

# **The Role of the SDF and New Developments in Skills Development**

May 2010

**Self-Assessment Questions and Answers**



# SELF ASSESSMENT QUESTIONS AND ANSWERS

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This self-assessment has been designed to allow you to test the understanding and knowledge that you have gained from attending the Fasset 2010 'The Role of the SDF and New Developments in Skills Development' workshop. It comprises 22 multiple-choice questions and should take you about 30 minutes to complete. Note that in some instances multiple answers may be correct.

Section	Description
1	Understanding Skills Development legislation, including the Skills Development Act (as amended)
2	Understanding current and new legislation, structures and institutions that govern Skills Development such as the South African Qualifications Authority (SAQA), National Qualifications Framework (NQF), the Quality Council for Trades and Occupations (QCTO), and the Organising Framework for Occupations (OFO)
3	Utilising Seta benefits, Seta initiatives, paying levies and receiving grants
4	The Strategic Role of the SDF
5	Developing and implementing a Workplace Skills Plan (WSP)
6	Understanding, implementing and managing learning programmes e.g. learnerships and assessments and the NQF.

## SECTION 1

### Understanding structures, legislation and relationships

1. The stated purpose of the Skills Development Act (SDA) 1998 is:
  - a. to develop the skills of the South African workforce
  - b. to increase the levels of investment in education and training in the labour market and to improve the return on that investment
  - c. to encourage workers to participate in learnerships and other training programmes
  - d. to ensure the quality of education and training in and for the workplace
2. The main functions of a Seta are:
  - a. Establish and promote learnerships
  - b. Give free training to stakeholders
  - c. Make sure the Department of Higher Education and Training (DHET) is doing a good job
  - d. Ensure an effective Mandatory Grant claim process

3. NQF stands for:
  - a. National Quality Forum
  - b. Notional Qualifications Facilitation
  - c. National Quality Facilitation
  - d. National Qualifications Framework
  
4. Which statement is true:
  - a. We can claim the cost of all our accredited training from the Seta
  - b. If a training provider is accredited by another Seta we cannot claim our grant against that training
  - c. We must use accredited training in order to claim our SDL from the Seta
  - d. We can claim 50% of our SDL back from the Seta by submitting a mandatory grant claim
  
5. The specific objectives of the NQF are to:
  - a. Create a single integrated national framework for learning achievements
  - b. Enhance the quality of education and training
  - c. Accelerate the redress of past unfair discrimination in education and training
  - d. Accelerate employment opportunities.
  
6. The NQF is an integrated system which comprises the following qualifications sub-frameworks:
  - a. General and Further Education and Training Qualifications Framework (GFETQF)
  - b. Higher Education Qualifications Framework (HEQF)
  - c. Occupational Qualifications Framework (OQF)
  - d. South African Qualifications Framework (SAQA)
  
7. What is legislation?
  - a. A tentative government report of a proposal without any commitment to action
  - b. An informal name for a parliamentary paper enunciating government policy
  - c. Proposed new law introduced within a legislature that has not been ratified
  - d. A law which has been promulgated ('enacted') by a legislature or other governing body.
  
8. Which of the following are expected changes to the skills development environment:
  - a. 10 levels on the NQF, rather than the current 8
  - b. A Quality Council will now be responsible for quality assurance of occupational learning
  - c. Changes in the current SAQA structures
  - d. A compulsory EQ test for all SDF's
  
9. OFO stands for:
  - a. Occupational Framework for Organisations

- b. Ordinary Function of Organisation
- c. Organising Framework for Occupations

## **SECTION 2**

### **Assessment and the NQF**

10. A unit standard is used:
- a. As a standard to assess learners against
  - b. As a benchmark for training providers who offer a training on a particular skill
  - c. To give credits to towards a national qualification
  - d. As a measure of how useless our learners are
11. Which of the following forms part of the Further Education and Training (FET) band of the NQF:
- a. Matric
  - b. National Certificate at Level 2
  - c. Honours Degree
  - d. ABET Level 4
12. Assessment can be done:
- a. By anyone who is an expert in the field
  - b. To give credits for a learner's competence
  - c. As a way to judge a learner's knowledge at the beginning of a course
  - d. As a way of measuring a learner's progress throughout a learnership
13. RPL:
- a. Is an easy way to get a qualification
  - b. Is an acronym for Recognition of Prior Learning
  - c. Is a structured way to assess what you have learnt on the job
  - d. Can be done by accredited training providers

