Develop the WSP



F A S S E T

Make the future count

STEPS TO FOLLOW WHEN COMPILING YOUR WSP/ATR CONT...

- ✓ Report on training conducted during the previous year (annual training report)
- ✓ Complete Hard to Fill Vacancies
- ✓ Do a Skills Gaps analysis

The final content of the WSP should be the result of meaningful interaction between employers and employees, using current structures, SDC's or union/management structures to obtain input.





F A S S E T


Make the future count

FASSET REQUIREMENTS AS PER THE MG POLICY


 The employer must pay levies to SARS for the Finance and Accounting sector.

 The employer should not be in arrears with their SDL contributions.

 Achievement of 75% of planned training as per the 2024/2025 WSP submitted.

 The WSP and ATR must be signed by all parties

 SDL number as per the WSP must be aligned to SARS files

 Where entities have been merged, employers must notify FASSET within 14 days of the changes and indicate in writing the levy numbers affected. (failure to notify FASSET of the changes, will render the submission invalid)



F A S S E T

Make the future count

WHY IS WSP/ATR SUBMISSION BENEFICIAL TO YOUR BUSINESS?

While this compliance may seem cumbersome at first, the truth is that there are tangible benefits for your business to submit a WSP and ATR.

If you meet the requirements of these submissions, your business will benefit the following;

- + You will claim back up to 20% of your Skills Development Levy (SDL)
- + Access Discretionary grants from FASSET
- + Section 12H Learnership Allowance
- + Better BBBEE Scores
- + Better employees for more productivity



