

THETA OFO Update Process

Theta is in the process of updating OFOs in the Tourism, Hospitality, Conservation, Gambling and Sport sectors. This involves the collection and compilation of a consolidated list of occupations and their descriptors in these sectors. Some of you already know that in the past South Africa used a system known as Standard Occupational Codes (SOC) and this system has changed to Organising Framework for Occupations which better supports our skills development processes.

The OFO framework is set to become the national benchmark when reporting for equity purposes, scarce and critical skills and other similar reporting requirements. Currently, the OFO's are used when reporting for Workplace Skills Plans (WSP's) and Annual Training Reports (ATR's). Inconsistencies resulting from gaps on the OFO Framework, differing job titles and understanding of the content of jobs, job levels, academic requirements and experience required to obtain proficiency has led to poor and incorrect reporting in addition to frustration from those completing the reports.

Amongst other things, the information gleaned from the OFO (and related and linked jobs and skill levels) is used for statistical purposes, to determine current and future skills needs (resulting from training and equity shortages), to inform priorities and can also serve as a lever to motivate projects and related funding to address needs in the sector.

Time lines for the project are extremely tight and in order to obtain the broadest possible consultation, Theta is hoping that you would be able to assist with the distribution of a template to facilitate the collection of information from your membership or organisation.

The Service Providers appointed by Theta to facilitate this process will be approaching your organisation with the relevant template. Completed templates should be returned to the same provider directly and employers are free to contact either Theta or the Service provider directly should they have any questions or queries.

All information received will remain strictly confidential. Submitters names will not be revealed and once finalised, the consolidated list including job titles correctly linked to the relevant OFO and skills levels will be available to all your members for use when reporting whether to THETA or the Department of Labour. Additional training to assist those using the OFO when completing WSP's and ATR's is

also planned by THETA.

Your co-operation and support will be highly appreciated in ensuring that this process becomes a success.

Regards,

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