



# Updated Annual Performance Plan **2020-2021**

**Re-tabled**

**14 July 2020**

## FOREWORD

The purpose of the 2020/2021 – 2022/2023 Annual Performance Plan of the Health and Welfare Sector Education and Training Authority is to outline the planned programmes and activities for execution for the year. The Sector Skills Plan and the Strategic Plan deliverables for the years 2020–2025 informed and shaped this plan. Furthermore, the Annual Performance Plan encapsulates negotiated targets stipulated by the Department of Higher Education and Training that is part of the Service Level Agreement between the HWSETA and the Director-General. This service level agreement is entered into on an annual basis.

The programmes and activities as stipulated in the draft Annual Performance Plan are allocated a budget. This is approved by the Accounting Authority and delegated to the CEO to ensure effective and efficient implementation of the plan. The implementing divisions use the draft Annual Performance Plan as a basis for the development of the operational plans. This forms the basis upon which work plans and performance agreements of all staff in the entity are concluded.

The Annual Performance Plan projects and targets are implemented at a regional and provincial level. The role of the Head Office is to ensure commensurate systems, policies, procedures, and capacity in relation to skills and staff, are in place to ensure attainment of the targets and realization of the objectives of the plan. Regular monitoring and evaluation of the projects are emphasized. This is an early warning system to unblock any blockages before they become an impediment to delivery. In this plan, the impact indicators aligned to each performance target have been described and these will be assessed in 2027. This gives systems, institutions and beneficiaries a 7-year horizon. It also gives implementers an indication of what the long-term goals of the projects are. Staff in the HWSETA are encouraged and implored upon to adhere to the turn-around times as stipulated in the Service Delivery Charter of the HWSETA. Internal structures such as the Executive Management Team (EMT) and Management Committee (MANCO) are in place to monitor progress and provide support. The Department of Higher Education and Training conducts periodic validation exercises as part of the monitoring and evaluation system.

There are governance mechanisms put in place to oversee the implementation of the Annual Performance Plan. These are governance structures as prescribed by the constitution of the HWSETA to exercise oversight role and provide guidance where necessary during implementation. The Internal Auditors and the Auditor-General audit the Financial Statements and Performance Information and advise the Audit and Risk Management Committee on the findings. It is upon advice and performance of these structures and operations divisions that the Annual report is produced.

The HWSETA has developed a materiality and significance framework, which outlines materiality and significance as follows: any amount that results from criminal conduct or the value of R3.3 million and above which results from irregular, fruitless or wasteful expenditure caused by gross negligence.

In the implementation of this plan, the HWSETA takes the necessary precautions in addressing ad hoc or unplanned mandates, which may arise as a result of factors outside the control of the HWSETA. These are addressed through the process of re-prioritization of the activities, which is done during the mid-term review. Any recommendation for a review of the plan and the reasons thereof are submitted to the Minister of Higher Education and Training for consideration and approval.

The COVID -19 pandemic has necessitated for the re-prioritisation of the Annual Performance Plan 2020-2021. This pandemic prompted the declaration of a national state of disaster by the government which resulted in a 21-day national lockdown period, from 26 March 2020 until 16 April 2020, which was further extended until 30 April 2020. The impact of the lockdown and the gradual reopening of the economy is currently being felt and will have a long-lasting effect. This shock to the economic and social environment necessitated the review of plans and budgets. The Minister of Finance has already paved the way forward in his budget adjustment speech.

The macroeconomic imbalances that are dominated by fiscal fragility and marked by deterioration of fiscal revenue in recent years, alongside high unemployment rate resulting in a decline of skills levies payable to SETAs contributed to the necessity to review the annual performance plans and budgets for the current year. The COVID-19 pandemic has a marked effect on the social fibre of the country with increased mental health issues and marked increase in gender-based violence, amongst others. The pressure felt by the health and welfare sector cannot be over-emphasized.

In reviewing the annual performance plan targets and associated budget a variety of methodologies, permutations, Government strategies to combat the pandemic and restart the economy were considered. Also, strengthening of work-based learning and assistance of organs of Government to combat the COVID-19 pandemic were contemplated. This includes the following work-based and occupational programmes:

- Learnership Entered
- Artisans Entered
- Internships Entered
- TVET Student Placement Entered
- University/UoTs Placement Entered
- Skills Programme Entered

The **skills programmes** supported include credit-bearing and non-credit bearing directed at frontline workers in the sector. These will also cut across sectors as all sectors are required to practice occupational health and safety and implement the new disaster management regulations.

To **support economic development** and strengthen the capacity of the state the following programmes were also reviewed:








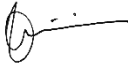
- Support for cooperatives
- Support for small businesses
- Partnerships especially with line Government Departments

Having taken the above into account, changes to both the annual performance plan and budget is recommended.

## OFFICIAL SIGN –OFF

It is hereby certified that this annual performance plan:

- Was developed by the management of the Health and Welfare SETA under the guidance of the Board and the Department of Higher Education and Training
- Was prepared in line with the Strategic Plan of the HWSETA
- Accurately reflects the performance targets which the HWSETA will endeavour to achieve given the resources made available in the budget for 2020/2021 – 2022/2023.

 <hr/> <b>Mr S. Gcabashe</b> Executive Manager: Skills Development Programmes and Projects Health and Welfare SETA 	 <hr/> <b>Ms B. Plaatjie</b> Executive Manager: Research Information Monitoring and Evaluation Health and Welfare SETA 
<hr/> <b>Ms B.J Batubatse</b> Executive Manager: Education, Training, and Quality Assurance Health and Welfare SETA 	<hr/> <b>Ms. Zandile Mafata</b> Chief Financial Officer Health and Welfare SETA 
<hr/> <b>Mr B. Pardesi</b> Executive Manager: Corporate Services Health and Welfare SETA 	<hr/> <b>Ms. Elaine Brass, CA(SA)</b> Chief Executive Officer Health and Welfare SETA
<hr/> <b>Mr C. Peters</b> Executive Manager: Provinces Health and Welfare SETA	
<hr/> <p>Approved by</p>  <hr/> <b>Dr. N.V. Mnisi</b> Chairperson: Health and Welfare SETA Board	

## TABLE OF CONTENTS

<b>ABBREVIATIONS AND ACRONYMS .....</b>	<b>6</b>
<b>PART A.....</b>	<b>7</b>
<b>THE MANDATE OF THE HEALTH AND WELFARE SETA .....</b>	<b>7</b>
<b>1.    Update to the relevant legislative and policy mandates .....</b>	<b>7</b>
<b>2.1 Legislative Mandate .....</b>	<b>7</b>
<b>1.2 Policy Mandates .....</b>	<b>10</b>
<b>2.    Update to institutional policies and strategies over the five-year planning period 13</b>	
<b>3.    Update to relevant court rulings.....</b>	<b>16</b>
<b>PART B.....</b>	<b>17</b>
<b>STRATEGIC FOCUS OF THE HEALTH AND WELFARE SETA .....</b>	<b>17</b>
<b>4.    Updated situational analysis .....</b>	<b>17</b>
<b>4.1 External Environment .....</b>	<b>17</b>
<b>8.1.1 Trends in Employment Data: Gender .....</b>	<b>19</b>
<b>8.1.2 Trends in Employment Data: Age .....</b>	<b>20</b>
<b>8.1.3 Trends in Employment Data: Disability .....</b>	<b>21</b>
<b>8.1.4 The Health and Welfare Sector Landscape .....</b>	<b>21</b>
<b>4.2 Internal Environment.....</b>	<b>24</b>
<b>Description of the strategic planning process.....</b>	<b>28</b>
<b>PART C.....</b>	<b>30</b>
<b>MEASURING THE PERFORMANCE OF THE HEALTH AND WELFARE SETA .....</b>	<b>30</b>
<b>5.    Institutional Programme Performance Information.....</b>	<b>30</b>
<b>6.    Explanation of Planned Performance over the five Year Planning Period .....</b>	<b>53</b>
<b>7.    Programme Resource Considerations.....</b>	<b>54</b>
<b>Expenditure estimates.....</b>	<b>54</b>
<b>7.1 Relating expenditure trends to strategic outcome-oriented goals .....</b>	<b>57</b>
<b>8.    Update Key Risks .....</b>	<b>58</b>
<b>PART D: .....</b>	<b>60</b>
<b>TECHNICAL INDICATOR DESCRIPTOR .....</b>	<b>60</b>
<b>ANNEXURE B: OVERVIEW OF 2021 BUDGET AND MTEF ESTIMATES, RECONCILIATION OF BUDGETS AND MATERIALITY FRAMEWORK.....</b>	<b>78</b>

## ABBREVIATIONS AND ACRONYMS

AHPCSA	Allied Health Professions Council of South Africa	NDP	National Development Plan
AIDS	Acquired Immune Deficiency Syndrome	NGO	Non-Governmental Organisation
APP	Annual Performance Plan	NGP	New Growth Path
AQP	Assessment Quality Partner	NHA	National Health Act, 61 of 2003
ATR	Annual Training Reports	NHI	National Health Insurance
CBO	Community-Based Organisation	NPO	Non-Profit Organisation
CDP	Community Development Practitioner	NQF	National Qualifications Framework
CDW	Community Development Worker	NSCA	National Senior Certificate for Adults
CESM	Classification of Education Study Material	NSDP	National Skills Development Plan
CHE	Council on Higher Education	NSF	National Skills Fund
CHW	Community Health Worker	NT	National Treasury
CPD	Continuous Professional Development	OFO	Organising Framework for Occupations
CYCW	Child and Youth Care Worker	PBSW	Professional Board for Social Work
DBE	Department of Basic Education	PBCYC	Professional Board Child and Youth Care
DBSA	Development Bank of South Africa	PFMA	Public Finance Management Act
DHET	Department of Higher Education and Training	PHC	Primary Healthcare
DoH	Department of Health	PIVOTAL	Professional, Vocational, Technical And Academic Learning
DSD	Department of Social Development	PSETA	Public Service Sector Education Training Authority
ECD	Early Childhood Development	QCTO	Quality Council for Trades and Occupations
FET	Further Education and Training	QDP	Quality Development Partner
FETC	Further Education and Training Certificate	RPL	Recognition of Prior Learning
GDP	Gross Domestic Product	SACSSP	South African Council for Social Service Professions
GET	General Education and Training	SANC	South African Nursing Council
GETC	General Education and Training Certificate	SAPC	South African Pharmacy Council
GP	General Medical Practitioner	SASSA	South African Social Security Agency
HASA	Hospital Association of South Africa	SAVC	South African Veterinary Council
HEI	Higher Education Institution	SAW	Social Auxiliary Worker
HEMIS	Higher Education Management Information System	SDA	Skills Development Act
HET	Higher Education and Training	SDF	Skills Development Facilitator
HIV	Human Immunodeficiency Virus	SDL	Skills Development Levy
HPCSA	Health Professions Council of South Africa	SIC	Standard Industrial Classification
HWSETA	Health and Welfare Sector Education and Training Authority	SSACI	Swiss South African Cooperation Initiative
MLW	Mid-level Worker	SSP	Sector Skills Plan
MRC	South African Medical Research Council	TB	Tuberculosis
MTEF	Medium Term Expenditure Framework	TVET	Technical and Vocational Education and Training
NC	National Certificate	UMALUSI	Council for Quality Assurance in General and Further Education and Training
NCV	National Certificate (Vocational)	WHO	World Health Organisation
NEI	Nursing Education Institution	WSP	Workplace Skills Plan

## **PART A**

### **THE MANDATE OF THE HEALTH AND WELFARE SETA**

## **1. Update to the relevant legislative and policy mandates**

The HWSETA is a statutory body, a juristic person, and a schedule 3 entity – as per the Public Finance Management Act (PFMA). As an entity of the DHET, it derives its mandate from the Constitution of the Republic of South Africa specifically Section 29 read with Schedule 4, which lists education at all levels, including tertiary education as a functional area of concurrent national and provincial legislative competence.

### **2.1 Legislative Mandate**

The HWSETA derives its mandate from:

- The Skills Development Act, as amended;
- The Skills Development Levies Act, as amended;
- The National Skills Development Plan
- The SAQA Act, as amended;
- The QCTO Act;
- The Public Finance Management Act, as amended;
- Treasury Regulations;
- All other (relevant/applicable) Human Resources and Industrial Relations Acts;
- All other Health and Welfare Acts and Regulations;
- Grant Regulations; and
- White Paper on Post-school Education.

The Skills Development Act, 97 of 1998 as amended, establishes Sector Education and Training Authorities under the Ministry of Higher Education and Training. Section 10 of this Act provides the mandate of SETAs. Section 10 (3) in particular gives the mandate as follows; “A SETA must perform its functions in accordance with this Act, the Skills Development Levies Act, and its Constitution”. To date, there are 21 SETAs established through section 9(1) of the Skills Development Act. These SETAs represent national economic sectors and are configured in terms of section 9(2) of the Skills Development Act. The Health and Welfare

SETA is one of the SETAs that was established by the Minister of Higher Education and Training to cover the health and welfare (social development) national economic sectors.

Section 10 (1) the Skills Development Act (97 of 1998) gives SETA a mandate to:

- Develop a Sector Skills Plan (SSP) within the framework of the National Skills Development Policy (NSDP);
- Implement the sector skills plan;
- Promote learning programmes;
- Register agreements for learning programmes;
- Perform any function delegated to it by the QCTO;
- Collect the skills development levies and disburse the levies;
- Liaise with the National Skills Authority.

Section 14 (1) (a) of the Skills Development Act (97 of 1998) mandates SETAs to receive 80% of the skills development levies, interest and penalties collected in respect of the SETA. The Skills Development Levies Act (9 of 1999), makes a provision for the imposition of the skills development levy for every employer to pay 1% of the total amount of remuneration paid or payable to its employees during any month, as per section 3 of the Skills Development Levies Act (9 of 1999). The Skills Development Act (97 of 1998) prescribes that the skills development levy received by each SETA should fund the performance of functions and pay for its administration within a prescribed limit. The SETA Grant Regulations Regarding Monies Received by a SETA (section 3 (2) 2012) mandates SETAs to use all monies received in terms of the Skills Development Levies Act towards the:

- Administration of the activities of the SETA;
- Payment of mandatory grants to employers; and
- Implementation of the Sector Skills Plan (SSP) through the allocation of 80% of available discretionary grants to PIVOTAL programmes that address scarce and critical skills in its sectors.
- Implementation of the Annual Performance Plan (APP), which should set out:
  - ✚ a reasonable estimate of discretionary grants that will be available in the sector for training of scarce and critical skills through PIVOTAL programmes, that will receive grant allocations for training of learning and skills programmes identified as priorities set out in the SSP.
  - ✚ how- the discretionary funds will be allocated to achieve SSP and National Skills Development Policy (NSDP) outputs and outcomes in the sector.



- ✚ how- the discretionary funds will be allocated to achieve impact in the sector and how it will be measured

Based on these regulations SETAs are expected to have spent or committed (through actual contractual obligations) at least 95% of discretionary funds available to it by the 31 March of each year. A maximum of 5% of uncommitted funds is allowed to be carried over to the next financial year.

The Constitution of the Health and Welfare SETA (2019) records the scope of coverage of the Health and Welfare Sector as determined by the Minister of Higher Education and Training in terms of section 9 (2) of the Skills Development Act (97 of 1998). The scope of coverage contained in the Constitution of the HWSETA (2019) enlists 53 categories of employers that fall within the Health and Welfare Sector. The Constitution of the HWSETA also enlists constituencies of the sector to include organised labour, organised employers, government departments, professional bodies, bargaining councils, and organisations of communities that have identifiable interest. The legal status of the Health and Welfare SETA is described by its Constitution as a statutory body and a juristic person.

The mandate of the HWSETA is contained in the Skills Development Act, No 97 of 1998 as amended, and is articulated clearly in the Green Paper for Post School Education and Training (2012). Table 1 below outlines this mandate in line with the various divisions of the HWSETA:

*Table 1: The mandate of the HWSETA per division*

General
1. Address the needs of post-school sector
2. Focus on skills that will impact on growth and job creation in the health and welfare sector
FINANCE
3. Administering the levy grant in accordance with relevant laws and regulations
RIME

Research	<p>4. Be an authority on labour market intelligence in the Health and Welfare Sector Conduct skills planning:</p> <p>5. Identify and articulate skills needs of the sector</p> <p>6. Develop sector skills plans, which are intended to outline current and future (short, medium, and long term) learning and qualifications needs of workers and employers</p> <p>7. Ensure that government departments; agencies involved in assisting start-up businesses, cooperative development, community and rural development, and ABET are informed about:</p> <ul style="list-style-type: none"> <li>○ key trends in the skills development sector,</li> <li>○ the skills development needs that are emerging across established business,</li> <li>○ how these differ for large, medium, and small businesses,</li> <li>○ the kinds of opportunities that this may suggest for start-up businesses, cooperatives and for community and rural development</li> </ul>
M&E	<p>Through research-based evaluations:</p> <p>8. Measure the efficiency and effectiveness of the HWSETA interventions</p> <p>9. Examine the extent to which the HWSETA has affected the provision of skills to enable the economy to grow as well as to ensure that individuals can progress along valid learning pathways</p> <p>10. Monitor and evaluate the impact of skills interventions in the health and welfare sector</p>
<b>CORPORATE SERVICES</b>	
	<p>11. Provide adequate capacity in the HWSETA to conduct:</p> <p>11.1 skills planning and meet the critical purpose of identifying and articulating skills needs in the sector</p> <p>11.2 quality assurance of training taking place in the sector</p>
<b>Skills Development Programmes and Projects</b>	
	<p>12. Develop interventions that are agreed upon with stakeholders and can improve the match between education and training supply and demand</p> <p>13. Foster relations with government departments, agencies involved in assisting start-up businesses, cooperative development, community and rural development, AET etc</p> <p>14. Address skills need of established employers, business, and government to meet the needs of existing workers and the unemployed and pre-employed individuals who will be entering business or government departments</p> <p>15. Facilitate access to AET for workers in the health and welfare sector (even if this is to direct them to relevant institutions)</p>
<b>Education, Training, and Quality Assurance</b>	
	<p>16. Improve quality of learning taking place in the health and welfare sector</p> <p>17. Support the development of providers of education and training</p>

## 1.2 Policy Mandates

Policy mandates are directed by the Service Delivery Agreements entered-into by ministers of:

- Department of Higher Education and Training;
- Department of Health; and
- Department of Social Development.

This Strategic plan is based on a number of key performance objectives:

- The National Human Resource Development Strategy adopts the objective to ensure “*decent employment through inclusive growth*”.
- The Medium-Term Strategic Framework 20214-2019 “*stipulates a skilled and capable workforce to support an inclusive growth path*”.
- National Skills Development Plan with its eight goals are translated into five strategic goals of the strategic plan of the HWSETA:

Table 2: Aligning HWSETA Strategy Outcomes with the NSDP Outcomes

NSDP OUTCOMES	HWSETA OUTCOMES
Identify and increase the production of occupations in high demand	<ul style="list-style-type: none"> <li>▪ Research, monitoring, evaluation, and impact system of the HWSETA provide a credible skills planning and evaluation system that ensures that its funding initiatives yield good impact in the strategic period</li> <li>▪ The HWSETA delivers its mandate efficiently and effectively through its well capacitated organizational structure and business processes that are automated and integrated in the strategic period</li> </ul>
Linking education and the workplace	The HWSETA promotes linkages between education and the workplace to increase work-based learning opportunities in the health and welfare sector in the strategic period
Improving the level of skills in the South African workforce	The HWSETA contributes to the improvement of level of skills for 50% of the South African workforce through various learning programmes that address the critical skills required by the sector in the strategic period.
Increase access to occupationally directed programmes	The HWSETA contributes to increased access, by the unemployed, into occupationally directed programmes of the health and welfare sector in the strategic period
Support the growth of the public college system	<ul style="list-style-type: none"> <li>▪ The HWSETA supports the growth of the public college system so that public colleges may qualify as a centres of specislisation in the strategic period</li> <li>▪ The HWSETA provides quality assurance services for the health and welfare sector to ensure quality in occupational education and training in the strategic period</li> </ul>
Skills development support for entrepreneurship and cooperative development	The HWSETA supports skills development for entrepreneurial and cooperative activities, as well as the establishment of new enterprises and cooperatives in the strategic period
Encourage and support worker initiated training	The HWSETA supports officials from NGOs, NPOs, and Trade Unions in order to strengthen governance and service delivery, and thus advance social, rural, and community development in the strategic period
Support career development services	The HWSETA supports career development services related to the health and welfare sector and makes them accessible to rural and targeted youths in the strategic period

It should be noted that the HWSETA has both legislated and good governance reporting requirements:

*Table 3: Legislated and good governance reporting requirements*

No.	Report or document	Reporting Authority	Date	Section
1	National Treasury documents, returns etc.	National Treasury (NT); Auditor-General South Africa (AGSA)	When required	S 54(1)
2	Public Entity Quarterly Reporting	National Treasury	Quarterly	S51(1)(f)
3	Annual Financial Statements	AGSA, Executive Authority (DHET), NT	Within 2 months after year-end	S 55 (1)(c)
4	Annual report	DHET, NT and AGSA	Within 5 months after year-end	S 55(1)(d)
5	Financial misconduct procedures report	DHET, NT, AGSA	Annually	TR 33.3.1
6	The budget of estimated revenue and expenditure for the year	DHET	6 months prior to the start of the financial year	S 53(1)
7	Report on actual revenue and expenditure for the quarter	DHET	Within 30 days of the end of the quarter	TR 26.1
8	Report on compliance with the PFMA	DHET	Quarterly	TR 26.1.2
9	SETMIS-SETA Quarterly Management Report	DHET	Quarterly	TR 26.1
10	Strategic plan	DHET	6 months prior to the start of the financial year	TR 30.1.1

Over and above, the reporting listed above, the HWSETA Board and Sub-Committees of the HWSETA Board receive the following reports:

- Quarterly reporting on financial and performance results
- Research, Monitoring and Evaluation Reports
- Internal Audit Reports
- External Audit – management report and external audit report
- Formulated policies and amendments
- Risk Management Reporting
- Authority matters

It should also be noted that the Board Chairperson and CEO from time to time, on request, make presentations to the Parliament of the Republic of South Africa:

- Annual reporting on performance and financial results of the HWSETA
- *Ad hoc* reporting when required
- Responses to parliamentary questions

Finally, HWSETA's commitment to keeping stakeholders informed of HWSETA's activities results in:

- Annual report at the Annual General Meeting each year
- CEO interaction sessions
- Board stakeholder sessions
- Website notices and publications
- Provincial Skills Development Forums.

