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Media, Information and Communication Technologies  
Sector Education and Training Authority

Accelerating quality skills towards an information savvy society

# **MICT SETA & ISIBANI ROUNDTABLE DISCUSSION 27 May 2015**

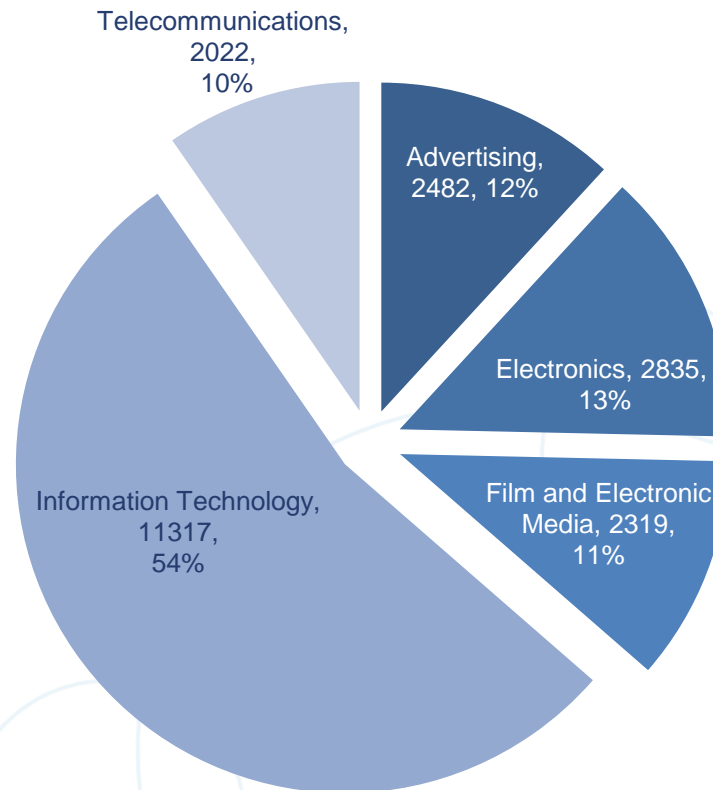


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# SECTOR PROFILE



SARS DATA, 2015



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# WHERE MICT SETA IS IN TERMS OF SKILLS DEVELOPMENT

