

NON-FINANCIAL PERFORMANCE

2020 / 2021

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Skills Planning and Reporting

Your partner in skills development





PRESENTATION FORMAT

- 1 Introduction
- 2 Sector Environment
- 3 SASSETA's Scope
- 4 2020/2021 Result – Performance Information
- 5 Conclusion



4.1 Programme 1: Administration

4.2 Programme 2: Skills Planning and Research

4.3 Programme 3: Learning Programmes

4.4 Programme 4: Quality Assurance (ETQA)

SASSETA

Is one of the 21 SETAs that was established and entrusted with the requisite authority to facilitate the skills development in the safety and security sector.

The sector skills plan (SSP) – directs the skills development in the sector:

- ▶ Ensure that all interventions are supporting the NSDP goals and outcomes and all other government priorities, as identified through key strategic frameworks
- ▶ Ensure that the scarce and critical skills and gaps identified in the SSP are prioritized in all interventions

It facilitates & monitors skills development in the sector:

- ▶ Re(up)skilling the workforce in the sector.
- ▶ Support dynamic & impactful skills development in the sector.
- ▶ Core sectoral occupations - build & maintain competencies in the sector.

Analysis of the skills supply & demand in the sector:

- ▶ Hard - to - Fill- Vacancies.
- ▶ Skills gap reported by employers.
- ▶ Support better training and jobs match.

PLEDGE:

We, the people of SASSETA, shall strive every day to adhere to our Mission statement, our Vision and Values in everything we do.

VISION

To be the leader in skills development for the safety and security sector in the SADC region



MISSION

Transforming and professionalising the safety and security sector by providing qualifications and quality skills through effective and efficient partnerships



PLEDGE:

We, the people of SASSETA, shall strive every day to adhere to our Mission statement, our Vision and Values in everything we do.

▶ LEAP

VALUES

SASSETA is supported by the culture of Ubuntu and subscribes to the following values:





SAFETY SECURITY SECTOR

The Safety and Security Sector in South Africa is both public and private



PUBLIC SUB-SECTOR

The Public Security Sector consists of government security agencies and law enforcement bodies, whose role is to protect and serve the public and the interests of the state



PRIVATE SUB-SECTOR

The private sector element of the security sector comprises those companies and bodies who provide security and legal services to paying clients



SASSETA'S SUBSECTORS



POLICING

- ▶ The Independent Complaints Directorate (IPID), Provincial Secretariats for Safety and Security (Departments of Community Safety), The Civilian Secretariat for Police, and the South African Police Service (SAPS)
- ▶ Municipal and Metro Police Services, Traffic Management/ Law Enforcement and Road Traffic Management Corporation (RTMC)



CORRECTIONS

- ▶ The Department of Correctional Services (DCS)
- ▶ Private Correctional Services Providers
- ▶ Judicial Inspectorate for Correctional Services
- ▶ Correctional Supervision and Parole Boards



DEFENCE

- ▶ SA Army
- ▶ SA Navy
- ▶ SA Air Force
- ▶ SA Military Health Services
- ▶ SA Military Veterans

SASSETA'S SUBSECTORS



JUSTICE

- ▶ The Department of Justice and Constitutional Development (DoJ & CD)
- ▶ National Prosecuting Authority (NPA), and Special Investigations Units (SIU)
- ▶ Sheriffs



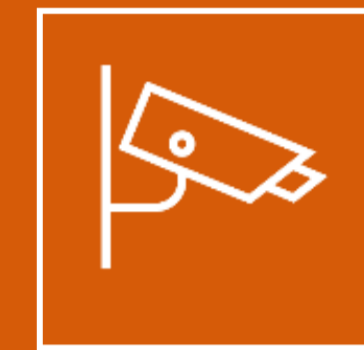
INTELLIGENCE ACTIVITIES

- ▶ The National Intelligence Agency (NIA)
- ▶ The South African Secret Services (SASS)



