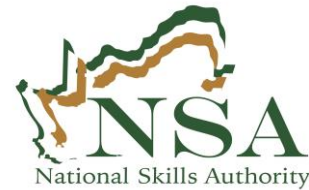




**higher education
& training**
Department:
Higher Education and Training
REPUBLIC OF SOUTH AFRICA



NATIONAL SKILLS DEVELOPMENT AWARDS 2019

The National Skills Authority (NSA) is an advisory body established in terms of Skills Development Act 97 of 1998 (SDA). The primary functions of the NSA are to advise the Minister of Higher Education and Training (DHET) on matters of skills development in accordance with section 5 of the SDA.

The NSA will be convening National Annual Skills Development Awards under the theme **“Building a demand-led skills development system that focuses on inclusive economic growth”**.

The objectives of the awards are:

- Communicating the new National Skills Development Plan (NSDP) and the Seta landscape beyond March 2020;
- Aligning skills development strategies with national key priorities and the fourth industrial revolution (4IR) by strengthening collaborations of labour market institutions with education and training institutions (TVETs, CETs and Universities)
- Fast tracking occupations in high demand and encourage international best practice on skills development;
- Give social partners a platform to pledge support and commitment to implement the strategy and
- Create a platform for skills development stakeholders to showcase their organisations and to disseminate information.

THE AWARDS CATEGORIES ARE:

1. Agricultural and Sector Education Training Authority (AGRISETA)
2. Bank Sector Education Training Authority (BANKSETA)
3. Chemical Industries Sector Education Training Authority (CHIETA)
4. Construction Sector Education Training Authority (CETA)
5. Culture Arts Tourism Hospitality and Sports Sector Education Training Authority (CATHSSETA)
6. Education Training and Development Practices Sector Education Training Authority (ETDPSETA)
7. Energy and Water Sector Education Training Authority (EWSETA)
8. Fibre Processing and Manufacturing Sector Education Training Authority (FP&MSETA)
9. Finance and Accounting Services Sector Education Training Authority (FASSET)

10. Food and Beverages Sector Education Training Authority (FOODBEV)
11. Health and Welfare Sector Education Training Authority (HWSETA)
12. Insurance Sector Education Training Authority (INSETA)
13. Local Government Sector Education Training Authority (LGSETA)
14. Manufacturing and Engineering Related Sector Education Training Authority (MERSETA)
15. Media Information and Communication Technology Sector Education Training Authority (MICTSETA)
16. Mining Qualifications Authority (MQA)
17. Public Service Sector Education Training Authority (PSETA)
18. Safety and Security Sector Education Training Authority (SASSETA)
19. Services Sector Education Training Authority (ServicesSETA)
20. Transport Sector Education Training Authority (TETA)
21. Wholesale and Retail Sector Education Training Authority (W&RSETA)
22. Most Outstanding Skills Development Stakeholder
23. NSA Chairperson's award for recognition of most outstanding SETA
24. Minister's award for recognition of most outstanding individual

WHO SHOULD APPLY

- SETAs
- National Departments
- Provincial Departments
- State Owned Enterprises
- Municipalities
- Companies (Large/SMMEs)* Large company 500-1000 or more employees, medium company 51-500 employees and small company 1-50 employees
- CBOs and NGOs
- Universities and TVET Colleges
- Individuals

CATEGORIES 1 – 22 (AGRISETA; BANKSETA; CHIETA; CETA; CATHSSETA; ETDPSETA; EWSETA; FP&MSETA; FASSET; FOODBEV; HWSETA; INSETA; LGSETA; MERSETA; MICTSETA; MQA; PSETA; SASSETA; ServicesSETA; TETA; W&RSETA; MOST OUTSTANDING SKILLS DEVELOPMENT STAKEHOLDER)			
NSDS Goal	Learning Program	Criteria	Possible Recipient
Goal 4.2 Increasing access to occupationally-directed programmes	Best Artisan Development Programme	<i>The submission should provide information on:</i> • Number of artisans trained and qualified. • Number of artisans employed (both 18:1 and 18:2 learners as per the SDA) • Employment Equity alignment (Gender, Race, disability)	Best National Department Best Provincial Department Best Municipality Best large company Best Small (SMME) Company Best SoE