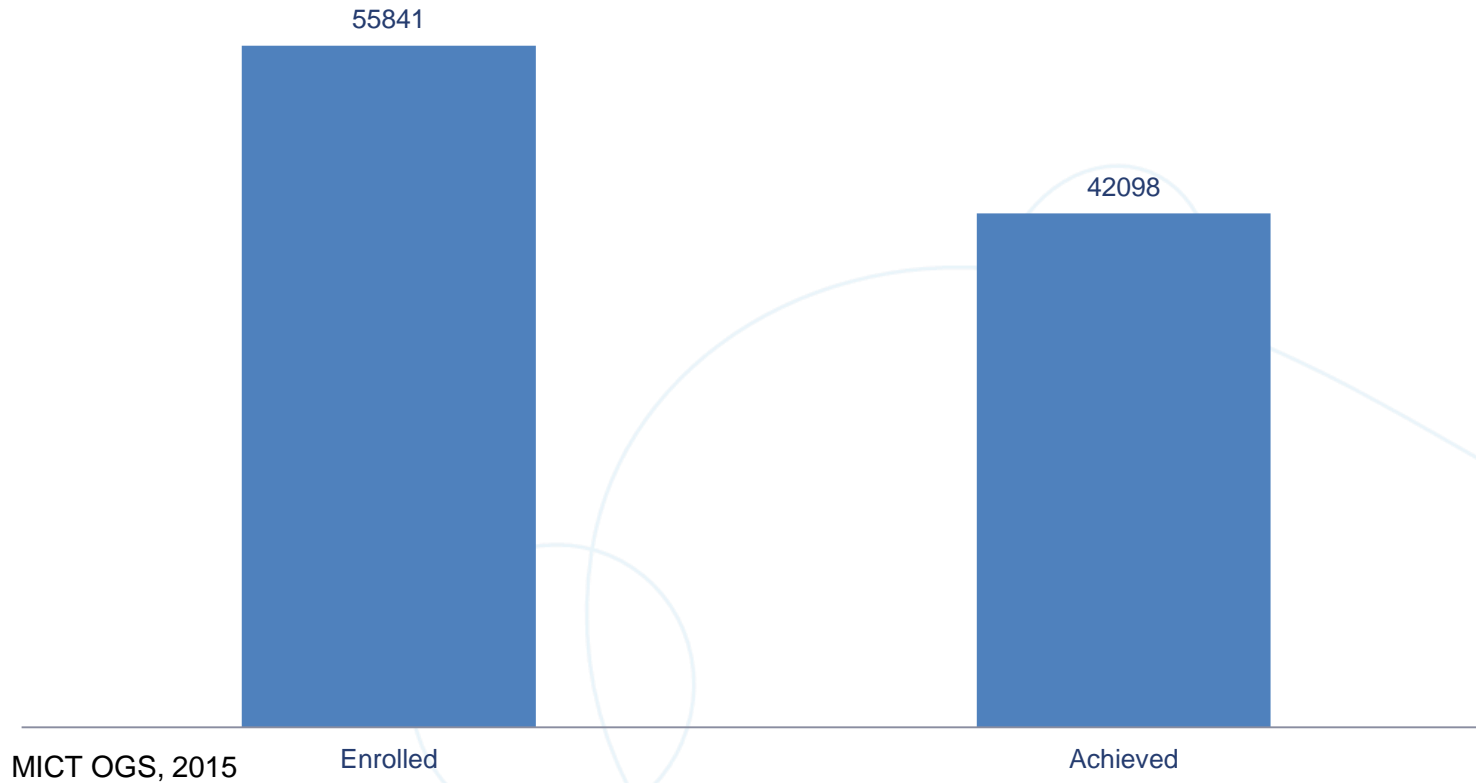


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## Learners that went through MICT SETA programmes since inception (2000 – 2015)





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# FIVE YEAR PERFORMANCE: FUNDED PROGRAMMES

Learning programme	2010/11	2011/12	2012/13	2013/14	2014/15
Internships	355	1239	1035	1260	2109
Skills programmes	213	412	586	317	2040
Vendor Specific	-	80	200	400	700
Bursaries – Universities & FETs	-	570	1200	600	762
Learnerships	770	2080	2830	2871	3824