LEGAL SERVICES

- ▶ Legal and Paralegal Services
- ▶ Legal Aid Services

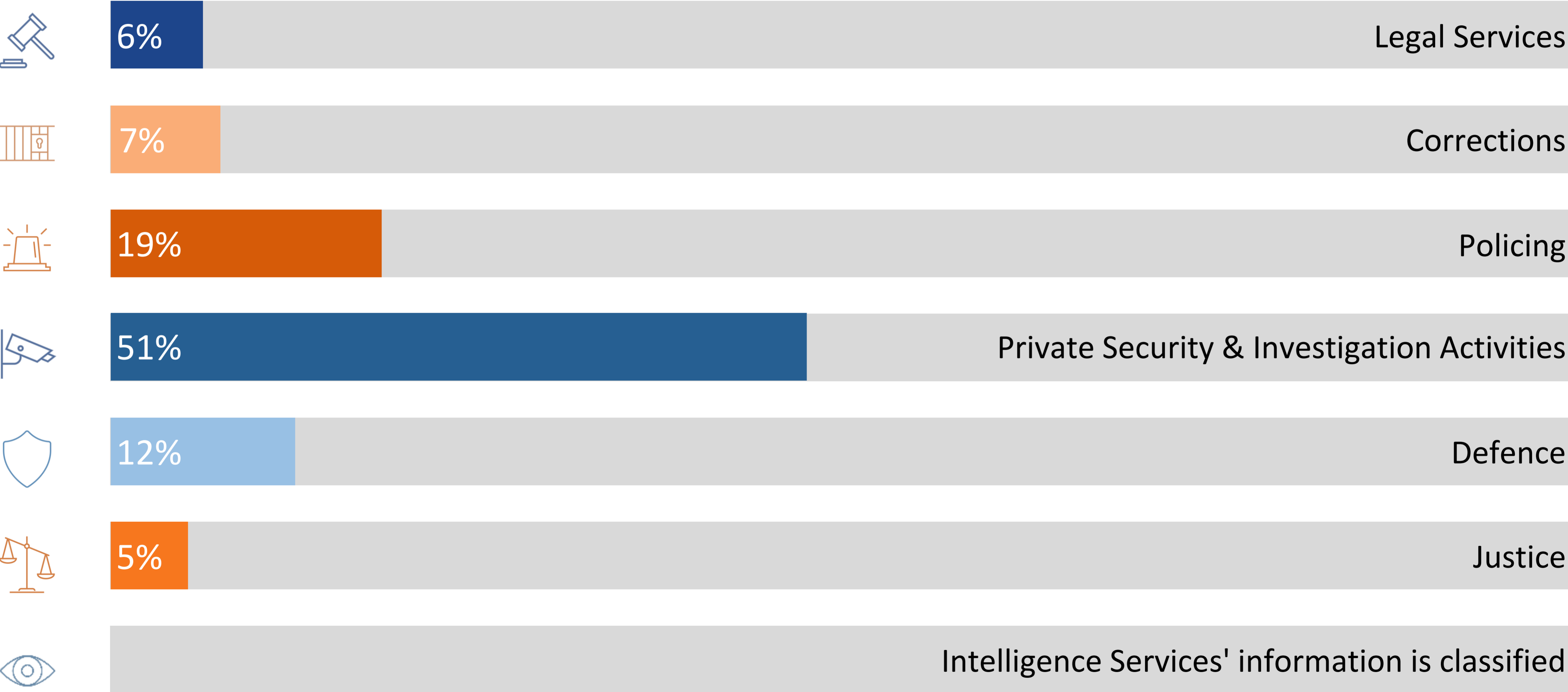


PRIVATE SECURITY AND INVESTIGATION ACTIVITIES

- ▶ Private Security, Investigation, and Polygraph Services

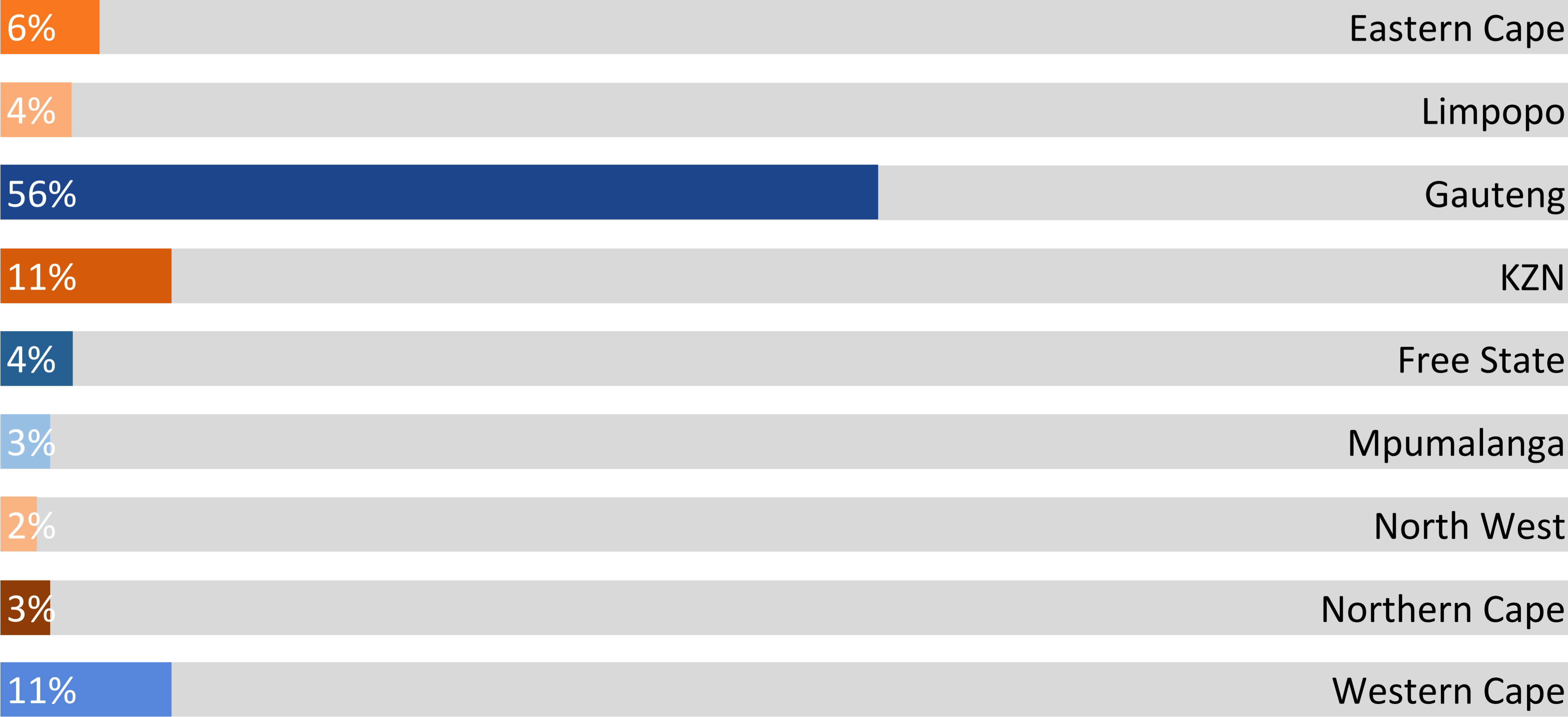
EMPLOYMENT UPTAKE BY SUB-SECTORS

2020/2021



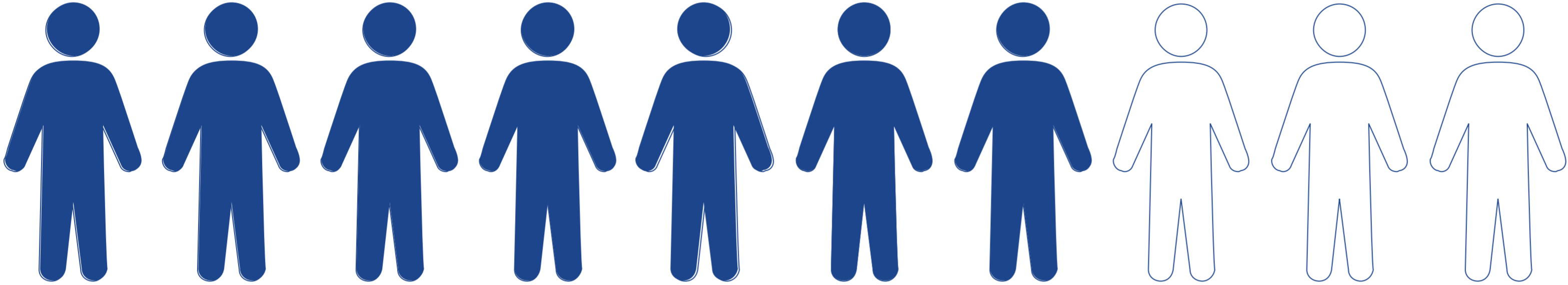
