

# **The Skills Development Challenge: Business Unusual**

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# Business Unusual

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# Introducing the Voucher Implementation Programme (VIP)

- SME applies on-line per [www.mersetatrainingvouchers.org.za](http://www.mersetatrainingvouchers.org.za) or telephonically on outsourced, designated call centre per 0861 10 12 10
- Voucher is approved within 3 working days
  - SMS sent to applicant
  - Voucher e-mailed to applicant and
  - notice sent to Provider
- Voucher is authorised by Provider & training scheduled
- Training (including assessment) is conducted

# VIP: Sub – Sectors Supported

- Motor Retail
- Metal & Engineering
- Plastic Manufacturing

Excl. Auto & New Tyre Manufacturers

# The SME Challenge

- Lack of infrastructure;
- Insufficient budget (if any) for training & development;
- Limited access to accredited, relevant training;
- Opportunity Cost / Survivalist nature of SME;
- Loss of Momentum;
- Training Culture: Owner driven;
- SARS Exemption;

# VIP Design Fundamentals

- Non-prescriptive (sector/province/category)
- Only companies employing 1-49 **permanent** employees
- Only companies whose **core business is within** the MER **sector**, and registered with the merSETA
- **Employed** learners only
- Automated, allows focus on dashboard

# VIP Design Fundamentals (cont.)

- Accessibility
- Both levy paying & exempted companies
- Voucher expires after 6 months, cannot be hoarded
- Only NQF aligned and ETQA accredited courses
- Quick Gains
- Shared responsibility

# VIP Design Fundamentals (cont.)

- 100% Paperless for member companies
- Quick turnaround times
- Immediate acquisition of skills, short interventions
- Recognition and reward of training companies
- 3 day turn around time for SME applications

# VIP Funding Structures

- R190 per credit
- R1, 800 per ABET Level 1 learning area
- R2, 000 per ABET Level 2 learning area
- R2, 500 per ABET Level 3 & 4 learning area

# VIP Controls

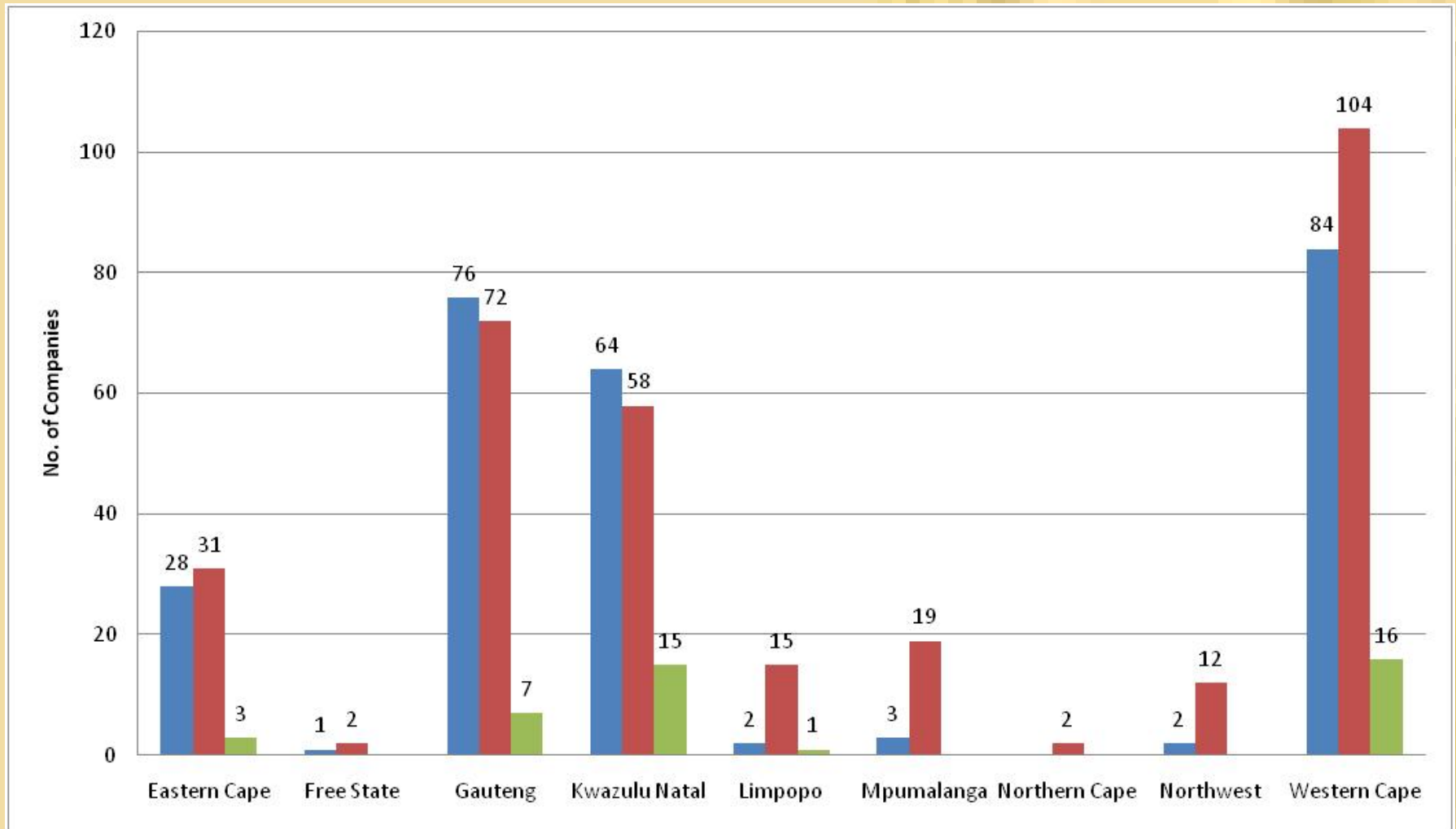
- Can only be used once
- Expires after 6 months
- Not redeemable for cash
- Can only be redeemed for the course, by the person and at the training provider printed on it
- Can change persons but not course
- Must be authorised prior to training

