DISCRETIONARY GRANT:

SPECIAL PROJECTS FOR EMPLOYED BENEFICIARIES

FUNDING WINDOW GUIDELINES 2026-2027

TABLE OF CONTENTS

THE BANKSETA FUNDING WINDOW GUIDELINES - SPECIAL PROJECTS FOR EMPLOYED BENEFICIARIES

1. Purpose

This document has been developed to guide the application process for the BANKSETA Discretionary Grant Funding Window. This document provides guidelines for the opening of the funding window, inviting applications, evaluation of applications, allocation of funds and payment of funds. This document aims to ensure a consistent, fair, and transparent process. The guidelines must be read together with the BANKSETA Discretionary Grant Policy, Policy Unique Number 28/2026/February 2026, effective 27 February 2026, the SETA Grant Regulations and Delegations of Authority. Where any inconsistency arises, the approved policy and applicable legislation will prevail https://bankseta.org.za/discretionary-grants/

2. Invitation Process

- The funding window will be published on the BANKSETA website and will remain open for a minimum period of four weeks.
- Applications and supporting documents must be submitted using the prescribed BANKSETA templates through SIMS (BANKSETA Information Management System). Failure to use the prescribed templates or submission process may result in disqualification – https://sims.bankseta.org.za/login
- The funding window opens on **Thursday 10 September 2026** and closes at **16:00** on **Monday 12 October 2026**.
- Applications received after the published closing date and time, or through a channel other than the prescribed submission channel, will not be accepted.
- A briefing session, including guidance on the SIMS application process, will be provided. Attendance is encouraged but is not a requirement for eligibility.

3. Objective

The Special Projects Funding Window supports employed beneficiaries who need to strengthen or update their skills due to technological change, digital transformation, changing job roles, organisational restructuring and evolving sector needs.

Eligible applicants are invited to apply for Discretionary Grant Funding for the following categories under the funding window “Employed beneficiaries on BANKSETA Special Projects”.

- Reskilling/Upskilling
- Online Short Courses
- IT Programmes

For purposes of this guideline, the following definitions apply:

<table>
<tr><th>Term</th><th>Description</th></tr>
<tr><td>Applicant</td><td>An eligible organisation submitting an application in terms of the applicable Special Projects Funding Window.
<table>
<tr><th>Category</th><th>Potential Applicants</th></tr>
<tr><td>Eligible employer</td><td>A levy-paying employer must have an approved Workplace Skills Plan (WSP) and Annual Training Report (ATR) following their submission to the BANKSETA by 30 April 2026, or by 30 May 2026 where an extension was granted.</td></tr>
</table></td></tr>
</table>

<table>
<tr><th>Term</th><th>Description</th></tr>
<tr><td></td><td><table>
<tr><td></td><td>A levy paying employer undergoing an Inter-SETA Transfer and awaiting the BANKSETA registration must provide proof that the Workplace Skills Plan and Annual Training Report were approved by the relevant SETA following their submission by 30 April 2026, or by 30 May 2026 where an extension was granted and that they are in the process of transferring from another SETA.</td></tr>
<tr><td>Registered federations or trade unions applying on behalf of eligible members and/or their own eligible employees</td><td>Registered unions with members in the Banking and Alternative Banking Sector

Note:

For Federations / Trade unions to qualify, membership must be at least 100 within the Banking and Alternative Banking Sector.</td></tr>
<tr><td>Sector / Industry Organisations</td><td>Sector/Industry Organisation with members in the Banking and Alternative Banking sector.

Note:

For Sector / Industry Organisations to qualify, membership must be at least 10 within the Banking and Alternative Banking Sector</td></tr>
</table></td></tr>
<tr><td>Employed beneficiary/learner/ delegate.</td><td>A person employed in the Banking or Alternative Banking Sector who will participate in an approved programme.