## 2. Update to institutional policies and strategies over the five-year planning period

Guided by its institutional policies, the HWSETA endeavours to implement the following strategic over the five-year period:

*Table 4: Institutional Policies and Strategic over the five-year planning period*

Policy of the HWSETA	Strategy over the five years
Research Policy	<ul style="list-style-type: none"> <li>• Develop sector Skills plan to identify occupations in demand and skills needs</li> <li>• Conduct research to produce research outputs stipulated in the NSDP (2019)</li> <li>• Support research agendas of professional councils, for example the support given to the Veterinary Council to conduct research on the skills development needs of the entire sector. This research will span from 2020 to 2021</li> <li>• Publish research papers produced by candidates of post-graduate beneficiaries that are aligned to the research agenda of the HWSETA</li> <li>• Support authorship of books and funding of research fellows.</li> </ul>
Partnership Policy	<ul style="list-style-type: none"> <li>• Partner with key stakeholders such as:</li> <li>• Nursing Council to support students to meet professional registration requirements</li> <li>• Chief Nursing Officer to train more Nurses in the new Nursing education landscape.</li> <li>• The SACSSP to support new incumbents in job position to be inducted into the workplace in order to manage the transition from university to the workplace</li> </ul>

Policy of the HWSETA	Strategy over the five years
	<ul style="list-style-type: none"> <li>• NEA to support the Nursing fraternity to upskill Nurses into Nursing Educators who can offer the Higher Education qualifications</li> <li>• Higher Health to support institutions of higher learning to fight Gender Based Violence</li> <li>• The Presidency to support the roll-out of the National Health Insurance fund.</li> <li>• The HWSETA is negotiating a partnership with the Department of Social Development to facilitate the training of social service professionals in areas critical for service delivery.</li> </ul>
Accreditation Policy	<ul style="list-style-type: none"> <li>• To accredit skills development providers to offer occupational qualifications</li> <li>• Register Assessors and Moderators</li> <li>• Endorse learner achievements and issue qualification certificates</li> <li>• Administer EISA examinations on behalf of the HWSETA</li> <li>• Develop occupational qualifications for the sector</li> </ul>
Discretionary Grant Policy	<ul style="list-style-type: none"> <li>• Target Youth not in Employment, Education or Training (NEET) for job creation</li> <li>• Support for small businesses that are owned by persons with disabilities</li> <li>• Fund learning programmes as defined by the Skills Development Act</li> <li>• Fund Continuous Professional Development (CDP) activities</li> <li>• Fund Honours Degrees to create a pipeline for persons eligible to enroll for Master so as to achieve the NDP objective to produce more PhDs and expand the proportion of university teachers with PhDs from 46% in 2018 to 50% by 2024 and also to facilitate professional registration for occupations that require a Masters degree to practice (such as psychology)</li> <li>• Develop lecturers of TVET, other Colleges in the sector, and universities through post-graduate bursaries.</li> <li>• Support to post-school education institutions of learning with teaching aids to strengthen learner support.</li> <li>• Teaching aids such as uniforms for Radiography students, for example, who require R4000 to purchase the uniform, which protects them from radiation. Other teaching aids include computer centers, cadavers, simulation aids etc.</li> <li>• Support for NGOs and NPOs by the HWSETA will involve funding of skills development initiatives to strengthen governance and fundraising skills. Also, these organizations will be capacitated to become workplaces where host-employers can place learners for work-integrated learning and internship programmes.</li> <li>• Fund veterinary and para-veterinary students ensuring that there is enough veterinary professionals to maintain health in animals and secure food safety.</li> </ul>
M&E Policy and Framework	<ul style="list-style-type: none"> <li>• Monitor and evaluate the performance of the HWSETA in carrying its mandate</li> <li>• To measure the impact of funding strategies of the HWSETA</li> </ul>

The overall aim of the National Development Plan (NDP) in relation to health and social development is to enable all South Africans to maintain a decent living standard, have universal access to healthcare and enjoy adequate social protection (NPC 2012d:68-69). Table 5 summarises the strategic actions needed to achieve these aims and the resulting implications for skills planning in the health and social development sector.

Table 5: Implications of NDP for Strategic Planning over the five-year planning period

NDP	Implications for Strategic Planning
<b>Health: Access to quality health care for all, reduce disease burden and raise life expectancy</b>	
Strengthen the health system: Build service capacity & expertise Set norms & standards for care	Supply adequate skills mix across the entire health system to provide effective, efficient, affordable & quality care; Train more professional & specialist nurses & strengthen nurse training platforms; and Improve health system management, safety in healthcare & clinical governance
Re-engineer primary healthcare	Deploy ward-based outreach teams & expand school health services; Contract in sessional doctors & deploy clinical specialist teams trained in family health; and train nurses in primary health care
Expand community-based care & environmental health	Train community health workers to focus on maternal, child & women's health & basic household & community hygiene & expand environmental health services
Increase access to antiretroviral treatment & reduce TB infection rates	Train more health professionals & health workers to monitor treatment, & employ more pharmacists & pharmacy technicians to distribute & administer medication
Provide National Health Insurance to give universal healthcare coverage	Improve financial management & procurement of health services, medicine & goods; Improve health facilities & expand training of health professionals; and set staffing norms & improve human resources capacity, training & HR management
<b>Social Development: Provide integrated social protection &amp; enable citizens to live with dignity</b>	
Expand basic social welfare services for vulnerable groups	Provide protection & care services for children, families, the elderly & disabled; train more social service workers on all occupational levels, and build management & governance capacity of NGOs to sustain service provision
Enable children to access social care, education safety & nutrition	Expand provision of early childhood development programmes & train ECD practitioners; address the social impact of HIV/AIDS & other challenges on children; strengthen child protection services, supervision & mentorship for youth & orphans; and train caregivers & social work specialists (e.g. probation officers & registered counsellors)
Support communities with sustainable livelihoods & household food security	Train community development practitioners & enhance skills set of the current workforce; and build the capacity of community-based organizations to provide effective community development
Reduce social crime & support victims	Increase social care & support to families & victims, and train social workers to manage substance abuse & crime prevention programmes

### 3. Update to relevant court rulings

*Table 6(a): Relevant Court Rulings – Lerong Consulting cc/HWSETA*

<b>Name of court case</b>	Lerong Consulting cc/ Health & Welfare Sector Education & Training Authority (Case no: 2009/27795) (High court, Johannesburg)
<b>Impact on HWSETA operations and service delivery obligations</b>	<p>The matter was set down for trial on 21 April 2019 however the Plaintiff unduly removed the matter from the court roll due to unpreparedness, thus causing more delays in concluding the matter.</p> <p>There is no impact on operations and service delivery as it is purely a compensation matter.</p>

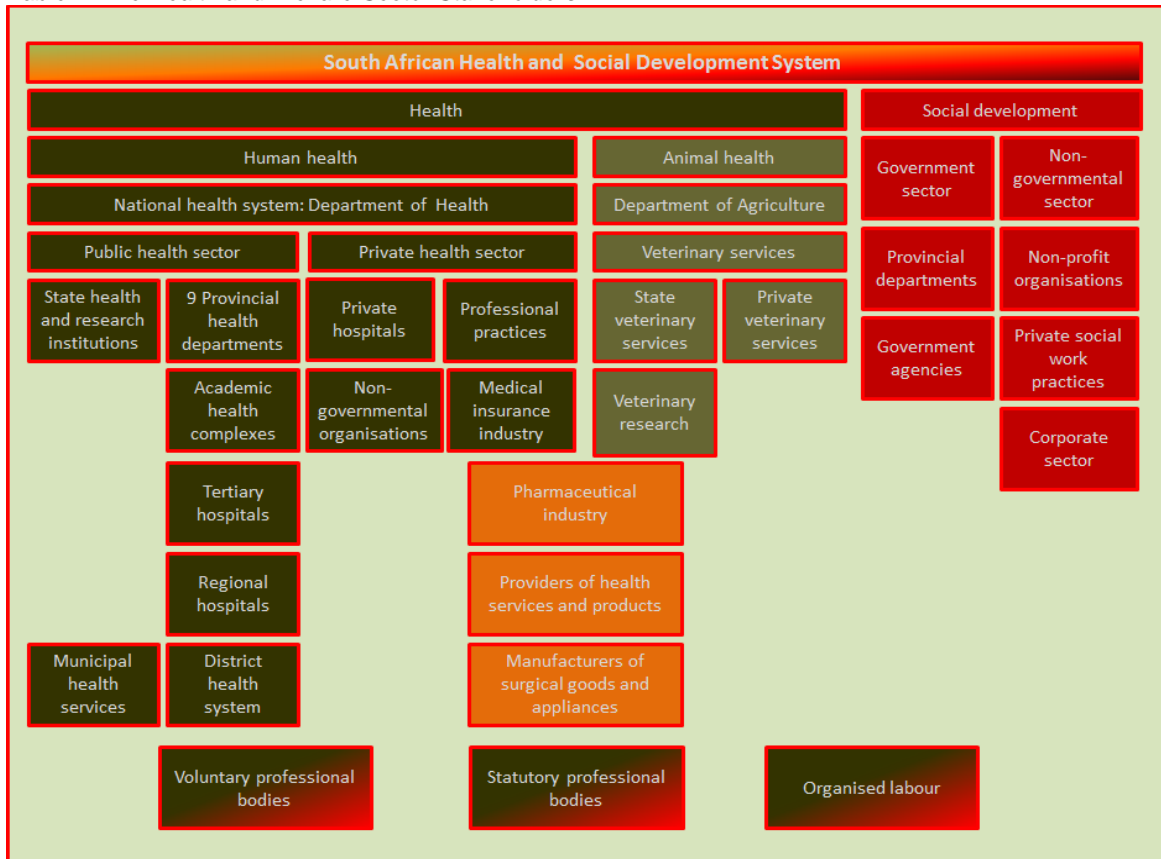
*Table 6(b): Relevant Court Rulings – Busa/DHET*

<b>Name of court case</b>	Busa Case: Applied to the Court for the setting aside of regulation 4(4) as promulgated in Government Notice 23 of 2016, published in Government Gazette 39592 in terms of the Skills Development Act 97 of 1998
<b>Impact on HWSETA operations and service delivery obligations</b>	<p>Section 4(4), states that, “20% of the total levies paid by employers in terms of section 3(1) as read with section 6 of the Skills Development Levies Act during each financial year will be paid to the employer who submits a WSP”.</p> <p>The judgement of the Labour Appeal Court, on 20 August 2019, set aside the Labour Court judgement, and was replaced by the following:</p> <ol style="list-style-type: none"> <li>1. Regulation 4(4) as promulgated in Government Notice 23 of 2016, published in Government Gazette 39592 in terms of the Skills Development Act 97 of 1998 is set aside</li> </ol> <p>Implication is that mandatory grants to be paid to employers should be 50% of the total levy paid. This will reduce the discretionary grant budget by 30% and it is unclear whether this judgment will be retrospective.</p>



1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73 74 75 76 77 78 79 80 81 82 83 84 85 86 87 88 89 90 91 92 93 94 95 96 97 98 99 100 101 102 103 104 105 106 107 108 109 110 111 112 113 114 115 116 117 118 119 120 121 122 123 124 125 126 127 128 129 130 131 132 133 134 135 136 137 138 139 140 141 142 143 144 145 146 147 148 149 150 151 152 153 154 155 156 157 158 159 160 161 162 163 164 165 166 167 168 169 170 171 172 173 174 175 176 177 178 179 180 181 182 183 184 185 186 187 188 189 190 191 192 193 194 195 196 197 198 199 200 201 202 203 204 205 206 207 208 209 210 211 212 213 214 215 216 217 218 219 220 221 222 223 224 225 226 227 228 229 230 231 232 233 234 235 236 237 238 239 240 241 242 243 244 245 246 247 248 249 250 251 252 253 254 255 256 257 258 259 260 261 262 263 264 265 266 267 268 269 270 271 272 273 274 275 276 277 278 279 280 281 282 283 284 285 286 287 288 289 290 291 292 293 294 295 296 297 298 299 300 301 302 303 304 305 306 307 308 309 310 311 312 313 314 315 316 317 318 319 320 321 322 323 324 325 326 327 328 329 330 331 332 333 334 335 336 337 338 339 340 341 342 343 344 345 346 347 348 349 350 351 352 353 354 355 356 357 358 359 360 361 362 363 364 365 366 367 368 369 370 371 372 373 374 375 376 377 378 379 380 381 382 383 384 385 386 387 388 389 390 391 392 393 394 395 396 397 398 399 400 401 402 403 404 405 406 407 408 409 410 411 412 413 414 415 416 417 418 419 420 421 422 423 424 425 426 427 428 429 430 431 432 433 434 435 436 437 438 439 440 441 442 443 444 445 446 447 448 449 450 451 452 453 454 455 456 457 458 459 460 461 462 463 464 465 466 467 468 469 470 471 472 473 474 475 476 477 478 479 480 481 482 483 484 485 486 487 488 489 490 491 492 493 494 495 496 497 498 499 500 501 502 503 504 505 506 507 508 509 510 511 512 513 514 515 516 517 518 519 520 521 522 523 524 525 526 527 528 529 530 531 532 533 534 535 536 537 538 539 540 541 542 543 544 545 546 547 548 549 550 551 552 553 554 555 556 557 558 559 560 561 562 563 564 565 566 567 568 569 570 571 572 573 574 575 576 577 578 579 580 581 582 583 584 585 586 587 588 589 590 591 592 593 594 595 596 597 598 599 600 601 602 603 604 605 606 607 608 609 610 611 612 613 614 615 616 617 618 619 620 621 622 623 624 625 626 627 628 629 630 631 632 633 634 635 636 637 638 639 640 641 642 643 644 645 646 647 648 649 650 651 652 653 654 655 656 657 658 659 660 661 662 663 664 665 666 667 668 669 670 671 672 673 674 675 676 677 678 679 680 681 682 683 684 685 686 687 688 689 690 691 692 693 694 695 696 697 698 699 700 701 702 703 704 705 706 707 708 709 710 711 712 713 714 715 716 717 718 719 720 721 722 723 724 725 726 727 728 729 730 731 732 733 734 735 736 737 738 739 740 741 742 743 744 745 746 747 748 749 750 751 752 753 754 755 756 757 758 759 760 761 762 763 764 765 766 767 768 769 770 771 772 773 774 775 776 777 778 779 780 781 782 783 784 785 786 787 788 789 790 791 792 793 794 795 796 797 798 799 800 801 802 803 804 805 806 807 808 809 810 811 812 813 814 815 816 817 818 819 820 821 822 823 824 825 826 827 828 829 830 831 832 833 834 835 836 837 838 839 840 841 842 843 844 845 846 847 848 849 850 851 852 853 854 855 856 857 858 859 860 861 862 863 864 865 866 867 868 869 870 871 872 873 874 875 876 877 878 879 880 881 882 883 884 885 886 887 888 889 890 891 892 893 894 895 896 897 898 899 900 901 902 903 904 905 906 907 908 909 910 911 912 913 914 915 916 917 918 919 920 921 922 923 924 925 926 927 928 929 930 931 932 933 934 935 936 937 938 939 940 941 942 943 944 945 946 947 948 949 950 951 952 953 954 955 956 957 958 959 960 961 962 963 964 965 966 967 968 969 970 971 972 973 974 975 976 977 978 979 980 981 982 983 984 985 986 987 988 989 990 991 992 993 994 995 996 997 998 999 1000 1001 1002 1003 1004 1005 1006 1007 1008 1009 1010 1011 1012 1013 1014 1015 1016 1017 1018 1019 1020 1021 1022 1023 1024 1025 1026 1027 1028 1029 1030 1031 1032 1033 1034 1035 1036 1037 1038 1039 104

Table 7: The Health and Welfare Sector Stakeholders



Roles played by each of the stakeholders indicated above are tabulated below in table 8

Table 8: The Roles of the Health and Welfare Sector Stakeholders

Role Player	Key roles and responsibilities
National Departments of Health and Social Development	Policy, legislation, standard-setting, oversight, and coordination of services rendered by provinces.
Provincial Departments of Health and Social Development	Delivering and monitoring of health and social development services.
Municipal Health Services	Environmental health management, Primary Health Care.
Government Agencies	Administration of social protection grants
NGOs, CBOs, and NPOs	Delivering health and social services.
The Hospital Association of South Africa (HASA)	Represents the interests of 64 000 people employed by the majority of private hospital groups and independently owned private hospitals.
Statutory professional bodies	Regulation of the respective professions.
Voluntary professional bodies	Representing the interests of specific professions, their members and specialized fields of practice.
Labour and trade unions	Shaping of labour market policies, labour relations practices, and human resources management in the sector.
Research institutions Medical Research Council Human Sciences Research Council National Health Laboratory Service	Conducting sector-relevant and related research.

The Health and Social Development sector is a diverse sector falling mainly under the Sector Industrial Classification (SIC) category 93. The HWSETA has jurisdiction over 60 SIC codes and employers belonging to the 60 SIC sectors are grouped into five groups:

- Community services;
- Complementary health services;
- Doctors and specialists;
- Hospitals and clinics; and
- Research and development institutions.

By April 2019 there were 334 762 filled positions in the Public Service health and social development departments and 368 527 in the private sector bringing total employment in the sector to 703 289. Professionals, technicians, and associate professionals respectively formed 39% and 22% of the total workforce. Professionals, technicians, and associate professionals in the Public Service health and social development departments formed 40% of the total workforce and 22% in the private sector. A majority of people working in the sector are female (70%) and the vast majority are African (69%). Only a small percentage (0.5%) of the workers in the sector have disabilities. The labour and trade unions are well organized and mobilized within the formal health and social development sector.

### 8.1.1 Trends in Employment Data: Gender

Table 9 shows the gender distribution in the sector from 2015 to 2019. Men's share in employment in the sector varied between 26% and 30% while women formed between 70% and 74% of the workforce.

*Table 9: Gender distribution of the Health and Welfare Sector*

	2015	2016	2017	2018	2019
<b>Public Service</b>	%	%	%	%	%
Male	28	27	27	28	32
Female	72	73	73	72	68
Total	100	100	100	100	100
<b>Private sector</b>	%	%	%	%	%
Male	27	30	25	25	28
Female	73	70	75	75	72
Total	100	100	100	100	100

Total sector	%	%	%	%	%
Male	27	28	26	27	30
Female	73	72	74	73	70
Total	100	100	100	100	100

Women are in the majority in all occupation groups, except for the two groups: Skilled Agricultural, Forestry, Fishery, Craft and Related Trades, which includes artisans and Plant and Machine Operators and Assemblers, which includes occupations such as delivery drivers which are mostly filled by men.

### 8.1.2 Trends in Employment Data: Age

Table 10 shows the total age distribution in the Public Service, private health and the total sector from 2015 to 2019. The overall age profile remained relatively stable in the Public service over the five-year period with people under 35 forming around 30% of the workforce and people older than 55 constituting 10% or more of the workers. Private sector data is only available from 2014 to 2017. The percentage of employees younger than 35 years in the private sector is markedly higher – around 40% of the total workforce.

Table 10: Health and social development sector: age distribution 2013-2017

	2015	2016	2017	2018	2019
Public Service	%	%	%	%	%
Younger than 35	33	30	31	32	29
35 to 55	57	59	57	58	61
Older than 55	10	11	12	10	10
Total	100	100	100	100	100
Private sector					
Younger than 35	No data	37	41	40	37
35 to 55	No data	54	50	49	49
Older than 55	No data	9	9	11	14
Total		100	100	100	100
Total sector					
Younger than 35		33	36	35	32
35 to 55		57	54	54	57
Older than 55		10	10	11	11
Total		100	100	100	100

The 2017 age distribution of employees in the health and social development sector by the occupational group is given in 1. In the public sector, 9% of the professionals are over the age of 55. In the private sector, this figure is 19%. This is probably because people employed

in the public sector retire when they reach the retirement age of 60 or 65 while private practitioners continue working after this age.

The larger numbers of people under the age of 35 in the private sector are concentrated in the occupational group's Technicians and Associate Professionals, Clerical Support Workers and Service and Sales Workers.

### **8.1.3 Trends in Employment Data: Disability**

In 2017, 0.5% of the people employed in the sector were living with disabilities. Of the 1 192 disabled employees in the Public Service, 116 (10%) were employed as managers, 303 (25%) as professionals, 130 (11%) as technicians and associate professionals and 454 (38%) as clerical support workers. In private health, 161 (9%) were employed as managers, 429 (25%) as professionals, 383 (22%) as technicians and associate professionals and 423 (25%) as clerical support workers.

### **8.1.4 The Health and Welfare Sector Landscape**

A unique and essential feature in the sector is that professional councils regulate a majority of healthcare practitioners, social services professionals and para-professionals. These statutory professional bodies play a formative role in determining the scope of practice for professionals and specialist occupations and regulate the education and training standards required to work as healthcare or social services practitioners. By controlling and enforcing standards of quality, ethical conduct and Continuous Professional Development (CPD), these councils promote the provision of quality health and social services to the broader public. The HWSETA endeavours to support the following initiatives of statutory councils of the health and welfare sector:

- Research agendas of professional councils
- Induction and Internship programmes that are a prerequisite for professional registration (eg; induction standards of the social services professionals)
- Funding of students professionals to expand registration categories on demand by the health and welfare sector
- Continuous Professional Development
- Development of various regulations

- Accreditation of training institutions to offer professional qualifications
- Funding of professions to qualify to register as specialists

Market forces, poor working conditions, remuneration, migration of professionals and career advancement opportunities are all factors that determine where and for how long people work in a particular workplace. The sector is grappling with serious human resources and labour market challenges. Other factors influencing skills supply in the sector include long lead times required to train health professionals; constrained academic and clinical training capacity; slow graduate output for the health-related occupations and the low retention rate of health- and social service professionals in the public sector. The HWSETA endeavors to develop lecturers of TVET and other Colleges, Universities etc through post-graduate bursaries, publishing of research papers, authorship of books, funding of research fellows, and workplace experience. The HWSETA will also provide support to post-school education institutions of learning with teaching aids to strengthen learner support. Teaching aids such as uniforms for Radiography students, for example, who require R4000 to purchase the uniform, which protects them from radiation. Other teaching aids include computer centers, cadavers, simulation aids etc.

The State's partnership approach enables the non-governmental organization's (NGO) and non-profit organizations (NPOs) to play a very important role in the sector, hence these organizations offer social services on behalf of the government. However, these organizations struggle to attract and retain social services professionals. Many NGOs and NPOs are exempt from paying skills development levies, and so their workers fall outside the SETA levy-grant system for skills development. Support for NGOs and NPOs by the HWSETA will involve funding of skills development initiatives to strengthen governance and fundraising skills. Also, these organizations will be capacitated to become workplaces where host-employers can place learners for work-integrated learning and internship programmes.

Key changes in the sector are driven broadly by the ever-changing socio-economic realities, which includes the high burden of disease experienced in the country and high levels of interpersonal violence, vulnerability, destitution and other social crimes that increase the demand for public health and social welfare services. At the same time, constitutional imperatives compel the state to be development orientated and to take progressive measures to enable everyone access to needs such as education, shelter, healthcare services, social security, sufficient food and water.

A multitude of national and provincial policies and socio-economic development plans affect the way services are delivered and how work is organized in the health and social development sector. Upon a thorough reflection and review, there has been a need for the introduction of national health insurance (NHI) system and the re-engineering and expansion of primary healthcare. All this requires a targeted set of skills interventions to build capacity for the developmental state. Recently, the implementation of the NHI has been placed within the presidency. The Presidency has thus far developed a National Improvement Plan, which is currently undergoing a consultation. The HWSETA is negotiating a partnership with the Presidency through which it will fund some aspects of the implementation of the National Improvement Plan. This plan will ensure improvement of health care and thus ensure quality health care. This, in turn, will qualify health care institutions, such as clinics and hospitals, to get accreditation as NHI institutions.

Skills are needed at all levels and occupations in the sector: from high-level specialist skills to mid-level skills and to lower-level skills. The greatest demand for skills exists in four of the main occupational groups: managers; professionals; technicians and associate professionals; and services and sales workers. State veterinary services are under huge pressure due to prolonged skills shortages and vacancies. Skills shortages compromise critical public health measures required to control and reduce the risk of animal diseases, and thus, also impact food security. The HWSETA will continue to fund veterinary and para-veterinary students ensuring that there is enough veterinary professionals to maintain health in animals and secure food safety.

As part of enhancing adjustment and adaptation, some of the statutory professional councils are introducing changes to the scopes of practice, qualifications and training requirements for health and social services professionals, and in turn, these changes have specific implications for training platforms and training providers. Interventions are needed to address the considerable gaps in the management of public health operations, its employees and technology, as well as its capital and financial resources. The HWSETA will form partnerships with the South African Nursing Council and Office of the Chief Nursing Officer to ensure that support is given for capacitating the Nursing Colleges to qualify for accreditation for the New qualifications that are in the higher education band.

In the social development, sector managers and supervisors require training in areas of leadership, management, governance and service delivery. Apart from the need to train more social workers, the current skills base needs strengthening through occupational-specific and

technical training, and work-readiness training. There is a pressing need for supervision training of social workers and improved monitoring of practical workplace training of undergraduates. NGOs require skills to improve governance and organizational management systems. The HWSETA is negotiating a partnership with the Department of Social Development to facilitate the training of social service professionals in areas critical for service delivery.

In the past few years, the institutional capacity for education and training of health and social service professionals has been boosted. Large numbers of medical students have been sent for training to Cuba, the training of nurses has been moved to a higher education platform and new qualifications for mid-level workers have been developed under the Quality Council for Trades and Occupations (QCTO). Although these new developments are not without challenges and in some instances disruptions, they are expected to help alleviate the skills shortages experienced in the sector.