LABOUR FORCE STATUS BY PROVINCE

2020/2021

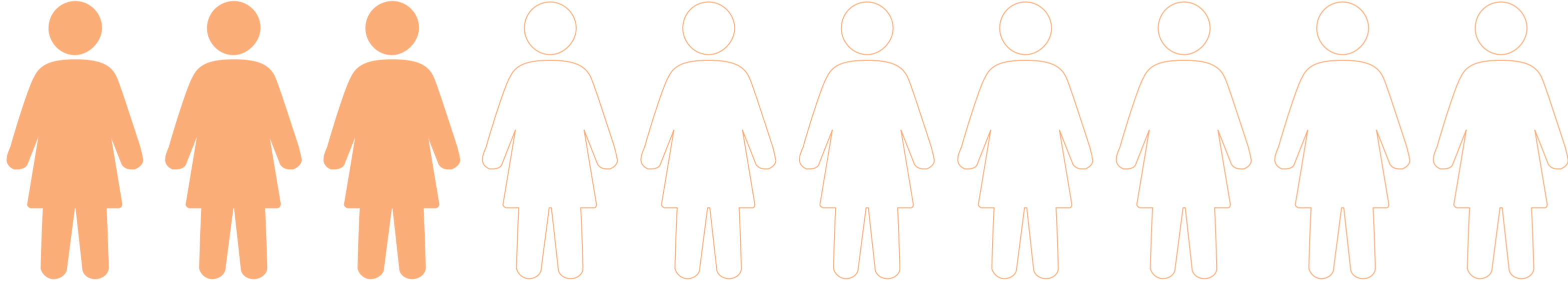


LABOUR FORCE STATUS BY GENDER

2020/2021



69% Male



31% Female



SASSETA's PERFORMANCE OVER THE PAST THREE YEARS



92%

Achieved Targets
Audited
2018/2019



92%

Achieved Targets
Audited
2019/2020

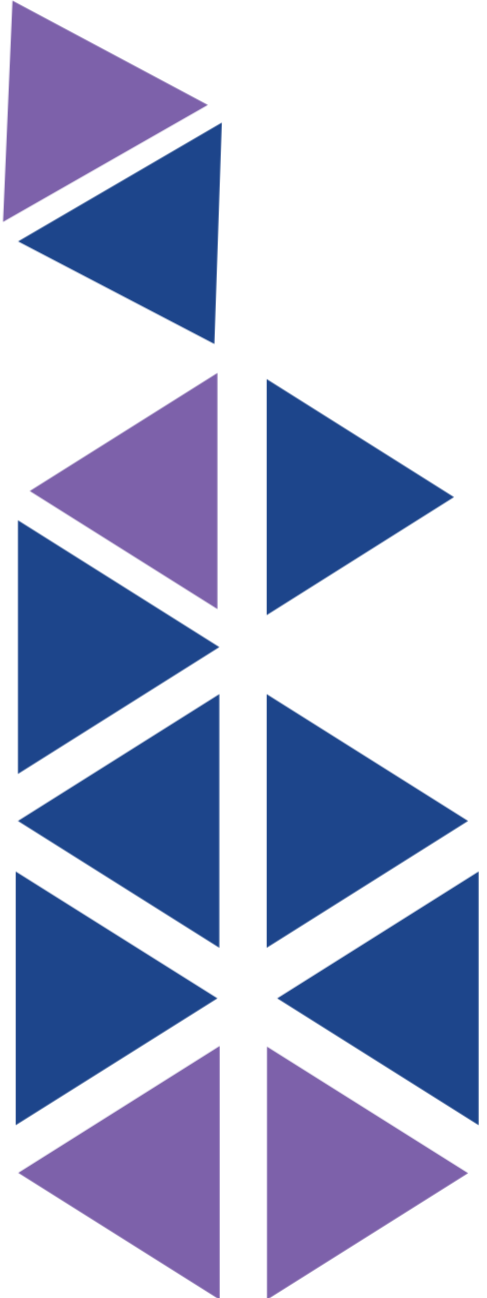