Eligible beneficiaries must be below the age of 65 and be holders of South African identity documents unless specifically motivated.</td></tr>
<tr><td>Reskilling/Upskilling</td><td>• Training intended to strengthen or develop employee skills in response to changing job roles, technological change, restructuring, possible retrenchment or evolving sector requirements.
• The programme may or may not be SAQA/NQF registered.
• The programme may or may not be directly related to the Banking and Alternative Banking Sector, provided that the applicant demonstrates its relevance to the beneficiary’s role, reskilling/upskilling need or employment sustainability</td></tr>
<tr><td>Online Short Course</td><td>• This may include a course delivered through an online training platform e.g. Udemy, Coursera, LinkedIn or any other online platform.
• This may include Continued Professional Development (CPD) offered through Professional Bodies.
• Microcredentials: A short, focused learning intervention that develops and recognises specific knowledge, skills or competencies relevant to an occupation, role or work task.</td></tr>
<tr><td>IT Programme</td><td>An intervention that develops IT, digital or technology-related skills for workers.
The programme may be:
• National/International
• Online/In-person
• SAQA/NQF registered or unregistered</td></tr>
</table>

4. Funding

For purposes of this funding window, the following funding basis applies:

The BANKSETA will fund the actual eligible programme cost per beneficiary, up to the approved amount and applicable funding cap. Where the actual cost is lower than the approved amount, payment will be limited to the actual cost incurred and supported by the required evidence which will be specified in the MoA.

Category	Funding basis (VAT inclusive)	Key requirements
Reskilling/Upskilling	• Full SAQA Registered Qualification: Capped at R 50 000 per beneficiary • Registered Skills Programme: Capped at R30 000 per beneficiary • Unregistered Programme: Capped at R 30 000 per beneficiary	The following funding basis applies: • Funding will be calculated per beneficiary. • The funding will be for the full course/programme – irrespective of the duration. • The applicant must apply for the estimated amount (if actual cost is not available) but not exceed the capped amount. • At the time of submitting performance information, the actual cost from the Training Provider must be submitted as proof for payment.
Online Short Courses	Capped at R 4 920 per beneficiary.	The following funding basis applies: • Funding will be calculated per beneficiary. • The funding will be for the full course/programme – irrespective of the duration. • The applicant must apply for the estimated amount (if actual cost is not available) but not exceed the capped amount. • Where an applicant has an existing licensing agreement with an online service provider, the approved funding may fund the attributable licensing cost.
IT Programmes (IT Skills for Workers)	Capped at R 33 166 per beneficiary.	The following funding basis applies: • Funding will be calculated per beneficiary. • The funding will be for the full course/programme – irrespective of the duration. • The applicant must apply for the estimated amount (if actual cost is not available) but not exceed the capped amount. • At the time of submitting performance information, the actual cost from the Training Provider must be submitted as proof for payment. • International courses are permitted; however, the BANKSETA funding will be limited to the applicable approved

Category	Funding basis (VAT inclusive)	Key requirements
		cap expressed in South African Rand (ZAR). Any amount exceeding the approved allocation will be for the applicant's account.

All approved amounts are VAT inclusive. The BANKSETA may approve a lower amount or fewer beneficiaries than requested depending on the availability of funding.

5. Implementation Framework

- The interventions are intended for **employed** beneficiaries in the Banking and Alternative Banking Sector.
- Applicants may apply for more than one **category** and more than one course or programme per category, but each course or programme must be separately identified with the beneficiary numbers, cost, provider, programme information and implementation dates in accordance with the application form.
- The programme **start date** must fall within the applicable 2026/2027 implementation period, from **1 April 2026 and no later than 28 February 2027**, subject to the approved application and MoA.
- The applicant must ensure that the proposed provider has the appropriate expertise and capacity to deliver the intervention and **where applicable**, must be accredited by the relevant Quality Assurance Authority for the Qualification applied for.
- The applicant is responsible for overall project management, governance and reporting, procurement and/or contracting with the training provider, financial management and record keeping.
- For Reskilling/Upskilling, the application must explain how the beneficiaries' roles are affected by role changes, restructuring or possible retrenchment as provided for in the application form.
- For Online Short Courses, the training platform, course name and relevant occupation/OFO code must be provided for every course. The prescribed application form contains the relevant occupation list in **Annexure A**.

6. Application / Submission Criteria

Applicants must meet the application criteria as indicated below to qualify for funding:

- The funding window must be selected and the application submitted on SIMS.
- Applications on the SIMS system close at **16:00** on the day that the window closes. **No late submissions will be accepted**.
- Applicants are permitted to apply for more than one category and more than one programme. **However, only one application form is permitted per applicant.**
- Only one final application will be accepted per applicant. Where multiple submissions are received before the closing date, the BANKSETA will assess the latest complete submission received before the deadline.