The establishment of partnerships with training institutions, employers and statutory bodies lies at the heart of HWSETA skills development operations. The partnerships are structured to provide multiple entry points into work in the health and social development sector. Although some partnerships produced mixed results in the past, valuable lessons were learned, and the HWSETA has adopted corrective measures to advance skills production. The identification of the skills priorities also takes place in the context of informed research.

## **4.2 Internal Environment**

The HWSETA Board is actively and effectively involved in the process of strategy and policy development. The HWSETA vision percolates through the organization from the strategic level to the operational level. The HWSETA has management systems and policies in place and staff is aware of them. The hierarchies of authority and responsibility have been defined at every level. The HWSETA has a fully-fledged financial and accounting system. Budgeting is project-specific and fund utilization is prepared and monitored regularly through periodic reports. The HWSETA has put in place risk management systems to ensure delivery on its mandate. The HWSETA is complemented by qualified human resources capable of carrying out the implementation of the Strategic Plan and Annual Performance Plans which are in consonance with the mission and objectives of the HWSETA.



The HWSETA has 152 positions of which 93% (key positions) are filled thus far. There is at least one provincial office located in the nine provinces of South Africa. For easy access by communities, this is being augmented by offices at the Technical and Vocational Education and Training (TVET) Colleges. The Delivery Model clearly makes a distinction between functions decentralized and those centralized. A Service Delivery Charter has been adopted to ensure uniformity and standardization in the service rendered. This is aimed at inculcating a new culture of accountability and performance management.

To be efficient and achieve optimal performance, the HWSETA, in terms of programmes, is structured in the following manner:

- **Programme 1: Administration**

- Office of the CEO comprising of Board office and Legal services;
- Corporate Services- includes Marketing, Human Resource and Information Technology; and
- Finance comprising of Supply Chain Management, Grants and general finance.

- **Programme 2: Skills planning and impact assessment**

- Research, Information, Monitoring and Evaluation – incorporating impact assessment;

- **Programme 3: Learning programmes, Partnerships, Projects, and WSP**

Skills Development Programmes and Projects is responsible for:

- supporting learning programmes through work-based training and
- funding projects, including Government Projects, Employer initiated Projects, Professional Body Projects,
- administration of Workplace Skills Plan
- forming partnerships for work-based training
- Supports small businesses, NGOs, Trade Unions, Cooperatives

**Sub-programme 3.1: Learning Programmes**

- Supports learning programmes through learnerships, skills programmes, bursaries, internships, work integrated learning, Lecturer Development and AET.

**Sub-programme 3.2: Partnerships, Projects, and WSP**

- Funds projects, including Government Projects, Employer initiated Projects, Professional Body Projects.
  - Evaluates and approve Workplace Skills Plan.
  - Forming partnerships for work-based training
  - Supports small businesses, NGOs, Trade Unions, Cooperatives
- **Programme 4: Quality assurance and qualification development**
    - Education and Training Quality Assurance incorporating Provider Accreditation, Learner Achievement and Qualification Development

The Provincial offices are rendering basic cross-cutting functions, which encapsulate all functions mentioned above. The HWSETA has a well-established Human Resources Plan, which reflects:

- HR planning and a number of posts in the staff establishment. The Board approved the HWSETA organogram in October 2018 after an OD exercise, for 152 permanent positions within the organization.
- Recruitment strategy and employment equity plan. The recruitment strategy is to fill all key positions within the organization and to procure temporary staff members to address short-term projects or workload fluctuations. Positions will also be filled when required after a staff member has resigned from the HWSETA.
- Currently 63% of staff at the HWSETA are women, and 4% are people living with disabilities. Just about a quarter of employees are youth.
- The HWSETA is still in the process of applying for BBBEE. This process will be finalized by the end of the 2019/2020 financial year.

**Challenges:** Some of the challenges the HWSETA faces in order to achieve its mandate are the following:

- Participation by the HWSETA departments of Health and Social Development in discretionary grant funding is improving over time.
- Lack of timeous compliance with the criteria of discretionary grant funding by Employers resulting in material de-commitments each year.

- The risk of retrenchments in the NGO Sector due to reduced Department funds to this sector and reduced international donor funds due to global economic pressures;
- Attraction and retention of skilled staff in the HWSETA which affects the capacity to provide efficient and effective service and achievement of its mandate;
- The slow rate of prosecution of Skills Development Providers who defrauded learners due to the lack of a legislative tool for this purpose.

## **ICT**

The automation of business processes of the HWSETA is an innovation in service delivery that is coming into fruition, as automation of Workplace Skills Plan (WSP), Education and Training Quality Assurance (ETQA), and Skills Development Projects (SDP) were completed by 31 March 2019. The WSP and ETQA automated modules went live in 2015-2016 and 2017/18 respectively. Skills projects went live in 2019/20. The automation is gradually providing convenience for HWSETA stakeholders as they do not have to visit HWSETA offices for submission of application forms and other documentation. The automation of business processes is expected to improve service delivery in many ways and these effects are expected by 2020/2021. Additional in house skills have been enhanced over the period to support the ERP system.

## **Finances**

- The estimated revenue from Skills Development Levies is conservative taking into account on average a 5.8% increase from year to year. Actual revenue in the past has at least kept abreast with CPI, and the HWSETA's levy base remains stable. Actual penalties received do vary from year to year and cannot be estimated reliably, but will not be significantly different from the estimated penalties to be received above.
- On 1 April 2013, a Cabinet Memorandum, Cabinet Memorandum No 53 of 2012, came into effect where all Departments of Health and Social Development must contribute 30% of their training budget to the HWSETA. The contribution is utilized as follows:

<b>10%</b>	<b>Administration of the HWSETA</b>
<b>20%</b>	<b>Discretionary grant funding</b>

- The contribution by Government Departments is reflected in the budget as a conservative figure due to the poor collection of this stream of levies over the last three years. These levies that add to revenue distorts the % of revenue allocated for administration and discretionary grant expenditure. Therefore, the %'s allocated for the administration of 10.5% and discretionary of 49.5%, is distorted.
- Discretionary grant funding of R468 million, R489 million and R510 million over the MTEF period covers the targets set out in the strategic plan.
- The funding model per project has been revised and projected over the MTEF period. The targets set are determined based on a number of factors including the SSP research, strategic planning, the prior year actual achievements and Government priorities. The administration budget set aside caters for sufficient capacity within the HWSETA to meet all target set in the MTEF period. Any approved project administration costs for Programmes 2, 3 and 4 are up to 7.5% as determined by the Grant Regulations. Rationalization of the HWSETA structure was recommended and approved by the HWSETA Board on March 2016. The budget has been put aside for this.
- In the past two years, 2017-2018 and 2018-2019, the HWSETA has committed 97% and 116% of its discretionary grant reserve respectively for funding, with exceptional performance against predetermined targets.

### **Description of the strategic planning process**

Annually, in June, the Board, the CEO and the Executive Managers attend a Strategic Planning workshop. At this workshop, various key focus areas are analyzed, and the HWSETA's strategic objectives are formulated or their suitability and relevance are confirmed. These strategic objectives effectively deal with both the skills development needs of the sector and the needs and demands of various national skills development strategies. The strategic objectives are listed in this Strategic plan and cost. The budget structure is also approved in line with the identified priorities.

This is also an opportunity to gauge progress in terms of the five-year targets. This will inform the pace as to which projects are to run. A Risk Assessment Workshop is also organized. At this workshop an analysis of the "control measures culture" that exists at the HWSETA is undertaken, the top 10 strategic HWSETA risks are identified and a risk register is compiled. The results of the Risk Assessment Workshop are incorporated into HWSETA's Strategic Business Plan, whereby action plans to mitigate the impact of these risks are formulated,

cost, and included in the Annual Business Plan. There is an ongoing monitoring process by both the Audit and Risk Committee and the Board. On an ongoing basis, the CEO and the Executives meet and identify other risks which might emerge during implementation, and the Risk Register is amended to factor those. Further advocacy is provided by the presence of Internal Auditors in these meetings.

**The HWSETA Planning process can be described as follows:**

- The management team of the HWSETA undertakes a scanning exercise. This is usually done through the research that underpins the 5-year sector skills plan. The sector skills plan notes significant developments in the Health and Social Development Sectors and from this, the scarce and critical skills list is derived;
- The second step is to take note of significant national government imperatives announced over the past year. For example, the Growth Path, the Skills Accord, the National Skills Development Plan, the Extended Public Works Programme, the National Health Insurance Programme, and the Human Resources Strategy for South Africa.
- A Management Planning workshop is held in which the Management team unpacks the documents listed above. A draft HWSETA Strategic Plan is developed.
  - This draft plan is then presented to the Board at a workshop where Board members give additional inputs and where their sectoral experience and local knowledge influences the draft plan.
  - The HWSETA management team develops a final Strategic Plan and Budget and this is presented to the Board for final approval.
  - The annual performance plan will then become the basis of the management plan in which delivery will be structured over the 4 quarters.
  - The 4-quarter plan will form the basis of the CEO review sessions each quarter and the performance report to the quarterly Board meetings. If and when required, corrective action plans will be put in place to deal with items not progressed satisfactorily.

## PART C

### MEASURING THE PERFORMANCE OF THE HEALTH AND WELFARE SETA

## 5. Institutional Programme Performance Information

### *Programme 1: Administration*

**Purpose:** This programme is responsible for the overall strategic management and support to the HWSETA operations divisions. The goal of this programme is to ensure that the HWSETA is well-positioned and capacitated to deliver on its targets. This programme cuts across a number of divisions and functional areas including Finance, which incorporates procurement and grants management, Corporate Services, which incorporates Human Resource Management, Information Technology and Marketing.

Outcome Statement	Output No	Output Statement	Output Indicator No	Output Indicator	ANNUAL TARGETS						
					Audited/Actual Performance			Estimated Performance	MTEF PERIOD		
					2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023
The HWSETA delivers its mandate efficiently and effectively through its well capacitated organizational structure and business processes that are automated and integrated in the strategic period	18	The HWSETA is capacitated to deliver on its mandate and achieve its targets in the reporting period	18	Percentage of filled positions in the HWSETA organizational structure of the HWSETA to facilitates the delivery of its mandate and achievement of its targets in the reporting period	92%	95%	86%	95%	95%	95%	95%
	20	The HWSETA business processes are automated and integrated for effective delivery of services to the sector in the reporting period	20	Percentage of HWSETA business processes automated and integrated for efficient delivery of services to the sector in the reporting period	52%	98%	84%	100%	100%	100%	100%

Outcome Statement	Output No	Output Statement	Output Indicator No	Output Indicator	ANNUAL TARGETS						
					Audited/Actual Performance			Estimated Performance	MTEF PERIOD		
					2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023
The HWSETA supports career development services related to the health and welfare sector and makes them accessible to rural and targeted youths in the strategic period	15	The HWSETA makes career development services accessible to school and post-school youths <sup>1</sup> , mainly from rural areas, in the reporting period	15 (1)	The number of school and post-school youths, mainly from rural areas, reached through career development awareness programmes in the strategic period	15159	18887	16263	7200	12000	12000	12000

<sup>1</sup> Post school youth refer to those unemployed youth as defined in the Green paper on post school education. Post school youth includes those from rural and urban areas, and targeted groups, such as learners with disabilities, female, and black South African youths

## Programme 2: Skills planning and impact assessment

**Purpose:** The HWSETA has configured this programme to include two sub-divisions, namely Research and Information and Monitoring and Evaluation. Each sub-division is headed by its own manager. The HWSETA utilizes this programme to implement skills planning related projects that include development and update of the sector skills plan, research leading to a better understanding of the dynamics surrounding sectoral labour market, production of new knowledge in the sector and development of new researchers in the sector. This programme also implements the vital and timeous evaluation and impact assessments of projects and programmes implemented by the HWSETA. These are vital for lessons learned and ensuring that projects contribute positively to the sector and desired impacts are achieved.

Outcome Statement	Output No	Output Statement	Output Indicator No	Output Indicator	ANNUAL TARGETS						
					Audited/Actual Performance			Estimated Performance	MTEF PERIOD		
					2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023
Research, monitoring, evaluation, and impact system of the HWSETA provide a credible skills planning and evaluation system that ensures that its funding initiatives yield good impact in the strategic period	12	The SSP updates and research reports produced by the HWSETA are confirmed <sup>2</sup> and made accessible to internal and external stakeholders, as well as the general public, through various dissemination platforms in the reporting period.	12 (1)	Number of SSP updates and applied research reports <sup>3</sup> completed and confirmed by key stakeholders <sup>4</sup> as providing information about occupations in demand, skills needs, and the education and training landscape for the sector in the reporting period.	7	3	5	2	5	5	5
			12 (2)	Number of research articles published by the HWSETA in peer reviewed dissemination platforms <sup>5</sup> to make them accessible to internal and external stakeholders, as well as the public in the reporting period.	0	0	0	0	4	4	4

<sup>2</sup> SSP update and research reports produced by the HWSETA are confirmed by key stakeholders that they provide information about occupations in demand, skills needs and the education and training landscape for the sector

<sup>3</sup> SSP updates and research reports produced by the HWSETA identify occupations in demand and skills needs in the sector, and aims to inform planning for skills development in the sector

<sup>4</sup> Confirmation of SSP update and research reports by stakeholders refers to the presentation of findings to categories of people who participated in the study and are key to the implementation of the recommendations

<sup>5</sup> Peer reviewed dissemination platforms include the HWSETA research publication, DHET research publications, and other Journals.



Impact Statement 1		The HWSETA has an established credible planning system, which guides skills planning and supports the implementation of the post-school education system that identifies occupations on high demand and supports the production of persons qualifying to occupy such occupations in the health and welfare sector by 2030										
Outcome Statement	Outcome Statement	Output No	Output Statement	Output Indicator No	Output Indicator	ANNUAL TARGETS						
						Audited/Actual Performance			Estimated Performance	MTEF PERIOD		
						2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023
		5	The monitoring, evaluation, and impact studies, including tracer studies, produced by the HWSETA, are confirmed by key stakeholders as measuring the performance of learning programmes and projects implemented by the HWSETA in the reporting period	5 (1)	Number of monitoring, evaluation, and impact studies, including tracer studies, completed and confirmed by key stakeholders as measuring the performance of learning programmes and projects implemented by the HWSETA in the reporting period	6	2	6	2	3	3	3
				5 (2)	Percentage of unemployed persons reached through the track and trace study after completing learning programmes funded by the HWSETA <sup>6</sup> in the reporting period	65%	74%	52%	60%	63%	65%	68%

<sup>6</sup> Such learning programmes include under-graduate bursaries, learnerships, apprenticeships, and internships

### ***Programme 3: Skills Development Programmes and Projects***

**Purpose:** The purpose of this programme is to provide skills for learners in the workplace is scarce and critical areas within the health and welfare sectors. To this end, this programme is responsible for the implementation of learning programmes, approval of grants and implementation of projects. It also provides policy and advice to employers wishing to access grants from the HWSETA.

#### **Sub-Programme 3.1: Learning Programmes**

**Purpose:** The purpose of this sub-programme is to implement learning programmes. It also provides policy and advice to employers wishing to access grants from the HWSETA.

Outcome Statement	Output No	Output Statement	Output Indicator No	Output Indicator	ANNUAL TARGETS						
					Audited/Actual Performance			Estimated Performance	MTEF PERIOD		
					2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023
The HWSETA supports the growth of the public college system so that public colleges may qualify as a centres of specisalisation in the strategic period	17	The HWSETA supports public college students in vocational and occupational training in the reporting period	17 (1)	Number of students from TVET and other public colleges funded by the HWSETA for vocational and occupational training in the reporting period	1212	413	382	4125	767	767	767
			17 (2)	Number of students from TVET and other public colleges reported to the HWSETA as having completed vocational and occupational training funded by the HWSETA in the reporting period	326	292	106	249	2475	460	460

Outcome Statement	Output Statement No	Output Statement	Output Indicator No	Output Indicator	Annual Targets						
					Audited/Actual Performance			Estimated Performance	MTEF Period		
					2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023
The HWSETA contributes to the improvement of level of skills for 50% of the South African workforce through various learning programmes that address the critical skills required	4	Employed apprenticeships and trainee technicians entered-into the HWSETA apprenticeship programme complete the programme and are reported to the HWSETA within 12 months of completion in the reporting period.	4 (1)	Number of employed apprentices and trainee technicians entered- into the HWSETA funded apprenticeship programme in the reporting period	110	100	128	30	50	100	100
			4 (2)	Number of employed apprentices and trainee technicians reported to the HWSETA as having completed apprenticeships funded by the HWSETA in the reporting period	60	90	61	40	18	60	60
	6	Workers in the health and welfare sector given bursaries by the HWSETA complete under-graduate and post-graduate qualifications funded by the HWSETA and are reported to the HWSETA within 12 months of completion in the reporting period	6 (1)	Number of workers entered-into the HWSETA undergraduate and post-graduate bursaries in the reporting period	382	546	692	178	753	822	822
			6 (2)	Number of workers re-entered-into the HWSETA undergraduate and post-graduate bursaries in the reporting period	0	0	0	0	125	201	202
			6 (3)	Number of workers reported to the HWSETA for having completed undergraduate and postgraduate qualifications funded by the HWSETA in the reporting period	436	35	174	325	106	451	493
	25	Workers from the health and welfare sector are exposed to Recognition of Prior Learning (RPL) programme of the	25 (1)	Number of workers entered-into the HWSETA RPL programme in the reporting period.	351	353	369	381	350	350	350

Outcome Statement	Output Statement No	Output Statement	Output Indicator No	Output Indicator	Annual Targets						
					Audited/Actual Performance			Estimated Performance	MTEF Period		
					2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023
by the sector in the strategic period.		HWSETA in the reporting period	25 (2)	Number of workers reported at the HWSETA as having completed the RPL programme funded by the HWSETA in the reporting period	0	0	0	0	228	210	210
	3	Workers from the health and welfare sector with learnership agreements registered with the HWSETA as industry funded or HWSETA funded complete the learnership programmes and are reported to the HWSETA within 12 months of completion in the reporting period	3 (1)	Number of workers whose learner agreements are registered with the HWSETA for learnerships as industry funded or HWSETA funded in the reporting period	3232	2672	908	3300	1815	3630	3630
			3 (2)	Number of workers reported to the HWSETA as having completed learnership programmes registered with the HWSETA as industry or HWSETA funded in the reporting period	2498	1377	538	1320	1980	2178	2178
	8	Workers from the health and welfare sector entered-into credit and non-credit bearing skills programmes funded by the HWSETA complete these programmes and are reported to the HWSETA within 12 months of completion in the reporting period	8 (1)	Number of workers entered-into credit and non-credit bearing skills programmes funded by the HWSETA in the reporting period	8224	5020	1713	8252	17328	8664	8664
			8 (2)	Number of workers reported to the HWSETA as having completed credit and non-credit bearing skills programmes funded by the HWSETA in the reporting period	7224	3657	317	4126	4951	5198	5198
	16	The HWSETA supports public college lecturers to improve onsite practical and vocational capacity in the reporting period	16(1)	Number of lecturers from TVET and other public colleges <sup>7</sup> funded by the HWSETA for skills development in the reporting period	54	42	50	250	50	50	50

Outcome Statement	Output Statement No	Output Statement	Output Indicator No	Output Indicator	Annual Targets						
					Audited/Actual Performance			Estimated Performance	MTEF Period		
					2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023
specislisation in the strategic period			16(2)	Number of lecturers from TVET and other public colleges reported to the HWSETA as having completed training funded by the HWSETA in the reporting period	32	32		32	32	32	32
	21	Workers from the health and welfare sector entered-into Adult Education and Training (AET) programmes funded by the HWSETA complete these programmes and are reported to the HWSETA within 12 months of completion in the reporting period	21 (1)	Number of workers entered-into AET programmes funded by the HWSETA in the reporting period	770	689	765	491	27	594	653
			21 (2)	Number of workers reported to the HWSETA as having completed AET programmes funded by the HWSETA in the reporting period	501	269	0	600	294	324	356

<sup>7</sup> Other Public Colleges comprise of Nursing Colleges, Emergency Services Colleges (EMS), and Agricultural Colleges (for Veterinary training) etc. These colleges are a priority to the HWSETA as they are colleges in the health welfare sector

Outcome Statement	Output No	Output Statement	Output Indicator No	Output Indicator	Annual Targets						
					Audited/Actual Performance			Estimated Performance	MTSF Period		
					2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023
The HWSETA contributes to increased access, by the unemployed, into occupationally directed programmes of the health and welfare sector in the strategic period.	26	Unemployed apprentices and trainee technicians entered-into the HWSETA apprenticeship programme complete the programme and are reported to the HWSETA within 12 months of completion in the reporting period.	26 (1)	Number of unemployed apprentices and trainee technicians entered- into the HWSETA funded apprenticeship programme in the reporting period	86	141	238	336	100	150	150
			26 (2)	Number of unemployed apprentices and trainee technicians reported to the HWSETA as having completed apprenticeships funded by the HWSETA in the reporting period	0	0	0	40	201	90	90
	27	Unemployed persons awarded bursaries by the HWSETA for post-school education complete the under-graduate and post-graduate qualifications and are reported to the HWSETA within 12 months of completion in the reporting period.	27 (1)	Number of unemployed persons entered-into the HWSETA undergraduate and post-graduate bursaries in the reporting period	655	764	547	512	700	770	847
			27 (2)	Number of unemployed persons re-entered-into the HWSETA undergraduate and post-graduate bursaries in the reporting period	0	0	0	0	242	282	221
			27 (3)	Number of unemployed persons reported to the HWSETA as having completed undergraduate and postgraduate qualifications funded by the HWSETA in the reporting period	326	292	106	249	307	420	462
	7	The unemployed graduates funded by the HWSETA for internships are reported to the HWSETA within 12 months of	7 (1)	Number of unemployed graduates entered-into the internship programme funded by the HWSETA in the reporting period	614	754	765	1100	2420	1331	1331

Outcome Statement	Output No	Output Statement	Output Indicator No	Output Indicator	Annual Targets						
					Audited/Actual Performance			Estimated Performance	MTSF Period		
					2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023
		completion in the reporting period.	7 (2)	Number of unemployed graduates reported to the HWSETA as having completed the internship programme funded by the HWSETA in the reporting period	691	421	73	800	660	726	798
	28	The TVET, other colleges, and university students funded by the HWSETA for work integrated are reported to the HWSETA as having completed the programme within 12 months of completion in the reporting period.	28 (1)	Number of TVET and other college students entered-into work integrated programmes funded by the HWSETA in the reporting period	1021	725	652	1000	1100	1200	1200
			28 (2)	Number TVET and other college students reported to the HWSETA as having completed the work integrated programmes funded by the HWSETA in the reporting period	712	430	249	800	600	660	720
			28 (3)	Number of university students entered-into work integrated programmes funded by the HWSETA in the reporting period	502	960	547	606	960	960	960
			28 (4)	Number university students reported to the HWSETA as having completed the work integrated programmes funded by the HWSETA in the reporting period	550	462	482	400	363	576	576
	29	Unemployed persons registered with the HWSETA as industry or HWSETA funded for learnership programmes are reported to the HWSETA within 12 months of completion in the reporting period.	29 (1)	Number of unemployed persons whose learner agreements are registered with the HWSETA for learnerships as industry funded or HWSETA funded in the reporting period	2475	2070	2988	3951	2500	2951	2951

Outcome Statement	Output No	Output Statement	Output Indicator No	Output Indicator	Annual Targets						
					Audited/Actual Performance			Estimated Performance	MTSF Period		
					2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023
			29 (2)	Number of unemployed persons reported to the HWSETA as having completed learnerships registered with the HWSETA as industry or HWSETA funded in the reporting period	2063	2033	868	1580	2370	2370	1770
	30	Unemployed persons entered-into credit and non-credit bearing skills programmes funded by the HWSETA complete these programmes and are reported to the HWSETA within 12 months of completion in the reporting period	30 (1)	Number of unemployed entered- into credit and non-credit bearing skills programmes funded by the HWSETA in the reporting period	5019	2020	1795	2958	2500	3150	3307
			30 (2)	Number of unemployed persons reported to the HWSETA as having completed credit and non-credit bearing skills programmes funded by the HWSETA in the reporting period	3652	3874	278	1183	1774	1800	1890
	31	Unemployed persons from the health and welfare sector entered-into Adult Education and Training (AET) programmes funded by the HWSETA complete these programmes and are reported to the HWSETA within 12 months of completion in the reporting period	31 (1)	Number of unemployed persons entered- into AET programmes funded by the HWSETA in the reporting period	770	688	764	491	540	594	653
			31 (2)	Number of unemployed persons reported to the HWSETA for having completed <sup>8</sup> AET programmes funded by the HWSETA in the reporting period	501	269	0	600	294	324	356



### Sub-Programme 3.2: Workplace Skills Plan and Projects

**Purpose:** The purpose of this sub-programme is to approve grants and implement projects. It also provides policy and advice to employers wishing to access grants from the HWSETA.