CATEGORIES 1 – 22 (AGRISETA; BANKSETA; CHIETA; CETA; CATHSSETA; ETDPSETA; EWSETA; FP&MSETA; FASSET; FOODBEV; HWSETA; INSETA; LGSETA; MERSETA; MICTSETA; MQA; PSETA; SASSETA; ServicesSETA; TETA; W&RSETA; MOST OUTSTANDING SKILLS DEVELOPMENT STAKEHOLDER)

NSDS Goal	Learning Program	Criteria	Possible Recipient
		Type/size of organisation	
Goal 4.3 Promoting the growth of a public FET College system that is responsive to sector, local, regional and national skills needs and priorities	Best TVET placement programme	<i>The submission should provide information on:</i> - Partnership between TVET/SETA/Employer - Number of TVET college students placed (both 18:1 and 18:2 learners as per the SDA) - Employment Equity alignment (Gender, Race, disability)	Best TVET College & Employer
Goal 4.4 Addressing the low level of youth and adult language and numeracy skills to enable additional training	Best AET Programme	<i>The submission should provide information on:</i> - Number of learners trained through AET(both 18:1 and 18:2 learners as per the SDA) - Employment Equity alignment (Gender, Race, disability)	Best Employer
	Best Skills Programme	<i>The submission should provide information on:</i> - Number of learners trained through skills programme (intake and succession) both 18:1 and 18:2 learners as per the SDA) - Employment Equity alignment (Gender, Race, disability) - Type/size of organisation	Best National Department Best Provincial Department Best Municipality Best SMME Company Best Large Company Best SoE
Goal 4.5. Encouraging better use of workplace-based skills development	Best University Placement Programme(WIL)	<i>The submission should provide information on:</i> - Partnership between University/SETA/Employer - Number of graduates placed - Number of graduates employed - Employment Equity alignment	Best University & Employer

CATEGORIES 1 – 22 (AGRISETA; BANKSETA; CHIETA; CETA; CATHSSETA; ETDPSETA; EWSETA; FP&MSETA; FASSET; FOODBEV; HWSETA; INSETA; LGSETA; MERSETA; MICTSETA; MQA; PSETA; SASSETA; ServicesSETA; TETA; W&RSETA; MOST OUTSTANDING SKILLS DEVELOPMENT STAKEHOLDER)

NSDS Goal	Learning Program	Criteria	Possible Recipient
		(Gender, Race, disability)	
Goal 4.6. Encouraging and supporting cooperatives, small enterprises, worker-initiated, NGO and community training initiatives	Best Community project	<i>The submission should provide information on:</i> • Number of beneficiaries employed • Employment Equity alignment (Gender, Race, disability)	Best NGO/ CBO/ NPO/worker initiated programme/cooperative
Goal 4.7 Increasing public Sector capacity for improved service delivery and supporting the building of a developmental state	Best Public Sector Internship and learnership programmes	<i>The submission should provide information on:</i> • Number of interns, and learners appointed into the post establishment. • 5% target (recruitment) achieved against total staff compliment. • Employment and equity alignment (gender and race and 2% disability target).	Best National Department Best Provincial Department Best Municipality
Goal 4.8 Building career and vocational guidance	Best career and vocational guidance programme	<i>The submission should provide information on:</i> • Partnerships and working relationships with other similar organisations and departments • Innovation and multiple platforms for accessing services • Career information for citizens in disadvantaged and/or rural areas	Best career guidance partnership

CATEGORY 23 (NSA CHAIRPERSON'S AWARD FOR RECOGNITION OF MOST OUTSTANDING SETA)

