

Change is a constant in the workplace of the 21<sup>st</sup> century, and ABET is undoubtedly the first step towards ensuring that employees are able to adapt to change and add value within the workplace.

ABET also plays a pivotal role in improving productivity levels within the workplace. While this aspect is greatly appreciated by employers, perhaps the most compelling reason of all for implementing ABET, is the fact that it empowers employees at a personal level. Empowered employees are able to contribute far more meaningfully to an organisation's overall success and, in the process, to the national economy as a whole.

### Further Information

Fasset has developed a user-friendly ABET Guideline, entitled "Employer Guide to Adult Basic Education and Training and Implementation in the Workplace", which can be downloaded from our website.

The Guideline includes the following information:

- Statistics
- A definition of ABET
- Changes in our system of Education
- What the NQF looks like
- Changes in our labour dispensation
- Level/s of ABET
- The outcome of ABET



- Types of ABET interventions
- How ABET is delivered
- Factors to be considered when choosing an ABET intervention
- Assessment of the learner
- Benefits of ABET
- Finding an ABET provider
- Cost implications of ABET
- How to start the process of implementing ABET

### Take Advantage of the Free ABET Benefits

ABET programmes are available at no cost to all stakeholders registered with Fasset.

Further details regarding Fasset's ABET programmes are available on our website at [www.fasset.org.za](http://www.fasset.org.za) or by telephoning (011) 476 8570.



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# Adult Basic Education and Training (ABET)



F A S S E T

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### Background

It is estimated that 50% of South Africa's population is functionally illiterate.<sup>1</sup> Around 13,2 million people in South Africa have less than a Grade 9 education (nine years of schooling) and a further 4,2 million adults have no schooling whatsoever. This places a heavy burden on the economy, as millions of South Africans, aged 15 years and above, are unable to perform basic functions such as opening a bank account, reading a payslip or operating an auto teller machine (ATM).

### The Need for ABET in the Fasset Sector

Adult Basic Education and Training (ABET) is at the heart of Minister of Labour, Membathisi Mdladlan's vision of "skills for sustainable growth, development and equity". ABET has been devised to enable adult learners (aged 15 and above) to acquire the necessary skills to become functionally numerate and literate, and to enable learners to further their path on the National Qualifications Framework (NQF).

The need for ABET differs markedly from sector to sector. Educational levels within the Fasset sector (Finance, Accounting, Management Consulting and Other Financial Services) are generally high. An estimated 97% of workers in the Fasset sector currently have at least an NQF level 1 qualification (General Education and Training Certificate which is equivalent to nine years of schooling). This means that only 3% of employees in the sector require ABET.

While the need for ABET is relatively small, Fasset's Management Board believes the Seta has an obligation, nevertheless, to the 3% of workers in our sector who need ABET training. Accordingly, Fasset has identified ABET as a sector skills priority and we actively encourage member organisations to implement ABET within the workplace.

### What is ABET?

ABET enables adult learners to reach an educational level which is equivalent to nine years of schooling. ABET consists of five levels:

1. ABET level Basic (Pre-ABET)
2. ABET level 1 (equivalent to Standard 1 or Grade 3)
3. ABET level 2 (equivalent to Standard 3 or Grade 5)
4. ABET level 3 (equivalent to Standard 5 or Grade 7)
5. ABET level 4 - NQF level 1 (equivalent to Standard 7 or Grade 9)

The ABET curriculum includes life skills such as using an ATM, budgeting and taking telephone messages. Once a level has been completed, learners are able to progress to the next level. Each level takes approximately 120 hours per learning area, to complete.

Fasset funds ABET level Basic - 4 programmes countrywide for employees registered with Fasset. An externally appointed service provider delivers the training.

### Why is ABET so Important?

According to our Constitution, "everyone has a right to basic education, including adult basic education" (Clause 29(1)(a) the Constitution of the Republic of South Africa Act 108 of 1996). Besides being a human right enshrined in our Constitution, at a practical level, ABET serves as a stepping stone which enables learners to ultimately access qualifications on the NQF.

### Participating in Fasset's ABET Training

All Fasset registered employers are able to participate in Fasset's ABET training. ABET level Basic - 4 training is available nationally. Recognising that Fasset learners are dispersed geographically, Fasset has arranged for learners to join existing ABET courses. Prior to being allocated to a class, learners are assessed to ensure that they are enrolled for the appropriate ABET level. On completion of a specific ABET level, learners are re-assessed before being allowed to progress to the next level.

### Benefits for the Organisation

There is a very strong business case for championing ABET within the workplace. Former Cosatu president, John Gomomo, observed that "a solid grounding in reading, writing, maths and communication skills would help the workers not only to learn, but how to learn and how to adapt to the changing demands in their job situation".

1. Fasset's Employer Guide to Adult Basic Education and Training and Implementation in the Workplace.

