

Skills Development

*In the context of the new
BBBEE Codes*





Re-alignment of the scorecard

Element	Previous Weighting	New Weighting
Ownership	20 points	25 points
Management Control (Employment Equity)	10 points	Consolidated with Employment Equity 15 points
	15 points	
Skills Development	15 points	20 points
Enterprise & Supplier Development (Preferential Procurement Enterprise Development)	20 points	40 points
	15 points	
Socio-Economic Development	5 points	5 points

Dilution Factors

- Recalibration of BBBEE Verification Score Level Requirements
- Priority Element Minimums
- Economically Active Pool (EAP) targets for Management Control/EE and Skills Development
- Definition of “Empowering Supplier” (not applying at the moment)

Priority Elements

Three **Priority Elements** have been identified (all must be met by large entities & a QSE with ownership and one of the remaining two elements):

- **Ownership** (net ownership value – 40% of net value = 8pts x 40% = 3.2pts)
 - **Skills Development** (40% of 20pts = 8pts)
 - **Enterprise and Supplier Development** (40% of each of the three sub-elements: PP, SD, ED)
- Any large enterprise that fails to meet the subminimum set for each the priority elements will be discounted by one level

Skills Development Considerations

- **Must** achieve 40% of the targeted 20 points, else dilute by 1 verification level
- **Only** receive SD points if:
 - WSP/ATR/PIVOTAL report submitted
 - implemented skills programmes targeted at priority areas
 - Contribute to decent work & sustainable livelihoods
 - promote development of an industrial skills base and value-adding manufacturing
 - support PIVOTAL learning programmes (includes internships)
 - focus on career-pathing for all working people

Skills Development Scorecard

Indicator	Weighting	Target
Skills Development Expenditure on learning programmes specified in the learning programme matrix for black people as a percentage of leviabale amount	8	6%
Black disabled employees	4	0.30%
Number of black people participating in a learnership, internship or apprenticeship as a percentage of all employees	4	2.5%
Number of unemployed black people participating in training specified in the learning programmes matrix as a percentage of number of employees	4	2.5%
BONUS POINTS: Number of black people absorbed by the Measured Entity and Industry at the end of the learnership programme	5	100%

