

Workplace Skills Plan (WSP) Grant Application & Guidelines

Employers employing 50 or MORE employees

For the period 1 April 2005 to 31 March 2006

Project Address: 100 Skelton Road, Grahamstown, Port Elizabeth 6001, South Africa
 E-mail: skills@agriSETA.co.za / skills@agriSETA.co.za / skills@agriSETA.co.za



GUIDELINES

The Workplace Skills Planning (WSPG) application is tied as a percentage of levies paid by an employer. An employer who makes an application on time and in the proper manner will receive 50% of the total of the levies paid in 2005/6. This grant application has been prepared in terms of Annexure 2, Skills Development Act, 1998, Sets Grant Regulations, Application for Mandatory Grant by Employer (Regulation 6C)(3A).

The Workplace Skills Planning (WSPG) and the Annual Training Report (ATR) Grant are central to the skills development system, which is responsive to the economic and social needs of South Africa. The ATR allows employers to monitor the achievement of the skills priorities and skills development objectives that were outlined in the WSP. Where there are variations between the WSP and the ATR, the ATR provides employers and Skills Development Facilitators (SDFs) with an opportunity to analyse reasons for non-completion of planned training.

CONFIDENTIALITY

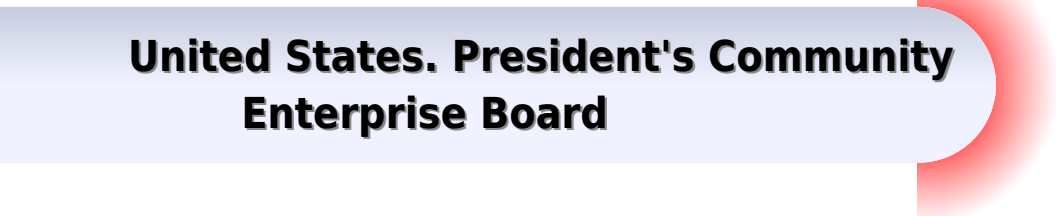
AgriSETA recognises the need for absolute discretion in respect of the information requested in the grant application and employers are assured that all information received will be treated with the highest regard for confidentiality. Information received in the grant applications are aggregated for the purposes of the Sector Skills Plan (SSP), research and strategic directives.

SUBMISSION GUIDELINES

- If the employer does not claim a mandatory grant by the deadline date, the Setra must immediately (in terms of the relevant regulations) transfer the employer's unclaimed mandatory grant funds to the discretionary grant fund.
- In terms of the relevant regulations, requests for extensions and late grant submissions will not be accepted by the Setra. The only exception to this is where an application for the WSP is submitted within 6 months of registration in the case of an employer who has registered for the first time in terms of section 5(1) of the Skills Development Levies (SDL) Act.
- A Setra may not pay any grant to an employer who is liable to pay the SDL in terms of section 5(1) of the SDL Act unless the employer:
 - has registered with the Commissioner in terms of the SDL Act
 - has paid the levies directly to the Commissioner in the manner and within the period determined in the SDL Act
 - is up to date with the levy payments to the Commissioner at the time of approval and in respect of the period for which an application is made
 - has submitted a WSP within the timeframes prescribed
 - is registered with AgriSETA and the levy contributions are up-to-date
- Employers who fail to meet the prescribed criteria will forfeit the grant.
- The WSPG and ATR completed correctly and submitted in the required format.
- The WSPG must be submitted to AgriSETA by no later than **30 September 2005** in terms of the Department of Labour deadline. The deadline of **30 September** is applicable for only 2005; thereafter the deadline will revert to **30 June** for all employers to submit their WSPG and ATR.
- The following is to be noted:
 - Please include your SDL number on each page of the application form.
 - Please ensure that the SDF and the relevant Authorised Signatory sign each page of the grant application form. Names may not be typed in this space, signatures must be manually completed. Kindly ensure that all sections are completed in full.
 - Please retain a copy of the grant application for your own record.
 - Should a section or page not be applicable to your own organisation, please clearly mark that section not applicable (n/a) and draw a line through the section.
 - This documentation is applicable to employers employing 50 or MORE employees only.

