

# Sector Skills Plan 2021/22 Update

Research and Planning Department

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Your partner in skills development



# Presentation Format

- 1 Introduction to the SSP
- 2 Synopsis of the 2021/22 Update of the SASSETA SSP
- 3 Conclusion



- The SETA is enjoined by section 10 (1)(a) of the Skills Development Act (Act 97 of 1998) to develop a **Sector Skills Plan (SSP)**.
- The purpose of the SSP is to guide the strategic direction of the SETA.
- The structure of the SSP is prescribed by the **Revised SSP Framework** published by the DHET in **2019**.

## SCOPE OF COVERAGE

SIC Codes	Sub-sector	Constituency
9110A*	Policing	<ul style="list-style-type: none"> <li>The Independent Complaints Directorate (IPID), the Secretariat for Safety and Security, Civilian Secretariat for Police, and The South African Police Service (SAPS)</li> </ul>
91301 91302		<ul style="list-style-type: none"> <li>Municipal and Metro Police Services, Traffic Management / Law Enforcement, and the Road Traffic Management Corporation (RMTC)</li> </ul>
9110B*	Corrections	<ul style="list-style-type: none"> <li>The Department of Correctional Services (DCS).</li> <li>Private correctional services providers</li> </ul>
		<ul style="list-style-type: none"> <li>Kutama Sinthumule Correctional Centre</li> <li>Mangaung Correctional Centre</li> </ul>
		<ul style="list-style-type: none"> <li>Judicial Inspectorate for Correctional Services</li> <li>Correctional Supervision and Parole Boards</li> </ul>
9110D*	Defence	<ul style="list-style-type: none"> <li>The Department of Defence (DOD)</li> <li>The South African National Defence Force (SANDF), SA Navy, SA Airforce, and SA Military Health</li> </ul>
9110C*	Justice	<ul style="list-style-type: none"> <li>The Department of Justice and Constitutional Development (DoJCD)</li> <li>National Prosecuting Authority (NPA), and Special Investigations Unit (SIU)</li> </ul>
91104	Intelligence Activities	<ul style="list-style-type: none"> <li>The National Intelligence Agency (NIA)</li> </ul>
91105		<ul style="list-style-type: none"> <li>The South African Secret Service (SASS)</li> </ul>
88110	Legal Services	<ul style="list-style-type: none"> <li>Legal and paralegal services</li> <li>Sheriffs</li> </ul>
88111		<ul style="list-style-type: none"> <li>Legal Aid Services</li> </ul>
88920	Private Security and Investigation Activities	<ul style="list-style-type: none"> <li>Private security, investigation, and polygraph services</li> </ul>

**The sector profile has been developed by considering data in respect of, among others**

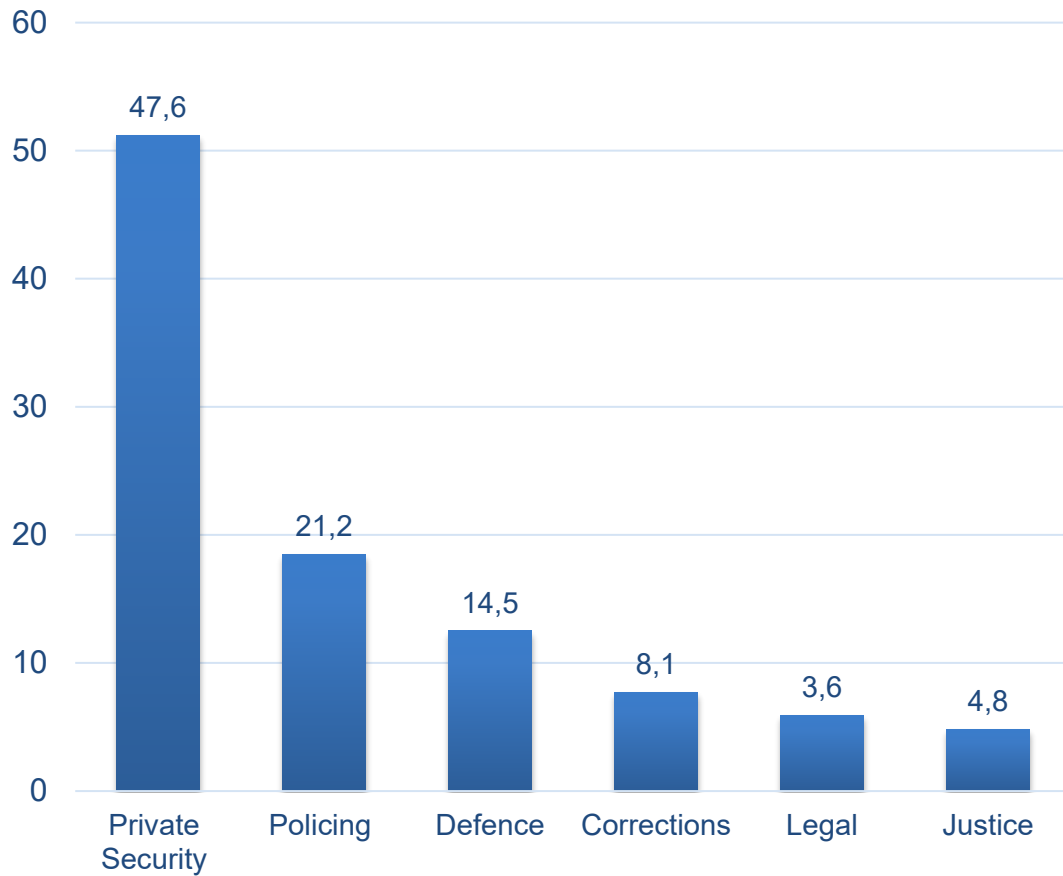
- Economic contribution
- Total employment, and
- Distribution of employment by
- Province and occupational group
- Population group
- Gender
- Age and disability status, etc.