NSDSIII GOALS	CRITERIA	RECIPIENT
Goal 4.2 Increasing access to occupationally-directed programmes Goal 4.3 Promoting the growth of a public FET College system that is responsive to sector, local, regional and national skills needs and priorities Goal 4.4 Addressing the low level of youth and adult language and numeracy skills to enable additional training Goal 4.5. Encouraging better use of workplace-based skills development Goal 4.6. Encouraging and supporting cooperatives, small enterprises, worker-initiated, NGO and community training	1. PERFORMANCE AGAINST TARGETS The submission should provide information on: • Service Level Agreement. • Annual Performance Plan. • Annual budget achievement. • Overall organisational performance. 2. GOVERNANCE The submission should provide information on: • Board composition as per the SDA. • Number of board meetings held. • Board member attendance. 3. FINANCIAL SUSTAINABILITY The submission should provide information on: • Financial position including commitments, reserves, assets and liabilities. • Auditor-General report including whether or not irregular expenditure was incurred. 4. MANAGEMENT / CORPORATE SERVICES The submission should provide information on: • Number of vacancies and filled positions. • Organisation structure / organogram to be provided, including equity profile. • Employment and equity alignment (race, gender and disability) 5. COLLABORATION / PARTNERSHIPS The submission should provide information on: • Stakeholder relations and number of partnership initiatives.	Best SETA

CATEGORY 23 (NSA CHAIRPERSON'S AWARD FOR RECOGNITION OF MOST OUTSTANDING SETA)		
NSDSIII GOALS	CRITERIA	RECIPIENT
initiatives Goal 4.7 Increasing public Sector capacity for improved service delivery and supporting the building of a developmental state Goal 4.8 Building career and vocational guidance	6. INNOVATION / CREATIVITY The submission should provide information on: Innovative / creative ideas E.g. for overcoming challenges such as meeting/exceeding targets despite limited funding.	
	7. ACCESSIBILITY OF INFORMATION The submission should provide information on: User-friendliness for learners, stakeholders and/or beneficiaries, e.g. creation of portals for students.	

CATEGORY 24 (MINISTER'S AWARD FOR RECOGNITION OF MOST OUTSTANDING INDIVIDUAL)		
INDIVIDUAL	CRITERIA	RECIPIENT
To recognise an individual who has distinguished him/herself in their professional, organisation and community within the skills development system.	1. SKILLS DEVELOPMENT PARTICIPATION The submission should provide information on: - Demonstrate significant levels of involvement in activities in skills development. (<i>Activities to be specified</i>) - The individual seeks out opportunities to contribute to improving the effectiveness and efficiency of the Skills Development System.	Most Outstanding Individual
	2. ACCOMPLISHMENT The submission should provide information on: - Demonstrate exceptional job performance beyond what is normally performed or expected. - Demonstrate commitment to fostering growth and development of individuals by sharing guidance and professional skills , e.g. Mentoring	

CATEGORY 24 (MINISTER'S AWARD FOR RECOGNITION OF MOST OUTSTANDING INDIVIDUAL)		
INDIVIDUAL	CRITERIA	RECIPIENT
	3. COMMUNITY INVOLVEMENT <i>The submission should provide information on:</i> • Demonstrate commitment to community by sharing time and talent in ways that benefit the community or individuals within the community. (<i>Sharing time and talent</i>) • Demonstrate personal commitment to skills development endeavours within the community, outside of their professional obligations. (<i>Commitment to skills development</i>) • Played a lead role in developing community awareness of skills development opportunities and/or career development services. (<i>Skills development awareness</i>)	
	4. LEADERSHIP <i>The submission should include information on:</i> • Demonstrates initiative and inspires others to work collaboratively and creatively. • Proven willingness to work flexibly when needed. • Individual finds ways to motivate, utilize and incorporate others to move the NSDSIII vision forward.	
	5. ETHICS AND INTEGRITY <i>The submission should provide information on:</i> • The individual understands that their actions, both public and private are reflective of their values. • When faced with ethical issues, the individual challenges themselves and others to act in ways congruent with their personal and shared values, e.g. declaring conflict of interest. • The individual demonstrates the highest level of integrity in all aspects of their lives.	