Outcome Statement	Output No	Output Statement	Output Indicator No	Output Indicator	Annual Targets						
					Audited/ Actual Performance			Estimated Performance	MTSF Period		
					2016/2017	2017/2018	2018/2019	2020/2021	2021/2022	2022/2023	2023/2024
The HWSETA supports officials from NGOs, NPOs, and Trade Unions in order to strengthen governance and service delivery, and thus advance social, rural, and community development, as well as provisions for persons with disabilities in the strategic period	11	The HWSETA funds the skills development of officials from NGOs, NPOs and Trade Unions during the reporting period	11 (1)	Number of officials from NGOs and NPOs funded by the HWSETA for skills development per year	104	119	102	71	143	157	173
			11 (2)	Number of officials from Trade Unions funded by the HWSETA for skills development per year	75	85	73	51	61	67	73
	1	The HWSETA funds rural and provincial development projects in the health and welfare sector during the reporting period	1	Number of rural and provincial development projects funded by the HWSETA through grants to develop and address mid-level skills in the reporting period	11	13	9	4	6	6	6
	22	The HWSETA funds the skills development initiatives of levy exempt organisations in the reporting period	22	Number of skills development initiatives of levy exempt organisations funded by the HWSETA <sup>9</sup> in the reporting period	132	143	141	155	9	170	170

<sup>8</sup> Completions are reported to the HWSETA within 12 months of having completed the funded programme

<sup>9</sup> Such learning programmes include under-graduate bursaries, learnerships, apprenticeships, and internships

Outcome Statement	Output No	Output Statement	Output Indicator No	Output Indicator	ANNUAL TARGETS						
					Audited/Actual Performance			Estimated Performance	MTEF PERIOD		
					2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023
The HWSETA promotes linkages between education and the workplace to increase work-based learning opportunities in the health and welfare sector in the strategic period	2	Employers in the sector open-up their workplaces for learning through partnerships with the HWSETA in the reporting period	2	Number of employers in the sector who open-up their workplaces for learning through partnerships with the HWSETA in the reporting period	364	271	625	155	271	271	271
	23	The HWSETA supports partnerships <sup>10</sup> with post-school education institutions, professional Councils, employer bodies, and communities of practice; in order to facilitate work-based learning opportunities in the sector in the reporting period	23	Number of partnerships entered-into by the HWSETA with post-school education institutions, professional Councils, employer bodies, and communities of practice in the reporting period	28	27	47	9	27	30	33
The HWSETA contributes to the improvement of level of skills for 50% of the South African workforce through various learning programmes that address the critical skills required by the sector in the strategic period.	14	The HWSETA supports skills development priorities of the Department of Social Development and Health in the reporting period	14	Number of projects funded through discretionary grants aimed at public sector education and training in the reporting period	13	10	21	4	15	11	11

<sup>10</sup> Partnerships are entered into through Memorandums of Agreement and/or Memorandums of Understanding

Outcome Statement	Output No	Output Statement	Output Indicator No	Output Indicator	Annual Performance						
					Audited/ Actual Performance			Estimated Performance	MTSF Period		
					2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023
The HWSETA supports skills development for entrepreneurial and cooperative activities, as well as the establishment of new enterprises and cooperatives in the strategic period	10	The HWSETA funds skills development of small and emerging businesses of the health and welfare sector during the reporting period	10	Number of small and emerging businesses from the health and welfare sector whose skills needs funded by the HWSETA per year	106	102	106	158	158	158	158
	13	Support of interventions required to increase the level of skills of the health and welfare sector workforce by the HWSETA in the reporting period	13 (1)	Number of WSPs and ATRs approved for Small firms per year	411	777	435	524	440	440	440
			13 (2)	Number of WSPs and ATRs approved for Medium firms per year	86	56	63	90	65	65	65
			13 (3)	Number of WSPs and ATRs approved for Large firms per year	83	77	98	84	99	99	99
	9	The HWSETA fund skills development of cooperatives of the health and welfare sector during the reporting period	9	Number of cooperatives in the health and welfare sector whose skills needs are funded by the HWSETA per year	30	28	22	12	30	33	36

#### ***Programme 4: Quality assurance and qualification development***

**Purpose:** This programme consists of three subdivisions, namely Qualification Development, Skills Development Provider accreditation and Learner achievement. The purpose of the programme is to develop fit for purpose qualifications and ensure quality training is offered in the health and welfare sector. This programme, therefore, is responsible for the coordination, development and registration of new qualifications, accreditation and quality assurance of training providers and quality assurance of learner achievement, which culminates in certification. Developments and circulars by the Quality Council for Trade and Occupations (QCTO) on the continued delegation of the functions incorporated in this programme make this programme unclear going forward and these developments will be monitored closely.

Outcome Statement	Output No	Output Statement	Output Indicator No	Output Indicator	ANNUAL TARGETS						
					Audited/Actual Performance			Estimated Performance	MTEF PERIOD		
					2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023
The HWSETA supports career development services related to the health and welfare sector and makes them accessible to rural and targeted youths in the strategic period	15	The HWSETA makes career development services accessible to school and post-school youths <sup>11</sup> , mainly from rural areas, in the reporting period	15 (2)	Number of career guidance practitioners funded for training by the HWSETA in the strategic period	0	0	0	0	15	30	30
The HWSETA provides quality assurance services for the health and welfare sector to ensure quality in occupational education and training in the strategic period	24	The HWSETA develops full and part occupational qualifications relevant to occupations in the sector in the reporting period.	24	Number of full and part occupational qualifications developed by the HWSETA and accepted by the QCTO for registration	14	8	5	3	4	4	8
	19	The HWSETA accredits skills development providers, registers assessors and moderators and issue certificates for learners found competent in the reporting period	19 (1)	Number of skills development providers accredited and re-accredited <sup>12</sup> by the HWSETA in the reporting period	111	62	66	15	70	70	70
			19 (2)	Percentage of assessors evaluated and registered <sup>13</sup> by the HWSETA in the reporting period	81%	80%	55%	80%	80%	80%	80%
			19 (3)	Percentage of moderators evaluated and registered <sup>14</sup> by the HWSETA in the reporting period	85%	81%	75%	80%	80%	80%	80%
			19 (4)	Number of certificates issued by the HWSETA to learners found competent by skills development providers <sup>15</sup> and then confirmed by HWSETA in the reporting period	9720	12223	4456	3000	3300	3630	3993

<sup>11</sup> Post school youth refer to those unemployed youth as defined in the Green paper on post school education. Post school youth includes those from rural and urban areas, and targeted groups, such as learners with disabilities, female, and black South African youths

Outcome Statement	Output No	Output Statement	Output Indicator No	Output Indicator	ANNUAL TARGETS						
					Audited/Actual Performance			Estimated Performance	MTEF PERIOD		
					2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023
The HWSETA contributes to the improvement of level of skills for 50% of the South African workforce through various learning programmes that address the critical skills required by the sector in the strategic period.	25	The health and welfare sector workers entered into the HWSETA Recognition of Prior Learning (RPL) complete the programme and are reported to the HWSETA within 12 months of completion.	25(1)	Number of workers enter into the HWSETA RPL programme per year	351	353	369	350	350	350	350
			25(2)	Number of workers entered into the HWSETA RPL programme complete the programme and are reported to the HWSETA within 12 months of completion	0	0	0	0	228	228	228

<sup>12</sup> The accreditation and re-accreditation includes, both, primary and secondary accreditation by the HWSETA

<sup>13</sup> Numerator for calculating the percentage is number of assessors registered and the denominator is the total number of assessor applicants evaluated

<sup>14</sup> Numerator for calculating the percentage is number of moderators registered and the denominator is the total number of moderator applicants evaluated

<sup>15</sup> These skills development training providers are accredited by the HWSETA

## Indicators, Annual, and Quarterly Targets

<b>Programme 1: Administration</b>							
Output Indicator No	Output Indicator	2020/2021 Target	Q1 Target	Q2 Target	Q3 Target	Q4 Target	2020/2021 Budget
15 (1)	The number of school and post-school youths, mainly from rural areas, reached through career development awareness programmes in the strategic period	12000 (20 events)	6000	3000	990	2010	R5 522 930
18	Percentage of filled positions in the HWSETA organizational structure of the HWSETA to facilitates the delivery of its mandate and achievement of its targets in the reporting period	95%	91%	92%	95%	95%	R1 053 000
20	Percentage of HWSETA business processes automated and integrated for efficient delivery of services to the sector in the reporting period	100%	98%	98%	98%	100%	R2 000 000

<b>Programme 2: Skills planning and impact assessment</b>							
Output Indicator No	Output Indicator	2020/2021 Target	Q1 Target	Q2 Target	Q3 Target	Q4	2020/2021 Budget
12 (1)	Number of SSP updates and applied research reports <sup>16</sup> completed and confirmed by key stakeholders <sup>17</sup> as providing information about occupations in demand, skills needs, and the education and training landscape for the sector in the reporting period.	5	0	0	1	4	R722 198
12 (2)	Number of research articles published by the HWSETA in peer reviewed dissemination platforms <sup>18</sup> to make them accessible to internal and external stakeholders, as well as the public in the reporting period.	4	0	0	0	4	
5 (1)	Number of monitoring, evaluation, and impact studies, including tracer studies, completed and confirmed by key stakeholders as measuring the performance of learning programmes and projects implemented by the HWSETA in the reporting period	4	0	1	1	2	R544 810
5 (2)	Percentage of unemployed persons reached through the track and trace study after completing learning programmes funded by the HWSETA <sup>19</sup> in the reporting period	60%	0%	0%	0%	60%	

<sup>16</sup> SSP updates and research reports produced by the HWSETA identify occupations in demand and skills needs in the sector, and aims to inform planning for skills development in the sector

<sup>17</sup> Confirmation of SSP update and research reports by stakeholders refers to the presentation of findings to one of the Board Committees.

<sup>18</sup> Peer reviewed dissemination platforms include the HWSETA research publication on the HWSETA website, DHET research publications, and other Journals.

<sup>19</sup> Such learning programmes include under-graduate bursaries, learnerships, apprenticeships, and internships

**Programme 3: Skills Development Programmes and Projects**
**Sub-Programme 3.1: Learning Programmes**

Output Indicator No	Output Indicator	2020/2021 Target	Q1 Target	Q2 Target	Q3 Target	Q4 Target	2020/2021 Budget	
3 (1)	Number of workers whose learner agreements are registered with the HWSETA for learnerships as industry funded or HWSETA funded in the reporting period	1815	182	535	472	626	R32 181 268	
3 (2)	Number of workers reported to the HWSETA as having completed learnership programmes registered with the HWSETA as industry or HWSETA funded in the reporting period.	1980	50	50	1000	880	Admin Budget	
4 (1)	Number of employed apprentices and trainee technicians entered- into the HWSETA funded apprenticeship programme in the reporting period	50	5	15	15	15	R4 137 170	
4 (2)	Number of employed apprentices and trainee technicians reported to the HWSETA as having completed apprenticeships funded by the HWSETA in the reporting period	18	0	0	0	18	Admin Budget	
6 (1)	Number of workers entered-into the HWSETA undergraduate and post-graduate bursaries in the reporting period	Post-Grad	60	0	0	0	60	R3 165 000
		Under-Grad	630	32	252	252	94	R18 641 700
6 (2)	Number of workers re-entered-into the HWSETA undergraduate and post-graduate bursaries in the reporting period	Post-Grad	30	0	0	0	30	R1 584 000
		Under-Grad	125	15	15	50	45	R3 698 750
6 (3)	Number of workers reported to the HWSETA for having completed undergraduate and postgraduate qualifications funded by the HWSETA in the reporting period	Post-Grad	36	0	0	0	36	Admin Budget
		Under-Grad	106	10	10	46	40	Admin Budget
8 (1)	Number of workers entered- into credit and non-credit bearing skills programmes funded by the HWSETA in the reporting period	17328	413	2660	7127	7128	R69 312 000	
8 (2)	Number of workers reported to the HWSETA as having completed credit and non-credit bearing skills programmes funded by the HWSETA in the reporting period	4951	951	1000	2000	1000	Admin Budget	
16(1)	Number of lecturers from TVET and other public colleges <sup>20</sup> funded by the HWSETA for skills development in the reporting period	50	0	0	25	25	R256 400	
16(2)	Number of lecturers from TVET and other public colleges reported to the HWSETA as having completed training funded by the HWSETA in the reporting period	32	0	0	0	32	Admin Budget	
17 (1)	Number of students from TVET and other public colleges funded by the HWSETA for vocational and occupational training in the reporting period	767	20	50	348	349	R45 000 000	
17 (2)	Number of students from TVET and other public colleges reported to the HWSETA as having completed vocational and occupational training funded by the HWSETA in the reporting period	1917	150	300	733	734	Admin Budget	
21 (1)	Number of workers entered- into AET programmes funded by the HWSETA in the reporting period	27	27	0	0	0	R127 662	
21 (2)	Number of workers reported to the HWSETA as having completed AET programmes funded by the HWSETA in the reporting period	294	15	15	164	100	Admin Budget	

<sup>20</sup> Other Public Colleges comprise of Nursing Colleges, Emergency Services Colleges (EMS), and Agricultural Colleges (for Veterinary training) etc. These colleges are a priority to the HWSETA as they are colleges in the health welfare sector



**Programme 3: Skills Development Programmes and Projects**
**Sub-Programme 3.1: Learning Programmes**

Output Indicator No	Output Indicator	2020/2021 Target	Q1 Target	Q2 Target	Q3 Target	Q4 Target	2020/2021 Budget	
7 (1)	Number of unemployed graduates entered-into the internship programme funded by the HWSETA in the reporting period	2420	61	968	968	423	R183 997 440	
7 (2)	Number of unemployed graduates reported to the HWSETA as having completed the internship programme funded by the HWSETA in the reporting period	660	100	100	200	260	Admin Budget	
26 (1)	Number of unemployed apprentices and trainee technicians entered- into the HWSETA funded apprenticeship programme in the reporting period	100	8	30	30	32	R13 410 000	
26 (2)	Number of unemployed apprentices and trainee technicians reported to the HWSETA as having completed apprenticeships funded by the HWSETA in the reporting period	201	10	10	120	61	Admin Budget	
27 (1)	Number of unemployed persons entered-into the HWSETA undergraduate and post-graduate bursaries in the reporting period	Post-Grad	40	0	0	0	40	R0
		Under-Grad	700	35	280	280	105	R65 915 923
27 (2)	Number of unemployed persons re-entered-into the HWSETA undergraduate and post-graduate bursaries in the reporting period	Post-Grad	10	0	0	0	10	R633 600
		Under-Grad	242	15	15	150	62	R22 788 076
27 (3)	Number of unemployed persons reported to the HWSETA as having completed undergraduate and postgraduate qualifications funded by the HWSETA in the reporting period	Post-Grad	24	0	0	0	24	Admin Budget
		Under-Grad	307	15	20	72	200	Admin Budget
28 (1)	Number of TVET and other college students entered-into work integrated programmes funded by the HWSETA in the reporting period	1000	50	400	400	150	R108 000 000	
28 (2)	Number TVET and other college students reported to the HWSETA as having completed the work integrated programmes funded by the HWSETA in the reporting period	600	0	0	300	300	Admin Budget	
28 (3)	Number of university students entered-into work integrated programmes funded by the HWSETA in the reporting period	960	48	384	384	144	R14 400 000	
28 (4)	Number university students reported to the HWSETA as having completed the work integrated programmes funded by the HWSETA in the reporting period	363	0	0	182	181	Admin Budget	
29 (1)	Number of unemployed persons whose learner agreements are registered with the HWSETA for learnerships as industry funded or HWSETA funded in the reporting period	2500	198	750	750	802	R102 979 523	
29 (2)	Number of unemployed persons reported to the HWSETA as having completed learnerships registered with the HWSETA as industry or HWSETA funded in the reporting period	2370	70	300	1000	1000	Admin Budget	
30 (1)	Number of unemployed persons entered- into credit and non-credit bearing skills programmes funded by the HWSETA in the reporting period	2500	150	800	800	750	R13 750 000	
30 (2)	Number of unemployed persons reported to the HWSETA as having completed credit and non-credit bearing skills programmes funded by the HWSETA in the reporting period	1774	74	500	800	400	Admin Budget	
31 (1)	Number of unemployed persons entered- into AET programmes funded by the HWSETA in the reporting period	540	27	216	216	81	R2 553 224	

<b>Programme 3: Skills Development Programmes and Projects</b>							
<b>Sub-Programme 3.1: Learning Programmes</b>							
<b>Output Indicator No</b>	<b>Output Indicator</b>	<b>2020/2021 Target</b>	<b>Q1 Target</b>	<b>Q2 Target</b>	<b>Q3 Target</b>	<b>Q4 Target</b>	<b>2020/2021 Budget</b>
31 (2)	Number of unemployed persons reported to the HWSETA for having completed <sup>21</sup> AET programmes funded by the HWSETA in the reporting period	294	15	15	164	100	Admin Budget

<sup>21</sup> Completions are reported to the HWSETA within 12 months of having completed the funded programme

**Programme 3: Skills Development Programmes and Projects**

**Sub-Programme 3.2: Workplace Skills Plan and Projects**

Output Indicator No	Output Indicator	2020/2021 Target	Q1 Target	Q2 Target	Q3 Target	Q4 Target	2020/2021 Budget
1	Number of rural and provincial development projects funded by the HWSETA through grants to develop and address mid-level skills in the reporting period	6	0	2	2	2	R0
2	Number of employers in the sector who open-up their workplaces for learning through partnerships with the HWSETA in the reporting period	271	14	100	100	57	Learnership& Skills Programme Budget
9	Number of cooperatives in the health and welfare sector whose skills needs are funded by the HWSETA per year	30	2	12	12	4	R4 500 000
10	Number of small and emerging businesses from the health and welfare sector whose skills needs funded by the HWSETA per year	158	8	63	63	24	R2 002 176
11 (1)	Number of officials from NGOs and NPOs funded by the HWSETA for skills development per year	143	7	57	57	22	R7 500 000
11 (2)	Number of officials from Trade Unions funded by the HWSETA for skills development per year	61	3	25	25	8	R5 170 176
13 (1)	Number of WSPs and ATRs approved for Small firms per year	440	0	140	170	170	Mandatory Grant
13 (2)	Number of WSPs and ATRs approved for Medium firms per year	65	0	15	25	25	Mandatory Grant
13 (3)	Number of WSPs and ATRs approved for Large firms per year	99	0	20	40	39	Mandatory Grant
14	Number of projects funded through discretionary grants aimed at public sector education and training in the reporting period	15	1	5	5	4	R15 000 000
22	Number of skills development initiatives of levy exempt organisations funded by the HWSETA in the reporting period	9	9	0	0	0	R638 307
23	Number of partnerships entered-into by the HWSETA with post-school education institutions, professional Councils, employer bodies, and communities of practice in the reporting period	27	2	2	11	12	R15 957 653

**Programme 4: Quality assurance and qualification development**

Output Indicator No	Output Indicator	2020/2021 Target	Q1 Target	Q2 Target	Q3 Target	Q4 Target	2020/2021 Budget
15 (2)	Number of career guidance practitioners funded for training by the HWSETA in the strategic period	15	0	0	7	8	R375 000
19 (1)	Number of skills development providers accredited and re-accredited <sup>22</sup> by the HWSETA in the reporting period	70	17	17	18	18	Admin Budget
19 (2)	Percentage of assessors evaluated and registered <sup>23</sup> by the HWSETA in the reporting period	80%	0%	0%	0%	80%	Admin Budget
19 (3)	Percentage of moderators evaluated and registered <sup>24</sup> by the HWSETA in the reporting period	80%	0%	0%	0%	80%	Admin Budget
19 (4)	Number of certificates issued by the HWSETA to learners found competent by skills development providers <sup>25</sup> and then confirmed by HWSETA in the reporting period	3300	825	825	825	825	Admin Budget
24	Number of full and part occupational qualifications developed by the HWSETA and accepted by the QCTO for registration	4	0	0	1	3	R4 723 194
25 (1)	Number of workers entered-into the HWSETA RPL programme in the reporting period.	350	18	140	140	52	R0
25 (2)	Number of workers reported at the HWSETA as having completed the RPL programme funded by the HWSETA in the reporting period	228	0	18	140	70	Admin Budget

<sup>22</sup> The accreditation and re-accreditation includes, both, primary and secondary accreditation by the HWSETA

<sup>23</sup> Numerator for calculating the percentage is number of assessors registered and the denominator is the total number of assessor applicants evaluated

<sup>24</sup> Numerator for calculating the percentage is number of moderators registered and the denominator is the total number of moderator applicants evaluated

<sup>25</sup> These skills development training providers are accredited by the HWSETA

## 6. Explanation of Planned Performance over the five Year Planning Period

Planning follows the results based approach. This means that impact to be derived from effecting the mandate the HWSETA was identified. To identify this impact the NSDP (2019) was used as the basis, as it provides the outcomes that must be cascaded into the strategic plans of SETAs. From these outcomes, impact was identified and then output statement were constructed as roadmap for the achievement of outcomes. A results chain was therefore developed in line with the mandate of the HWSETA. The following is the results chain that guided construction on impact statements, outcome statements, and output statements.

DESCRIPTION OF RESULTS CHAIN FOR THE STRATEGY OF THE HWSETA			
RESULTS CHAIN	DESCRIPTION OF ELEMENTS OF A RESULTS CHAIN	FINANCIAL SUPPORT GIVEN TO EMPLOYED PERSONS	FINANCIAL SUPPORT GIVEN TO UNEMPLOYED PERSONS
<b>Input</b>	All the resources that contribute to the production and delivery of outputs. Inputs are "what we use to do the work". They include finances, personnel, equipment and buildings.	Discretionary Grant, personnel, technology and infrastructure	Discretionary Grant, personnel, technology and infrastructure
<b>Activities</b>	The processes or actions that use a range of inputs to produce the desired outputs and ultimately outcomes. In essence, activities describe "what we do"	Funding for the training of employed persons from enrolment to completion	Funding for the training of unemployed persons from enrolment to completion
<b>Output</b>	The final products, or goods and services produced for delivery. Outputs may be defined as "what we produce or deliver".	Qualification obtained by employed persons through HWSTA funding increase their capacity and makes them able to create own opportunities	Qualification obtained by unemployed persons through HWSTA funding makes them employable or able to create own opportunities
<b>Outcome</b>	The medium-term results for specific beneficiaries that are the consequence of achieving specific outputs. Outcomes should relate clearly to an institution's strategic goals and objectives set out in its plans. Outcomes are "what we wish to achieve".	Results of obtaining qualification which may be finding a job or furthering studies for the unemployed or furthering one's studies, or increased level of skills for the employed	Results of obtaining qualification which may be increased level of skills for the employed

Financial resourcing was done together with the compilation of output indicators. Each indicator and sub-indicator has been allocated a budget. It is through this budget that the outputs will be achieved.