97%

Achieved Targets
Audited
2020/2021

SASSETA's PERFORMANCE 2020/2021 FINANCIAL YEAR

Clean audit



97%

Achieved Targets

Audited

2020/2021

SASSETA PROGRAMME ACHIEVEMENT 2020 /2021

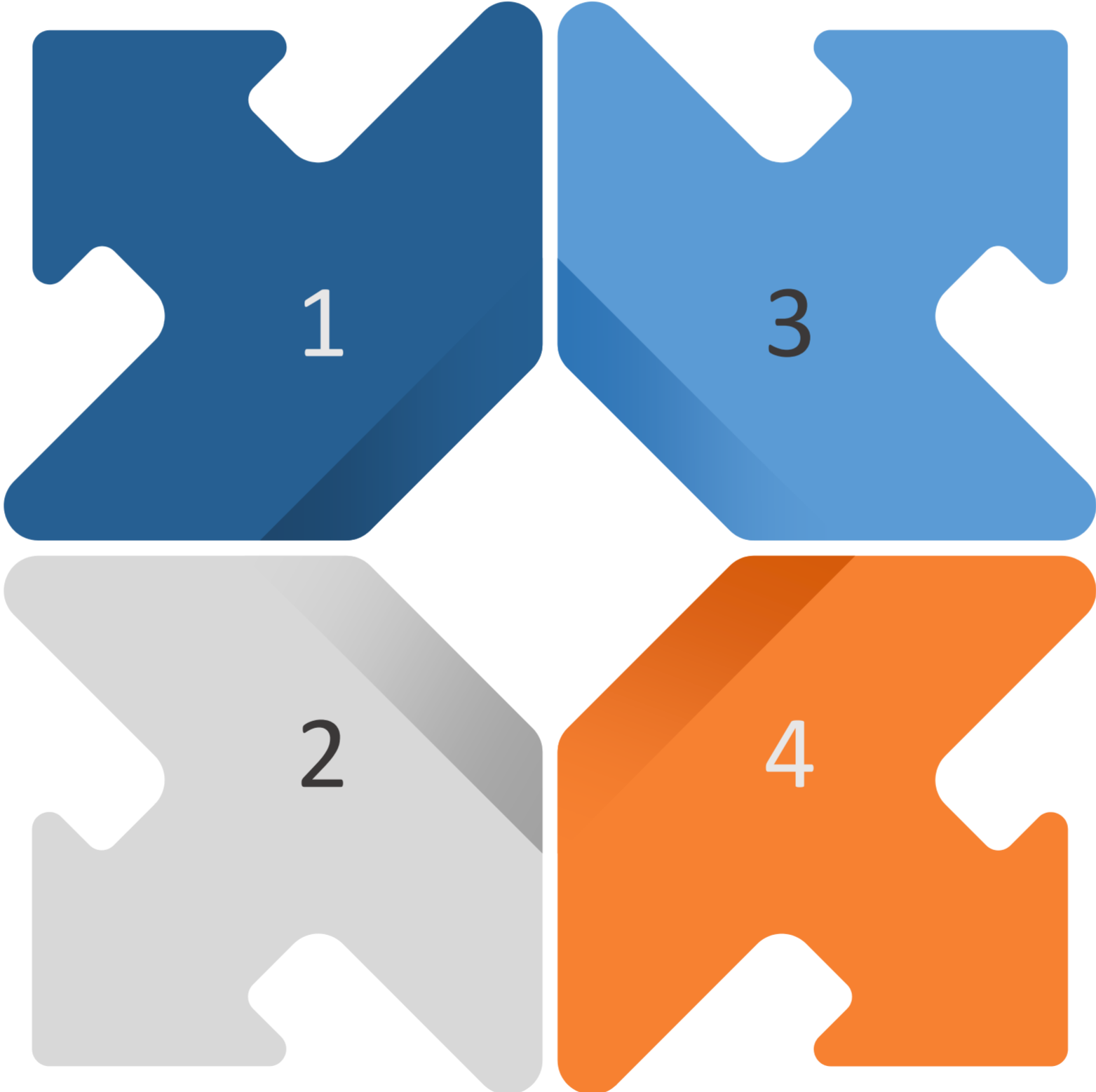


2020/2021 Result Performance Information



Prog 1: 100%

Administration
Consistent over 4 years



Prog 3: 97%

Learning Programmes
improved by 2%



Prog 2: 100%

Research, Skills Planning &
Reporting
Consistent over 4 years



Prog 4: 100%

ETQA Improved by 25%

PROGRAMME 1: ADMINISTRATION



2020/2021 Result Performance Information

- ▲ Finance
- ▶ Human Resources Management
- ▲ ICT
- ▼ Marketing and Communications
- ▲ Risk Management



