

FOREWORD BY THE MINISTER



The mandate of the Sector Education and Training Authorities is derived, in the main from the Skills Development Act 97 of 1998 as amended, which amongst others, directs SETAs to develop Sector Skills Plan (SSPs). In the Sector Skills Plans, SETAs must always reflect and incorporate government priorities, especially those that address our priority developmental goals, tackling the triple challenges of poverty, unemployment and inequality. The SSPs is intended to ensure that skills are not a constraint to the economic development of our country.

The mandate of the SETA must be understood within our vision of the post-school education and training system of having an integrated, coordinated and articulated post school system for improved economic participation and the social development of youth and adults. Critical to this vision is our challenge of addressing the plight of the youth, especially those between the ages of 15 -24 years old, which are Not in Education, Employment or Training (NEET), which comprises over 3.4 million in the fourth quarter of 2022.

The White Paper for Post-School Education and Training (WPPSET) envisages the post-school education and training system as an important institutional mechanism that must be responsive to the needs of society especially of the youth. Critical to this, is our transformational and developmental imperatives which include amongst others: class, gender, race, geography and youth, which must be reflected at all material times in the mission, strategy and programmes of our SETAs. The State President in his State of the Nation Address (SoNA) in 2019 identified the pattern of operating in silos a challenge. In response, Government adopted the District Development Model which provides a spatial framework within which we have to align SETA skills interventions.

The Ministry of Higher Education, Science and Innovation is among the leading ministries for **the 2019–2024 Medium Term Strategic Framework (MTSF) Priority 3: Education, Skills and Health**, and the following medium-term outcomes have been identified:

- An integrated and coordinated PSET system.
- Expanded access to PSET opportunities.
- Improved success and efficiency of the PSET system.
- Improved quality of PSET provisioning.
- A responsive PSET system

The President launched the Economic Reconstruction and Recovery Plan (ERRP) in October 2020 which prioritizes skills development, science and innovation as critical enablers in driving South Africa's economic reconstruction and recovery. In support of this initiative, the Department working with social partners at the National Economic Development and Labour Council (NEDLAC) & the National Skills Authority, developed a national Skills Strategy.

The Economic Reconstruction and Recovery Plan Skills Strategy (ERRP SS) aims to support the Economic Reconstruction and Recovery Plan (ERRP), ensuring that it is not compromised by skills shortages. It is born out of the urgency for a well-coordinated strategy of skills development to support both the management of the COVID-19 global health pandemic and economic and social recovery. President Ramaphosa captured our determination to reset the South African economy when he said: ***“We are determined not merely to return our economy to where it was before the coronavirus, but to forge a new economy in a new global reality.”*** As stated in the ERRP, South Africa is now on the

threshold of an important opportunity to imaginatively, and with a unity of purpose, reshape its economic landscape.

The ERRP SS is located within the broader skills planning arsenal of the Post-School Education and Training (PSET) system, which promotes the use of labour market intelligence (including future work scenarios) to inform PSET provisioning. The Department of Higher Education and Training has identified skills needs in the form of the List of Occupations in High Demand, the Priority Skills List and the Critical Skills List (which it prepared on behalf of the Department of Home Affairs). The SETAs will continue to play a critical role in the implementation of the Skills Strategy to support Economic Reconstruction and Recovery Plan.

The National Skills Development Plan (NSDP) 2030 remains at the centre in directing how the skills development levy will be disbursed up to 31 March 2030. For this reason, the Sector Education and Training Authorities (SETAs) have been re-established until 2030, in alignment with the National Development Plan to ensure that the SETAs focus on skills required for our socio-economic development. For the financial year, we aim at expanding the participation of young people in skills development programs as well as workplace-based learning opportunities. We have surpassed the State of the Nation Address (SoNA) 10 000 Technical and Vocational Education and Training (TVET) target placements in 2022 leading to setting a target for 2023 of 20,000 TVET placements.

For the 2023/24 financial year, the entire SETA system has set itself the following targets, as part of expanding post-school opportunities:

- 110 500 workplace-based learning (WBL) opportunities;
- 149 000 learners registered in skills development programs;
- 23 000 learners entering artisanal programs;
- 21 000 learners passing artisanal trades;
- 32 550 learners completing learnerships; and
- 6 450 learners completing internships.

The SETAs will enter into the Service Level Agreements with the Director-General of the Department and commit that 25% of all targets to be achieved on a quarterly basis, with 100% achievement in the last quarter of the financial year.

The SETA Annual Performance Plan (APP) provides a clear commitment to the delivery of our skills development priorities and targets for implementation during the 2023/24 financial year.



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