- The application form as provided by the BANKSETA must be uploaded on SIMS.

7. Eligibility Criteria

Applicants must meet the applicable eligibility criteria below to qualify for funding:

Category	Potential Applicants
Eligible employer	A levy-paying employer must have an approved Workplace Skills Plan (WSP) and Annual Training Report (ATR) following their submission to the BANKSETA by 30 April 2026, or by 30 May 2026 where an extension was granted The applicant levy paying employer must be up to date with levy contributions to the BANKSETA. A levy paying employer undergoing an Inter-SETA Transfer and awaiting the BANKSETA registration must provide proof that the Workplace Skills Plan and Annual Training Report were approved by the relevant SETA following their submission by 30 April 2026, or by 30 May 2026 where an extension was granted and that they are in the process of transferring from another SETA.
Federations / Trade Unions May apply for their members or their own employees	Federations / Trade Unions with members in the Banking and Alternative Banking Sector • Proof of registration with the Department of Employment and Labour (DEL); and • Sworn affidavit by duly authorised office bearer confirming a minimum of 100 active members within the Banking or Alternative Banking Sector, based on current and verifiable membership records. The BANKSETA reserves the right to verify the information provided and request reasonable supporting evidence
Sector / Industry Organisations	Sector/Industry Organisation whose members fall within the Banking or Alternative Banking sector • Constitution/MOI/founding document. • Active member list indicating member organisation name where at least 10 members fall within the Banking or Alternative Banking sector. The BANKSETA reserves the right to verify the information provided and request reasonable supporting evidence

8. Evaluation Criteria

An evaluation panel will be established to assess all applications received. The panel will be appointed by the CEO and will consist of at least three (3) members. Each panel member must sign a declaration of interest before the evaluation process begins. The evaluation proceedings, recommendations and final decisions will be documented and retained for audit purposes.

The BANKSETA will use non-scored evaluation criteria. An application must meet all applicable requirements to proceed:

Applicants must provide the documents listed below and upload to SIMS aligned to the category requirements. Any required document that is not uploaded will result in the application being declined.

No.	Applicable Category	Required document - Compulsory
1	All Categories: • Eligible employer • Federations / Trade Unions Members & Employees • Sector / Industry Organisations	The prescribed application form must be completed correctly, in full and duly signed by an authorised person.
2	Inter-SETA Transfer applicants only	An applicant awaiting registration with the BANKSETA • Approved WSP and ATR at the previous SETA • InterSETA transfer form
3	Federations / Trade Unions	• Proof of registration with the Department of Employment and Labour (DEL) • Sworn affidavit by duly authorised office bearer confirming a minimum of 100 active members within the Banking and Alternative Banking Sector, based on current and verifiable membership records
4	Sector / Industry Organisations	• Constitution/MOI/founding document. • Active member list indicating member organisation name where at least 10 members fall within the Banking or Alternative Banking sector. *The BANKSETA reserves the right to verify the information contained in the list and may request additional supporting evidence where reasonably required, subject to applicable data protection and confidentiality requirements*
5	• Reskilling/Upskilling • IT Programmes (IT Skills for Workers)	Where the application is for a SAQA registered Qualification or Registered Skills Programme, the applicant must submit valid provider accreditation documentation, including evidence that the approved scope covers the qualification or skills programme applied for.

The BANKSETA may request additional documents during evaluation, due diligence, contracting, monitoring, payment or close-out where reasonably required to verify eligibility, delivery, expenditure or performance

The applicant must complete the mandatory conflict-of-interest and related-party declaration. All actual, potential or perceived conflicts involving the applicant, its directors, officials, employees, proposed training providers, related parties or the BANKSETA officials must be disclosed. An undisclosed conflict of interest may result in disqualification or, where identified after approval, reduction or withdrawal of funding, termination and/or recovery of funds.

Applicant is not under investigation (The applicant must not be under investigation for mismanagement of funds, fraudulent activities, or conduct resulting in fruitless and wasteful expenditure. Applicants that do not meet this criterion will be deemed ineligible for funding in accordance with the BANKSETA Discretionary Grant Policy).

Consideration of Past Performance and Track Record (The applicant's past performance and track record on previously funded the BANKSETA projects) will be assessed in a fair, transparent and proportionate manner. Past performance will not, on its own, result in automatic disqualification. The assessment will consider the applicant's utilisation of approved funding, achievement of project outputs, compliance with contractual and reporting requirements, and overall project performance.