## **SECTION 3**

### **Understanding Learnerships**

14. Learnerships are:
- a. Structured, registered training programmes
  - b. Any workplace-based experience that is required by industry
  - c. Only offered to previously disadvantaged individuals
  - d. Just the same as apprenticeships

15. Learnerships can help our company:
  - a. To make a quick buck
  - b. To meet a training need that we have identified
  - c. To develop the skills we need that are lacking in market
  - d. Help our company transform and be more representative of our country
16. The Learnership Cash Grant (LCG) is claimable:
  - a. By any company paying their levies to Fasset
  - b. By a company registered with Fasset, who does not pay the SDL
  - c. For all learners on a registered learnership
  - d. If your company is larger than 150 employees
17. The Fasset ETQA is responsible for:
  - a. Disbursement of the LCG
  - b. The registration of learners onto learnerships
  - c. Offering training to all Fasset stakeholders
  - d. Quality assurance of training providers

#### **SECTION 4**

##### **Developing the Strategic Role of the SDF**

18. An SDF:
  - a. Advocates the benefits of education and training for an organisation
  - b. Liaises between Seta and their company
  - c. Is simply a form-filler
  - d. Is anyone who knows how to complete a WSP and ATR
19. Some of the roles of an SDF include:
  - a. Facilitator
  - b. Administration
  - c. Advisor
  - d. Mediator
20. We have training committees in our companies because:
  - a. We get nice biscuits in the boardroom
  - b. It is compulsory for companies with more than 50 employees
  - c. It is important to consult all stakeholders on issues relating to training
  - d. We need a forum to discuss all issues that come up in the company

## **SECTION 5**

### **Developing and Implementing a WSP**

21. Some issues that may influence our training needs include:
  - a. Our business plan and objectives for the year
  - b. Employee requests
  - c. Employee performance indicators and management
  - d. Industry requirements
  
22. The Fasset ATR/WSP template will ask for the following information:
  - a. The training our employees did last year
  - b. What our BEE score is
  - c. Our bank details
  - d. Our employee profile
  
23. The ATR/WSP is to be submitted to Fasset by:
  - a. 31<sup>st</sup> March
  - b. 30<sup>th</sup> June
  - c. Our financial year end
  - d. No due date, we can submit it anytime

## **SECTION 6**

### **Organising Framework for Occupations (OFO)**

24. The OFO is:
  - a. A skill-based coded classification system
  - b. The alter ego of a UFO
  - c. Used to identify scarce skills in South Africa
  - d. Hierarchical
  
25. Identified occupations are classified according to the following main criteria:
  - a. Skill level
  - b. Skill specialisation
  - c. Salary expectations
  - d. Formal education and experience

## **SECTION 7**

### **Levies, Grants and Fasset-funded Interventions**

26. Our mandatory grant is equal to:
- a. Half of what we spend on accredited training this year
  - b. Half of what we spend on any training this year
  - c. The total cost of the accredited training we did this year
  - d. Half of our annual SDL contribution
27. Identify the incorrect statement:
- a. SARS takes a portion of our SDL contribution as a collection fee
  - b. Fasset pays out our mandatory grant in quarterly payments
  - c. Our payout is not dependant on us spending a huge amount on training
  - d. We can include any type of training in our grant claims documents

## ANSWERS

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Question	Answer
1	a, b, c & d
2	a & d
3	d
4	d
5	a, b, c & d
6	a, b, c
7	d
8	a, b, c
9	c
10	a, b, c
11	a & b
12	b, c & d
13	c & d
14	a
15	b, c & d
16	a & b
17	b & d
18	a & b
19	a, b, c & d
20	c
21	a, b, c & d
22	a, c & d
23	b
24	a, c & d
25	a, b, c & d
26	d
27	a