F A S S E T

Make the future count

MANDATORY GRANT SYSTEM

Mr Igor RiveraGreen

FASSET ICT Project Manager



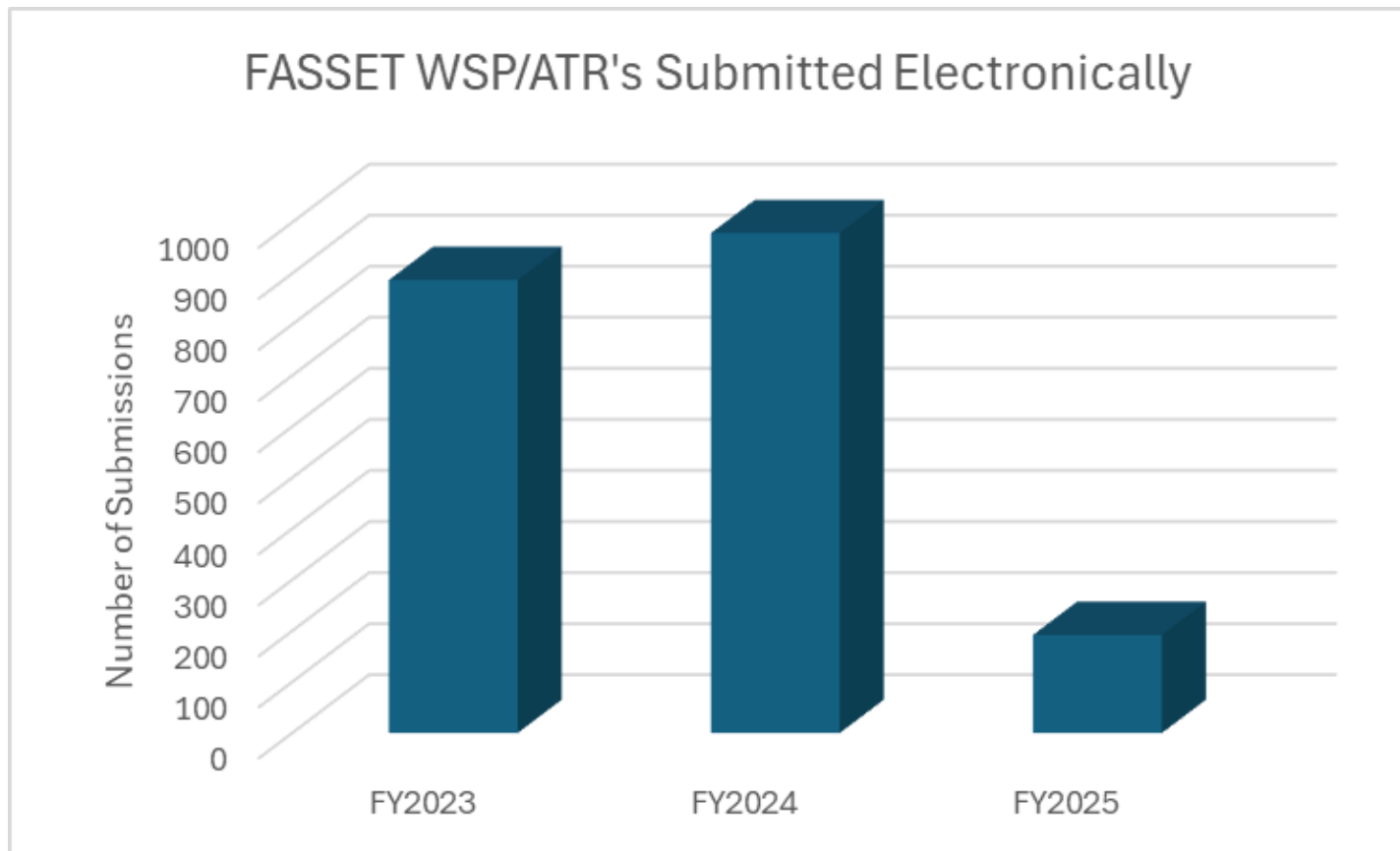
F A S S E T

Make the future count

Submitting WSP/ATR electronically via FASSET's Odoo system

FASSET introduced the Odoo system for submission of WSP/ATR in February 2022.

Since then there have been 2,000 WSP/ATRs submitted electronically by SDFs.



F A S S E T

Make the future count

INFORMATION SUBMITTED BY SDF's

The Odoo system allows an SDF to electronically capture all the required employee lists and supporting documents that form part of a WSP/ATR submission.

Information Type	Description
Employee Lists	<ul style="list-style-type: none">• Total Employment Profile• Planned Training (for upcoming year)• Actual Training (for just-completed year)• Vacancies Hard to Fill• Adult Education and Training
Supporting Documents	<ul style="list-style-type: none">• Receipts / Certificates• Attendance Registers• Tax Clearance Certificate• Minutes of Union Consultation meeting• Authorisation Form



F A S S E T

Make the future count



MANDATORY SUBMISSION DEADLINE

30 April 2024

Capacitation sessions are held on Fridays on weekly basis between

10:00 to 11:30

QCTO QUALIFICATION REALIGNMENT

Ms Nomadlozi Buthelezi

FASSET Learnerships Specialist



F A S S E T

Make the future count



QCTO QUALIFICATION REALIGNMENT



FASSET

Make the future count



Current qualifications (historical qualifications) expired on 30 June 2023.



The last day of enrolment of learners is 30 June 2024. Last achievement date 30 June 2027.



The accreditation, assessor and moderator accreditation is currently suspended.



Realignment to occupational qualifications process is currently underway.

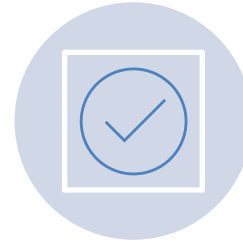


F A S S E T

Make the future count



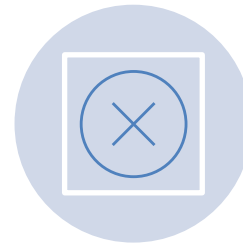
FASSET has issued more than **80 000** competence certificates for all its programmes.



Debt Collection Supervisor
Occupational Certificate approved by QCTO pending SAQA



2 New Occupational Qualifications under development



14 Qualification not done yet. Fasset need to appoint providers to assist wit Realignment to occupational qualifications.



F A S S E T

Make the future count



FASSET

Make the future count

FASSET CEO

STRATEGIC ROADSHOW

2024.2025

THANK YOU