## 7. Programme Resource Considerations

### Expenditure estimates

STATEMENT OF FINANCIAL PERFORMANCE	Audited			Adjusted Budget	Proposed Budget			5 Year Budget to 2019-2023
	2016-2017 R'000	2017-2018 R'000	2018-2019 R'000	2019-2020 R'000	2020-2021 R'000	2021-2022 R'000	2022-2023 R'000	Total R'000
REVENUE								
Non - Exchange Revenue	516 954	568 963	636 745	663 532	698 699	735 730	774 724	3 509 429
Skills Development Levy: income	509 518	562 182	630 316	663 532	698 699	735 730	774 724	3 503 000
Skills Development Levy: penalties and interest	7 436	6 781	6 429	0	0			6 429
Exchange Revenue	55 033	56 895	62 730	65 548	69 022	72 681	76 533	346 514
Interest income	51 791	56 493	62 427	65 548	69 022	72 681	76 533	346 211
Other income	3 242	402	303					303
								0
Total revenue	571 987	625 858	699 475	729 080	767 721	808 410	851 256	3 855 943
EXPENSES								0
Total expenses	473 147	462 661	574 487	724 080	764 721	805 411	848 256	3 716 955
Employer grant and project expenses	373 157	345 795	446 172	569 133	602 089	634 158	667 928	2 916 796
Administration expenses	97 954	114 640	125 215	151 547	159 052	167 482	176 359	778 833
QCTO funding	2 036	2 226	3 100	3 400	3 580	3 770	3 970	21 326
Net surplus for the Period before capex	98 840	163 197	124 988	5 000	3 000	3 000	3 000	138 988
Capital expenditure	2 764	4 072	1 961	5 000	3 000	3 000	3 000	15 961
	Audited	Audited	Audited	Adjusted Budget	Proposed Budget	Proposed Budget	Proposed Budget	5 Year Budget to 2022-2023
SKILLS DEVELOPMENT INCOME	2016-2017 R'000	2017-2018 R'000	2018-2019 R'000	2019-2020 R'000	2020-2021 R'000	2021-2022 R'000	2022-2023 R'000	Total R'000
Levy income: Administration	126 953	131 436	146 575	154 152	162 322	170 926	179 985	813 960
Levies received from SARS	51 572	57 542	63 706	66 891	70 437	74 170	78 101	353 304
Levies received from Government Departments	75 381	73 894	82 869	87 261	91 886	96 756	101 884	460 656
								0
Levy income: Employer Grants	98 066	109 697	119 338	125 663	132 323	139 336	146 721	663 381
Levies received from SARS	98 066	109 697	119 338	125 663	132 323	139 336	146 721	663 381
								0
Levy income: Discretionary Grants	284 499	321 049	364 403	383 716	404 053	425 468	448 018	2 025 659
Levies received from SARS	243 165	271 439	302 709	318 753	335 646	353 436	372 168	1 682 712
Levies received from Government Departments	41 343	49 610	61 694	64 964	68 407	72 032	75 850	342 947
	509 518	562 182	630 316	663 532	698 699	735 730	774 724	3 503 000
EMPLOYER GRANT AND PROJECT EXPENDITURE	2016-2017 R'000	2017-2018 R'000	2018-2019 R'000	2019-2020 R'000	2020-2021 R'000	2021-2022 R'000	2022-2023 R'000	Total R'000
Mandatory grants	60 634	68 809	78 751	87 964	92 626	97 535	102 705	459 581
Discretionary grants	312 523	276 986	367 421	481 169	509 463	535 316	563 846	2 457 215
	373 157	345 795	446 172	569 133	602 089	632 851	666 551	2 916 796
Estimated Participation Rate	62%	63%	66%	70%	70%	70%	70%	

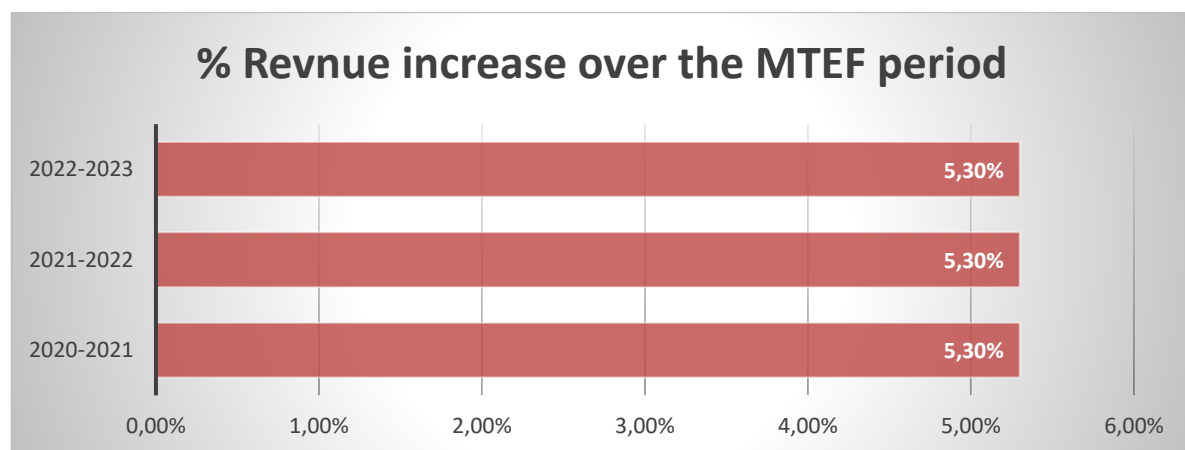
The estimated revenue from Skills Development Levies is conservative taking into account on average a 5.8% increase from year to year. Actual revenue in the past has at least kept abreast with CPI, and the HWSETA's levy base remains stable. Actual penalties received do vary from year to year and cannot be estimated reliably, but will not be significantly different from the estimated penalties to be received above.

On 1 April 2013, a Cabinet Memorandum, Cabinet Memorandum No 53 of 2012, came into effect where all Departments of Health and Social Development must contribute 30% of their training budget to the HWSETA. The contribution is utilized as follows:

<b>10%</b>	<b>Administration of the HWSETA</b>
<b>20%</b>	<b>Discretionary grant funding</b>

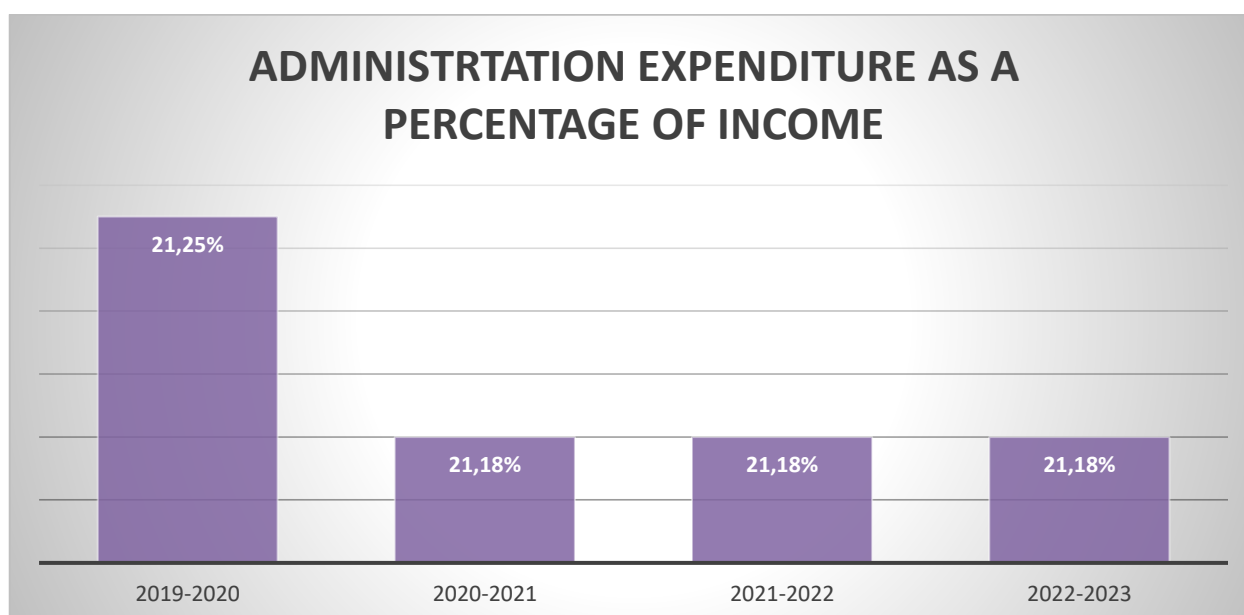
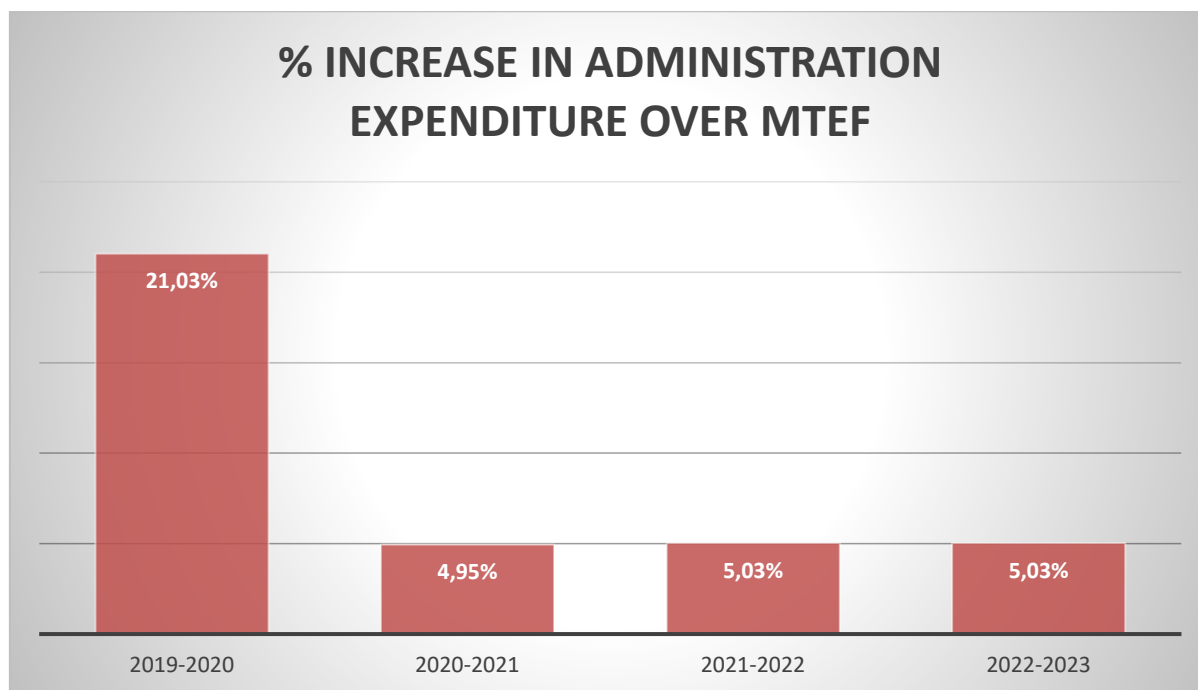
The contribution by Government Departments is reflected in the budget as a conservative figure due to the poor collection of this stream of levies over the last three years. These levies that add to revenue distorts the % of revenue allocated for administration and discretionary grant expenditure. Therefore, the %'s allocated for the administration of 10.5% and discretionary of 49.5%, is distorted.

**% Revenue increase over the MTEF period:**



The estimated revenue for the current year and the MTEF period is sufficient to address by large the skills development needs of the sector.

HWSETA's administration expenditure projections are between 5.6% to 10% over the current and MTEF period. This is because some expenditure does not increase in line with CPI either due to its nature or due to contractual obligations. Based on the support from Government Departments contributing to the administration of the HWSETA, the HWSETA is able to meet all its obligations relating to operations.



The HWSETA's income for administration expenditure is supplemented by the income received from the Government Departments of Health and Social Development.

Refer to attached annexures for detail of budget per programme.



## 7.1 Relating expenditure trends to strategic outcome-oriented goals

Discretionary grant funding of R468 million, R489 million and R510 million over the MTEF period covers the targets set out in the strategic plan.

The funding model per project has been revised and projected over the MTEF period. The targets set are determined based on a number of factors including the SSP research, strategic planning, the prior year actual achievements and Government priorities. The administration budget set aside caters for sufficient capacity within the HWSETA to meet all target set in the MTEF period. Any approved project administration costs for Programmes 2, 3 and 4 are up to 7.5% as determined by the Grant Regulations. Rationalization of the HWSETA structure was recommended and approved by the HWSETA Board on March 2016. The budget has been put aside for this.

In the past two years, 2017-2018 and 2018-2019, the HWSETA has committed 97% and 116% of its discretionary grant reserve respectively for funding, with exceptional performance against predetermined targets.

## 8. Update Key Risks

Outcome	Key risk	Risk Mitigation
Research, monitoring, evaluation, and impact system of the HWSETA provide a credible skills planning and evaluation system that ensures that its funding initiatives yield good impact in the strategic period	Not having enough research capacity internally to research on the 17 research outputs stated in the NSDS and also creating baselines for all outcome indicators whose baselines have not been established	Outsource some of the research and impact assessment projects. Manage the SLAs of those projects and ensure quality in the work done
The HWSETA delivers its mandate efficiently and effectively through its well capacitated organizational structure and business processes that are automated and integrated in the strategic period	Although the organizational structure may be well capacitated, the budget may not be sufficient as a result of the BUSA/DHET court judgement.  ERP may not yield efficiencies immediately as such systems take time to be optimally in use	Seek legal advice on the court judgement and best way-forward. Perhaps revise APP target for the year affected to be able to manage the transition  IT staff to manage the migration from manual system to automated has been added.
The HWSETA promotes linkages between education and the workplace to increase work-based learning opportunities in the health and welfare sector in the strategic period	Employers not fully exposing learners to workplace practical training	Conduct M&E visits and interview learner as they are directly affected
The HWSETA provides quality assurance services for the health and welfare sector that ensures quality in occupational education and training in the strategic period	QCTO taking over its quality assurance function	The ETQA will gradually develop quality assurance functions to strengthen quality in the training funded by the HWSETA
The HWSETA supports the growth of the public college system so that public colleges may qualify as a centres of specialisation in the strategic period	A majority of Colleges of Nursing and EMS are not well supported  Very few TVET colleges offer qualifications in health and welfare	Support a high number of Nursing Colleges and EMS colleges
The HWSETA supports career development services related to the health and welfare sector and makes them accessible to rural and targeted youths in the strategic period	Relevant data not collected for measuring outcome indicators	New data collecting templates will be created and issued to the manager responsible to implement
The HWSETA contributes to the improvement of level of skills for 50% of the South African workforce through various learning programmes that address the critical skills required by the sector in the strategic period.	Since the baseline is not yet established it may happen that 50% of the workforce is not feasible	Baseline will be collected and when next cycle of planning comes the 5 year target will be revised
The HWSETA contributes to increased access, by the unemployed, into occupationally directed programmes of the health and welfare sector in the strategic period	Employment rate of students who complete qualifications may not reached desired target due to economic climate	Expose students to training on self-employment so that students on rely on jobs, they can create their own jobs

Outcome	Key risk	Risk Mitigation
The HWSETA supports officials from NGOs, NPOs, and Trade Unions in order to strengthen governance and service delivery, and thus advance social, rural, and community development in the strategic period	NGOs/NPOs may experience staff turnover due to low salaries and thus result in application for training on the same qualification	Employees in management will be trained so they may roll-out the training when inducting orientation
The HWSETA supports skills development for entrepreneurial and cooperative activities, as well as the establishment of new enterprises and cooperatives in the strategic period	Non-sustainability of small business may result in the same training offered over and over again	Train owners so they may transfer skills to employees

## PART D:

### TECHNICAL INDICATOR DESCRIPTOR

HWSETA is a registered company in the Western Cape, South Africa. It is a not-for-profit organisation and is not a government department. It is a separate legal entity and is not a part of the government. It is a separate legal entity and is not a part of the government. It is a separate legal entity and is not a part of the government.

Output Indicator 1	
<b>Indicator Title</b>	Number of rural and provincial development projects funded by the HWSETA through grants to develop and address mid-level skills in the reporting period
<b>Definition</b>	This indicator measures the number of rural and provincial mid-level skills development projects funded by the HWSETA. Mid-level skills development programmes are those aligned or pitched at NQF level 4 to 6.
<b>Source of Data</b>	Employers participating in rural and provincial projects Proposals for funding (when available)
<b>Method of Calculating/Measuring</b>	Performance against this indicator will be measured by counting the number of partnership agreements signed with relevant stakeholders based on projects.
<b>Assumptions</b>	The health and social development will make their rural and provincial priorities known to the HWSETA and will play their role in ensuring that there are partnership agreements in place and that these get implemented
<b>Means of verification</b>	MoAs signed by the HWSETA to support rural and provincial skills development projects
<b>Disaggregation of Beneficiaries</b>	Targets for Women: N/A Targets for Youth: N/A Targets for people with Disabilities: N/A
<b>Calculation Type</b>	Non-cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	The HWSETA will fund rural and provincial skills development projects
<b>Indicator Responsibility</b>	Projects Manager
<b>Indicator Weight</b>	4%

Output Indicator 2	
<b>Indicator Title</b>	Number of employers in the sector who open-up their workplaces for learning through partnerships with the HWSETA in the reporting period
<b>Definition</b>	This indicator measures the number of employers who enter into partnerships with the HWSETA to place learners funded by the HWSETA in workplaces for workplace-based training
<b>Source of Data</b>	Employers participating in learnerships, internships, TVET WIL, University WIL, and artisans
<b>Method of Calculating/Measuring</b>	Each employer is calculated once even though participation may involve a number of learning programmes
<b>Means of verification</b>	List of all employers participating in workplace-based training MoAs between the HWSETA and employers that participate in learnerships, internships, TVET WIL, University WIL, and artisans
<b>Assumptions</b>	Employers who enter-into these partnerships will not decommit
<b>Disaggregation of Beneficiaries</b>	Targets for Women: N/A Targets for Youth: N/A Targets for people with Disabilities: N/A
<b>Calculation Type</b>	Non-cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	All employers who sign MoAs with the HWSETA for placing learners in workplace position will place them for the duration of the learning programme and expose learners to relevant work exposure
<b>Indicator Responsibility</b>	Projects Manager Learning Programme Manager
<b>Indicator Weight</b>	4%

Output Indicator 3(1)	
<b>Indicator Title</b>	Number of workers whose learner agreements are registered with the HWSETA for learnerships as industry funded or HWSETA funded in the reporting period
<b>Definition</b>	This indicator identifies workers enrolled on learnerships established by the HWSETA in terms of section 16 of the Skills Development Act 97 of 2008; whose learner agreements are registered with the HWSETA in terms of section 17(3) of the Skills Development Act 97 of 2008. This includes both workers funded by the HWSETA and those funded by the industry. Those that are funded will constitute a minimum of 60%.

<b>Source of Data</b>	Employers Training Providers Learners
<b>Method of Calculating/Measuring</b>	Each worker has one learner agreement per learnership and each learner agreement is counted once whether funded by HWSETA or by the industry
<b>Means of verification</b>	MoAs (for HWSETA funded learners) Learner schedule or database Learner agreement forms ID copy of learner (availability is dependent on learner consent)
<b>Assumptions</b>	Learners enrolled on learnerships established by the HWSETA have learner agreements registered with the HWSETA whether they are funded by the HWSETA or by the industry.
<b>Disaggregation of Beneficiaries</b>	Targets for Women: N/A Targets for Youth: N/A Targets for people with Disabilities: N/A
<b>Calculation Type</b>	Non-cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	Employers should register learner agreements of all learners enrolled for learnerships established by the HWSETA with the HWSETA in adherence to section 17(3) of the Skills Development Act 97 of 2008, as amended
<b>Indicator Responsibility</b>	Learning Programme Manager
<b>Indicator Weight</b>	3,4%

<b>Output Indicator 3(2)</b>	
<b>Indicator Title</b>	Number of workers reported to the HWSETA as having completed learnership programmes registered with the HWSETA as industry or HWSETA funded in the reporting period
<b>Definition</b>	This indicator identifies the number of workers who are reported as having completed learnership training that was registered with the HWSETA through the registration of learnership agreements. This includes both workers funded by the HWSETA and the industry. The completion of the learnership depends on the length of the learnership programme, which can span from a year to two years. Completions are therefore reported by employers or training providers after completion of the learnership programme.
<b>Source of Data</b>	Employers Training Providers Learners
<b>Method of Calculating/Measuring</b>	Learners that who complete learnerships that were registered with the HWSETA, whether funded by the HWSETA or the industry, will be recorded as achievements against this indicator
<b>Means of verification</b>	Proof of completion in the form of statement of results or qualification certificate. For HWSETA funded learnership, the endorsement of learner results by the HWSETA through a verification report will be accepted as proof completion.
<b>Assumptions</b>	Employers and/or training providers will timeously report completions to the HWSETA
<b>Disaggregation of Beneficiaries</b>	Targets for Women: N/A Targets for Youth: N/A Targets for people with Disabilities: N/A
<b>Calculation Type</b>	Non-cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	Completions of learnership programmes are reported by employers and training providers timeously so as to improve efficiencies in reporting
<b>Indicator Responsibility</b>	Learning Programme Manager
<b>Indicator Weight</b>	0,3%

<b>Output Indicator 4(1)</b>	
<b>Indicator Title</b>	Number of employed apprentices and trainee technicians entered- into the HWSETA funded apprenticeship programme in the reporting period
<b>Definition</b>	This indicator identifies the number of employed apprentices and trainee technicians supported by the HWSETA through funding
<b>Source of Data</b>	Employer organisations Skills Development Providers Learners
<b>Method of Calculating/Measuring</b>	Each apprentice or trainee technician is counted once

<b>Means of verification</b>	MoAs Learner agreements ID copy of learner (availability is dependent on learner consent)
<b>Assumptions</b>	Learners funded by the HWSETA for apprenticeships or as trainee technicians successfully complete their training
<b>Disaggregation of Beneficiaries</b>	Targets for Women: N/A Targets for Youth: N/A Targets for people with Disabilities: N/A
<b>Calculation Type</b>	Non-cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	Employers should register learner agreements of all learners enrolled for apprenticeships funded by the HWSETA
<b>Indicator Responsibility</b>	Learning Programme Manager
<b>Indicator Weight</b>	2,8%

<b>Output Indicator 4(2)</b>	
<b>Indicator Title</b>	Number of employed apprentices and trainee technicians reported to the HWSETA as having completed apprenticeships funded by the HWSETA in the reporting period
<b>Definition</b>	This indicator identifies the number of employed apprentices or trainee technicians who are reported as having completed apprenticeships that were funded by the HWSETA. The completion of the apprenticeship depends on the length of the programme, which can span from 18 months year to three years. Completions are therefore reported by employers or training providers after completion of the programme.
<b>Source of Data</b>	Employers Skills Development Providers Learners
<b>Method of Calculating/Measuring</b>	One proof of completion will be calculated once
<b>Means of verification</b>	Proof of completion in the form of statement of results or qualification certificate.
<b>Assumptions</b>	Employers and/or Skills Development Providers will timeously report completions to the HWSETA
<b>Disaggregation of Beneficiaries</b>	Targets for Women: N/A Targets for Youth: N/A Targets for people with Disabilities: N/A
<b>Calculation Type</b>	Non-cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	Completions of apprenticeship programmes are reported by employers and skills development providers timeously so as to improve efficiencies in reporting
<b>Indicator Responsibility</b>	Learning Programme Manager
<b>Indicator Weight</b>	0,3%

<b>Output Indicator 5(1)</b>	
<b>Indicator Title</b>	Number of monitoring, evaluation, and impact studies, including tracer studies, completed and confirmed by key stakeholders as measuring the performance of learning programmes and projects implemented by the HWSETA in the reporting period
<b>Definition</b>	The indicator measures the number of monitoring, evaluation, and impact studies, including tracer studies, completed and confirmed by key stakeholders as measuring the performance of learning programmes and projects implemented by the HWSETA. The key stakeholders that can confirm these reports include HWSETA implementing managers, executive managers, and/or Board Committees
<b>Source of Data</b>	Monitoring, evaluation, and impact study reports, including tracer study reports
<b>Method of Calculating/Measuring</b>	Total number of M&E reports completed and then confirmed by stakeholders
<b>Means of Verification</b>	Monitoring, evaluation, and impact study reports, including tracer study reports Confirmation of findings by key stakeholders
<b>Assumptions</b>	Key stakeholders, particularly HWSETA implementing managers will timeously provide the M&E officers and Impact Assessment Practitioner with all documentation required to conduct the studies
<b>Disaggregation of Beneficiaries</b>	Targets for Women: N/A Targets for Youth: N/A Targets for people with Disabilities: N/A
<b>Calculation Type</b>	Non-cumulative
<b>Reporting Cycle</b>	Quarterly

