

Facts

newsletter



FASSET

Make the future count

December 2012

Fasset Annual Function 2012

Fasset held its combined Annual General Meeting (AGM), Best Practice Awards and Annual Thank You function at the Randpark Golf Club, Randpark, Johannesburg on 15th September 2012.

The weather was perfect: chilly, but, dry after the recent Spring rains. The buffet-style breakfast provided employers, training providers, project partners and Fasset learners with an opportunity to network: it also provided them with an opportunity to meet and mingle with Fasset Board members, Fasset CEO, Cheryl James, Fasset Managers and Fasset staff.

Following on last year's function, this year's function was themed: "The Next Chapter in the Chronicles of Siphso, Siphso gives back." Siphso, last year's MC, and lead character, was supported by five actors, who doubled-up as dancers and singers.

Those, familiar with the musical, the Wizard of Oz, based on newspaper editor, Frank Baum's book, the Wonderful Wizard of Oz, published in Chicago in 1900 would have noted the similarities, immediately. However, in Fasset's rendition, instead of following the yellow brick road, Siphso was urged to "Follow the yellow road sign, follow the yellow road sign, follow, follow, follow, follow, follow the yellow road sign", with the yellow road sign, symbolising skills at work.

Lights were dimmed and then there was a total black out. Siphso sat on the stage, with his back to the audience. The abacus lay on its side. Siphso sat in silhouette as a video clip of his life played, depicting him "flying high". Unable to watch the movie any longer, Siphso faced the audience. This is a

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INVESTOR IN PEOPLE



EDITOR'S NOTE



Marelda Moodley

It has become a Fasset tradition to issue a bumper fourth quarter newsletter, and this year is no exception. Our CEO's message is always a must read. Cheryl reminds us that the skills development challenge, requires all stakeholders to work together. Many of the stories in this issue attest to the fact that success is always a team effort.

Cheryl invites our stakeholders to partner with Fasset in supporting the Refallete Primary School in Orange Farm. Hats-off to ACCA SA, for doing so. We hope many more stakeholders will partner with us in this exciting initiative. I am sure you will find the article: "Fasset and ACCA give back," very inspiring.

Our readers get the opportunity to meet our new Chairman, Siphon Sono, in the article: "Meet Fasset's new Chairman". Please join us in extending a very warm welcome to Siphon. We are really looking forward to Siphon's guidance and leadership as we strive to continuously raise the bar in delivering against NSDS III.

We try to include a profile on the Head of one of the professional bodies in our sector in each issue. In this issue, the spotlight falls on Head of ACCA SA, Nadine Kater, in the article: "Choose a job you love."

For those, who were unable to attend our annual combined AGM/Thank You, and Best Practice Awards function, our lead story: "Follow the yellow road sign," provides a vivid description of the event, and also chronicles Fasset's achievements in Year 12.

Ernst & Young was declared the winner for the fourth year in succession in the category: Large Employer, in Fasset's 2012 Making Best Practice Count Awards. If you would like to learn more about the firm's winning formula, ensure that you read the article: "Building business leaders for the future."

Fasset's Board has recently allocated funding for the period 2013/2014. The article, "Fasset allocates funding," provides an update on funding decisions in areas, such as Grants, Development Projects, Lifelong Learning and Research.

I urge our readers to place a copy of the article: "Benefits and Incentives of being a Fasset member: 1 April 2013 to 31 March 2014" on their notice board. This will serve as a reminder of the array of benefits, which levy-paying and non-levy-paying Fasset members are able to access during the period.

Our annual update of grant applications in the previous years is a must read. "Analysis of Year 11 grant applications," makes for compelling reading updating stakeholders regarding the sector's profile, disbursement of grants within the sector and the tempo of transformation within the sector.

Sustainability Reporting is inextricably linked to good corporate governance and transparency. Do read "ACCA announces the winners of the 2010 ACCA SA Sustainability Awards," to find out which companies in South Africa are leading the way in sustainability reporting.

The past few months have seen the global head of AAT and ACCA, Jane Scott Paul and Helen Brand, respectively, visit South Africa. The article: "Ithemba strikes a chord with AAT CEO Jane Scott Paul," is based on a cameo interview with Jane during her recent visit to South Africa. The article explains why the Ithemba project has made such a lasting impression. "ACCA SA hosts its global CEO," covers Helen's recent visit to South Africa.