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The National Skills Development Handbook 2007/8, 2007 *The National Skills Development Handbook 2010/11*, 2010 *Practising Education, Training and Development in South African Organisations* Melinde Coetzee, 2007 The book contains a unique and refreshingly new perspective on education training and development ETD practices in the 21st century workplace context It moves away from merely revamping known and traditional principles of ETD to providing the reader and student with practical tools and new perspectives on the changing and broadening role of the ETD practitioner in the workplace It contains new and transformative models practical applications and guidelines for students and readers on the South African outcomes based approach to ETD the profession and practice of ETD including quality assurance aspects

Legal Issues for Entrepreneurs Lisa Gordon-Davis, Peter Cumberlege, 2007-12 This is a comprehensive guide to the complex legal requirements involved in the planning registering and operating of small business enterprises Set within the context of South African corporate practice and experience this book is applicable to both emerging and established SMMEs It offers the reader an all inclusive breakdown of legal procedures surrounding the start up and operational facets of entrepreneurship covering such topics as employment equity and BEE good governance standards and skills development requirements

Getting Skills Right: Good Practice in Adapting to Changing Skill Needs A Perspective on France, Italy, Spain, South Africa and the United Kingdom OECD, 2017-07-10 This report identifies effective strategies to tackle skills imbalances based on five country specific policy notes for France Italy Spain South Africa and the United Kingdom

Ferguson Career Resource Guide to Grants, Scholarships, and Other Financial Resources, 2-Volume Set Ferguson, 2014-05-14 A two volume comprehensive guide with information on obtaining scholastic grants scholarships and other financial resources to be used for educational expenses

Legal Requirements for South African Students and Practitioners Lisa Gordon-Davis, Peter Cumberlege, 2004 Aimed at students studying hospitality or F B management this book should also be useful to existing operators and managers in the industry to ensure legal compliance for their businesses

Groundwork of Skill Acquisition and Development Jacob B. Oroks MISM, PMP, CISM, CTS, 2023-11-02 Groundwork of Skill Acquisition and Development An Applied Approach creates a foundation for a successful skill acquisition development and transfer The first edition of the book is to guide skill acquisition counselor to assist individuals in developing the inherent potentials on the technology of skill development It is also a blueprint for students and teachers of higher learning cradles The material is targeted for bachelor s degree universities colleges and for entrepreneurs that want to understand the science of psychology of skill acquisition and development Written after ten years of continuous research on the subject matter of skill acquisition development and transfer The language is easy to understand meaningful and straight to the point Users are advised to look forward for the workbook coming soon

Leadership and Legitimacy Susan Brown, 2007 One of the essential functions of national leadership is to continuously construct a national sense of identity and mutual trust and

another is to ensure the effectiveness of institutions both of delivery and democracy In both these ways this has been a hard year *A Guide to the Skills Development Act and Levies* Simon Coetzee,2000 *Civil Engineering* ,2004

Comprehensive Federalism Reform United States. Congress. Senate. Committee on Governmental Affairs. Subcommittee on Intergovernmental Relations,1986 United States Department of Labor ... Annual Report United States. Department of Labor,1981 **Questions and Replies of the National Assembly** South Africa. Parliament (1994-). National Assembly,2000 *Revisiting Technical and Vocational Education in Sub-Saharan Africa* David Atchoarena,André Delluc,Adrienne Bird,International Institute for Educational Planning,2002 Differences in historical political cultural and economic contexts in sub Saharan Africa SSA account for wide variations in structures operating conditions and outcomes in technical and vocational education TVE This diversity is associated with glaring disparities so in examining policy trends and the reconstruction of training systems particular attention is focused on innovations in an effort to identify promising initiatives likely to contribute to the establishment of consistent TVE systems closely linked with the world of work and involving labor market stakeholders Some common emerging trends in TVE include the following 1 a shift in the policy focus from inputs to outputs 2 the use of new financing and certification mechanisms 3 the involvement of social partners in governance greater autonomy for institutions 4 the promotion of private providers and company based training and 5 an increasing interest in the informal sector and skills development for poverty reduction Issues addressed include these 1 an overview of TVE systems in 10 SSA countries 2 reviewing various models currently in place 3 documenting relationships between African TVE systems and policies and donor intervention and traditions in TVE 4 identifying reasons why certain reforms are facing implementation difficulties analyzing specific innovations 5 drawing lessons on the implementation of the reform agenda and its impact on TVE systems and 6 discussing possible directions for future donor support Includes 167 references MO **Clearinghouse Review** ,1982 *Office of Community Relations and Involvement Reference Manual* ,1993 *Enterprise* ,2005 Pluimvee bulletin ,2001 *Building Communities, Together* United States. President's Community Enterprise Board,1994

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