## NUMBER OF ACTIVE EMPLOYERS PER SUBSECTOR

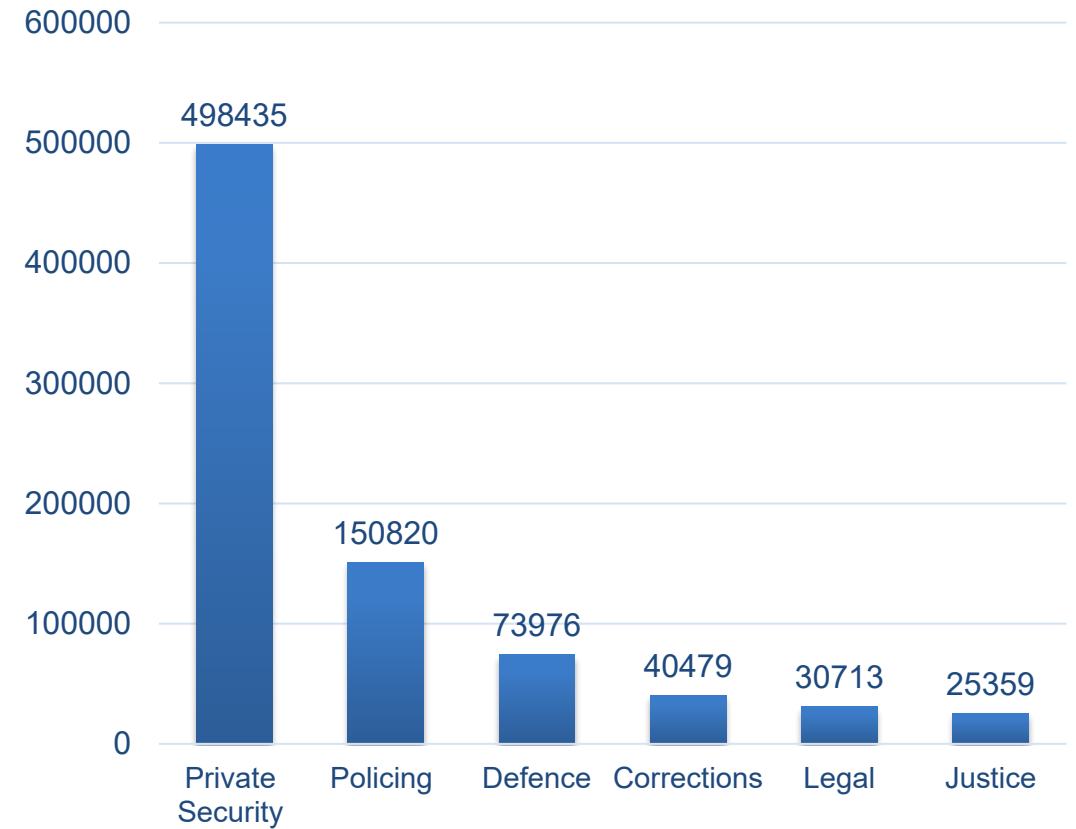
Subsectors	Levy Paying Organisations	Government Departments
Defence	1	1
Corrections	4	1
Justice	3	1
Legal Services	2980	N/A
Policing (RTMC, IPID and SAPS)	7	6
Private Security and Investigation Activities	1992	N/A
<b>Total</b>	<b>4987</b>	<b>9</b>

Subsector	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21
	Number of organisations						
Legal Services	1772	1752	1688	2058	2650	2950	2980
Private Security and Investigation Activities	991	960	971	1292	1620	1892	1992