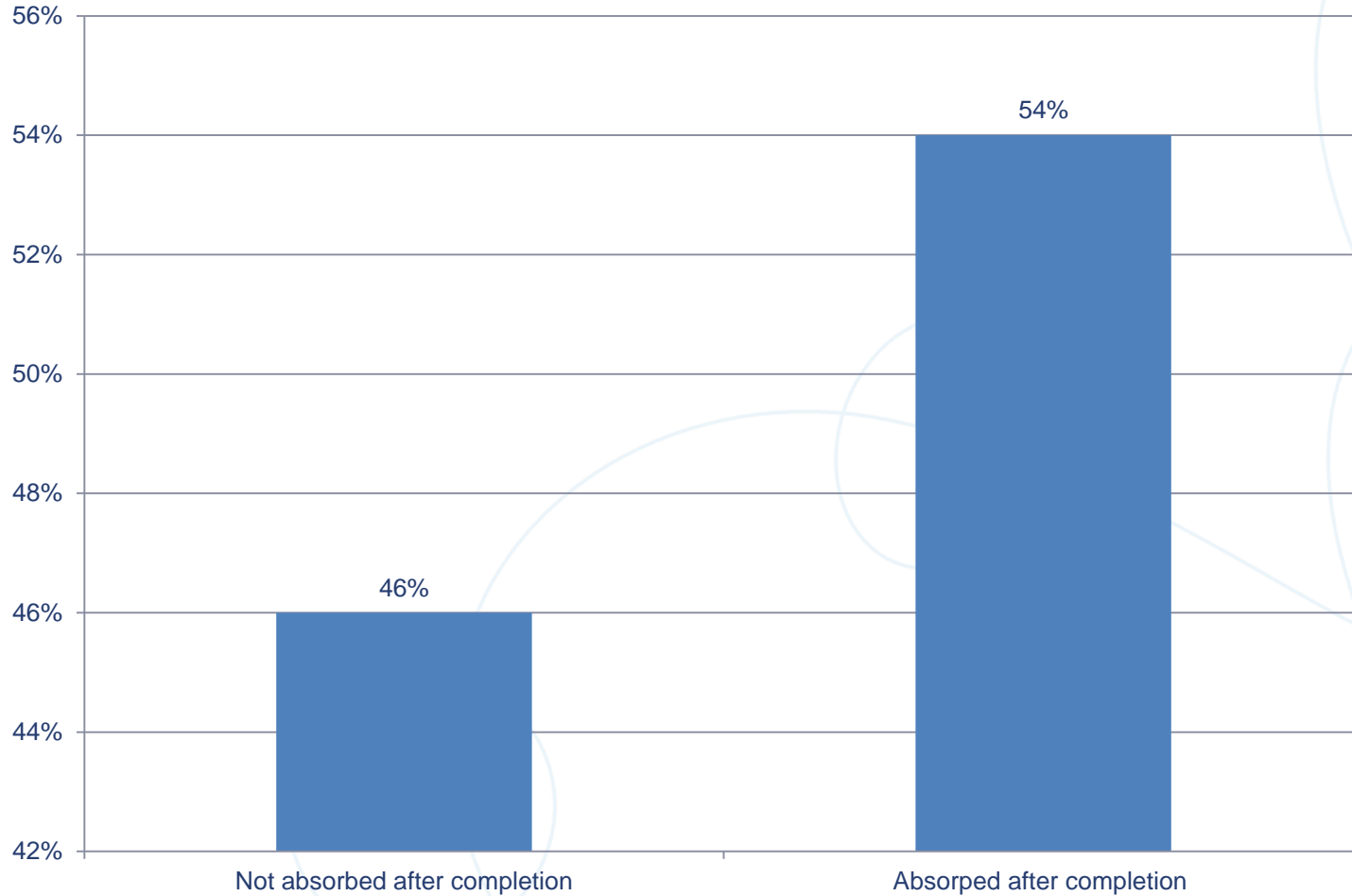


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## IMPACT: Employment after completion

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Source: MICT SETA Impact Study, 2015

# Performance against Scarce Skills (IT and Electronics)

OFO Code	Occupation	Sector	WSP	Interventions	Learners Supported
121101	Finance Manager	166	19	Bursary/Internship/Learnership	45
133102	ICT Project Manager	175	19	Bursary/Internship/Learnership	100
242101	Management Consultant / BA	230	9	Bursary/Internship/Learnership	72
251101	ICT Systems Analyst	1 094	119	Bursary/Internship/Learnership	450
251201	Software Developer	1 232	156	Bursary/Internship/Learnership	380
251203	Developer Programmer	910	122	Bursary/Internship/Learnership	350
252201	Systems Administrator	202	27	Bursary/Internship/Learnership	203
252301	Computer Network and Systems Engineer	2 005	252	Bursary/Internship/Learnership	925
252901	ICT Security Specialist	497	54	Bursary/Internship/Learnership	450
351301	Computer Network Technician	883	136	Bursary/Internship/Learnership	400



2014/15

# Performance against Scarce Skills (Telecommunications)

OFO Code	Occupation	Sector	WSP	Interventions	Learners Supported
122101	Sales and Marketing Manager	50	10	Bursary/Internship/Learnership	52
133101	Chief Information Officer	100	20	Bursary/Internship/Learnership	10
142103	Retail Manager (General)	45	9	Bursary/Internship/Learnership	45
215303	Telecommunications Network Engineer	50	10	Bursary/Internship	51
235601	ICT Business Development Manager	55	6	Bursary/Internship/Learnership	26
242101	Management Consultant	50	10	Bursary/Internship/Learnership	50
251203	Developer Programmer	185	37	Bursary/Internship	50
351101	Computer Operator	250	50	Bursary/Internship/Learnership	48
351301	Computer Network Technician	310	62	Bursary/Internship/Learnership	311
672204	Telecommunications Line Mechanic	50	10	Bursary/Internship/Learnership	52





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# Key Issues Affecting the Skills Development Environment

