

Fasset Benefits 1 April 2011 to 31 March 2012

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Fasset will provide registered employers with benefits for the current financial year. In summary, they are:

Benefits Available to Skills Development Levy (SDL) Paying and Non-SDL Paying Employers

Benefit	SDL Paying	Non SDL Paying
Mandatory Grant – 40% of Skills Development Levy (SDL) *	✓	No SDL
Pivotal Grant – up to 10% of SDL *	✓	No SDL
Strategic Cash Grant – up to 20% of SDL	✓	No SDL
Learnership Cash Entry Grant	✓	✓
Learnership Cash Exit Grant	✓	✓
SMME Grant	✓	✓
Assessor and Moderator Training Grant	✓	✓
Employer Grant Support	✓	✓
Free Training / Lifelong Learning Courses	✓	✓
Development Project Beneficiaries	✓	✓
Learnership Tax Deductions	✓	✓

Mandatory Grant

- The Annual Training Report (ATR) 2010/2011 combined with the Workplace Skills Planning Grant (WSP) 2011/2012: 40% of SDL paid to Fasset due 30 June 2011. This grant is paid quarterly. The grant amount will drop from 50% to 40% for the 2011/2012 calendar year, pending the release of funding regulations specifying this.
- This grant may be claimed for any training planned and undertaken in the firm, regardless of the nature of the training e.g. short courses, bursaries and conferences are acceptable or the population group of the person included in the grant.
- Training conducted on any population group is acceptable for this grant.

Pivotal Grant

- The Pivotal Grant is a special skills initiative grant enabling employers to claim back a maximum 10% of their SDL if they undertook education and training interventions in certain strategic skills priority areas for the calendar year 2011 from 1 January 2011 to 31 December 2011. This grant is due on 1 March 2012.
- This grant may only be claimed for pivotal programmes undertaken in the firm i.e. professional, vocational, technical and academic for beneficiaries of any population group.
- Courses such as degrees, diplomas, learnerships and internships are acceptable. No short courses are allowed.
- The value of the various training interventions to be submitted in respect of this grant must be according to a schedule of tariffs, updated from time to time, and available on the grant application form.
- The grant is payable to employers participating in one or more of the following activities:
 1. Specific learners who have registered on or completed learnerships that address scarce skills.
 2. Academic and Professional Study to specific employed and unemployed learners who have successfully completed a course of study at recognised institutions or professional bodies in scarce skills areas of study.
 3. Quality-Assured and Structured Workplace Experience where specific learners enter or complete full-time, on-the-job training (non-learnership).

**** This grant is till to be gazetted in Skills Development funding regulations**

Strategic Cash Grant

- The SCG is a special skills initiative grant enabling employers to claim back a maximum 20% of their SDL if they undertook education and training interventions in certain strategic skills priority areas for the calendar year 2011 from 1 January 2011 to 31 December 2011. This is due 1 March 2012.
- The SCG is subject to capping if oversubscription of SCG funding occurs.

- The value of the various training interventions to be submitted in respect of this grant must be according to a schedule of tariffs, updated from time to time, and available on the grant application form.
- The grant is payable to employers participating in one or more of the following activities:
 1. Specific learners who have registered on or completed learnerships.
 2. Academic and Professional Study to specific employed and unemployed learners who have successfully completed a course of study at recognised institutions or professional bodies in scarce skills areas of study.
 3. Workplace Experience, in areas of scarcity in the Fasset sector, to specific unemployed learners from tertiary institutions.
 4. Quality-Assured and Structured Workplace Experience where specific learners enter or complete full-time, on-the-job training (non-learnership).