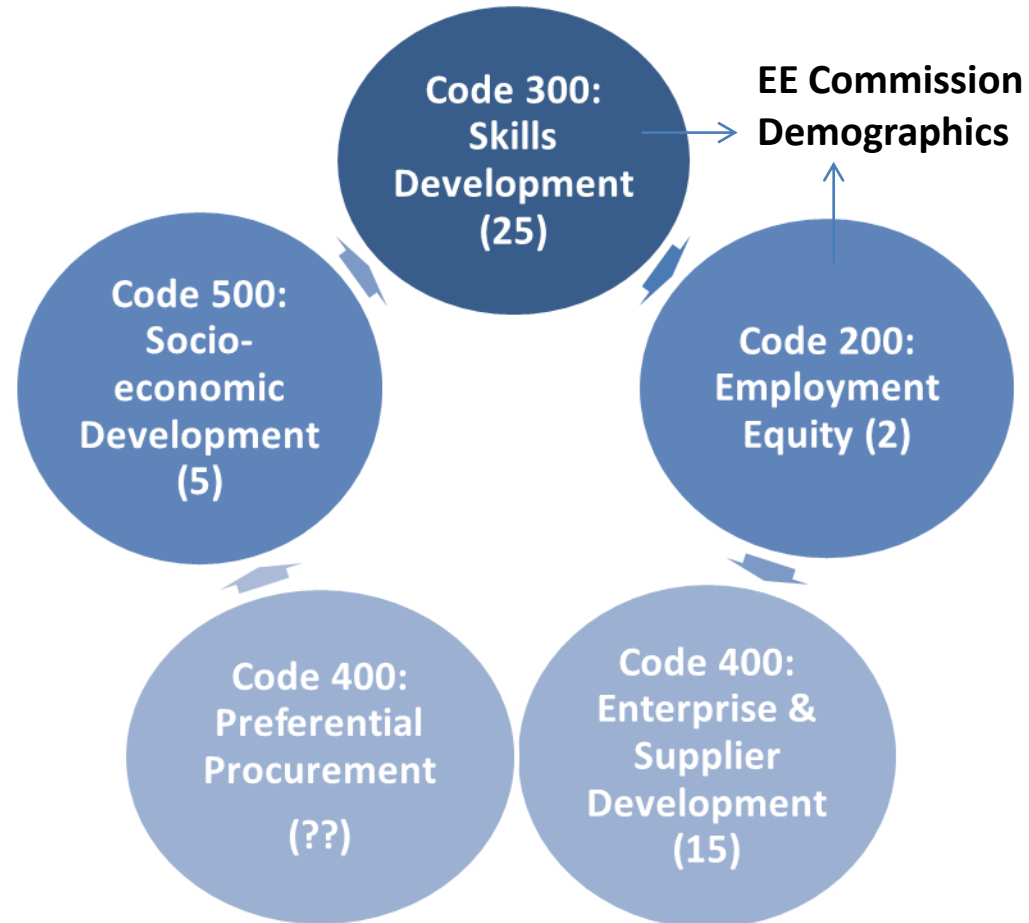
It's TIME TO INNOVATE



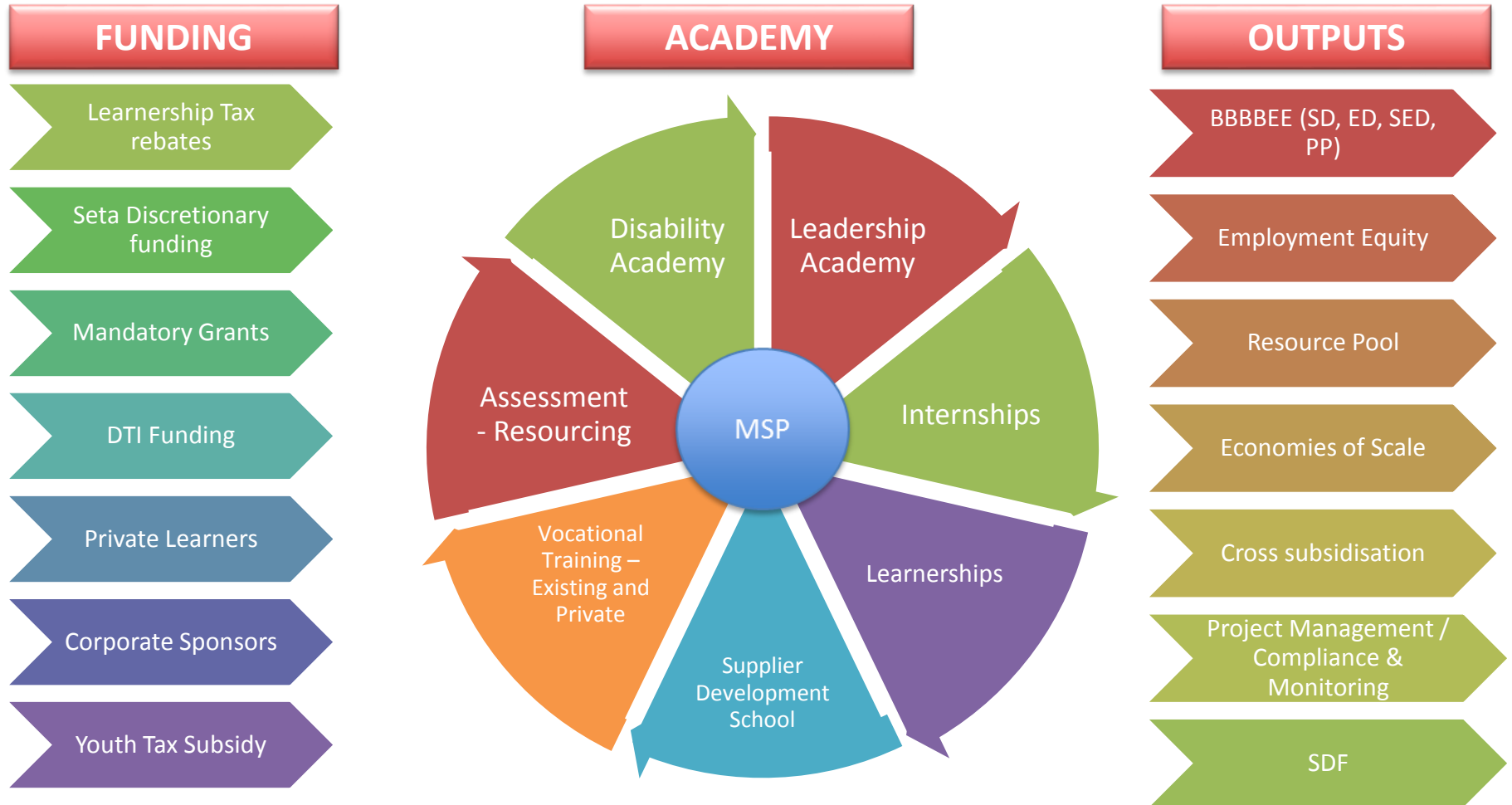
Ecosystem with Skills Development as an anchor

WHY SKILLS DEVELOPMENT?

Target 47 plus points with a single integrated strategy & address a PRIORITY element. Total certainty on spend required, points gained and benefits to business.



An integrated approach



Q & A

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Category	Programme	Description	Delivery Mode	Learning Site	Learning Achievement
A	Bursaries	Institution-based theoretical instruction ALONE, formally assessed by the institution	Institutional instruction	University, College, School, ABET providers	Theoretical knowledge resulting in a degree, diploma or certificate offered by accredited or registered formal institution of learning
B	Internships	Institution-based theoretical instruction as well as some practical learning with an employer or in a simulated work environment – formally assessed through the institution	Mixed-mode delivery – institutional instruction and supervised learning in workplace or simulated environment	University, College, School, ABET provider	Theory and workplace experience with set requirements resulting in a degree, diploma or certificate offered by accredited or registered formal institution of learning
C	Learnerships	Structured experiential learning in the workplace that is required after the achievement of formal qualification – formally assessed by a statutory, occupational or professional body	Structured learning in the workplace with mentoring or coaching	Workplace	Occupational or professional knowledge and experience formally recognized through registration or licensing
D	Learnerships or Apprenticeships	Occupationally directed instructional and work-based learning programme that requires a formal contract, formally assessed by an accredited body	Institutional instruction together with structured, supervised experiential learning in the workplace	Institution and workplace	Theoretical knowledge and workplace learning resulting in the achievement of a SAQA registered qualification, certificate or other similar occupational or professional qualification issued by an accredited or registered formal institution of learning
E	Work-integrated Learning	Occupationally directed instructional & work-based learning programme that does not require a formal contract – formally assessed by an accredited body	Structured, supervised experiential learning in the workplace which may include some institutional instruction	Workplace, institutional as well as ABET providers	Credits awarded for registered unit standards, CPD improved performance or skills (e.g evidence of outputs based in PDP)
F	Informal Learning	Occupationally-directed informal instructional programmes	Structured information-sharing or direct instruction involving workshops, seminars, conferences & short courses	Institutions, conferences & meetings	CPD, attendance certificates and credits against registered unit standards in some instances
G	Informal Training	Work-based informal programmes	Informal training	Workplace	Increased job understanding or improved performance or skills