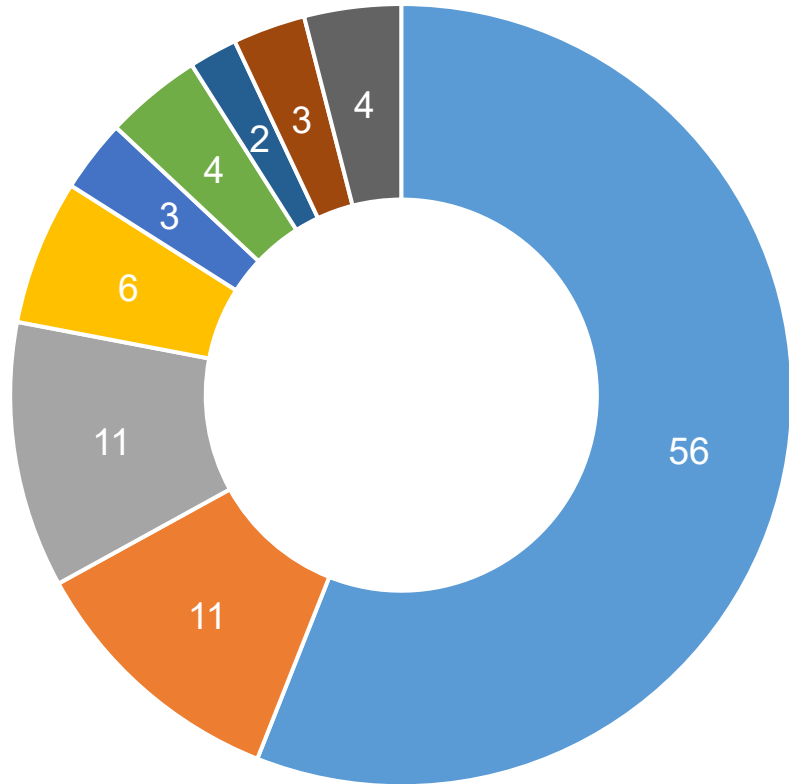
Sector employment (%)



Number of employees per sub-sector

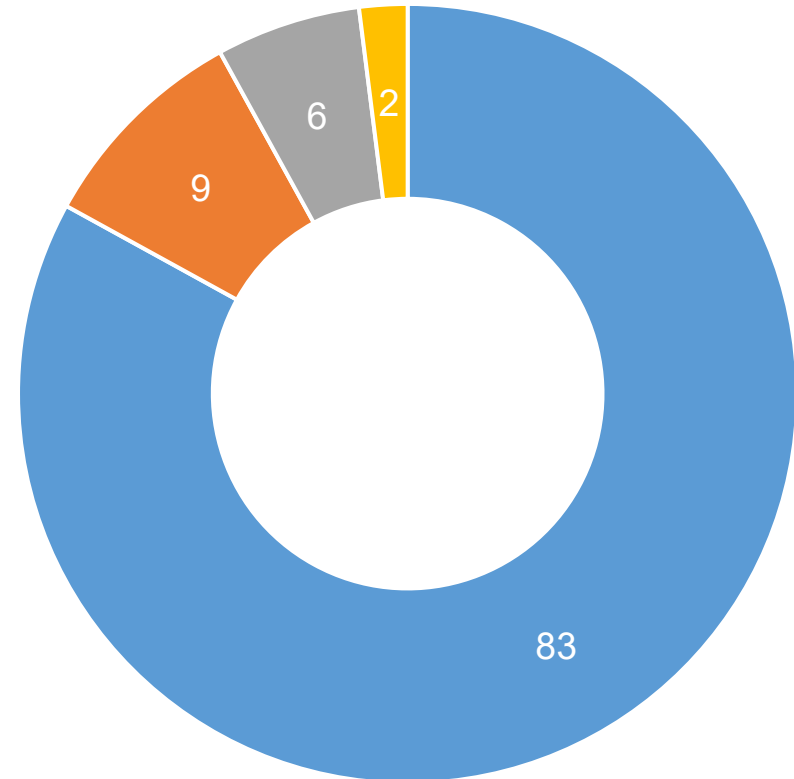


Employment by province (%)



- Gauteng
- Western Cape
- Northern Cape
- North West
- Limpopo
- KwaZulu-Natal
- Eastern Cape
- Free State
- Mpumalanga

Racial composition in sector (%)



- African
- Coloured
- White
- Indian



## Change drivers in the sector

- Fourth Industrial Revolution (4IR)
- Population Growth
- Unemployment and Poverty
- Gender-Based and Domestic Violence
- Changing Nature of Crime

- Consideration was given to the changes in national legislation, policies and strategies during the process to update the SSP.
- This approach was essential because skills development initiatives are embedded in legislation and public policy.