Learnership Cash Grant (LCG)

- Fasset is offering two types of Learnership Cash Grant (LCG) to employers who employ black (African, Indian and Coloured) learners or learners with a disability. One grant will support employers who recruit learners onto learnerships (Entry Learnership Grant), and another grant will be available to employers who have assisted learners to successfully complete a learnership (Exit Learnership Grant).
- The table below indicates the tariffs available for the Entry and the Exit Grant. The grant amounts differ, depending on the length of the learnership. The length of the learnership is determined by its programme registration with the Department of Higher Education and Training (DHET). Fasset does not fund learners who take longer than the registered period of a learnership to reach competence.
- One LCG application must be completed per learner.
- A maximum of 10 approved grants will be allowed per employer per Entry Grant, and 10 approved grants per Exit Grant.
- The Entry and the Exit Grant tariff is as follows:

Length of Learnership	Entry (Registration)	Proof for Entry	Exit (Successful Completion)	Proof for Exit
12 month (1 year)	R 5,000	Fasset to confirm that registered learner is reflecting on Fasset database	R 5,000	Fasset to confirm that completed learner is reflecting on Fasset database
24 month (2 year)	R 7,000		R 13,000	
36 month (3 year)	R 10,000		R 20,000	

For the employment of learners with a disability, the grant is increased as follows:

Length of Learnership	Entry (Registration)	Proof for Entry	Exit (Successful Completion)	Proof for Exit
12 month (1 year)	R 8,750	Fasset to confirm that registered learner is reflecting on Fasset database	R 8,750	Fasset to confirm that completed learner is reflecting on Fasset database
24 month (2 year)	R 12,250		R 22,750	
36 month (3 year)	R 17,500		R 35,000	

Small Medium and Micro Enterprises (SMME) Grant

- The SMME grant is based on the need to support Small Medium and Micro Enterprises (SMMEs) who do not traditionally participate in learnerships (which are predominantly focussed on finance and accounting skills).
- The grant is due on 31 March 2012; however applications may come in throughout the year and will be processed and paid on a first-come-first-served basis.
- Applicants must be SMMEs (i.e. employ fewer than 50 people) and only Black learners (African, Coloured and Indian), learners with disabilities and women studying executive management qualifications (including white women) will be eligible for this grant
- The amount of the grant will be limited to R 11,000 per five employees employed in the SMME organisation. Any spent amount over the designated amount will be for the organisation's own account. Should the expense be lower than the grant amount provided for, the Seta will reimburse the lesser amount.
- The amounts per size category is as follows:

Size of Organisation	Amount	Size of Organisation	Amount
1 – 5	R 11,000	26 – 30	R 66,000
6 – 10	R 22,000	31 – 35	R 77,000
11 – 15	R 33,000	36 – 40	R 88,000

Size of Organisation	Amount	Size of Organisation	Amount
16 – 20	R 44,000	41 – 45	R 99,000
21 – 25	R 55,000	45 – 49	R 110,000

Assessor and Moderator Grant

Fasset will reimburse the cost of training, provided that the assessor/moderator registers for a Fasset qualification. For most qualifications, the assessor requires approval from the relevant professional body. Only once the individual is registered as an assessor for the qualification, will Fasset reimburse. This grant will be processed on a first-come-first-served basis and is subject to a limited budget. A maximum of R 7,000.00 will be paid per applicant, per identity number. If invoices for a lesser amount are submitted, the lesser amount will be paid. The grant application must be submitted to Fasset no later than two (2) months after the individual's registration as an assessor or moderator with Fasset.

Development Project Beneficiaries

Project Name	Objective	Location	Provider	Outcome	Timeframe	Contact
Bonani 5	To increase the workplace skills of black unemployed finance graduates with BCom degrees or National Diplomas, and place at least 70% of them on Fasset registered learnerships, and track their level of success by offering mentorship for at least 6 months after the intervention. The programme consists of an intensive 5 month Workplace Readiness Programme (WRP) including training in a "virtual office" environment. The goal is for the learner to secure a 1 month Fasset internship in an accounting or bookkeeping practice, thereafter securing full-time employment or a 3 year learnerships agreement.	Gauteng, KwaZulu-Natal, Free State, Western Cape	Guarantee Trust	460	Nov 2009 to Mar 2011	Waldo Jonker Tel: (011) 466-3312 Fax: 086 616 8380
Bonani 6				400	Nov 2010 to Mar 2012	
Pagamani 2	To assist unemployed matriculants or those with incomplete degrees or diplomas to attain a Certificate and an Advanced Certificate (NQF 4) from the Association of Accounting Technicians (AAT). Thereafter candidates will receive intensive 3-month work readiness training and will be placed within the Fasset sector onto NQF 5 learnerships where they can attain their full diploma qualification once through that learnership. The learnership is designed to be completed within a year whilst working and studying. The goal is for the learner to secure a 1 month Fasset internship in an accounting or bookkeeping practice, thereafter securing full-time employment or a 1 year learnership agreement.	Gauteng		30	Nov 2009 to Mar 2011	

