



RASA

**SKILLS DEVELOPMENT
AND
TRAINING FACILITATION**

SKILLS DEVELOPMENT ACT 1998

- | The National Skills Development Strategy was designed to support economic and employment growth as well as social development.
- | It aims at transforming the labour force from a low skills base to one that is committed to life-long learning, to make the labour market more responsive and better able to cope with the consequences of poverty and disease and to improve the employability of the country's labour force.
- | Skills Development Levies Act 1999
 - 1% of payroll to be paid over to SARS

SETA

- I Tourism, Hospitality, Sport Education and Training Authority (THETA)
- I Scope of coverage includes:
 - Hospitality industry
 - Gaming and Lotteries
 - Conservation and tourist guiding
 - Tourism and travel service
 - Sport recreation and fitness

STRATEGIC OBJECTIVES OF THETA

- | Providing leadership for education and training provision
- | Promoting education and training for small, medium and macro enterprises (SMME's)
- | Collaborating with other SETA's, training providers and appropriate local and international organisations
- | Ensuring that high levels of quality education and training provision are maintained for the sector.

WHAT HAPPENS TO THE MONEY FROM THE SKILLS LEVY?

- | 100% from employer to SARS, National Skills Fund (NSF) and Department of Labour

- | 80% to SETA
 - 70% from SETA to employer for:
 - | WSP / ATR
 - | Discretionary training grants

 - 10% SETA admin cost

- | 20% to National Skills Fund

STATUS QUO AT RASA

- | Information and communications hub for the industry
- | Employee data base
- | Established training academy
- | Consultations with government regarding the industry
- | Supporting THETA with Sector Skills Plan

WHERE TO FROM HERE?

I “TRAINING AND DEVELOPMENT STOP STAGNATION IN ITS TRACKS”

I WILLIAM. S. BURROUGS

I RASA “ONE VOICE UMBRELLA ORGANISATION”

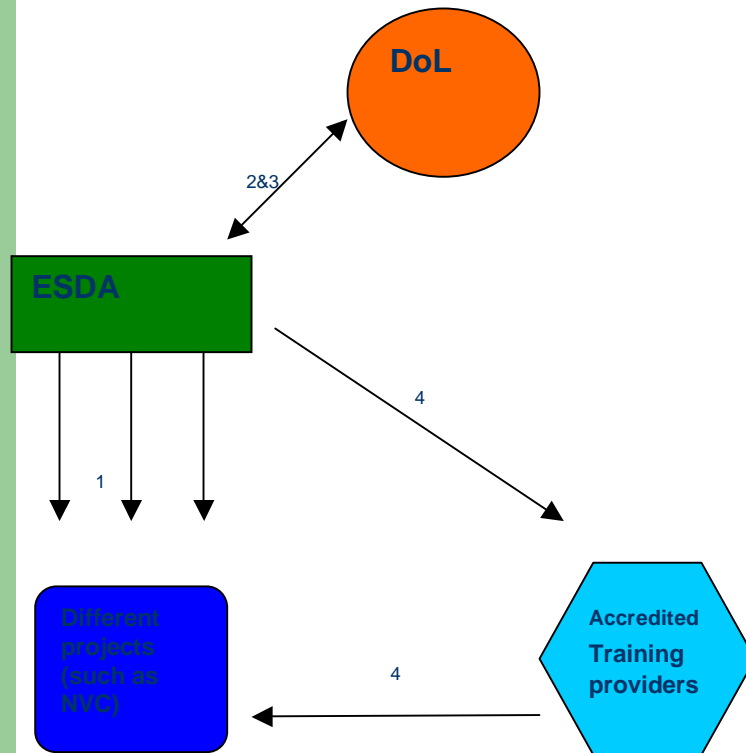
I WENDY ALBERTS - CEO

RASA as umbrella organisation

- | Consolidated workplace skills plan for all members
- | Mandatory and discretionary grant applications on behalf of all members
- | Employment equity plans on behalf of all members obliged to submit same
- | HIV/AIDS policies and training
- | Employment and Skills Development Agency (ESDA) funding for training interventions in addition to THETA funding

Employment Skills Development Agency (ESDA)

The following diagram explains how the ESDA will work:



1. The ESDA is involved in a number of projects.
2. The ESDA supplies the Department of Labour (DoL) with information with regards to which training is needed in which programme.
3. The DoL then provides the ESDA with funding.
4. The ESDA then appoints an accredited training provider to conduct the training.

ESDAs were introduced by the Skills Development Act and were mainly established to assist smaller employers (SMME) who were interested in taking learners into a learnership/skills programme, but who lacked the capacity and/or resources to perform all the duties required in terms of the agreement