THE APPLICATIONS FOR CATEGORIES 1 – 22 WILL BE MEASURED AGAINST THE FOLLOWING INDICATORS:

- Track record of placements and appointments
- Retention and throughput
- Number of learners employed
- Profile of learners
- Proportionality

THE APPLICATIONS FOR CATEGORY 23 WILL BE MEASURED AGAINST THE FOLLOWING INDICATORS:

- Financial position
- Auditor – General Report
- Good governance and compliance
- Funding received
- Stakeholder relations
- Employment equity and alignment

THE APPLICATIONS FOR CATEGORY 24 WILL BE MEASURED AGAINST THE FOLLOWING INDICATORS:

- Initiatives (Incidents to be provided)
- Characteristics (Honesty, Integrity, Openness)
- Overall impact e.g. increase in community awareness, number of individuals affected
- Attestations / Testimonials
- References

APPLICATION PROCESS

- For categories 1 – 22, applications must be submitted/forwarded to the relevant Sector Education and Training Authority (SETA) with which they are associated.
- For categories 23 and 24 applications must be submitted to the National Skills Authority.
- For categories 23 and 24 applications must be submitted to the National Skills Authority.
- Non-levy payers, CBOs and NGOs will submit to the SETA with which they are associated.
- Application forms for completion to participate will be accessible at all SETAs or can be downloaded from the Website: www.nationalskillsauthority.org.za.

ADJUDICATION PROCESS

Selection for nominees will be in two phases.

Sector level adjudication:

- Applications for categories 1 – 21 will be received and processed by the SETA relevant to the specific sector. The SETA will identify a senior manager to take responsibility for processing of the applications. Given that the award is to be based on the organisation's own identification of good practice, assessment will be against the agreed evaluation criteria before applications are put before the SETA Adjudication Panel.
- Applications for categories 1 – 21 will be reviewed by the SETA Adjudication Panel as constituted by the SETA CEOs for the relevant sector.
- Applications will be reviewed against a set of evaluation and weighted criteria applicable to the specific category.
- For categories 1 – 21, every SETA will submit three candidates within the specific category for the award together with the outcomes of the SETA Adjudication Panel deliberations, to the NSA Adjudication Panel.
- For category 22, the NSA Adjudication Panel will select one candidate from the nominations submitted by the SETAs in categories 1 – 21.
- For category 23, every SETA who wishes to compete in this category will submit their application to the National Skills Authority. The NSA Adjudication Panel, will select one candidate for the award.
- For category 24 the NSA Adjudication Panel will shortlist three candidates from the applications received and one candidate will be selected for the award.
- SETAs are encouraged to host sector specific award ceremonies to present nominees within their sector with certificates and awards, in addition to their short-listed submissions to the National Skills Authority.
- The panel's decision is final and there will be no appeals by organisations, SETAs and individuals.

National level adjudication

- Short-listed applications will be reviewed by a National Adjudication Panel established by the NSA.
- This panel will comprise of 7 NSA members together with 2 external specialists.
- The panel's decision is final and there will be no appeals by organisations, SETAs or individuals.
- The NSA Adjudication Panel will oversee the awards system, and approve nominations from the short-listed award candidates across a range of enterprise categories – size, core business, economic/industry sector, social development to receive the award.
- The results will be published in the media and on the Department's website, and candidates receiving the Award will be entitled to place this on their promotional material, stating the year in which the award was achieved.

- The decisions of the National Adjudication Panel are final and no correspondence will be entered into. The winners will be announced at the National Skills Conference in March 2019.