100%

Achieved Targets
Audited
2018/2019



100%

Achieved Targets
Audited
2019/2020



100%

Achieved Targets
Audited
2020/2021

PROGRAMME 1: ADMINISTRATION



Continuous improvements

- ✓ Internal control environment
- ✓ Risk management and compliance
- ✓ General administration of the Organisation
- ✓ Communication with stakeholders

Challenges

- ! ICT capacity and infrastructure

PROGRAMME 2: RESEARCH, SKILLS PLANNING & REPORTING



2020/2021 Result Performance
Information



Research



Skills Planning



Monitoring, Evaluation and
Reporting



100%

Achieved Targets

Audited

2018/2019

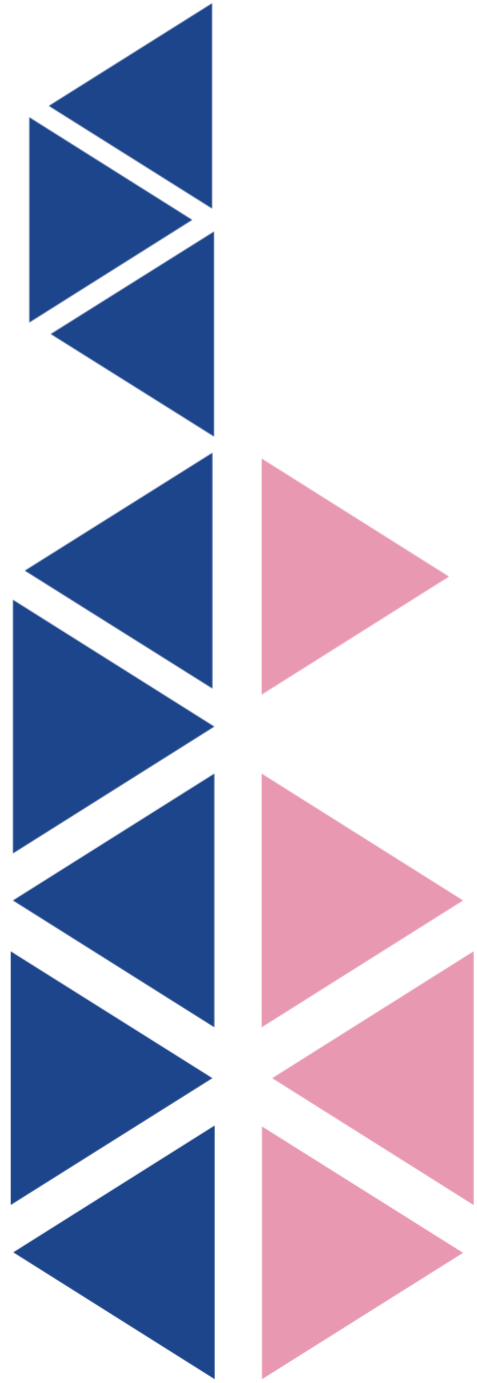


100%

Achieved Targets

Audited

2019/2020



100%

Achieved Targets

Audited

2020/2021

PROGRAMME 2: ADRESEARCH, SKILLS PLANNING & REPORTING



Continuous improvements

- ✓ Improved internal research capacity
- ✓ Increase in the number of impact studies to determine SASSETA's efficacy
- ✓ Intensified monitoring and evaluation processes

Challenges

- ! Monitoring and evaluation personnel capacity
- ! Stakeholders participation in evaluation studies

PROGRAMME 3: LEARNING PROGRAMMES



2020/2021 Result Performance Information

- ▼ Learnerships
- ◀ Skills Programmes
- ▲ Bursaries
- ◀ Artisans
- ▼ Entrepreneur Support
- ◀ Lecturer development
- ▼ Work Integrated Learning (Candidacy, Internships TVET & University Placements)