## CHAPTER 3: OCCUPATIONAL SHORTAGES AND SKILLS GAPS HARD-TO-FILL-VACANCIES PER OCCUPATION

	Hard-To-Fill Vacancies Per Occupation	OFO Code	Reason(s)
1	Attorney	2019-261101	It is difficult to find qualified people with the skills to the job
2	Counselling psychologist	2019-263407	Lack of skills Lack of experience
3	Plumbers	2019-642601	Lack of experience
4	Artisans Aide Building Trade	2019-831301	Lack of experience
5	Human Resource	2019-441601	Lack of experience
6	Labour Relations	2019-441604	Lack of experience
7	Technicians (Alarms Installations)	2019-311401	Lack of skills and expertise
8	Facilitator	2019-235101	It's not easy to find the right candidates
9	Security Guard	2019-541404	Lack of skills Lack of experience Lack of and knowledge

## CHAPTER 3 (CONTINUED): OCCUPATIONAL SHORTAGES AND SKILL GAPS

Table 2018 SETA PIVOTAL LIST	No	OFO Code	Occupation	Specialisation	NQF	Intervention
	1	2019-541402	Alarms, Security or Surveillance Monitor	Alarms and Surveillance Monitoring	4	Alarms, Security or Surveillance Monitor (Learnership)
	2		Forensic Auditor/ Investigator	-	6	Certificate cybercrime investigation
	3	2019-261101	Attorney	Bookkeeping	5	Apply accounting skills in an attorney's books of account (Skills Programme). This is a unit standard under National Certificate: Attorneys Practice.
	4	2019-263507	Social Worker	Forensic / Health Care / Clinical Social Worker	5	Certificate Forensic Examinations
					5	Higher Cert in Forensic Examinations
				6	Diploma: Criminal Justice & Forensic Auditing	
				7	Diploma: Forensic Nursing	
				8	Forensic Investigations	
					Bachelor of Art in Forensic Science & Technology	
5	2019-652203	Locksmith	Locksmith (Key Cutter)	4	Learnership	

### **New and emerging occupations**

- Cybercrime analysts
- Crime analysts
- Private investigators
- Client experience experts
- Access Control technicians
- Psychologists

### **New and emerging top up skills**

- Technical skills
- Management (and leadership) skills
- Marketing skills
- Investigation skills

## CHAPTER 3(CONTINUED): OCCUPATIONAL SHORTAGES AND SKILLS GAPS PIVOTAL LIST – TOP TEN

No	OFO Code	Occupation	Specialisation	NQF	Intervention
1	2019-541201	Traffic Officer	Law Enforcement Officer	5	Learnership
2	2019-252901	ICT Security Specialist	None	7	Bursary (BSc Degree)
3	2019-325705	Safety, Health, Environment and Quality (SHEQ) Practitioners	None	7	Bursary (BSc Degree)
4	2019-261104	Trademark Attorney	None	7	Bursary (Post Graduate Diploma)
5	2019-341103	Paralegal	None	6	National Certificate / Learnership
6	2019-732203	Advanced/ K53 Security Driver	None	5	Learnership
7	2019-341110	Associate Legal Professional	None	6	Learnership
8	2019-261101	Attorney	None	7	Bursary (LLB Degree)
9	2019-355501	Detective	Forensic Detective/ Investigator	6 7	Learnership Bursary (BSc Degree)
10	2019-252301	Computer Network and Systems Engineer	None	7	Bursary (BSc Degree)

- SASSETA is enjoined to form strategic partnerships with other stakeholders to enhance its capacity to facilitate skills development in the sector.
- The SETA have concluded partnerships with TVET Colleges, Universities and other strategic partners to bolster service delivery.
- SASSETA's model of partnerships is predominately by concluding MoUs with strategic stakeholders.
- Partnership coordination, monitoring and evaluation mechanisms must be strengthened to ensure delivery on targets and objectives.

## Sector planning and reflections

- SETA's approach to Monitoring and Evaluation
- The significance of Monitoring and Evaluation data to support research and planning
- The extent to which SASSETA has addressed strategic priorities of the previous financial year
- Plan of Action
- Mechanisms to be employed to address priorities that were not achieved in the previous financial year
- Measures to be initiated to ensure achievement of current priorities



**SASSETA has identified five skills priority actions, namely:**

- Strengthening partnership with sector training institutions and academy.
- Professionalisation and transformation of the sector.
- Information communication and technology (ICT).
- Technical and specialised skills
- Building active citizenry.



## CONCLUSION

- There is growing recognition that the industries are undergoing fundamental changes as a result of the outbreak of COVID-19 and technological disruptions.
- These in turn affect the nature of work, the requisite occupational skills and society general.
- Skills development should continue to be differentiated (rather than be a one size fits all) in line with skills needs of various employers in the sector.

# Thank you !

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