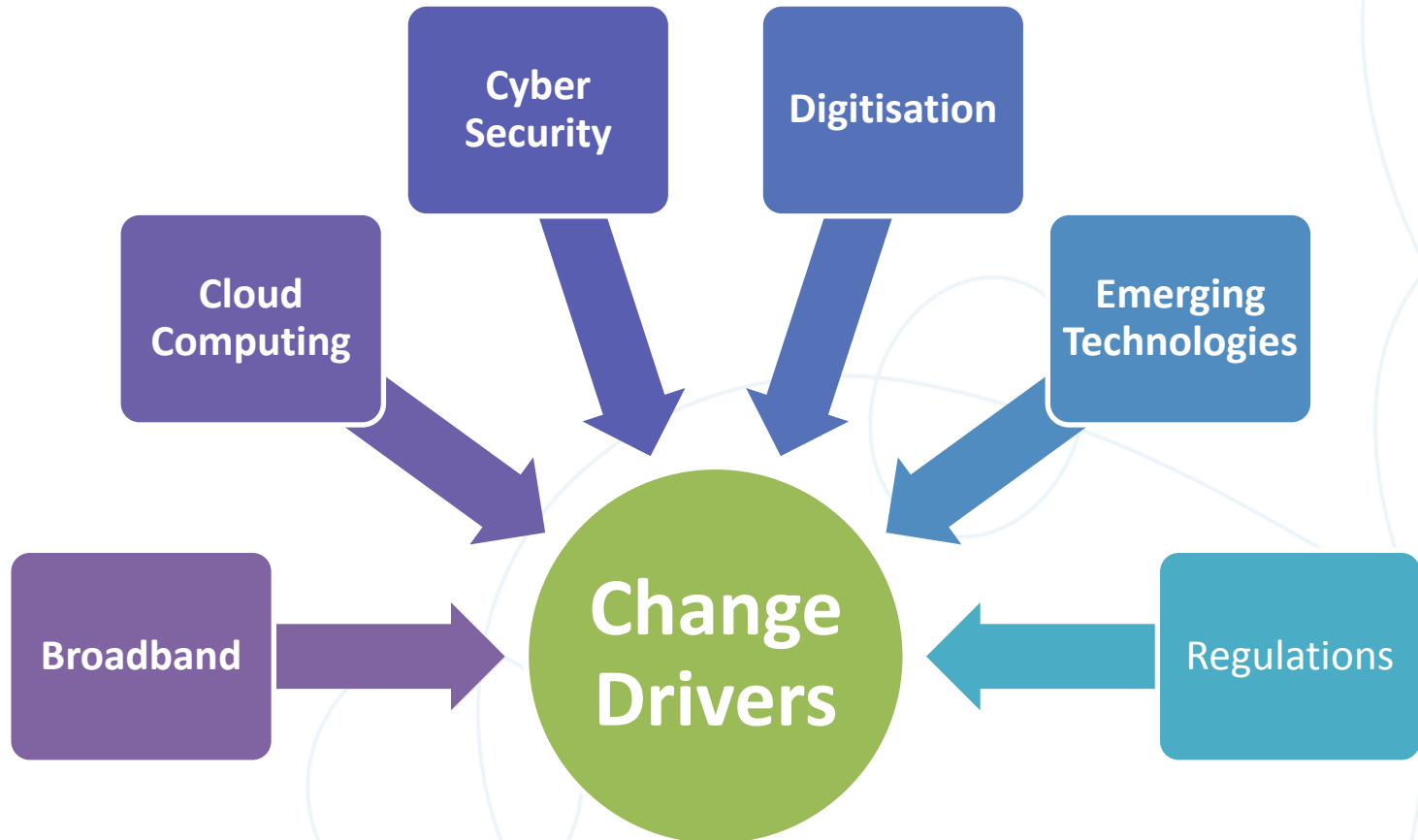


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# KEY SKILLS ISSUES





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# What we would like to achieve

## The Skills Development Scorecard

2.1 The following table represents the criteria used for deriving a score for Skills Development under this statement: **300**

Category	Skills Development Element		Weighting points	Compliance Target
2.1.1	Skills Development Expenditure on any program specified in the Learning Programmes Matrix:			
	2.1.1.1	Skills Development Expenditure on Learning Programmes specified in the Learning Programmes Matrix for black employees as a percentage of Leivable Amount using the Adjusted Recognition for Gender	7	3%
	2.1.1.2	Skills Development Expenditure on Learning Programmes specified in the Learning Programmes Matrix for black employees with disabilities as a percentage of Leivable Amount using the Adjusted Recognition for Gender	3	0.3%
2.1.2	Learnerships			
	2.1.2.1	Number of black employees participating in Learnerships or Category B, C and D Programmes as a percentage of total employees using the Adjusted Recognition for Gender	7	5%

2.2 The Weighting points in the Skills Development scorecard represent the maximum number of points possible for each of the criteria.



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# National Skills Accord



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# National Skills Accord

NEW GROWTH PATH: **ACCORD 1**

## NATIONAL SKILLS ACCORD

- ❑ Signed **13 July 2011** by Organised Labour, Business, Government and the Community Constituency
- ❑ **Commitment 4:**  
*“Business will urge companies to spend between 3 percent and 5 percent of payroll (total salary bill) on training”*



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# Broad MICT SETA Strategic Objectives

- Provide accurate and reliable scarce and critical skills record
- Increase access to occupationally directed programmes (including vendor specific)
- Increase partnerships with employers to meet workplace skills development needs
- Address cost and time concerns associated with vendor specific programmes
- Create linkages between workplaces and TVET colleges to provide workplace experience
- Addressing concerns around work readiness of university graduates
- Ensure quality provision of programmes through targeted monitoring and evaluation
- Increase access to career and vocational guidance
- Increase support to Small and Micro Enterprises