The BANKSETA may use the contract register, Commitment Schedule, monitoring reports, performance records, write-back records, termination records, supporting documentation and relevant investigation or whistleblowing to verify past performance.

9. Allocation Criteria

Levy paying employers:

The following formula will be used to determine the allocation of grants to all levy paying employers who are approved:

Eighty per cent (80%) of the available funding-window budget will be reserved for qualifying levy-paying employers. Each qualifying employer's allocation will be calculated proportionately based on its share of total relevant levy contributions, using the 2025/26 levy contribution, increased by 5% for allocation-calculation purposes.

If there are funds remaining after applying the formula to successful applications, such funds will be allocated equally to each applicant up to the number of beneficiaries applied for.

Federations / Trade Unions Members & Employees and Sector / Industry Organisations

20 % of the available budget will be allocated for these applicants.

The following considerations will be used to determine the allocation of grants:

- The availability of funding and the number and value of qualifying applications.
- The BANKSETA may limit the number of beneficiaries approved or the amount allocated per application to remain within the budget.
- The strategic relevance of the proposed programme to sector needs, technological change, digital transformation, role changes, restructuring or employment sustainability.
- The number of beneficiaries applied for, the reasonable cost of the programme and the applicable funding cap.
- A positive track record may result in prioritisation, while material underperformance may result in a reduced allocation or the application being declined.

10. Funding Conditions

- All grants are VAT inclusive and may only be used for the approved programme and direct implementation costs stipulated in the MoA.

- If there is undersubscription from any of the 3 applicant categories, the funds will be allocated to another category and the 80%/20% cap will be adjusted.

- Where additional funding becomes available through Board approval, project savings or underutilisation, The BANKSETA may fund further qualifying applications from the evaluated pool and/or increase allocations to approved applicants. Additional allocations will be approved in accordance with the Discretionary Grant Policy and Delegations of Authority, within the CEO's delegated threshold or by the Board where that threshold is exceeded.

- If there are insufficient applications in a certain category/programme, the BANKSETA may request successful applicants to train additional beneficiaries and approve additional funds to train more beneficiaries over and above the number of beneficiaries applied for.

- Capital and business set-up costs, salaries and directors' fees, application development costs, and general planning or marketing costs are excluded unless expressly approved as a deliverable in the relevant funding window.

- The approved amount may not be exceeded. Where actual programme costs exceed the approved amount, the applicant must fund the difference.

- No material change to the approved programme, beneficiary numbers, provider, delivery method, dates or budget may be implemented without prior written approval from the BANKSETA.

- The same beneficiary and cost may not be funded more than once. Applicants are responsible for preventing duplicate beneficiaries, duplicate claims and double funding.

- The BANKSETA may undertake further due diligence or a risk assessment after initial approval and before contracting or implementation. Based on the outcome, the BANKSETA may reduce or withdraw the approved allocation.

- Where implementation has commenced or payments have been made, the BANKSETA reserves the right to recover amounts paid where due diligence, monitoring or audit identifies ineligibility, material non-compliance, misrepresentation, an undisclosed conflict of interest, a prohibited related-party arrangement, unsupported expenditure or another ground permitted by the MoA and approved policy, subject to an appropriate fair process.

- Project savings and unutilised or underutilised funds may not be used for another activity and must be disclosed and written back to the discretionary grant pool unless a reallocation is approved in accordance with policy and the Delegations of Authority.

- If an application exceeds the capped amount, the BANKSETA will automatically apply the capped amount.

11. Approval, Appeal and Change Request Process

- The evaluation documentation will be submitted for Probity Review. The probity review report will be submitted for review to the CEO. Once the CEO has reviewed, the report and supporting evidence as required will be submitted to the Finance and Remuneration Committee for recommendation to the BANKSETA Board.

- Final approval will be done by the BANKSETA Board.

- The BANKSETA Board may delegate approval functions to the CEO as indicated in the BANKSETA Delegations of Authority Policy.

- Feedback on the status of the application will be provided to unsuccessful applicants. An unsuccessful applicant may appeal where it believes that the decision was incorrect or that relevant mitigating circumstances were not considered. The appeal must be submitted within **30 calendar days** of receipt of the outcome**.** The appeal must identify the grounds of appeal and must include supporting evidence. Appeals will be considered in accordance with the approved Discretionary Grant Policy and Delegations of Authority.