Enquiries:

National Skills Authority:

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Email: **skillsawards@nationalskillsauthority.or.za**

Twitter: **<https://mobile.twitter.com/SkillsAuthority>**

Instagram: **https://www.instagram.com/nsa_za**

Facebook: **<https://www.facebook.com/nationalskillsauthority>**

SETAs

1. Agricultural and Sector Education Training Authority (AGRISETA)

Contact person: Caren Kleinwerck

Contact number: 012 301 5611; E-mail: carenw@agriseta.co.za

2. Bank Sector Education Training Authority (BANKSETA)

Contact person: Busisiwe Lubisi

Contact number: 011 564 5312; E-mail: BusisiweL@bankseta.org.za

3. Chemical Industries Sector Education Training Authority (CHIETA)

Contact person: Glory Nyathi

Contact number: 011 564 5312; E-mail: gnyathi@Chieta.org.za

4. Construction Sector Education Training Authority (CETA)

Contact person: Tlalane Tshetlo

Contact number: 011 265 5906 / 065 877 5329; E-mail: TlalaneT@ceta.co.za

5. Culture Arts Tourism Hospitality and Sports Sector Education Training Authority (CATHSSETA)

Contact person: Poshy Damane

Contact number: 011 217 0600; E-mail: PoshyD@cathsseta.org.za

6. Education Training and Development Practices Sector Education Training Authority (ETDPSETA)

Contact person: Anna-Joy Motene

Contact number: 011 372 3304; E-mail: annajoym@etdpseta.org.za

7. Energy and Water Sector Education Training Authority (EWSETA)

Contact person: Kabelo Masilo

Contact number: 011 274 4700; E-mail: kabelom@ewseta.org.za

- 8. Fibre Processing and Manufacturing Sector Education Training Authority (FP&MSETA)**
Contact person: Lindy Mkhize
Contact number: 083 746 6596; E-mail: Lindym@fpmseta.org.za
- 9. Finance and Accounting Services Sector Education Training Authority (FASSET)**
Contact person: Loatile Tsoai
Contact number: 072 2014 1184; E-mail: Loatile.tsoai@fasset.org.za
- 10. Food and Beverages Sector Education Training Authority (FOODBEV)**
Contact person: Nozibongo Solishe
Contact number: 011 253 7338; Email: nozibongos@foodbev.co.za
- 11. Health and Welfare Sector Education Training Authority (HWSETA)**
Contact person: Dhesan Govender
Contact number: 011 607 7017; E-mail: dhesang@hwseta.org.za
- 12. Insurance Sector Education Training Authority (INSETA)**
Contact person: Tshepo Mabika
Contact number: TshepoM@inseta.org.za
- 13. Local Government Sector Education Training Authority (LGSETA)**
Contact person: Clara Vilankulu
Contact number: 011 456 8579; E-mail: clarav@lgseta.org.za
- 14. Manufacturing and Engineering Related Sector Education Training Authority (MERSETA)**
Contact person: Penelope Dlamini
Contact number: 010-219 3256; PDlamini@merseta.org.za
- 15. Media Information and Communication Technology Sector Education Training Authority (MICTSETA)**
Contact person: Xabiso Matshikiza
Contact number: E-mail: xabiso.matshikiza@mict.org.za
- 16. Mining Qualifications Authority (MQA)**
Contact person: Amanda Masilo
Contact number: 011 547 2600; E-mail: Amandam@mqa.org.za
- 17. Public Service Sector Education Training Authority (PSETA)**
Contact person: Ntombi Fomana
Contact number: 012 423 5723; E-mail: ntombit@pseta.org.za
- 18. Safety and Security Sector Education Training Authority (SASSETA)**
Contact person: Linda Nxumalo
Contact number: 011 087 5627; E-mail: lnxumalo@sassetta.org.za

19. Services Sector Education Training Authority (ServicesSETA)

Contact person: Duduzile Mvelase

Contact number: DuduzileM@serviceseta.org.za

20. Transport Sector Education Training Authority (TETA)

Contact person: Agnes Malesa

Contact number: 011 577 7048; E-mail: Agnes@teta.org.za

21. Wholesale and Retail Sector Education Training Authority (W&RSETA)

Contact person: Tsakani Mabasa

Contact number: Tmabasa@wrseta.org.za