86%

Achieved Targets
Audited
2018/2019



95%

Achieved Targets
Audited
2019/2020



97%

Achieved Targets
Audited
2020/2021

PROGRAMME 3: LEARNING PROGRAMMES



2020/2021 Result Performance Information

Strategic Objective	Planned Target 2020/2021	Achievement 2020/2021	Deviation	Comment
Unemployed learners entered learnerships by 31 March 2021	650	654	+4	Learners dropped out and had to be replaced. Replaced learners also had to be reported upon
Number of employed learners entered learnerships by 31 March 2021	250	247	-3	Although learners have started training, all supporting documents have not been received and learners could not be reported as entered
Number of unemployed learners entered skills programmes/short courses at community colleges by 31 March 2021	200	201	+1	A learner dropped out and had to be replaced. The replaced learner also had to be reported

PROGRAMME 3: LEARNING PROGRAMMES



2020/2021 Result Performance
Information

Strategic Objective	Planned Target 2020/2021	Achievement 2020/2021	Deviation	Comment
Number of TVET Students entered work integrated learning placement programmes by 31 March 2021	150	157	+7	The initial budget was adjusted as levy income increased hence there was more funds to support more learners than initially planned for WIL is a critical area in terms of ERRP hence funds were directed to this intervention
Number of learners placed as candidate attorneys in candidacy programmes by March 2021	140	143	+3	Learners dropped out and had to be replaced. Replaced learners also had to be reported upon

PROGRAMME 3: LEARNING PROGRAMMES



Strategic Objective	Planned Target 2020/2021	Achievement 2020/2021	Deviation	Comment
Number of Bursary agreements entered for unemployed youth by 31 March 2021	150	174	+24	The initial budget was adjusted as levy income increased hence there was more funds to support more learners than initially planned for Bursaries are a critical area in terms of ERRP hence funds were
Number of employed learners entered skills programmes/short courses by 31 March 2021	1250	1256	+6	Learners dropped out and had to be replaced. The replaced learners also had to be reported upon

PROGRAMME 3: LEARNING PROGRAMMES



2020/2021 Result Performance
Information

Strategic Objective	Planned Target 2020/2021	Achievement 2020/2021	Deviation	Comment
Number of learners entering artisan related learning programmes by 31 March 2021 in partnership with public TVET Colleges	100	144	+44	The initial budget was adjusted as levy income increased hence there was more funds to support more learners than initially planned for Artisans are a critical area in terms of ERRP hence funds were directed to this intervention
Number of persons declared competent on Trade Tests by 31 March 2021 in partnership with public TVET Colleges	60	62	+2	More learners than anticipated were found competent during the trade tests
Number of entrepreneurs supported by 31 March 2021	10	10	N/A	N/A

PROGRAMME 3: ALEARNING PROGRAMMES



Continuous improvements

- ✓ Revised discretionary grant processes to realise efficiency and compliance
- ✓ Quality Assurance partners engaged for non-primary focus learning programmes
- ✓ Support of sector to increase number of workers completing learning programmes

Challenges

- ! Delays in the implementation of learning programmes by some stakeholders
- ! Manual processes results in human error. SASSETA will automate processes to minimise this risk
- ! Lockdown regulations delay the implementation and completion of learning programmes.

PROGRAMME 4: QUALITY ASSURANCE (ETQA)



2020/2021 Result Performance Information

 Quality Assurance

 Certification



100%

Achieved Targets

Audited

2018/2019



75%

Achieved Targets

Audited

2019/2020



100%

Achieved Targets

Audited

2020/2021

PROGRAMME 4: QUALITY ASSURANCE (ETQA)



2020/2021 Result Performance
Information

Performance Indicators	Planned Target 2020/2021	Achievement 2020/2021	Deviation	Comment
Number of Occupational Qualifications realigned and submitted to QCTO	3	3		

PROGRAMME 4: QUALITY ASSURANCE (ETQA)



Continuous improvements

- ✓ Reduced turn-around time in the processing of certificates
- ✓ Provider capacitation road shows

Challenges

- ! • Accreditation of public institutions to offer SASSETA learning programmes
- ! • Delayed completion of programmes due to COVID-19 protocols

CONCLUSION

SASSETA did not realise its vision in isolation.

We wish to thank our key stakeholders across our sub-sectors for their patience, commitment and support during the past financial year. Together we have achieved a great year.

This performance result was a product of the focus and hard work from our Accounting Authority, our Management and our Staff.

We are grateful for your commitment, dedication and energy that propels SASSETA to thrive!