- Change requests are discouraged but should this be unavoidable, the request which includes a written request signed by the authorised signatory, motivation, supporting evidence, revised implementation plan, revised timelines and revised budget where applicable, must be submitted to the BANKSETA within **one month** of receiving the outcome or whenever a change becomes necessary. The approval of the change request is at the discretion of the CEO provided that the approved amount is not exceeded and that the change is still in line with the guidelines. No change may be implemented without approval by the BANKSETA.

- An extension request must be submitted at least **three months** before the contractual end date, with revised timelines and supporting motivation. An agreement that has already expired will not be reinstated.

- Replacement of approved beneficiaries requires prior written approval. Where approved beneficiary numbers cannot be achieved or the funds will not be fully utilised, the contracting party must notify the BANKSETA within one month of becoming aware of the underutilisation.

12. Contracting, Commitment Schedule and Project System Update

- The BANKSETA will sign a Memorandum of Agreement (MoA) with the applicant for the funding approved.

- The approval notification to the applicant will include a due date for the return of signed MoAs to the BANKSETA so that funds are not left uncommitted for long periods of time.

- The project manager will monitor all the received MoAs and any MoA not signed and returned to the BANKSETA by the agreed date may be cancelled.

- Applicants should endeavour to meet deadlines and complete the project within the timelines submitted during application phase. If, however, this is not possible the applicant should apply in writing to have the timelines extended and where needed to sign an addendum to the MoA to extend the end date.

This should be done at least three months before the initial completion date.

- If the MoA expires without an approved extension, it will not be reinstated. Where the BANKSETA determines that no project activity is taking place and the applicant has not provided a reasonable explanation, the BANKSETA may terminate the MoA, withdraw any remaining funding and recover funds where applicable.

- Supporting beneficiary documents must be submitted within **one month** of signing the MoA and includes:

  - Identity Document
  - Learner agreement
  - Proof of employment
  - Proof of registration with Training Provider
  - Listing of learners in accordance with the BANKSETA template

  Where this is not possible, the applicant must notify the BANKSETA to agree on a suitable date.

- All signed agreements, addenda, amendments and payments will be recorded on the BANKSETA Commitment Schedule and reported quarterly.

13. Invoicing/Funds Disbursement Process

- Upon approval of the application, the Applicant and the BANKSETA will sign a Memorandum of Agreement (MoA) to formalize the application and to agree to the disbursement schedule (in line with the specific application).

- No payment will be made unless the deliverables and supporting evidence stipulated in the MoA and disbursement schedule have been received, verified and accepted by the BANKSETA.

- Successful applicants and payments are subject to a monitoring and evaluation process.

- The first invoice must be accompanied by official proof of banking details, which may not change for the duration of the project, and any documentation required by the BANKSETA (Central Supplier Database form (CSD)).

- Close-out report and completion evidence must be submitted with invoices as required. The close-out report may include project risks, deviations and mitigating actions, lessons learned, challenges, achievements, financial management and governance information.

- Invoices will be paid provided all project requirements are met and supporting documentation is provided (such as proof of payment to other parties, etc.)

- The final invoice will be paid subject to all project requirements being met and may be subject to monitoring and evaluation by the BANKSETA.

- Final payment will only be made for beneficiaries who meet the approved completion requirements and once all tranche criteria have been met. Valid tranche payments already made will not be recovered solely because a beneficiary did not complete; however, the BANKSETA may recover payments arising from invalid, fraudulent, duplicated or otherwise non-compliant claims.

- Only performance information and deliverables relating to the applicable financial year will be considered for payment.

- Incomplete or non-compliant beneficiary documentation may result in the approved funding being reconsidered, reduced or withdrawn.

- The contracting party may not use project savings for another activity or purpose. Savings and unutilised or underutilised funds must be disclosed to the BANKSETA and written back to the discretionary grant pool. Any reallocation will be subject to the approved policy and Delegations of Authority.

14. Disclaimer, Termination and Breach

- In all instances, the BANKSETA reserves the right to approve or decline funding at its discretion.

- The BANKSETA reserves the right to verify, monitor and audit any of the above approved grants during the implementation period by a designated the BANKSETA representative.

