



SASSETA

SAFETY & SECURITY

Innovative Training Programmes

As a Seta, the Safety and Security Seta (SASSETA) has the responsibility of ensuring that its training programmes take into account the future needs of its sector. Therefore the Seta strives to develop programmes that focus on the scarce and critical skills within the sector.

SASSETA identified Forensic Science Learnership as a scarce and critical skill in South Africa. In order to address this, SASSETA partnered with the South African Police Services (SAPS). The learnership targets matriculants with Mathematics and Science. They undergo a shortened basic SAPS training course, and field training in a police station. This is done prior to commencement of the learnership.

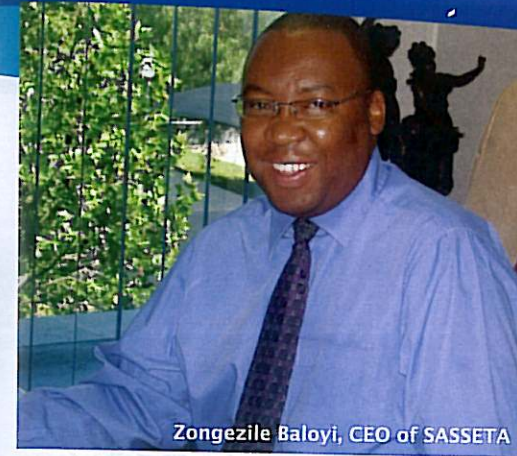
New Venture Creation (NVC) is another innovation, which aims to empower learners to establish new businesses, thereby eradicating poverty. SASSETA funds learners and also provides stipends for the duration of the learnership.

"We are mindful that people must not be trained in a skill but also be developed into business owners to create further employment in the country," says Zongezile Baloyi, CEO of SASSETA.

Most of SASSETA chambers have embarked on implementing the NVC learnership. The Correctional

for inmates who are due to complete their prison sentences. The one-year learnership is only offered to inmates who meet specific criteria set out by the Seta. When the inmates are released from prison and begin to set up their own businesses, they will have a support structure that will assist them with any challenges that they may encounter. "I am especially proud of this programme because it is a way for us to assist inmates in the transition back into society. It is only through the innovation of team members that we are able to create such exceptional programmes," says Baloyi.

The numbers of learners that have entered SASSETA's programmes are an indication of its success. A significant number of learners have been absorbed into formal employment. This is a significant boost for the economy as these individuals gain secure employment, and are not dependent on the state for their welfare. At SASSETA we believe that you can not stop investing in education and training, until those



Zongezile Baloyi, CEO of SASSETA



Mr Ngoasheng, Senior Manager: Skills Implementation and Monitoring

Strategy (NSDS) are quite specific. "The NSDS is a mandate prepared by the Department of Labour which sets out specific targets for all Setas," says Kabelo Masilo, Acting Manager: Skills Development and Administration. One of the areas that the Setas have to focus on, is ensuring gender equality in their programmes. Despite the Safety and Security industry being a traditionally male-dominated industry, more than 50% of our learners are women.

The Setas are also expected to identify providers within their sector who have demonstrated the ability to put in place quality systems in terms of the facilities and learning programmes that they provide. According to the requirements of the Service Level Agreement with the Department of Labour, SASSETA needs to identify a minimum of five institutions. Institutions are then supported to help them become institutes of Sectoral or Occupational Excellence. SASSETA has achieved this target for the 2008/9 financial year, when it awarded its 5th ISOE to the Bhisho Police Training College. The training college can now accommodate 850 trainees per intake from 400 trainees previously. It trains new recruits in basic policing and computer literacy and has field training.

SASSETA has implemented learnerships across the board through all seven Chambers. Baloyi indicates that they have been fortunate in that they have had a large intake of learners. For example, the Seta's Policing Chamber has more than 4,000 learners annually, the majority of whom have been placed in formal employment.

The Correctional Services Chamber certified more than 7,000 learners in 2008. The learnership attained significant results in 2007/8. The Learnership, which is set to be completed in February 2010, has already

the University of the Free State are being trained in the skills of interpreting for people giving testimony in court.

SASSETA's Senior Manager for Skills Implementation and Monitoring, Solly Ngoasheng, says, "SASSETA has achieved successful results across the board because of its good management of funds." It obtained an unqualified audit report for 2007/8 indicating that the organisation's budgets and financial operations are well presented in its financial statements. "It is the best type of report that an organisation can receive from an external auditor.

SASSETA works hard to develop programmes that focus on the scarce and critical skills within its sector.

This indicates that we are not only performing well in terms of the requirements of the NSDS but that

we are also managing our finances well."

In conclusion Baloyi said SASSETA is looking forward to the next phase of Setas with confidence. "I am certain that SASSETA will continue to be on the right track of providing crucial skills to the county."

This article was commissioned by SASSETA. For more information please call Yvonne Matsheketa, Head of Department - Marketing and Communications on +27 11 347 0200 or fax +27 11 805 6632. Alternatively email callcentre@sasseta.org.za or visit www.sasseta.org.za.

The Seven Chambers of SASSETA

- Justice
- Legal
- Police
- Private Security
- Defence