<b>Desired Performance</b>	M&E Officer or Impact Assessment Practitioner will conduct a credible monitoring and evaluation study whose results can be confirmed by key stakeholders as measuring the performance of programmes and projects of the HWSETA
<b>Indicator Responsibility</b>	Manager responsible for programme under review M&E Officer Impact Assessment Practitioner
<b>Indicator weight</b>	1%

<b>Output Indicator 5(2)</b>	
<b>Indicator Title</b>	Percentage of unemployed persons reached through the track and trace study after completing learning programmes funded by the HWSETA <sup>26</sup> in the reporting period.
<b>Definition</b>	The indicator measures the response rate of unemployed persons funded by the HWSETA to the track and trace study conducted by the HWSETA. Reached refers to persons that participated in the interviews by providing responses to the interview questions posed by the HWSETA
<b>Source of Data</b>	Unemployed learner funded by the HWSETA and successfully completed learning programmes, such as learnerships, undergrad bursaries, internships, and apprenticeships.
<b>Method of Calculating/Measuring</b>	The response rate is calculated by the total number of learners who responded to the track and trace study questionnaire administered either by the HWSETA or by a service provider on behalf of the HWSETA against the target population.
<b>Means of Verification</b>	Sampling frame (list of all unemployed students that completed learnerships, artisans, bursaries, internships and had contact numbers) Data dump from students that participated in the track and trace study Audios of students that participated in the track and trace study
<b>Assumptions</b>	Contact numbers in the sampling frame are contactable and belong to the students on the list
<b>Disaggregation of Beneficiaries</b>	Targets for Women: N/A Targets for Youth: N/A Targets for people with Disabilities: N/A
<b>Calculation Type</b>	Non-cumulative
<b>Reporting Cycle</b>	Annually
<b>Desired Performance</b>	Contact numbers in the sampling frame are contactable and belong to the students on the list All students agree to participate in the study
<b>Indicator Responsibility</b>	Projects Manager Learning Programme Manager M&E Manager
<b>Indicator weight</b>	3%

<b>Output Indicator 6(1)</b>		
<b>Indicator Title</b>	Number of workers entered-into the HWSETA undergraduate and post-graduate bursaries in the reporting period	
<b>Definition</b>	<b>Under-Graduate</b>	<b>Post-Graduate</b>
	This indicator identifies the number of workers funded by the HWSETA through under-graduate bursaries	This indicator identifies the number of workers funded by the HWSETA through post-graduate bursaries
<b>Source of Data</b>	Universities who signed MoAs with the HWSETA for Under-Graduate Bursaries Funded Under-Graduate Students	Universities who signed MoAs with the HWSETA for Post-Graduate Bursaries Funded Post-Graduate Students
<b>Method of Calculating/Measuring</b>	Each under-graduate student that is employed who accepts the HWSETA bursary by signing a registration form will form part of the actual achievement against this indicator	Each post-graduate student that is employed who accepts the HWSETA bursary by signing a registration form will form part of the actual achievement against this indicator
<b>Means of verification</b>	MoAs Learner registration form ID copy of learner (availability is dependent on learner consent)	MoAs Learner agreement or registration form ID copy of learner (availability is dependent on learner consent)
<b>Assumptions</b>	Learners funded through post-graduate bursaries will successfully complete their qualifications	Learners funded through post-graduate bursaries will successfully complete their qualifications

<sup>26</sup> Such learning programmes include under-graduate bursaries, learnerships, apprenticeships, and internships

<b>Disaggregation of Beneficiaries</b>	Targets for Women: N/A Targets for Youth: N/A Targets for people with Disabilities: N/A	Targets for Women: N/A Targets for Youth: N/A Targets for people with Disabilities: N/A
<b>Calculation Type</b>	Non-cumulative	Non-cumulative
<b>Reporting Cycle</b>	Quarterly	Quarterly
<b>Desired Performance</b>	Learners should sign HWSETA registration forms to accept the bursary	Learners should sign HWSETA registration forms to accept the bursary
<b>Indicator Responsibility</b>	Projects Manager	Research Manager
<b>Indicator Weight</b>	1,4%	1,4%

Output Indicator 6(2)		
<b>Indicator Title</b>	Number of workers re-entered-into the HWSETA undergraduate and post-graduate bursaries in the reporting period	
<b>Definition</b>	<b>Under-Graduate</b>	<b>Post-Graduate</b>
	This indicator identifies the number of workers funded by the HWSETA through under-graduate bursaries who re-register for the next level of a multi-year qualification	This indicator identifies the number of workers funded by the HWSETA through post-graduate bursaries who re-register for the next level of a multi-year qualification
<b>Source of Data</b>	Universities who signed MoAs with the HWSETA for Under-Graduate Bursaries Funded Under-Graduate Students	Universities who signed MoAs with the HWSETA for Post-Graduate Bursaries Funded Post-Graduate Students
<b>Method of Calculating/Measuring</b>	Each under-graduate student that is employed who accepts the HWSETA bursary by signing a registration form will form part of the actual achievement against this indicator	Each post-graduate student that is employed who accepts the HWSETA bursary by signing a re-registration form will form part of the actual achievement against this indicator
<b>Means of verification</b>	MoAs Learner registration form ID copy of learner (availability is dependent on learner consent)	MoAs Learner registration form ID copy of learner (availability is dependent on learner consent)
<b>Assumptions</b>	Learners funded on under-graduate bursaries are registered with the HWSETA.	Learners funded on post-graduate bursaries are registered with the HWSETA.
<b>Disaggregation of Beneficiaries</b>	Targets for Women: N/A Targets for Youth: N/A Targets for people with Disabilities: N/A	Targets for Women: N/A Targets for Youth: N/A Targets for people with Disabilities: N/A
<b>Calculation Type</b>	Non-cumulative	Non-cumulative
<b>Reporting Cycle</b>	Quarterly	Quarterly
<b>Desired Performance</b>	Learners should sign HWSETA registration forms to accept the bursary	Learners should sign HWSETA registration forms to accept the bursary
<b>Indicator Responsibility</b>	Projects Manager	Research Manager
<b>Indicator Weight</b>	0,5%	0,5%

Output Indicator 6(3)		
<b>Indicator Title</b>	Number of workers reported to the HWSETA for having completed undergraduate and postgraduate qualifications funded by the HWSETA in the reporting period	
<b>Definition</b>	<b>Under-Graduate</b>	<b>Post-Graduate</b>
	This indicator identifies the number of employed under-graduate students who completed qualifications funded by the HWSETA. The completion depends on the length of the programme, which can span from a year to five years.	This indicator identifies the number of employed post-graduate students who completed qualifications funded by the HWSETA. The completion depends on the length of the programme, which can span from a year to five years.
<b>Source of Data</b>	Universities who signed MoAs with the HWSETA for Under-Graduate Bursaries Funded Under-Graduate Students	Universities who signed MoAs with the HWSETA for Post-Graduate Bursaries Funded Post-Graduate Students
<b>Method of Calculating/Measuring</b>	Each under-graduate student that is employed who received a bursary from the HWSETA to fund under-graduate studies and then completes his or her studies will form part of the actual achievement against this indicator	Each post-graduate student that is employed who received a bursary from the HWSETA to fund post-graduate studies and then completes his or her studies will form part of the actual achievement against this indicator



<b>Means of verification</b>	Proof of completion in the form of statement of results or qualification certificate.	Proof of completion for Honours, Post-Qualification and Master's degree and PhDs through course work will be in the form of statement of results or qualification certificate.  Proof of completion for Master's and PhDs through dissertation only will include a dissertation signed by the student and letter from the supervisor or examiner stating that the dissertation has been completed.
<b>Assumptions</b>	Students will timeously report completions to the HWSETA	Funded Post-Graduate Students will timeously report completions to the HWSETA
<b>Disaggregation of Beneficiaries</b>	Targets for Women: N/A Targets for Youth: N/A Targets for people with Disabilities: N/A	Targets for Women: N/A Targets for Youth: N/A Targets for people with Disabilities: N/A
<b>Calculation Type</b>	Non-cumulative	Non-cumulative
<b>Reporting Cycle</b>	Quarterly	Quarterly
<b>Desired Performance</b>	Completions are reported by learners timeously so as to improve efficiencies in reporting	Completions are reported by learners timeously so as to improve efficiencies in reporting
<b>Indicator Responsibility</b>	Projects Manager	Research Manager
<b>Indicator Weight</b>	0,3%	0,3%

<b>Output Indicator 7(1)</b>	
<b>Indicator Title</b>	Number of unemployed graduates entered-into the internship programme funded by the HWSETA in the reporting period
<b>Definition</b>	This indicator identifies the number of unemployed persons who are placed on work experience programmes funded by the HWSETA after completing their qualifications
<b>Source of Data</b>	Employer organisations Funded Learners
<b>Method of Calculating/Measuring</b>	Learners that have obtained a qualification that are placed with employers in the health and social development sector on an internship programme that is funded by the HWSETA are reported as achievements against this indicator
<b>Means of verification</b>	MoAs with employers participating in the internship programme of the HWSETA Internship agreement or registration form signed by learners ID copy of learner (availability is dependent on learner consent)
<b>Assumptions</b>	Employers will expose unemployed graduates to work experience that will help them to find jobs.
<b>Disaggregation of Beneficiaries</b>	Targets for Women: N/A Targets for Youth: N/A Targets for people with Disabilities: N/A
<b>Calculation Type</b>	Non-cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	All unemployed graduates that are placed on internship programmes should find jobs before the internship ends
<b>Indicator Responsibility</b>	Projects Manager
<b>Indicator Weight</b>	1,6%

<b>Output Indicator 7(2)</b>	
<b>Indicator Title</b>	Number of unemployed graduates reported to the HWSETA as having completed the internship programme funded by the HWSETA in the reporting period
<b>Definition</b>	This indicator identifies the number of unemployed graduates who completed internship programmes funded by the HWSETA. The completion may be at resignation, which may be prior to the end of the internship programme or at the end of the internship programme.
<b>Source of Data</b>	Employer Organisation Learners
<b>Method of Calculating/Measuring</b>	All interns funded by the HWSETA who complete the internship either due to it coming to an end or on resignation of an intern due to finding a job will be counted as an achievement against this indicator
<b>Means of verification</b>	Proof of completion in the form of employer report
<b>Assumptions</b>	Employer organisation will timeously report completions to the HWSETA
<b>Disaggregation of Beneficiaries</b>	Targets for Women: N/A Targets for Youth: N/A Targets for people with Disabilities: N/A
<b>Calculation Type</b>	Non-cumulative
<b>Reporting Cycle</b>	Quarterly

<b>Desired Performance</b>	Completions are reported by employer organisations timeously so as to improve efficiencies in reporting
<b>Indicator Responsibility</b>	Projects Manager
<b>Indicator Weight</b>	0,3%

<b>Output Indicator 8(1)</b>	
<b>Indicator Title</b>	Number of workers entered- into credit and non-credit bearing skills programmes funded by the HWSETA in the reporting period
<b>Definition</b>	This indicator identifies the number of workers funded by the HWSETA for skills programmes that are aligned to the NQF or non-aligned to the NQF. These cater for the critical skills required by the workers. These skills may be obtained through formal or informal forms of education.
<b>Source of Data</b>	Employer organisations Funded learners
<b>Method of Calculating/Measuring</b>	All workers funded for skills programmes by the HWSETA are recorded as achievements against this indicator by the HWSETA.
<b>Means of verification</b>	MoAs with employers participating in skills programmes Learner agreement or registration form ID copy of learner (availability is dependent on learner consent)
<b>Assumptions</b>	Learners should attend the skills programme and complete it.
<b>Disaggregation of Beneficiaries</b>	Targets for Women: N/A Targets for Youth: N/A Targets for people with Disabilities: N/A
<b>Calculation Type</b>	Non-cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	Employer organisations should register their learner agreements with the HWSETA.
<b>Indicator Responsibility</b>	Learning Programme Manager
<b>Indicator Weight</b>	2,4%

<b>Output Indicator 8(2)</b>	
<b>Indicator Title</b>	Number of workers reported to the HWSETA as having completed credit and non-credit bearing skills programmes funded by the HWSETA in the reporting period
<b>Definition</b>	This indicator identifies the number of workers who completed skills programmes funded by the HWSETA. The completion depends on the length of the programme, which can span from a day to nine months
<b>Source of Data</b>	Employer organisations Funded learners
<b>Method of Calculating/Measuring</b>	All workers funded for skills programmes by the HWSETA who complete the skills programme are recorded as achievements against this indicator.
<b>Means of verification</b>	Proof of completion in the form of statement of results or certificate of completion. For HWSETA skills programmes, the endorsement of learner results by the HWSETA through a verification report will be accepted as proof completion.
<b>Assumptions</b>	Employer organisations will timeously report completions to the HWSETA
<b>Disaggregation of Beneficiaries</b>	Targets for Women: N/A Targets for Youth: N/A Targets for people with Disabilities: N/A
<b>Calculation Type</b>	Non-cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	Completions are reported by employer organisations timeously so as to improve efficiencies in reporting
<b>Indicator Responsibility</b>	Learning Programme Manager
<b>Indicator Weight</b>	0,3%

<b>Indicator 9</b>	
<b>Indicator Title</b>	Number of cooperatives in the health and welfare sector whose skills needs are funded by the HWSETA per year
<b>Definition</b>	This indicator identifies and supports skills development needs of cooperatives in the health and welfare sector.
<b>Source of Data</b>	Members of Cooperatives
<b>Method of Calculating/Measuring</b>	Cooperatives that have been funded are reported as achievements
<b>Means of Verification</b>	MoA or SLA with relevant stakeholder Registration of Cooperative

<b>Assumptions</b>	Cooperatives will identify skills needs relevant to their core business
<b>Disaggregation of Beneficiaries</b>	Priority will be given to cooperatives with a majority of women as part of membership and also youth.
<b>Calculation Type</b>	Non-cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	The HWSETA will fund skills development priorities of cooperatives
<b>Indicator Responsibility</b>	Projects Manager
<b>Indicator Weight</b>	2,5%

<b>Indicator 10</b>	
<b>Indicator Title</b>	Number of small and emerging businesses from the health and welfare sector whose skills needs funded by the HWSETA per year
<b>Definition</b>	This indicator identifies skills development needs of small and emerging businesses in the health and welfare sector. The Revised Schedule 1 of the National Definition of Small Enterprise in South Africa defines small businesses as those that have 11-50 paid employees and medium businesses as those that have 51-250 paid employees. Emerging organisations are growing organisations that can have one employee to 10 employees.
<b>Source of Data</b>	Small and Emerging business that have been funded for skills development are reported as achievements
<b>Method of Calculating/Measuring</b>	Skills development needs of small and emerging businesses and lists priorities. Skills development programmes funded by the HWSETA are then measured if they addressed these priorities
<b>Means of Verification</b>	MoAs with small and emerging businesses Schedule of funded small and emerging businesses
<b>Assumptions</b>	The HWSETA will fund skills development priorities of small and emerging businesses
<b>Disaggregation of Beneficiaries</b>	Targets for Women: N/A Targets for Youth: N/A Targets for people with Disabilities: N/A
<b>Calculation Type</b>	Non-cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	The HWSETA will fund skills development priorities of small and emerging businesses
<b>Indicator Responsibility</b>	WSP Manager
<b>Indicator Weight</b>	2,5%

<b>Indicator 11 (1)</b>	
<b>Indicator Title</b>	Number of officials from NGOs and NPOs funded by the HWSETA for skills development per year
<b>Definition</b>	This indicator identifies the number of employees from NGOs and/or NPOs that have been exposed to some form of skills development programme by the HWSETA
<b>Source of Data</b>	Employees from NGOs and/or NPOs
<b>Method of Calculating/Measuring</b>	Officials exposed to skills development programmes through HWSETA funding will be recorded as achievements against this indicator
<b>Means of verification</b>	MoAs with NPOs and NGOs Schedule or list of official that have been trained Attendance registers of the training
<b>Assumptions</b>	The HWSETA will fund skills development priorities of NGOs/NPOs
<b>Disaggregation of Beneficiaries</b>	Targets for Women: N/A Targets for Youth: N/A Targets for people with Disabilities: N/A
<b>Calculation Type</b>	Non-cumulative
<b>Reporting Cycle</b>	Annually
<b>Desired Performance</b>	The HWSETA will fund skills development priorities of NGOs/NPOs/Trade Unions
<b>Indicator Responsibility</b>	Projects Manager
<b>Indicator Weight</b>	2,9%

<b>Indicator 11 (2)</b>	
<b>Indicator Title</b>	Number of officials from Trade Unions funded by the HWSETA for skills development per year
<b>Definition</b>	This indicator identifies the number of employees from Trade Unions that have been exposed to some form of skills development programme by the HWSETA
<b>Source of Data</b>	Questionnaires completed by Trade unions and employees trained
<b>Method of Calculating/Measuring</b>	Officials exposed to skills development programmes through HWSETA funding will be recorded as achievements against this indicator
<b>Means of verification</b>	MoAs with Trade Unions or SLA with service provider

	Schedule or list of official that have been trained Attendance registers of the training
<b>Assumptions</b>	The HWSETA will fund skills development priorities of Trade Unions
<b>Disaggregation of Beneficiaries</b>	Targets for Women: N/A Targets for Youth: N/A Targets for people with Disabilities: N/A
<b>Calculation Type</b>	Non-Cumulative
<b>Reporting Cycle</b>	Annually
<b>Desired Performance</b>	The HWSETA will fund skills development priorities of NGOs/NPos/Trade Unions
<b>Indicator Responsibility</b>	Projects Manager
<b>Indicator Weight</b>	2%

Output Indicator 12(1)		
<b>Indicator Title</b>	Number of SSP updates and applied research reports <sup>27</sup> completed and confirmed by key stakeholders <sup>28</sup> as providing information about occupations in demand, skills needs, and the education and training landscape for the sector in the reporting period.	
<b>Definition</b>	The reports the latest SSP update and number of research reports <sup>29</sup> produced per financial year. The SSP Update is acknowledged by the DHET and the research reports are confirmed by one of the HWSETA Board Committees.	
<b>Source of Data</b>	SSP Update Research reports	
<b>Method of Calculating/Measuring</b>	Number of research reports and latest SSP update produced per year Presentation of these reports and updates that show coverage of NSDP research outputs, occupations on demand, skills needs, and the education and training landscape.	
<b>Means of verification</b>	Research reports Submission to one of the Board Committees	SSP update signed by the Board Chairperson Proof of submission to the DHET
<b>Assumptions</b>	These should be first planned for in the research agenda	
<b>Disaggregation of Beneficiaries</b>	Targets for Women: N/A Targets for Youth: N/A Targets for people with Disabilities: N/A	
<b>Calculation Type</b>	Non-Cumulative	
<b>Reporting Cycle</b>	Annually	
<b>Desired Performance</b>	To cover at least one NSDP outcome in each research report Research report findings to be included in the SSP Update	
<b>Indicator Responsibility</b>	Research Manager	
<b>Indicator Weight</b>	3%	

Output Indicator 12(2)		
<b>Indicator Title</b>	Number of research articles published by the HWSETA in peer reviewed dissemination platforms <sup>30</sup> to make them accessible to internal and external stakeholders, as well as the public in the reporting period.	
<b>Definition</b>	The indicator identifies the publication of research reports and SSP Updates in the HWSETA research publication platforms such as the HWSETA website, the DHET publication platforms, and other Journals. It promotes the translation of research outputs into information that can be used by internal and external stakeholders of the HWSETA.	
<b>Source of Data</b>	Publications of articles produced from SSP Updates, which may be in a form of executive summaries and abstracts Publications of articles produced from Research reports; which may be in a form of executive summaries and abstracts	
<b>Method of Calculating/Measuring</b>	Accessing the SSP and research reports through internal and external publication platforms	
<b>Means of verification</b>	Links or access into publication platforms with each of the research publications, which may be in a form of executive summaries and abstracts	
<b>Assumptions</b>	The research reports should first be peer reviewed	

<sup>27</sup> SSP updates and research reports produced by the HWSETA identify occupations in demand and skills needs in the sector, and aims to inform planning for skills development in the sector

<sup>28</sup> Confirmation of SSP update and research reports by stakeholders refers to the presentation of findings to one of the Board Committees.

<sup>29</sup> SSP updates and research reports produced by the HWSETA identify occupations in demand and skills needs in the sector, and aims to inform planning for skills development in the sector

<sup>30</sup> Peer reviewed dissemination platforms include the HWSETA research publication on the HWSETA website, DHET research publications, and other Journals.