We also had an opportunity to interview AAT SA General Manager, Natalie Zimmelman. Having read the article "AAT SA makes inroads in the South African market," I am sure you will be impressed as we were with the impact that AAT has had within a very short space of time.

There were good reasons to celebrate at the Thusanani Women's Day Breakfast and at the SAICA QE1 graduation function. Updates are provided in the articles: "Keeping tabs on Thusanani alumni," and "SAICA hosts QE1 Graduation function in Johannesburg."

I would like to draw our readers' attention to the fact that Fasset's ETQA and Learnerships Department has changed its name. An update is provided in the article: "Fasset department changes its name."

Our issue would be incomplete without a tranche of success stories. This issue includes success stories of current learners on Development Projects, project alumni and Fasset Brand Ambassadors. Having read the articles: "Meet two remarkable learners," "Londani has done Fasset and GTCSS proud," "Success based on hard work and sacrifices," and "Driven by a passion and a thirst for excellence," I am sure that you will agree that there is a wealth of talent within the Fasset sector.

All that remains is for me to wish our readers a very restful and relaxing holiday period. If you are on the roads, do travel safely.

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FROM THE CEO'S DESK

Cheryl James

As Fasset embraces NSDS III more and more, we are seeing the fruits of the change in strategic direction coming through in the projects' success stories reported in this newsletter, and Fasset's stronger focus on partnerships. The latter is one of the drivers of NSDS III. No Seta or organisation is an island unto itself: we face the skills development challenge, and this requires us to work smartly together.

We are seeing a lot of work taking place within professional bodies and with employers around the development of new learnerships and the accreditation of companies of internships within the workplace. Fasset is also working a lot more closely with universities and FET colleges, and based on the Board's strategic planning session last year, we are going to see those partnerships strengthened and developed going forward. We are very cognisant of the fact that we need to develop partnerships across the spectrum as is evident in the projects, which our Board has agreed to fund. These range from projects, which assist learners coming out of matric, who cannot get into the system, through to projects, which fund postgraduate qualifications. We are working with the likes of Rhodes University, SchiMathus and SAICA.

Critical in terms of NSDS III, we are starting to see a very strong provincial footprint coming through. The projects, which our Board has approved, cover seven of the nine provinces in South Africa. In addition, our lifelong learning interventions also have a much stronger regional footprint. We are trying to move out of the traditional Gauteng, Durban and Cape Town areas into trying to reach learners and stakeholders across the whole country. This is a very positive development.

What we are also seeing is that in these hard economic times, which we are currently experiencing, employers are still taking on young learners; they are also taking full advantage of the grants, which Fasset offers. These grants, coupled with income tax rebates means the cost of taking on young trainees is probably a lot less than employers often imagine. This is very important: we need to be planning for growth into the future. I would like to remind employers that the closing dates for our Discretionary Grants is looming: I urge you to diarise these dates, reported elsewhere in the newsletter.

I would also like to take this opportunity to extend a very warm

welcome to our new Chairman, Siphiso Sono. Being a Chartered Accountant in our sector with extensive experience in a large auditing and accounting firm and now running his own firm, he has considerable insight into the cross-sectoral nature of Fasset, and ways in which we can strengthen the interventions, which we have put in place.

Another exciting area over the past year is the fact that while Setas are often perceived as agents facilitating training outside of the organisation, stakeholders often forget that Fasset is itself an employer. As an organisation we too need to look after our staff and our corporate social responsibilities. The work which we have been doing with the Refallete Primary School (reported elsewhere in this newsletter) bears testimony to the fact that Fasset sees itself as an involved citizen in the further development of our country. We are really pleased to be working with the school and assisting them. We encourage small employers or professional bodies in our sector, who are not large enough to have corporate social initiatives of their own to partner with Fasset on the Refallete Programme. We have partnered with ACCA, and one of our service providers, Blackmoon Design and Advertising on the project. We would encourage other service providers and professional bodies, to partner with us; together we can make a considerably greater difference.

As the year draws to a close I would like to take this opportunity to thank all of our stakeholders for their unwavering support during the year. Your support continues to play a pivotal role in Fasset's on-going success. I would also like to wish you a peaceful and a restful holiday season.

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very different Siphon from last year: he appears scruffy and unkempt. His life had changed: he is now at the bottom of the pile.