- Payments are also subject to these processes as per the quality requirements stipulated by the BANKSETA.

- The BANKSETA may withhold grants or recover any grants paid to an applicant if it is found that the grants allocated are not being used for the purpose for which the grant was intended.

  This includes but is not limited to incorrect beneficiary emp status (employed / unemployed), fraudulent identity documents (deceased beneficiaries), etc.

  Mismanagement of funds, duplicate beneficiaries, unsupported expenditure, non-achievement of approved outputs, material reporting failures, fruitless and wasteful expenditure and other fraudulent claims.

- Material non-compliance may result in withholding of payments, reduction of funding, termination of the agreement and/or recovery of funds, subject to the MoA, approved policy and an appropriate fair process.

- The BANKSETA monitoring and evaluation may include funding expenditure and related procurement, quality of delivery, project-management efficiency, project risks, confirmation of beneficiaries, participant feedback and verification of approved outputs.

15. Impact Assessment

- Applicants must participate in the BANKSETA tracer, evaluation and impact-assessment activities and provide information reasonably required for this purpose.

- The impact assessment will be conducted in accordance with the applicable SETA Monitoring and Evaluation Framework and parameters determined by the BANKSETA Board.

  Applicants must notify the BANKSETA of any changes to beneficiaries' contact details that become known to them, subject to applicable data-protection requirements.

16. Confidentiality of Information

- In compliance with the requirements of the Protection of Personal Information Act 4 of 2013 (POPIA), the BANKSETA wishes to inform all its stakeholders that in applying for funding, invoicing the BANKSETA and providing supporting information for such invoices, the following standards will apply:

  - The BANKSETA undertakes to keep all information obtained or received by it for purposes of funding applications, funding agreements, invoicing and performance information disclosed or provided by the applicant in confidence and in a safe and secure manner.

  - Information shall be revealed only to the representatives, agents, and employees whose knowledge of the information is required for the purpose related to administering the funding applications, funding agreements, invoices and supporting documentation.

17. Reporting and Retention of Information

The BANKSETA's reporting function includes the following:

- Reporting skills development initiatives to the Department of Higher Education and Training.

- Reporting enrolments and achievements of programmes to the South African Qualifications Authority.

- Reporting on quality assurance functions to the Quality Council for Trades and Occupations.

- Evaluating and processing applications for access to funding.

- Compiling statistics and other research reports.

- Providing personalised communications.

- Providing information for internal and external auditing purposes.

- Complying with the law; and/or for a purpose that is ancillary to the above.

- Information related to Memoranda of Agreement will be kept for 5 years after the stated end date. After 5 years it will be destroyed.

- In the event that the BANKSETA is required by legal process to disclose any of the information,it shall provide the applicant with prompt notice of such requirement so that the applicant may seek a protective order or agree to the provision of information. If a protective order or other remedy to ensure that only information covered by such order or other remedy is obtained, the BANKSETA shall use all reasonable efforts to ensure that only the information covered by such order or other remedy is disclosed. Whether or not a protective order or other remedy is obtained, or the applicant party agrees to the provision of information, the BANKSETA shall take all the reasonable steps to ensure that only the portion of the information which it is legally required to disclose, is disclosed.

- Applicants agree to provide information as required by the BANKSETA for the purpose of reporting to the Department of Higher Education and Training, as well as other statutory stakeholders.

SIGN-OFF AND APPROVAL

Approval Stage	Name	Designation	Signature	Date
Compiled by	Ms Heidi Foba	Manager		04/09/2026
Recommended by	Ms Christine Jonck	GM: Operations		04/09/2026
Approved by	Dr Tsietsi Raleting	Acting Chief Executive Officer		2026/09/08