<b>Disaggregation of Beneficiaries</b>	Not Applicable
<b>Calculation Type</b>	Annually
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	For all research reports and annual SSP update to be published once confirmed by key stakeholders
<b>Indicator Responsibility</b>	Research Manager
<b>Indicator Weight</b>	0,9%

<b>Indicator 13(1)</b>	
<b>Indicator Title</b>	Number of WSPs and ATRs approved for Small firms per year
<b>Definition</b>	This indicator measures the number of small firms whose Workplace Skills Plans/Annual Training Reports (WSPs/ATRs) were evaluated and approved by the HWSETA during the reporting period. Small firms are firms that have 0-49 employees
<b>Source of Data</b>	List of Small Firms with approved WSPs/ATRs Access to the WSP ERP module
<b>Method of Calculating/Measuring</b>	Small firms whose WSPs are approved will be recorded as achievements against this indicator
<b>Means of verification</b>	List of Small Firms with approved WSPs/ATRs Access to the WSP ERP module
<b>Assumptions</b>	Small firms will submit WSPs/ATRs that meet minimum standards for approval
<b>Disaggregation of Beneficiaries</b>	Targets for Women: N/A Targets for Youth: N/A Targets for people with Disabilities: N/A
<b>Calculation Type</b>	Non-Cumulative
<b>Reporting Cycle</b>	Annually
<b>Desired Performance</b>	The Small firms will submit WSPs/ATRs that meet minimum standards for approval
<b>Indicator Responsibility</b>	WSP Manager
<b>Indicator Weight</b>	0,5%

<b>Indicator 13(2)</b>	
<b>Indicator Title</b>	Number of WSPs and ATRs approved for Medium firms per year
<b>Definition</b>	This indicator measures the number of medium firms whose Workplace Skills Plans/Annual Training Reports (WSPs/ATRs) were evaluated and approved by the HWSETA during the reporting period. Medium firms are firms that have 50-149 employees
<b>Source of Data</b>	List of Medium Firms with approved WSPs/ATRs Access to the WSP ERP module
<b>Method of Calculating/Measuring</b>	Medium firms whose WSPs are approved will be recorded as achievements against this indicator
<b>Means of verification</b>	List of Medium Firms with approved WSPs/ATRs Access to the WSP ERP module
<b>Assumptions</b>	Medium firms will submit WSPs/ATRs that meet minimum standards for approval
<b>Disaggregation of Beneficiaries</b>	Targets for Women: N/A Targets for Youth: N/A Targets for people with Disabilities: N/A
<b>Calculation Type</b>	Non-Cumulative
<b>Reporting Cycle</b>	Annually
<b>Desired Performance</b>	The Medium firms will submit WSPs/ATRs that meet minimum standards for approval
<b>Indicator Responsibility</b>	WSP Manager
<b>Indicator Weight</b>	0,5%

<b>Indicator 13(3)</b>	
<b>Indicator Title</b>	Number of WSPs and ATRs approved for Large firms per year
<b>Definition</b>	This indicator measures the number of large firms whose Workplace Skills Plans/Annual Training Reports (WSPs/ATRs) were evaluated and approved by the HWSETA during the reporting period. Large firms are firms that have 150> employees
<b>Source of Data</b>	List of Large Firms with approved WSPs/ATRs Access to the WSP ERP module
<b>Method of Calculating/Measuring</b>	Larger firms whose WSPs are approved will be recorded as achievements against this indicator

<b>Means of verification</b>	List of Large Firms with approved WSPs/ATRs Access to the WSP ERP module
<b>Assumptions</b>	Large firms will submit WSPs/ATRs that meet minimum standards for approval
<b>Disaggregation of Beneficiaries</b>	Targets for Women: N/A Targets for Youth: N/A Targets for people with Disabilities: N/A
<b>Calculation Type</b>	Non-Cumulative
<b>Reporting Cycle</b>	Annually
<b>Desired Performance</b>	The Large firms will submit WSPs/ATRs that meet minimum standards for approval
<b>Indicator Responsibility</b>	WSP Manager
<b>Indicator Weight</b>	0,5%

<b>Indicator 14</b>	
<b>Indicator Title</b>	Number of projects funded through discretionary grants aimed at public sector education and training in the reporting period
<b>Definition</b>	This indicator measures the number of skills development projects of the public sector, particularly but not limited to the Departments of Health and Social Development, that are supported by the HWSETA through discretionary grant funding in the reporting period.
<b>Source of Data</b>	MoAs signed by the HWSETA to support the skills development projects of the Departments of Health and Social Development and other public sector institutions
<b>Method of Calculating/Measuring</b>	Number of skills development projects of the Departments of Health and Social Development and other public sector institutions supported by the HWSETA
<b>Means of Verification</b>	MoAs signed by the HWSETA with the Departments of Health and Social Development and other public sector institutions
<b>Assumptions</b>	The HWSETA will fund skills development priorities of the department of social development and health and other public sector institutions
<b>Disaggregation of Beneficiaries</b>	Targets for Women: N/A Targets for Youth: N/A Targets for people with Disabilities: N/A
<b>Calculation Type</b>	Non-cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	The HWSETA will fund skills development priorities of the department of social development and health and other public sector institutions
<b>Indicator Responsibility</b>	Projects Manager
<b>Indicator Weight</b>	4%

<b>Indicator 15(1)</b>	
<b>Indicator Title</b>	The number of school and post-school youths, mainly from rural areas, reached through career development awareness programmes in the strategic period
<b>Definition</b>	This indicator measures exposure of pupils to career guidance services, especially those from rural areas.
<b>Source of Data</b>	The Marketing division will provide attendance registers, report on the event,
<b>Method of Calculating/Measuring</b>	Schools who attend HWSETA awareness campaigns will be located in a geo-map. Based on the location, the school will be classified as being in a rural or urban settlement
<b>Means of verification</b>	Attendance register signed by pupils who attended the training Report of the event
<b>Assumptions</b>	Pupils reside within the vicinity of the location of the school. Therefore, if the school is situated in a rural area, it will be assumed that the pupils from that school are from the rural areas
<b>Disaggregation of Beneficiaries</b>	Rural schools serviced should at least be 50% and a majority of learners should be the youth
<b>Reporting Cycle</b>	Annually
<b>Desired Performance</b>	The Marketing division will make career guidance services available to pupils from rural schools
<b>Indicator Responsibility</b>	Marketing Manager Provincial Managers
<b>Indicator Weight</b>	1,9%

Indicator 15(2)	
<b>Indicator Title</b>	Number of career guidance practitioners funded for training by the HWSETA in the strategic period
<b>Definition</b>	This indicator identifies career guidance practitioners trained by the HWSETA who offer their services to rural schools
<b>Source of Data</b>	Career guidance practitioners
<b>Method of Calculating/Measuring</b>	Practitioners who attend training will be recorded as achievements against this indicator
<b>Means of verification</b>	MoA with relevant stakeholder or SLA with service provider Schedule or list of funded practitioners Attendance register from the training
<b>Assumptions</b>	Selection will enquire on area of practice if it covers rural schools
<b>Disaggregation of Beneficiaries</b>	Rural schools serviced should at least be 50% and a majority of learners should be the youth
<b>Reporting Cycle</b>	Annually
<b>Desired Performance</b>	Rural schools serviced should at least be 50%
<b>Indicator Responsibility</b>	Learner Achievement Manager Provider Accreditation Manager
<b>Indicator Weight</b>	1%

Indicator 16 (1)	
<b>Indicator Title</b>	Number of lecturers from TVET and other public colleges <sup>31</sup> funded by the HWSETA for skills development in the reporting period
<b>Definition</b>	This indicator measures the number of lectures from TVET Colleges and other public colleges funded by the HWSETA for skills development in the reporting period. Other Public Colleges comprise of Nursing Colleges, Emergency Services Colleges (EMS), and Agricultural Colleges (for Veterinary training) etc. These colleges are a priority to the HWSETA as they are colleges in the health welfare sector.
<b>Source of Data</b>	MoA Schedule or list of lecturers funded Registration forms of lecturers funded ID copy of lecturers funded (availability is dependent on learner consent)
<b>Method of Calculating/Measuring</b>	All lecturers funded for skills development programmes by the HWSETA are recorded as achievements against this indicator by the HWSETA
<b>Means of Verification</b>	MoA Schedule or list of lecturers funded Registration forms of lecturers funded ID copy of lecturers funded (availability is dependent on learner consent)
<b>Assumptions</b>	Lecturer funded will complete the programme
<b>Disaggregation of Beneficiaries</b>	Targets for Women: N/A Targets for Youth: N/A Targets for people with Disabilities: N/A
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	Employer organisations should register their learner agreements with the HWSETA
<b>Indicator Responsibility</b>	Projects Manager
<b>Indicator Weight</b>	4%

Indicator 16 (2)	
<b>Indicator Title</b>	Number of lecturers from TVET and other public colleges reported to the HWSETA as having completed training funded by the HWSETA in the reporting period
<b>Definition</b>	This indicator measures the number of lectures from TVET Colleges and other public colleges that completed training funded by the HWSETA in the reporting period. Other Public Colleges comprise of Nursing Colleges, Emergency Services Colleges (EMS), and Agricultural Colleges (for Veterinary training) etc. These colleges are a priority to the HWSETA as they are colleges in the health welfare sector.
<b>Source of Data</b>	Schedule or list of lecturers funded Proof of completion in the form of statement of results or qualification certificate.
<b>Method of Calculating/Measuring</b>	Funded learners who complete training will be recorded as achievements against this indicator
<b>Means of verification</b>	Proof of completion in the form of statement of results or qualification certificate.

<sup>31</sup> Other Public Colleges comprise of Nursing Colleges, Emergency Services Colleges (EMS), and Agricultural Colleges (for Veterinary training) etc. These colleges are a priority to the HWSETA as they are colleges in the health welfare sector

<b>Assumptions</b>	TVET and other public college lecturers will timeously report completions to the HWSETA
<b>Disaggregation of Beneficiaries</b>	Targets for Women: N/A Targets for Youth: N/A Targets for people with Disabilities: N/A
<b>Calculation Type</b>	Non-cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	Completions are reported by TVET and other public college lecturers timeously so as to improve efficiencies in reporting
<b>Indicator Responsibility</b>	Projects Manager
<b>Indicator Weight</b>	0,3%

<b>Output Indicator 17(1)</b>	
<b>Indicator Title</b>	Number of students from TVET and other public colleges funded by the HWSETA for vocational and occupational training in the reporting period
<b>Definition</b>	This indicator identifies the number of TVET and other public colleges students funded by the HWSETA. Other Public Colleges comprise of Nursing Colleges, Emergency Services Colleges (EMS), and Agricultural Colleges (for Veterinary training) etc. These colleges are a priority to the HWSETA as they are colleges in the health welfare sector.
<b>Source of Data</b>	TVET and other public colleges HWSETA learner database
<b>Method of Calculating/Measuring</b>	All learners funded through vocational bursaries by the HWSETA are recorded as achievements against this indicator by the HWSETA
<b>Means of verification</b>	MoA Schedule or list of learners Learner registration forms ID copy of learner (availability is dependent on learner consent)
<b>Assumptions</b>	Learners funded for vocational training will complete the programme.
<b>Disaggregation of Beneficiaries</b>	Targets for Women: N/A Targets for Youth: N/A Targets for people with Disabilities: N/A
<b>Calculation Type</b>	Non-cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	Employer organisations should register their learner agreements with the HWSETA
<b>Indicator Responsibility</b>	Projects Manager
<b>Indicator Weight</b>	4%

<b>Output Indicator 17(2)</b>	
<b>Indicator Title</b>	Number of students from TVET and other public colleges reported to the HWSETA as having completed vocational and occupational training funded by the HWSETA in the reporting period
<b>Definition</b>	This indicator identifies the number of TVET and other public college students who completed vocational training funded by the HWSETA. The completion depends on the length of the programme, which can span from a three-months to a year. Other Public Colleges comprise of Nursing Colleges, Emergency Services Colleges (EMS), and Agricultural Colleges (for Veterinary training) etc. These colleges are a priority to the HWSETA as they are colleges in the health welfare sector.
<b>Source of Data</b>	TVET or other public colleges Learners
<b>Method of Calculating/Measuring</b>	Funded learners who complete training will be recorded as achievements against this indicator
<b>Means of verification</b>	Proof of completion in the form of statement of results or qualification certificate.
<b>Assumptions</b>	TVET and other public colleges will timeously report completions to the HWSETA
<b>Disaggregation of Beneficiaries</b>	Targets for Women: N/A Targets for Youth: N/A Targets for people with Disabilities: N/A
<b>Calculation Type</b>	Non-cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	Completions are reported by TVET and other public college timeously so as to improve efficiencies in reporting
<b>Indicator Responsibility</b>	Projects Manager
<b>Indicator Weight</b>	0,3%



Output Indicator 18	
<b>Indicator Title</b>	Percentage of filled positions in the organizational structure of the HWSETA to facilitates the delivery of its mandate and achievement of its targets in the reporting period
<b>Definition</b>	This indicator measures the number of positions filled on the approved organogram, at the end of each quarter, in the reporting period
<b>Source of Data</b>	Organogram of the HWSETA showing filled and vacant positions
<b>Method of Calculating/Measuring</b>	Number of filled positions against total positions existing in the organogram of the HWSETA
<b>Means of Verification</b>	Organogram of the HWSETA showing filled and vacant positions
<b>Assumptions</b>	Organogram will be updated at the end of every quarter List of current employee contracts of the HWSETA will be updated monthly
<b>Disaggregation of Beneficiaries</b>	Targets for Women: N/A Targets for Youth: N/A Targets for people with Disabilities: N/A
<b>Calculation Type</b>	Cumulative (year-to-date)
<b>Desired Performance</b>	95% of positions in the approved organogram will be filled by the end of each financial year
<b>Indicator Responsibility</b>	HR Manager
<b>Indicator Weight</b>	2%

Indicator 19 (1)	
<b>Indicator Title</b>	Number of skills development providers accredited and re-accredited <sup>32</sup> by the HWSETA in the reporting period
<b>Definition</b>	This indicator measures skills development providers that are accredited and those that are re-accredited by the HWSETA based on legacy regulations or the QCTO
<b>Source of Data</b>	List of Accredited and/or re-accredited skills development providers Accreditation and/or re-accreditation letter
<b>Method of Calculating/Measuring</b>	Organisations whose application for accreditation or re-accreditation are successful and are thus issued an accreditation or re-accreditation letter are recorded as achievements against this indicator
<b>Means of Verification</b>	List of Accredited and/or re-accredited skills development providers Accreditation and/or re-accreditation letter
<b>Assumptions</b>	Only training providers accredited by the HWSETA will be reported
<b>Disaggregation of Beneficiaries</b>	Targets for Women: N/A Targets for Youth: N/A Targets for people with Disabilities: N/A
<b>Calculation Type</b>	Non-cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	Accredited training providers and re-accredited training providers
<b>Indicator Responsibility</b>	Provider Accreditation Manager
<b>Indicator Weight</b>	0,6%

Indicator 19 (2)	
<b>Indicator Title</b>	Percentage of assessors evaluated and registered <sup>33</sup> by the HWSETA in the reporting period
<b>Definition</b>	This indicator measures assessors that applied for registration, whose applications were evaluated and an outcome was communicated. This outcome may be a registered as an assessor or not registered in the reporting period
<b>Source of Data</b>	Letter communicating outcome of evaluation
<b>Method of Calculating/Measuring</b>	Total applicants evaluated by those that get registered
<b>Means of verification</b>	Notification letter of registration or unsuccessful application
<b>Assumptions</b>	Outcome of evaluation will be communicated to all applicants
<b>Disaggregation of Beneficiaries</b>	Targets for Women: N/A Targets for Youth: N/A Targets for people with Disabilities: N/A
<b>Reporting Cycle</b>	Quarterly

<sup>32</sup> The accreditation and re-accreditation includes, both, primary and secondary accreditation by the HWSETA

<sup>33</sup> Numerator for calculating the percentage is number of assessors registered and the denominator is the total number of assessor applicants evaluated

<b>Desired Performance</b>	Outcome of evaluation will be communicated to all applicants
<b>Indicator Responsibility</b>	Learner Achievement manager
<b>Indicator Weight</b>	0,6%

Indicator 19 (3)	
<b>Indicator Title</b>	Percentage of moderators evaluated and registered <sup>34</sup> by the HWSETA in the reporting period
<b>Definition</b>	This indicator measures moderators that applied for registration, whose application was evaluated and an outcome is communicated. This outcome may be a registered as a moderator or not registered in the reporting period
<b>Source of Data</b>	Letter communicating outcome of evaluation
<b>Method of Calculating/Measuring</b>	Total applicants evaluated by those that get registered
<b>Means of verification</b>	Notification letter of registration or unsuccessful application
<b>Assumptions</b>	Outcome of evaluation will be communicated to all applicants
<b>Disaggregation of Beneficiaries</b>	N/A
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	Outcome of evaluation will be communicated to all applicants
<b>Indicator Responsibility</b>	Learner Achievement manager
<b>Indicator Weight</b>	0,6%

Indicator 19(4)	
<b>Indicator Title</b>	Number of certificates issued by the HWSETA to learners found competent by skills development providers and confirmed by the HWSETA in the reporting period
<b>Definition</b>	This indicator measures the number of certificates issued by the HWSETA to learners found competent by skills development providers and confirmed by the HWSETA in the reporting period
<b>Source of Data</b>	Statement of Results, or Qualification Certificate
<b>Method of Calculating/Measuring</b>	Number of qualification certificates or statement of results issued per students or person
<b>Means of Verification</b>	Statement of Results, and/or Qualification Certificate
<b>Assumptions</b>	All students on skills programmes will be issued statement of results All students on full qualifications will be issued a qualification certificate
<b>Disaggregation of Beneficiaries</b>	Targets for Women: N/A Targets for Youth: N/A Targets for people with Disabilities: N/A
<b>Calculation Type</b>	Non-cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	All students on skills programmes will be issued statement of results All students on full qualifications will be issued a qualification certificate
<b>Indicator Responsibility</b>	Learner Achievement manager
<b>Indicator Weight</b>	0,7%

Indicator 20	
<b>Indicator Title</b>	Percentage of HWSETA business processes automated and integrated for efficient delivery of services to the sector in the reporting period
<b>Definition</b>	This indicator identifies business processes planned to be automated and integrated within a financial year
<b>Source of Data</b>	Business process automation and integration plan
<b>Method of Calculating/Measuring</b>	Number of business processes automated and integrated against total business processes planned to be automated per year
<b>Means of verification</b>	Business process automation and integration plan Implementation progress report
<b>Assumptions</b>	The business process automation and integration plan will be implemented in line with set targets

<sup>34</sup> Numerator for calculating the percentage is number of moderators registered and the denominator is the total number of moderator applicants evaluated

<b>Disaggregation of Beneficiaries</b>	Targets for Women: N/A Targets for Youth: N/A Targets for people with Disabilities: N/A
<b>Calculation Type</b>	Cumulative (year-to-date)
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	Business processes of the HWSETA are automated and integrated
<b>Indicator Responsibility</b>	IT Manager
<b>Indicator Weight</b>	2,9%

<b>Output Indicator 21(1)</b>	
<b>Indicator Title</b>	Number of workers entered- into Adult Education and Training (AET) programmes funded by the HWSETA in the reporting period
<b>Definition</b>	This indicator identifies the number of workers funded by the HWSETA for Adult Education and Training which may be undertaken through Community Education and training Centres
<b>Source of Data</b>	Employer organisations HWSETA learner database Registration form
<b>Method of Calculating/Measuring</b>	All learners funded for AET by the HWSETA are recorded as achievements against this indicator by the HWSETA
<b>Means of verification</b>	MoA Schedule or list of learners Learner registration forms ID copy of learner (availability is dependent on learner consent)
<b>Assumptions</b>	Learners funded for AET programmes are registered with the HWSETA.
<b>Disaggregation of Beneficiaries</b>	Targets for Women: N/A Targets for Youth: N/A Targets for people with Disabilities: N/A
<b>Calculation Type</b>	Non-cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	Employer organisations should register their learner agreements with the HWSETA
<b>Indicator Responsibility</b>	Projects Manager
<b>Indicator Weight</b>	1,5%

<b>Output Indicator 21(2)</b>	
<b>Indicator Title</b>	Number of workers reported to the HWSETA as having completed AET programmes funded by the HWSETA in the reporting period
<b>Definition</b>	This indicator identifies the number of workers who completed AET programmes funded by the HWSETA. The completion depends on the length of the programme.
<b>Source of Data</b>	Employer organisations Learners funded
<b>Method of Calculating/Measuring</b>	Funded learners who complete training will be recorded as achievements against this indicator
<b>Means of verification</b>	Proof of completion in the form of statement of results or qualification certificate or certificate of completion
<b>Assumptions</b>	Employers will timeously report completions to the HWSETA
<b>Disaggregation of Beneficiaries</b>	Targets for Women: N/A Targets for Youth: N/A Targets for people with Disabilities: N/A
<b>Calculation Type</b>	Non-cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	Employer organisations should register their learner agreements with the HWSETA
<b>Indicator Responsibility</b>	Projects Manager
<b>Indicator Weight</b>	0,3%

Indicator 22	
<b>Indicator Title</b>	Number of skills development initiatives of levy exempt organisations funded by the HWSETA in the reporting period
<b>Definition</b>	This indicator identifies skills development needs of levy exempt organisations. Levy Exempt Organisations are organisations that are exempted from paying the Skills Levy
<b>Source of Data</b>	levy exempt organisations
<b>Method of Calculating/Measuring</b>	Skills development programmes funded by the HWSETA to support levy exempt organization will be recorded as achievements. One organization can be funded for more than one programme and all programmes where there is an agreement signed will be recorded as achievements
<b>Means of Verification</b>	MoAs signed by the HWSETA and levy exempt organisations
<b>Assumptions</b>	The HWSETA will fund skills development priorities of levy exempt organisations and health
<b>Disaggregation of Beneficiaries</b>	Targets for Women: N/A Targets for Youth: N/A Targets for people with Disabilities: N/A
<b>Calculation Type</b>	Non-cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	The HWSETA will fund skills development priorities of levy exempt organisations
<b>Indicator Responsibility</b>	WSP Manager
<b>Indicator Weight</b>	2,9%

Output Indicator 23	
<b>Indicator Title</b>	Number of partnerships entered-into by the HWSETA with post-school education institutions, professional Councils, employer bodies, and communities of practice in the reporting period
<b>Definition</b>	This indicator measures the number of post-school education institutions, professional and employer bodies, and communities of practice who enter-into partnerships with the HWSETA to train learners funded by the HWSETA. This includes but is not limited to Universities, TVET and other Public Colleges, Professional Councils or Associations etc. Other Public Colleges comprise of Nursing Colleges, Emergency Services Colleges (EMS), and Agricultural Colleges (for Veterinary training) etc. These colleges are a priority to the HWSETA as they are colleges in the health welfare sector.
<b>Source of Data</b>	List of all post-school education institutions that have signed partnership agreements with the HWSETA MoAs signed with post-school education institutions
<b>Method of Calculating/Measuring</b>	Each institution is calculated once even though participation may involve a number of learning programmes
<b>Means of verification</b>	List of all post-school education institutions that have signed partnership agreements with the HWSETA MoAs signed with post-school education institutions
<b>Assumptions</b>	Institutions who enter-into these partnerships will not decommit
<b>Disaggregation of Beneficiaries</b>	Targets for Women: N/A Targets for Youth: N/A Targets for people with Disabilities: N/A
<b>Calculation Type</b>	Non-cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	All institutions who sign Moas with the HWSETA for training learners will do so for the duration of the learning programme
<b>Indicator Responsibility</b>	Projects Manager Research Manager
<b>Indicator Weight</b>	4%

Output Indicator 24	
<b>Indicator Title</b>	Number of full and part occupational qualifications developed by the HWSETA and accepted by the QCTO for registration in the reporting period.
<b>Definition</b>	This indicator identifies the number of full and part-time qualifications developed by the HWSETA and accepted by the QCTO for registration in the reporting period
<b>Source of Data</b>	Facilitators appointed by the HWSETA Fully developed qualification Letter of submission to the QCTO Acknowledgement and acceptance letter issued by the QCTO
<b>Method of Calculating/Measuring</b>	Qualifications submitted to the QCTO for registration and the QCTO acknowledges them will be counted as achievements against this indicator

<b>Means of Verification</b>	Fully developed qualification Letter of submission to the QCTO Acknowledgement letter issued by the QCTO
<b>Assumptions</b>	Institution will teach learners the approved syllabus Institutions apply for certification of learners
<b>Disaggregation of Beneficiaries</b>	Targets for Women: N/A Targets for Youth: N/A Targets for people with Disabilities: N/A
<b>Calculation Type</b>	Cumulative (year-end)
<b>Reporting Cycle</b>	Annually
<b>Desired Performance</b>	Institutions and employers will provide quality education and employers will be willing to appoint qualified learners should there be vacancies
<b>Indicator Responsibility</b>	Manager Qualifications Development
<b>Indicator Weight</b>	1%

<b>Indicator 25(1)</b>	
<b>Indicator Title</b>	Number of workers entered-into the HWSETA RPL programme in the reporting period.
<b>Definition</b>	This indicator identifies workers exposed to Recognition of Prior Learning (RPL), those who obtain part-qualifications after training, and those that obtain full qualifications after training
<b>Source of Data</b>	Employer organisations Skills Development providers Funded learners
<b>Method of Calculating/Measuring</b>	This indicator identifies workers exposed to RPL, those who obtain part-qualifications after training, and those that obtain full qualifications after training
<b>Means of verification</b>	Schedule of list of learners Learner registration forms ID copy of learner (availability is dependent on learner consent)
<b>Assumptions</b>	Learners exposed to RPL will either get part-or full qualifications
<b>Disaggregation of Beneficiaries</b>	Targets for Women: N/A Targets for Youth: N/A Targets for people with Disabilities: N/A
<b>Calculation Type</b>	Non-cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	Annually but assessing cohort that has a year after successfully completing training
<b>Indicator Responsibility</b>	Provider Accreditation Manager Learner Achievement Manager
<b>Indicator Weight</b>	2,4%

<b>Indicator 25(2)</b>	
<b>Indicator Title</b>	Number of workers reported at the HWSETA as having completed the RPL programme funded by the HWSETA in the reporting period
<b>Definition</b>	This indicator identifies workers who complete the RPL assessments or programme.
<b>Source of Data</b>	Employer organisations Skills Development providers Funded learners
<b>Method of Calculating/Measuring</b>	Funded learners who complete assessment will be recorded as achievements against this indicator
<b>Assumptions</b>	Learners exposed to RPL will either get part-or full qualifications
<b>Means of verification</b>	RPL Assessments or employer report or certificate of completion
<b>Disaggregation of Beneficiaries</b>	Targets for Women: N/A Targets for Youth: N/A Targets for people with Disabilities: N/A
<b>Calculation Type</b>	Non-cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	Annually but assessing cohort that has a year after successfully completing training
<b>Indicator Responsibility</b>	Provider Accreditation Manager Learner Achievement Manager
<b>Indicator Weight</b>	0,3%

Output Indicator 26(1)	
Indicator Title	Number of unemployed apprentices and trainee technicians entered- into the HWSETA funded apprenticeship programme in the reporting period
Definition	This indicator identifies the number of unemployed apprentices and trainee technicians supported by the HWSETA through funding
Source of Data	Employer organisations Skills Development Providers Learners
Method of Calculating/Measuring	All learners funded for apprenticeships by the HWSETA are recorded as achievements against this indicator by the HWSETA
Means of verification	MoA Schedule or list of learners Learner registration forms ID copy of learner (availability is dependent on learner consent)
Assumptions	Learners enrolled on learnerships established by the HWSETA have learner agreements registered with the HWSETA whether they are funded by the HWSETA or industry.
Disaggregation of Beneficiaries	Targets for Women: N/A Targets for Youth: N/A Targets for people with Disabilities: N/A
Calculation Type	Non-cumulative
Reporting Cycle	Quarterly
Desired Performance	Employers should register learner agreements of all learners enrolled for apprenticeships funded by the HWSETA
Indicator Responsibility	Learning Programme Manager
Indicator Weight	2,8%