The original novel is set against a backdrop of severe depression, and the novel starts with a cyclone in the form of the imagined electoral success of Williams Jennings Bryan. In Fasset's production, thunder and lightning is heard, heralding the entrance of 'good' and 'bad'. A recession is also alluded to.

Whenever Siphon does not know where to turn, in true South African style, he responds, by uttering 'eish'. This word summonses both sides of his conscience. 'Good' is the archetypal 'angel on the shoulder,' who spurs Siphon on to do the right thing, and 'bad' is the archetypal 'devil on the shoulder.'

'Good' reminds Siphon that he cannot blame others for his bad fortune. 'Bad' on the other hand, tries to convince him that the contrary is true. 'Good' reminds Siphon that unless one continues to develop one's skills, one will fall behind, hence the importance of following the yellow road sign.

In a choreographed battle with 'good' and 'bad' fighting over Siphon, Act One closes with 'good' winning the battle for Siphon's soul. This was followed by video clips of Fasset-funded Bridging Programme, as well as a Fasset style rap, on each of Fasset's project. The video jolts Siphon's memory and he recalls how Fasset taught him to "Make the future count." By continuing to learn, he realises it is possible to rise to the top.

Fasset's outgoing Chairman, Tsakani Maluleke extended a warm welcome to representatives from the Department for High Education and Training, members of Fasset's Board, members of Committees, members of professional bodies and other stakeholders and service providers, before delivering the Chairman's address.

Tsakani explained that she had resigned as Fasset Chairman as she had accepted a position at the Office of the Auditor-General: "I am delight to inform you that Siphon Sono has been appointed as the new independent chairperson of Fasset. I trust you will all join me in congratulating him on his appointment and that we will all give him our full support in the execution of his duties." Tsakani thanked Amanda Dempsey, Acting Chairman for "holding the fort" in the interim.

Fasset's 12 years of operation and its first year of functioning, in terms of NSDS III has proved another successful year: "It is very clear that our Board, the management teams, staff and stakeholders have indeed embraced Minister Blade Nzimande's directive to make every workplace within our sector a training space."

Tsakani acknowledged that these achievements would not have been possible without the strong support from all stakeholders: "In this regard I am reminded of the words of an American bishop who said, no one can whistle a symphony, it takes a whole orchestra to play it. It is my absolute privilege to present to you Fasset's first integrated Annual Report."

Fasset recognises the need to account to society on the stewardship that the Seta exercises over public funds and the value that the Seta creates for its various stakeholder groupings: "We are very mindful of the significant role that we play in society in making a meaningful contribution towards the building of a skilled and capable workforce. Our decision to embark on a journey towards the full adoption of the requirements of integrated reporting certainly demonstrates our commitment to enhanced accountability."

The transition to the new Board was seamless, enabling Fasset to deliver at a higher-level on a continued basis: "The Board is conscious of its responsibility to lead the Seta as it takes on a much more activist and innovative approach to addressing the skills needs in the sector. The Board equally recognises its fiduciary duty to ensure that public funds, with which it is entrusted, are invested and managed appropriately, enabling Fasset to meet its future goals."

The fact that Fasset had received a clean audit opinion from the Auditor-General for the twelfth year in succession confirmed that Fasset was a well-run organisation.

All budgeted income for 2011/12 had been spent or allocated to specific skills development projects in the sector. Unfortunately, GRAP does not permit committed funds to be reported as a liability. This creates a misconception that there are unspent funds: "It is important to emphasise that 100% of budgeted funds have either been spent or allocated to approved projects. These projects are currently in progress and payment is only due on finalisation of all deliverables, which can take up to four years. During this time allocated funding is held in trust and is therefore reflected in the Fasset bank accounts."





Fasset's income increased 41% during the period due to a 13% increase in the number of companies that have joined the Fasset sector, including South African Revenue Services (SARS). Levy income was also boosted by linear adjustments of some R21 million relating to previous years.

The period under review was "characterised by solid performance" and Fasset had met all of its NSDS III targets for the period.

As of the 31st March 2012, Fasset had registered 29 learnerships. Significant progress has been made in terms of developing qualifications for business analysts at postgraduate-level, as well as for Financial Markets and Tax.

The Learnership Department had a very good year with notable achievement in the area of high-level skills. An additional 4 197 learners were signed onto Fasset learnerships, bringing the total number of learners on Fasset learnerships to just over 50 000. Some 26 000 learners have already completed their Fasset learnerships.