18. ANNEXURE A

OFO CODE	OFO DESCRIPTOR For Online Short Courses, applications must relate to the occupations listed below
2021-121202	Business Training Manager
2021-122301	Research and Development Manager
2021-131101	Agricultural Farm Manager
2021-132102	Manufacturing Operations Manager
2021-132107	Quality Manager
2021-132301	Construction Project Manager
2021-133102	ICT Project Manager
2021-143905	Call or Contact Centre Manager
2021-211201	Meteorologist
2021-213105	Biotechnologist
2021-213108	Microbiologist
2021-213109	Zoologist
2021-213201	Agriculture Consultant
2021-213202	Agricultural Scientist
2021-213205	Food and Beverage Scientist
2021-213302	Environmental Scientist
2021-213304	Earth and Soil Scientist
2021-214104	Production Engineering Technologist (specialising as Leather and Footwear Production Technologists)
2021-214201	Civil Engineer
2021-214202	Civil Engineering Technologist
2021-214401	Mechanical Engineer
2021-214605	Metallurgist
2021-214904	Quantity Surveyor
2021-215101	Electrical Engineer
2021-215103	Energy Engineer
2021-215104	Energy Engineering Technologist
2021-216101	Architect
2021-216302	Industrial Designer
2021-216304	Footwear Designer
2021-216603	Multimedia Designer
2021-226302	Safety, Health, Environment and Quality (SHE&Q) Practitioner
2021-234201	Early Childhood Development Practitioner
2021-251101	ICT Systems Analyst
2021-251102	Data Scientist
2021-251201	Software Developer*
2021-251202	Programmer Analyst
2021-251203	Developer Programmer

OFO CODE	OFO DESCRIPTOR
	For Online Short Courses, applications must relate to the occupations listed below
2021-251302	Web Developer
2021-252301	Computer Network and Systems Engineer
2021-252901	ICT Security Specialist
2021-311201	Civil Engineering Technician
2021-311301	Electrical Engineering Technician
2021-311401	Electronic Engineering Technician
2021-311904	Manufacturing Technician
2021-312201	Production / Operations Supervisor (Manufacturing)
2021-312202	Maintenance Planner
2021-312301	Building Associate
2021-313102	Biomass Plant Technicians
2021-313105	Wind Turbine Power Plant Process Controller
2021-313109	Solar Photovoltaic Service Technician
2021-313901	Integrated Manufacturing Line Process Control Technician
2021-313907	Food and Beverage Manufacturing Process Controller
2021-314201	Agricultural Technician
2021-325705	Safety Inspector/Medical Equipment Inspector
2021-332302	Purchasing Officer
2021-351201	ICT Communications Assistant
2021-351301	Computer Network Technician
2021-422201	Inbound Contact Centre Consultant
2021-422202	Outbound Contact Centre Consultant
2021-422203	Contact Centre Real Time Advisor
2021-422204	Contact Centre Resource Planner
2021-422205	Contact Centre Forecast Analyst
2021-422206	Call or Contact Centre Agent
2021-611202	Horticultural Farmer
2021-641502	Carpenter
2021-642601	Plumber
2021-642701	Air-conditioning and Refrigeration Mechanic
2021-642702	Refrigeration Mechanic
2021-651403	Steel Fixer
2021-652201	Toolmaker
2021-652301	Metal Machinist
2021-652302	Fitter and Turner
2021-653302	Mechanical Equipment Repairer
2021-662216	Commercial Digital Printer

OFO CODE	OFO DESCRIPTOR
	For Online Short Courses, applications must relate to the occupations listed below
2021-671101	Electrician
2021-671204	Lift Mechanic
2021-671206	Electrical Equipment Mechanic
2021-672105	Instrument Mechanician/Medical Equipment Repairer
2021-682201	Cabinet Maker
2021-682301	Furniture Finisher
2021-682303	Wood Machinist
2021-683202	Apparel and related pattern maker
2021-683401	Upholsterer
2021-684101	Diver
2021-684301	Crop Produce Analyst
2021-684305	Quality Controller (Manufacturing)
2021-712101	Metal Processing Plant Operator
2021-714202	Plastic Compounding and Reclamation Machine Operator
2021-715501	Leather Processing Machine Operator
2021-715601	Footwear Cutting Production Machine Operator
2021-715602	Footwear Closing Production Machine Operator
2021-715603	Footwear Bottom Stock Production Machine Operator
2021-715604	Footwear Lasting Production Machine Operator
2021-715605	Footwear Finishing Production Machine Operator
2021-716112	Seafood Processing Machine Operator
2021-717102	Paper and Pulp Mill Operator
2021-721901	Product Assembler
2021-733211	Remotely Operated Vehicle (ROV) Pilot
2021-734402	Forklift Driver
2021-821601	Fishing Hand
2021-832903	Timber and Wood Process Worker
2021-832904	Food and Beverage Factory Worker
2021-833303	Waterside Worker