# VIP: All skills are CRITICAL

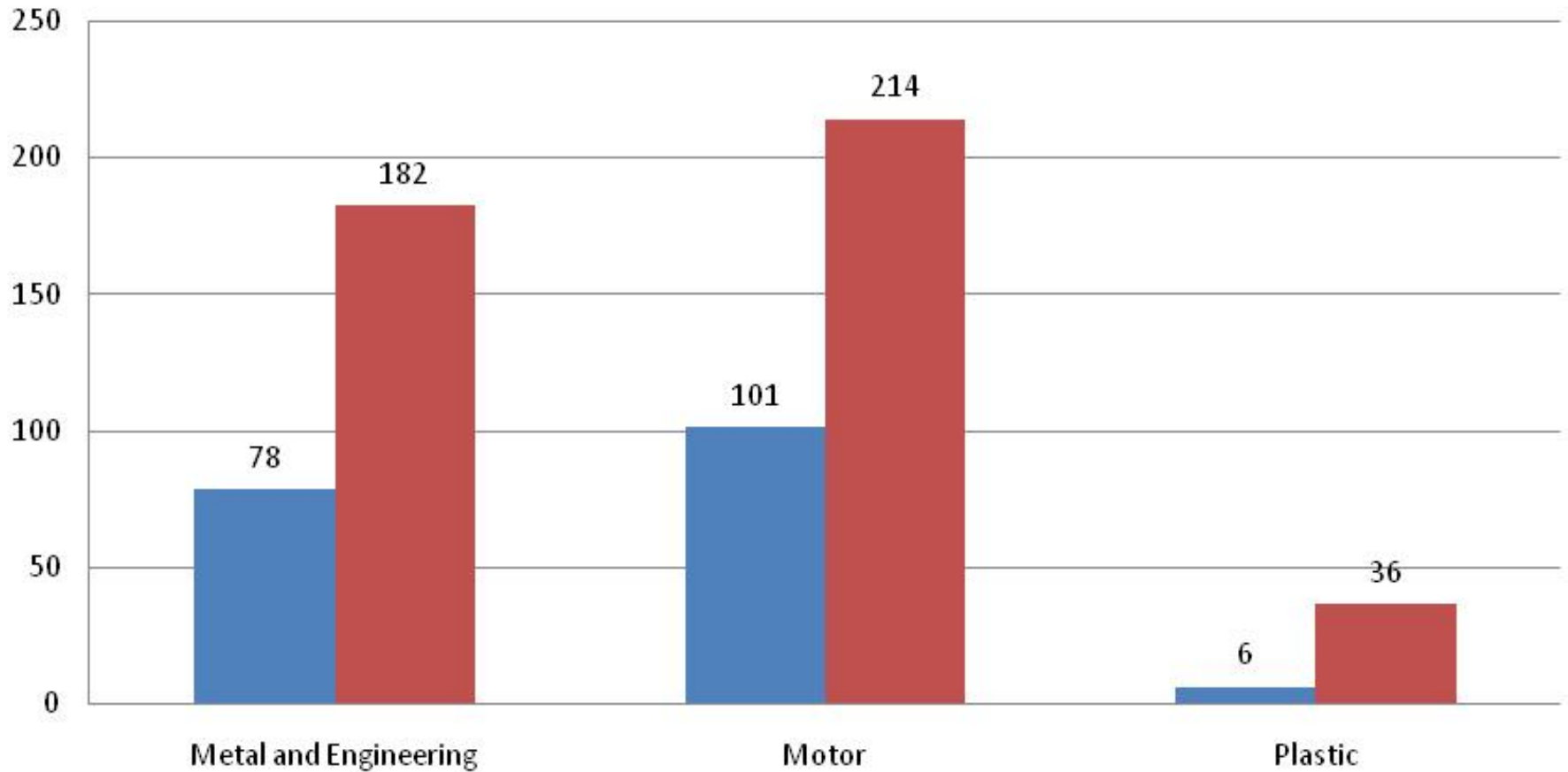
- ABET
- Finance, Accounting and Governance
- HIV/AIDS Management
- Information and Communications Technology
- Life Skills
- Management and Supervisory Training
- Presentation and Communication Skills
- Project Management
- Safety, Health, Environment and Quality (SHEQ)
- Sales, Marketing and Customer Service
- Secretarial and Administration
- Skills Development
- Technical / Industry Specific
- Transport, Freight and Logistics