Output Indicator 26(2)	
Indicator Title	Number of unemployed apprentices and trainee technicians reported to the HWSETA as having completed apprenticeships funded by the HWSETA in the reporting period
Definition	This indicator identifies the number of unemployed apprentices or technicians who are reported as having completed apprenticeships that were funded by the HWSETA. The completion of the apprenticeship depends on the length of the programme, which can span from 18 months to three years. Completions are therefore reported by employers or training providers after completion of the programme.
Source of Data	Employers Training Providers Learners
Method of Calculating/Measuring	Funded learners who complete training will be recorded as achievements against this indicator
Means of verification	Proof of completion in the form of statement of results or qualification certificate.
Assumptions	Employers and/or training providers will timeously report completions to the HWSETA
Disaggregation of Beneficiaries	Targets for Women: N/A Targets for Youth: N/A Targets for people with Disabilities: N/A
Calculation Type	Non-cumulative
Reporting Cycle	Quarterly
Desired Performance	Completions of learnership programmes are reported by employers and training providers timeously so as to improve efficiencies in reporting
Indicator Responsibility	Learning Programme Manager
Indicator Weight	0,3%

Output Indicator 27(1)		
Indicator Title	Number of unemployed persons entered-into the HWSETA undergraduate and post-graduate bursaries in the reporting period	
Definition	<b>Under-Graduate</b>	<b>Post-Graduate</b>
	This indicator identifies the number of unemployed persons funded by the HWSETA through undergraduate bursaries	This indicator identifies the number of unemployed persons funded by the HWSETA through post-graduate bursaries

<b>Source of Data</b>	Universities who signed MoAs with the HWSETA for Under-Graduate Bursaries Funded Under-Graduate Students	Universities who signed MoAs with the HWSETA for Post-Graduate Bursaries Funded Post-Graduate Students
<b>Method of Calculating/Measuring</b>	Each under-graduate student that is an unemployed persons who accepts the HWSETA bursary by signing a registration form will form part of the actual achievement against this indicator	Each post-graduate student that is an unemployed persons who accepts the HWSETA bursary by signing a registration form will form part of the actual achievement against this indicator
<b>Means of verification</b>	MoAs Learner registration form ID copy of learner (availability is dependent on learner consent)	MoAs Learner agreement or registration form ID copy of learner (availability is dependent on learner consent)
<b>Assumptions</b>	Learners funded through under-graduate bursaries will successfully complete their qualifications	Learners funded through post-graduate bursaries will successfully complete their qualifications
<b>Disaggregation of Beneficiaries</b>	Targets for Women: N/A Targets for Youth: N/A Targets for people with Disabilities: N/A	Targets for Women: N/A Targets for Youth: N/A Targets for people with Disabilities: N/A
<b>Calculation Type</b>	Non-cumulative	Non-cumulative
<b>Reporting Cycle</b>	Quarterly	Quarterly
<b>Desired Performance</b>	Learners should sign HWSETA registration forms to accept the bursary	Learners should sign HWSETA registration forms to accept the bursary
<b>Indicator Responsibility</b>	Projects Manager	Research Manager
<b>Indicator Weight</b>	1,4%	1,4%

<b>Output Indicator 27(2)</b>		
<b>Indicator Title</b>	Number of unemployed persons re-entered-into the HWSETA undergraduate and post-graduate bursaries in the reporting period	
<b>Definition</b>	<b>Under-Graduate</b>	<b>Post-Graduate</b>
	This indicator identifies the number of unemployed persons funded by the HWSETA through under-graduate bursaries who re-register for the next level of a multi-year qualification	This indicator identifies the number of unemployed persons funded by the HWSETA through post-graduate bursaries who re-register for the next level of a multi-year qualification
<b>Source of Data</b>	Universities who signed MoAs with the HWSETA for Under-Graduate Bursaries Funded Under-Graduate Students	Universities who signed MoAs with the HWSETA for Post-Graduate Bursaries Funded Post-Graduate Students
<b>Method of Calculating/Measuring</b>	Each under-graduate student that is, an unemployed persons, who accepts the HWSETA bursary by signing a registration form will form part of the actual achievement against this indicator	Each post-graduate student that is, an unemployed persons, who accepts the HWSETA bursary by signing a re-registration form will form part of the actual achievement against this indicator
<b>Means of verification</b>	MoAs Learner registration form ID copy of learner (availability is dependent on learner consent)	MoAs Learner registration form ID copy of learner (availability is dependent on learner consent)
<b>Assumptions</b>	Learners funded on under-graduate bursaries are registered with the HWSETA.	Learners funded on post-graduate bursaries are registered with the HWSETA.
<b>Disaggregation of Beneficiaries</b>	Targets for Women: N/A Targets for Youth: N/A Targets for people with Disabilities: N/A	Targets for Women: N/A Targets for Youth: N/A Targets for people with Disabilities: N/A
<b>Calculation Type</b>	Non-cumulative	Non-cumulative
<b>Reporting Cycle</b>	Quarterly	Quarterly
<b>Desired Performance</b>	Learners should sign HWSETA registration forms to accept the bursary	Learners should sign HWSETA registration forms to accept the bursary
<b>Indicator Responsibility</b>	Projects Manager	Research Manager
<b>Indicator Weight</b>	0,5%	0,5%

<b>Output Indicator 27(3)</b>		
<b>Indicator Title</b>	Number of unemployed persons reported to the HWSETA as having completed undergraduate and postgraduate qualifications funded by the HWSETA in the reporting period	
<b>Definition</b>	<b>Under-Graduate</b>	<b>Post-Graduate</b>

	This indicator identifies the number of unemployed under-graduate students who completed qualifications funded by the HWSETA. The completion depends on the length of the programme, which can span from a year to five years.	This indicator identifies the number of unemployed post-graduate students who completed qualifications funded by the HWSETA. The completion depends on the length of the programme, which can span from a year to five years.
<b>Source of Data</b>	Universities who signed MoAs with the HWSETA for Under-Graduate Bursaries Funded Under-Graduate Students	Universities who signed MoAs with the HWSETA for Post-Graduate Bursaries Funded Post-Graduate Students
<b>Method of Calculating/Measuring</b>	Each under-graduate student that is unemployed who received a bursary from the HWSETA to fund under-graduate studies and then completes his or her studies will form part of the actual achievement against this indicator	Each post-graduate student that is unemployed who received a bursary from the HWSETA to fund post-graduate studies and then completes his or her studies will form part of the actual achievement against this indicator
<b>Means of verification</b>	Proof of completion in the form of statement of results or qualification certificate.	Proof of completion for Honours, Post-Qualification and Master's degree and PhDs through course work will be in the form of statement of results or qualification certificate.  Proof of completion for Master's and PhDs through dissertation only will include a dissertation signed by the student and letter from the supervisor or examiner stating that the dissertation has been completed.
<b>Assumptions</b>	Students will timeously report completions to the HWSETA	Funded Post-Graduate Students will timeously report completions to the HWSETA
<b>Disaggregation of Beneficiaries</b>	Targets for Women: N/A Targets for Youth: N/A Targets for people with Disabilities: N/A	Targets for Women: N/A Targets for Youth: N/A Targets for people with Disabilities: N/A
<b>Calculation Type</b>	Non-cumulative	Non-cumulative
<b>Reporting Cycle</b>	Quarterly	Quarterly
<b>Desired Performance</b>	Completions are reported by learners timeously so as to improve efficiencies in reporting	Completions are reported by learners timeously so as to improve efficiencies in reporting
<b>Indicator Responsibility</b>	Projects Manager	Research Manager
<b>Indicator Weight</b>	0,3%	0,3%

<b>Output Indicator 28(1)</b>	
<b>Indicator Title</b>	Number of TVET and other college students entered-into work integrated programmes funded by the HWSETA in the reporting period
<b>Definition</b>	This indicator identifies the number of TVET and other public college students funded by the HWSETA for work integrated programmes
<b>Source of Data</b>	Employer organisations Learners
<b>Method of Calculating/Measuring</b>	All learners funded for TVET college work integrated learning by the HWSETA are recorded as achievements against this indicator by the HWSETA
<b>Means of verification</b>	MoA Schedule or list of learners Learner registration forms ID copy of learner (availability is dependent on learner consent)
<b>Assumptions</b>	TVET and other public college students placed with employers for work integrated learning funded by the HWSETA are registered with the HWSETA.
<b>Disaggregation of Beneficiaries</b>	Targets for Women: N/A Targets for Youth: N/A Targets for people with Disabilities: N/A
<b>Calculation Type</b>	Non-cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	Employer organisations should register learner registration forms for TVET work integrated with the HWSETA
<b>Indicator Responsibility</b>	Projects Manager
<b>Indicator Weight</b>	2%

<b>Output Indicator 28(2)</b>
-------------------------------



<b>Indicator Title</b>	Number TVET and other college students reported to the HWSETA as having completed the work integrated programmes funded by the HWSETA in the reporting period
<b>Definition</b>	This indicator identifies the number of TVET and other public college students who completed work integrated learning programmes funded by the HWSETA. The duration is usually 18 months
<b>Source of Data</b>	Employer Organisation Learners
<b>Method of Calculating/Measuring</b>	Funded learners who complete the programme will be recorded as achievements against this indicator
<b>Means of verification</b>	Proof of completion in the form of employer report
<b>Assumptions</b>	Employer organisation will timeously report completions to the HWSETA
<b>Disaggregation of Beneficiaries</b>	Targets for Women: N/A Targets for Youth: N/A Targets for people with Disabilities: N/A
<b>Calculation Type</b>	Non-cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	Completions are reported by employer organisations timeously so as to improve efficiencies in reporting
<b>Indicator Responsibility</b>	Learning Programme Manager
<b>Indicator Weight</b>	0,3%

<b>Output Indicator 28(3)</b>	
<b>Indicator Title</b>	Number of university students entered-into work integrated programmes funded by the HWSETA in the reporting period
<b>Definition</b>	This indicator identifies the number of university students funded by the HWSETA for work integrated learning. The duration spans from 3 months to a year
<b>Source of Data</b>	Employer organisations HWSETA learner database
<b>Method of Calculating/Measuring</b>	All learners funded for university work integrated learning by the HWSETA are recorded as achievements against this indicator by the HWSETA
<b>Means of verification</b>	MoA Schedule or list of learners Learner registration forms ID copy of learner (availability is dependent on learner consent)
<b>Assumptions</b>	University students placed with employers for work integrated learning funded by the HWSETA are registered with the HWSETA.
<b>Disaggregation of Beneficiaries</b>	Targets for Women: N/A Targets for Youth: N/A Targets for people with Disabilities: N/A
<b>Calculation Type</b>	Non-cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	Employer organisations should register learner registration forms for university work integrated with the HWSETA
<b>Indicator Responsibility</b>	Projects Manager
<b>Indicator Weight</b>	3,4%

<b>Output Indicator 28(4)</b>	
<b>Indicator Title</b>	Number university students reported to the HWSETA as having completed the work integrated programmes funded by the HWSETA in the reporting period
<b>Definition</b>	This indicator identifies the number of university students who completed work integrated learning programmes funded by the HWSETA.
<b>Source of Data</b>	Employer Organisation Learners
<b>Method of Calculating/Measuring</b>	Funded learners who complete the nprogramme will be recorded as achievements against this indicator
<b>Means of verification</b>	Proof of completion in the form of employer report
<b>Assumptions</b>	Employer organisation will timeously report completions to the HWSETA
<b>Disaggregation of Beneficiaries</b>	Targets for Women: N/A Targets for Youth: N/A Targets for people with Disabilities: N/A

<b>Calculation Type</b>	Non-cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	Completions are reported by employer organisations timeously so as to improve efficiencies in reporting
<b>Indicator Responsibility</b>	Learning Programme Manager
<b>Indicator Weight</b>	0,3%

<b>Output Indicator 29(1)</b>	
<b>Indicator Title</b>	Number of unemployed persons whose learner agreements are registered with the HWSETA for learnerships as industry funded or HWSETA funded in the reporting period
<b>Definition</b>	This indicator identifies unemployed persons enrolled on learnerships established by the HWSETA in terms of section 16 of the Skills Development Act 97 of 2008; whose learner agreements are registered with the HWSETA in terms of section 17(3) of the Skills Development Act 97 of 2008. This includes both unemployed persons funded by the HWSETA and those funded by the industry. Those that are funded will constitute a minimum of 60%.
<b>Source of Data</b>	Employer organisations HWSETA learner database
<b>Method of Calculating/Measuring</b>	All learners funded for learnerships by the HWSETA are recorded as achievements against this indicator by the HWSETA
<b>Means of verification</b>	MoA (for funded learners) Schedule or list of learners Learner registration forms ID copy of learner (availability is dependent on learner consent)
<b>Assumptions</b>	Learners enrolled on learnerships established by the HWSETA have learner agreements registered with the HWSETA whether they are funded by the HWSETA or industry.
<b>Disaggregation of Beneficiaries</b>	Targets for Women: N/A Targets for Youth: N/A Targets for people with Disabilities: N/A
<b>Calculation Type</b>	Non-cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	Employers should register learner agreements of all learners enrolled for learnerships established by the HWSETA with the HWSETA in adherence to section 17(3) of the Skills Development Act 97 of 2008, as amended
<b>Indicator Responsibility</b>	Learning Programme Manager
<b>Indicator Weight</b>	3,4%

<b>Output Indicator 29(2)</b>	
<b>Indicator Title</b>	Number of unemployed persons reported to the HWSETA as having completed learnerships registered with the HWSETA as industry or HWSETA funded in the reporting period
<b>Definition</b>	This indicator identifies the number of unemployed persons who are reported as having completed learnership training that was registered with the HWSETA through the registration of learnership agreements. This includes both unemployed persons funded by the HWSETA and the industry. The completion of the learnership depends on the length of the learnership programme, which can span from a year to two years. Completions are therefore reported by employers or training providers after completion of the learnership programme. Reporting the completion is linked with the learnership agreement
<b>Source of Data</b>	Employers Training Providers Learners
<b>Method of Calculating/Measuring</b>	Funded learners who complete training will be recorded as achievements against this indicator
<b>Means of verification</b>	Proof of completion in the form of statement of results or qualification certificate. For HWSETA funded learnership, the endorsement of learner results by the HWSETA through a verification report will be accepted as proof completion.
<b>Assumptions</b>	Employers and/or training providers will timeously report completions to the HWSETA
<b>Disaggregation of Beneficiaries</b>	Targets for Women: N/A Targets for Youth: N/A Targets for people with Disabilities: N/A
<b>Calculation Type</b>	Non-cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	Completions of learnership programmes are reported by employers and training providers timeously so as to improve efficiencies in reporting

<b>Indicator Responsibility</b>	Learning Programme Manager
<b>Indicator Weight</b>	0,3%

<b>Output Indicator 30(1)</b>	
<b>Indicator Title</b>	Number of unemployed persons entered- into credit and non-credit bearing skills programmes funded by the HWSETA in the reporting period
<b>Definition</b>	This indicator identifies the number of unemployed persons funded by the HWSETA for skills programmes that are aligned to the NQF or non-aligned to the NQF. These cater for the critical skills required by the unemployed persons in order to find jobs. These skills may be obtained through formal or informal forms of education.
<b>Source of Data</b>	Employer organisations HWSETA learner database
<b>Method of Calculating/Measuring</b>	Each learner is counted once
<b>Means of verification</b>	MoA Schedule or learner list Learner registration forms ID copy of learner (availability is dependent on learner consent)
<b>Assumptions</b>	Learners funded for skills programmes are registered with the HWSETA.
<b>Disaggregation of Beneficiaries</b>	Targets for Women: N/A Targets for Youth: N/A Targets for people with Disabilities: N/A
<b>Calculation Type</b>	Non-cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	Employer organisations should register their learner agreements with the HWSETA
<b>Indicator Responsibility</b>	Learning Programme Manager
<b>Indicator Weight</b>	2,4%

<b>Output Indicator 30(2)</b>	
<b>Indicator Title</b>	Number of unemployed persons reported to the HWSETA as having completed credit and non-credit bearing skills programmes funded by the HWSETA in the reporting period
<b>Definition</b>	This indicator identifies the number of unemployed persons who completed skills programmes funded by the HWSETA. The completion depends on the length of the programme, which can span from a day to nine months
<b>Source of Data</b>	Employer organisations Learners
<b>Method of Calculating/Measuring</b>	Funded learners who complete training will be recorded as achievements against this indicator
<b>Means of verification</b>	Proof of completion in the form of statement of results. For HWSETA skills programmes, the endorsement of learner results by the HWSETA through a verification report will be accepted as proof completion
<b>Assumptions</b>	Employer organisations will timeously report completions to the HWSETA
<b>Disaggregation of Beneficiaries</b>	Targets for Women: N/A Targets for Youth: N/A Targets for people with Disabilities: N/A
<b>Calculation Type</b>	Non-cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	Completions are reported by employer organisations timeously so as to improve efficiencies in reporting
<b>Indicator Responsibility</b>	Learning Programme Manager
<b>Indicator Weight</b>	0,3%

<b>Output Indicator 31(1)</b>	
<b>Indicator Title</b>	Number of unemployed persons entered- into AET programmes funded by the HWSETA in the reporting period
<b>Definition</b>	This indicator identifies the number of unemployed persons funded by the HWSETA for Adult Education and Training which may be undertaken through Community Education and training Centres
<b>Source of Data</b>	Employer organisations HWSETA learner database
<b>Method of Calculating/Measuring</b>	Each learner is counted once
<b>Means of verification</b>	MoA

	Schedule or list of learners Learner registration forms ID copy of learner (availability is dependent on learner consent)
<b>Assumptions</b>	Learners funded for AET programmes are registered with the HWSETA.
<b>Disaggregation of Beneficiaries</b>	Targets for Women: N/A Targets for Youth: N/A Targets for people with Disabilities: N/A
<b>Calculation Type</b>	Non-cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	Employer organisations should register their learner agreements with the HWSETA
<b>Indicator Responsibility</b>	Projects Manager
<b>Indicator Weight</b>	1,4%

<b>Output Indicator 31(2)</b>	
<b>Indicator Title</b>	Number of unemployed persons reported to the HWSETA as having completed AET programmes funded by the HWSETA in the reporting period
<b>Definition</b>	This indicator identifies the number of unemployed persons who completed AET programmes funded by the HWSETA. The completion depends on the length of the programme.
<b>Source of Data</b>	Employer organisations Learners
<b>Method of Calculating/Measuring</b>	Funded learners who complete training will be recorded as achievements against this indicator
<b>Means of verification</b>	Proof of completion in the form of statement of results or certificate of completion.
<b>Assumptions</b>	Employer organisations will timeously report completions to the HWSETA
<b>Disaggregation of Beneficiaries</b>	Targets for Women: N/A Targets for Youth: N/A Targets for people with Disabilities: N/A
<b>Calculation Type</b>	Non-cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	Completions are reported by employer organisations timeously so as to improve efficiencies in reporting
<b>Indicator Responsibility</b>	Projects Manager
<b>Indicator Weight</b>	0,3%

APP INDICATOR WEIGHTS					
ABRIDGED DESCRIPTION	SOCIO-ECONOMIC STATUS	ENTRY/COMPLETION	INDICATOR	SUB-INDICATOR	WEIGHT
Middle Level Skills Projects	n/a	n/a	1	n/a	4,0%
Employer Participation	n/a	n/a	2	n/a	4,0%
Learnerships	Employed	Entry	3	1	3,4%
Learnerships	Employed	Completion	3	2	0,3%
Artisans	Employed	Entry	4	1	2,8%
Artisans	Employed	Completion	4	2	0,3%
Track and Trace Study	n/a	n/a	5	1	1,0%
Employment Rate	Unemployed	Outcome Evaluation	5	2	3,0%
Under-Grad Bursary	Employed	Entry	6	1	1,4%
Post-Grad Bursary	Employed	Entry	6	1	1,4%
Under-Grad Bursary	Employed	Re-Entry	6	2	0,5%
Post-Grad Bursary	Employed	Re-Entry	6	2	0,5%
Under-Grad Bursary	Employed	Completion	6	3	0,3%
Post-Grad Bursary	Employed	Completion	6	3	0,3%
Internships	Unemployed	Entry	7	1	1,6%
Internships	Unemployed	Completion	7	2	0,3%
Skills Programmes	Employed	Entry	8	1	2,4%
Skills Programmes	Employed	Completion	8	2	0,3%
Cooperatives	n/a	n/a	9	n/a	2,5%
Small Business Support	n/a	n/a	10	n/a	2,5%
NGOs/NPOs	n/a	n/a	11	1	2,9%
Trade Unions	n/a	n/a	11	2	2,0%
Research Reports	n/a	n/a	12	1	3,0%
Publication of Research	n/a	n/a	12	2	0,9%
Large Levy Paying	n/a	n/a	13	1	0,5%
Medium Levy Paying	n/a	n/a	13	2	0,5%
Small Levy Paying	n/a	n/a	13	3	0,5%

APP INDICATOR WEIGHTS					
ABRIDGED DESCRIPTION	SOCIO-ECONOMIC STATUS	ENTRY/COMPLETION	INDICATOR	SUB-INDICATOR	WEIGHT
Public Sector Projects	n/a	n/a	14	n/a	4,0%
Career Awareness	n/a	n/a	15	1	1,9%
Career Practitioner Development	Employed	Entry	15	2	1,0%
Lecturer Development	Employed	Entry	16	1	4,0%
Lecturer Development	Employed	Completion	16	2	0,3%
Vocational	n/a	Entry	17	1	4,0%
Vocational	n/a	Completion	17	2	0,3%
Filling of Posts	n/a	n/a	18		2,0%
Accreditation	n/a	n/a	19	1	0,6%
Assessors	n/a	n/a	19	2	0,6%
Moderators	n/a	n/a	19	3	0,6%
Certification	n/a	n/a	19	4	0,7%
ERP	n/a	n/a	20	n/a	2,9%
AET	Employed	Entry	21	1	1,5%
AET	Employed	Completion	21	2	0,3%
Levy-Exempt	n/a	n/a	22	n/a	2,9%
Partnerships	Post-School	n/a	23	n/a	4,0%
Qualification Development	n/a	n/a	24	n/a	1,0%
Recognition of Prior -Learning (RPL)	n/a	Entry	25	1	2,4%
Recognition of Prior -Learning (RPL)	n/a	Completion	25	2	0,3%
Artisans	Unemployed	Entry	26	1	2,8%
Artisans	Unemployed	Completion	26	2	0,3%
Under-Grad Bursary	Unemployed	Entry	27	1	1,4%
Post-Grad Bursary	Unemployed	Entry	27	1	1,4%
Under-Grad Bursary	Unemployed	Re-Entry	27	2	0,5%
Post-Grad Bursary	Unemployed	Re-Entry	27	2	0,5%
Under-Grad Bursary	Unemployed	Completion	27	3	0,3%

APP INDICATOR WEIGHTS					
ABRIDGED DESCRIPTION	SOCIO-ECONOMIC STATUS	ENTRY/COMPLETION	INDICATOR	SUB-INDICATOR	WEIGHT
Post-Grad Bursary	Unemployed	Completion	27	3	0,3%
TVET-WIL	n/a	Entry	28	1	2,0%
TVET-WIL	n/a	Completion	28	2	0,3%
University-WIL	n/a	Entry	28	3	3,4%
University-WIL	n/a	Completion	28	4	0,3%
Learnerships	Unemployed	Entry	29	1	3,4%
Learnerships	Unemployed	Completion	29	2	0,3%
Skills Programmes	Unemployed	Entry	30	1	2,4%
Skills Programmes	Unemployed	Completion	30	2	0,3%
AET	Unemployed	Entry	31	1	1,4%
AET	Unemployed	Completion	31	2	0,3%
					100,0%