Thusanani 4	To increase the workplace readiness skills of black unemployed graduates entering the Fasset sector with various qualifications, to place at least 70% of them on registered learnerships/ internships/employment, and track their level of success by offering mentorship for at least 6 months after the intervention. The programme consists of an intensive 3 month workplace readiness programme (theoretical and practical).	Gauteng	Stanley Hutchison and Associates (SHA)	100	Dec 2009 to Mar 2011	Avril Peddie Tel: (011) 678 2144
Thusanani 5				80	Nov2010 to Mar 2012	
PPE Support Programme 2010	To assist black learners who have been unsuccessful in previous attempts to pass the Public Practice Examination (PPE), to have a significantly better opportunity to pass the examination. The programme consists of an intensive 6-month technical and academic training programme. The goal is to attain a PPE pass rate significantly higher than the national average for black candidates.	Gauteng, Western Cape, KwaZulu-Natal	IRBA	140	Dec 2009 to Mar 2011	Laine Katzin Tel: 087 940 8824
PPE Support Programme 2011				80	Dec 2010 to Mar 2012	

Employer Grant Support (EGS)

Support will be offered by Fasset staff to relevant stakeholders. One-on-one visits to organisations will be scheduled only where the Skills Development Facilitator (SDF) is new or has changed, or where the entity employs 50 or more staff. Face-to-face support will be offered at selected Lifelong Learning interventions nationally and booking can be made via an on-line booking system. All other employers will receive telephonic assistance via the Fasset Call Centre in completing the Mandatory Grant application form.

Free Training Events

The schedule of Free Lifelong Learning is as follows (subject to change):

Topics and Target Occupations	HR Professional <i>SDFs, HR Professionals</i>	Legislative <i>All</i>	Leadership and Management <i>Middle, Senior Managers</i>	Soft Skills <i>Learners</i>
February 2011				Assertiveness in the Workplace
March 2011		2011 Budget and Tax Update		
April 2011	Role of the Skills Development Facilitator			
June 2010		Global Economic Trends		
July 2011	Recruitment and Selection			
August 2011				
September 2011			Labour Law	
October 2011		Companies Act		
November 2011	Performance Management			

Topics and Target Occupations	HR Professional <i>SDFs, HR Professionals</i>	Legislative <i>All</i>	Leadership and Management <i>Middle, Senior Managers</i>	Soft Skills <i>Learners</i>
December 2011				
January 2012				
February 2012				Negotiating Skills
March 2012		2012 Budget and Tax Update		

Other Benefits

The tax deduction (to be claimed from SARS as per the Income Tax Act 2009) is as follows.

<i>Months</i>	Allowance		Allowance (With Disability)	
	<i>Commencement</i>	<i>Completion</i>	<i>Commencement</i>	<i>Completion</i>
1 – 12 months	R 30,000	R 30,000	R 50,000	R 50,000
12 – 24 months	R 30,000	R 30,000	R 50,000	R 50,000
24 – 36 months	R 30,000	R 30,000	R 50,000	R 50,000
Total	R 90,000	R 90,000	R 150,000	R 150,000
Grand Total	R 180,000		R 300,000	

The employer may claim an amount on commencement and again on completion of the learner per year that they progress through the learnership.

Consult the Fasset website www.fasset.org.za or the Fasset Call Centre on 086 101 0001