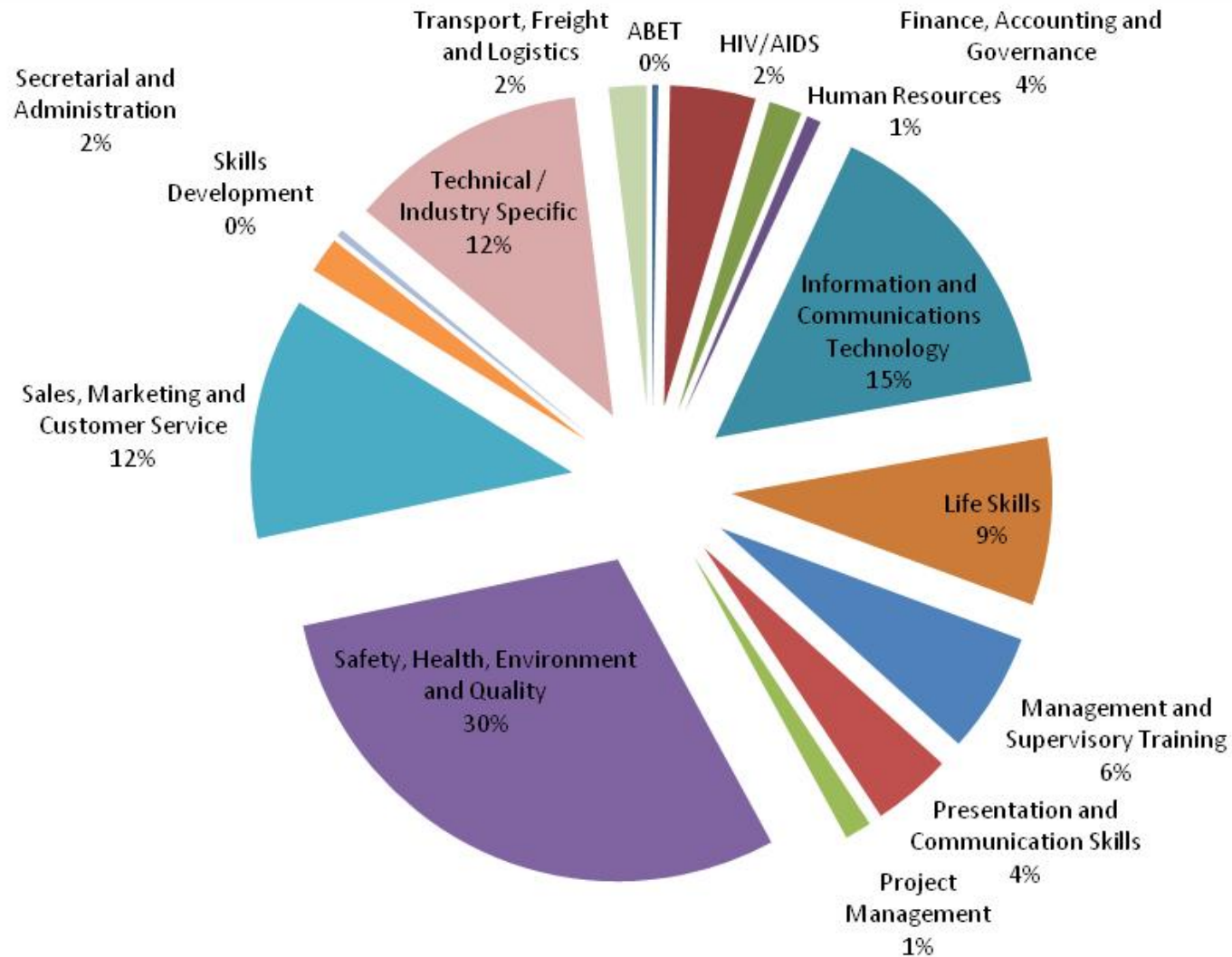
# SMEs Supported per SME per Sub-Sector



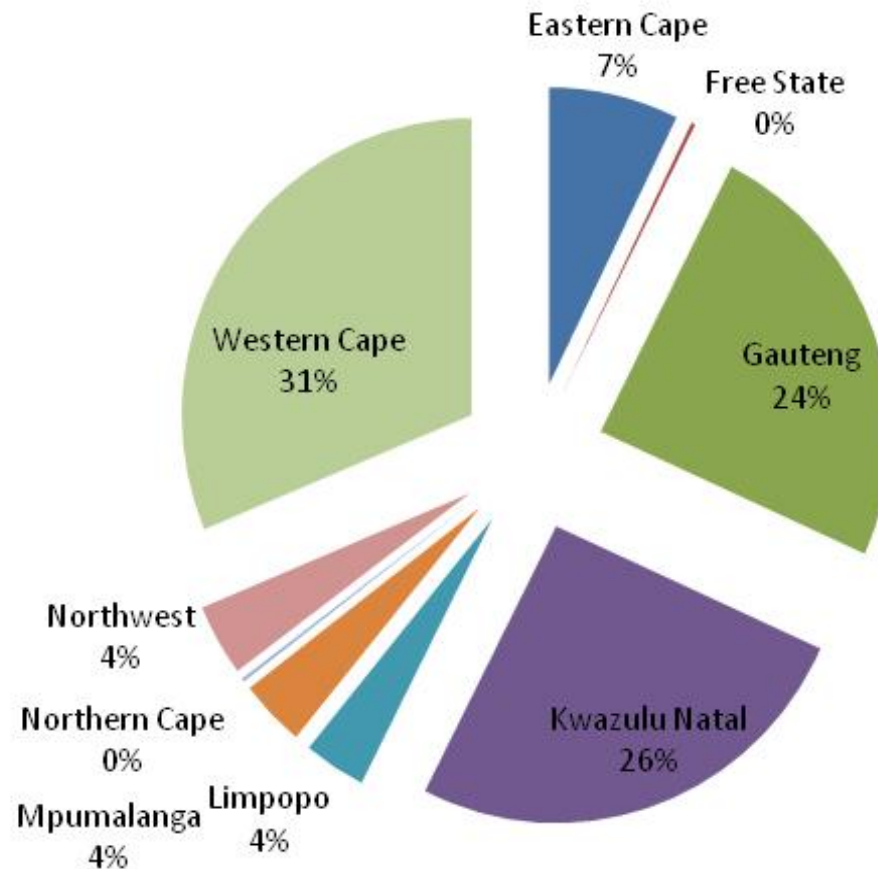
## SMEs Supported per Levy Status



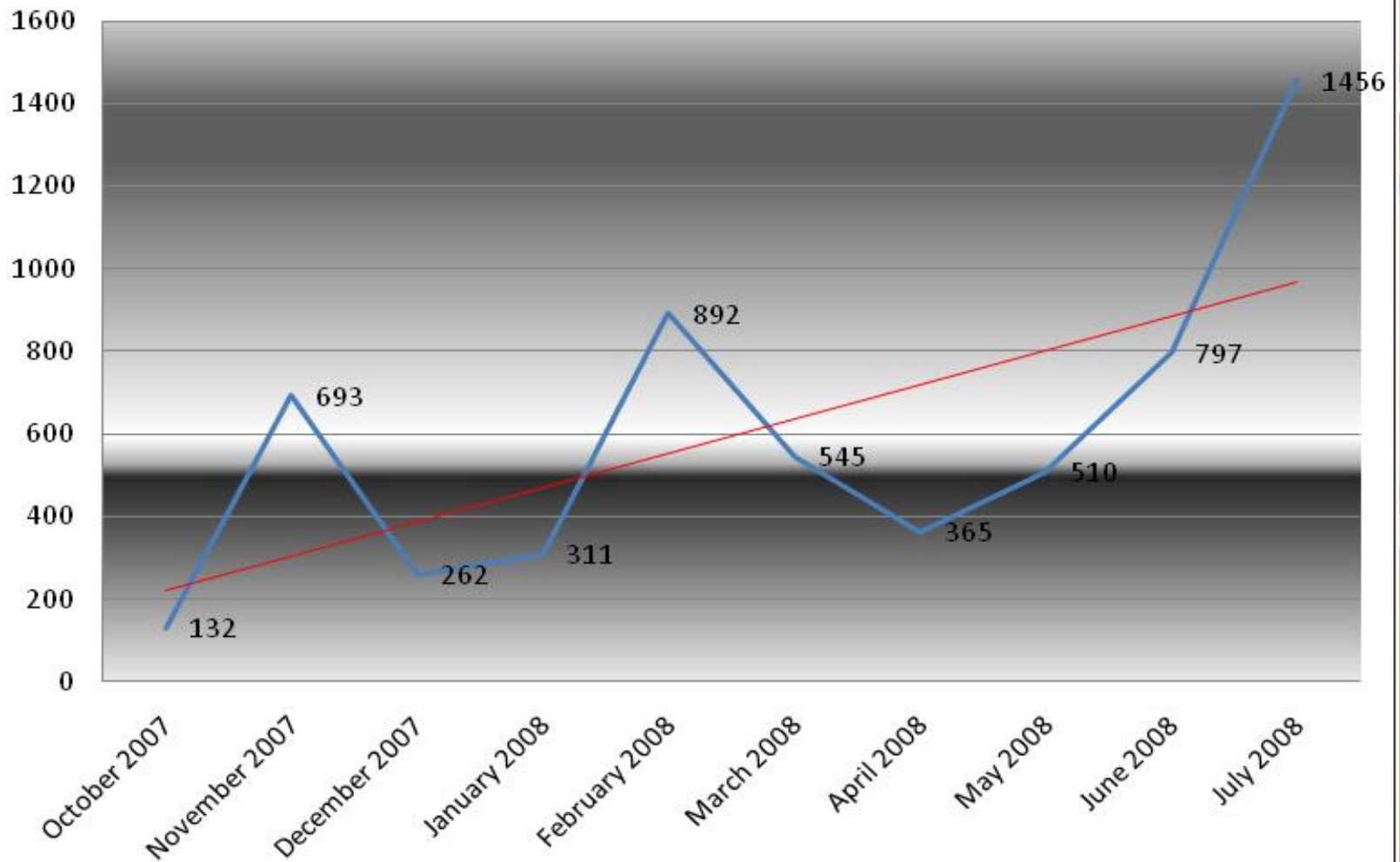
# Vouchers Issued per Course category



# Learners who received vouchers per Province



## No. of Vouchers Issued



# Why it works

- Partnerships with Training Providers
- Strategic intervention
- Variety, demand driven
- Accessibility
- Quick gains
- Training Provider Monitoring - PM

# Why it works (cont.)

- Pre-approved funding until 2010
- Relevant, demand driven interventions
- Central Control & Management
- Payment on successful completion
- Enhanced SME monitoring capacity

# Eligibility Criteria for Providers

- ETQA Accreditation, not only by merSETA but any of the other ETQA bodies
- Must agree to be bound by the Code of Conduct and sign the MoU
- Tax Clearance from SARS

**Thank you!**

**Questions?**