Fasset has made considerable strides in terms of attract unemployed learners, into the sector. During the past financial year 2 300 previously unemployed learners were signed onto Fasset learnerships.

The demographic profile of learners on Fasset learnerships continues to improve. Black, Coloured and Indian people now constitute 51% of Fasset learners. Fasset continues to achieve a 100% placement rate on completion. This achievement confirms that Fasset learnerships are meeting real skills needs within the sector.

During the period R82 million was allocated to Development Projects. Over the past 12 years 14 263 individuals have benefitted. These projects continue to surpass Fasset's mandatory placement rate of 70% for individual projects.

Fasset has sharpened its focus on using quality research to identify the critical areas of need and to then design innovative solutions in response. During the last financial year the Sector Skills Plan and the Annual Grant Analysis were undertaken. Research was undertaken into academic and learnership costs and the structure of Fasset's various internships. Based on this research Fasset has decided to increase the grant money allocated to employers for funded qualifications by 5%. "The research findings from our SSP have pointed to continued underrepresentation of African people. These findings have informed our strategic direction for the new financial year," she informed.

Mandatory Grant applications declined by 29% during the period. Two possible reasons were cited for this: firstly, the fact that Fasset Skills Advisor support was not provided, and secondly, the fact that some small companies may have closed due to the current economic climate. Fortunately, a decline in submissions did not impact on the achievement of targets.

Lifelong learning remained a flagship initiative and was offered in up to 54 towns and cities throughout South Africa. These events continue to add substantial value to SMME stakeholders. Some 14 000 delegates attended these events during the period. Since inception over 82 000 delegates have participated.

After presenting Fasset's Annual Financial Statements, Fasset CEO, Cheryl James thanked Tsakani for her hard work: "Tsakani's most notable contribution, is to question very deeply the decisions that we have been making over the past eleven years and the projects and interventions that were identified to make a difference within our sector. Being a very successful organisation there is always the risk of becoming a lax and relying on past successes and not always questioning how we can add additional value to our sector.

"While Tsakani warned us that she will be keeping a close eye on Fasset, because she is in charge of ensuring that our audit is a clean audit, since all of the people who do the Fasset audit are actually learners in our sector, we are going to watch their quality assurance as they are training under people who are entering into the profession as well," Cheryl concluded.

Fasset's Acting Chairman, Professor Amanda Dempsey presented Fasset Strategic Plan and Sector Skills Plan 2012/13 for approval. Both documents were approved.

With the "serious business of the day" behind Fasset, it was time to continue with Siphos' chronicles. Act Two, introduced a nattily dressed Siphos, who was once again on top of his game, but all was not well, as was evident from the sound and visual effects of thunder and lightning announcing the arrival of 'good' and 'bad'.

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Sipho asked whether there was a way which would enable one to be both happy and successful. The answer was simple: "Sure there is, follow the yellow road sign, follow the yellow road sign, follow, follow."

Sipho and 'good' watched a video in which Cheryl explained how Fasset is making every work space a training space through the Seta's lifelong learning interventions, learnerships, Fasset-funded Development Projects, and Career Guidance. This struck a chord with Sipho and he recognised he needed to empower others by making his workplace a training space; by providing skills at work; by upskilling employees; by identifying skills development priorities; and by providing internships and learnerships.

Cheryl closed the AGM: "I would like to formally close the AGM. On a lighter note, we are really looking forward to next years' AGM where you will not see all the women coming up onto the stage one behind the other. We really look forward to welcoming Sipho as our new Chairperson. I would like to thank you all for coming and encourage you to enjoy the learner showcase which is going to follow and our Best Practice Awards. Thank you."

It was now time to announce the winner of Fasset's Making Best Practice Count Awards. Hearty congratulations to Ernst & Young. A worthy winner, the firm was declared the winner for the fourth year in succession in the category: Large Employer, in Fasset's 2012 Making Best Practice Count Awards.

Act three commenced. In the darkness the sound of a machine at work was heard. The lights revealed a stylised 'machine' formed by the bodies of Sipho and the actors with the abacus, all moving in polished and efficient unison. "That is my life these days, a well-oiled machine. I

am happy, successful, so why is it not enough?" Sipho asked.

'Good' asked Sipho whether he had forgotten where he had come from. He had learnt as a small boy that in order to get more, one had to put in more. 'Bad' tried to persuade him that since Sipho had everything he needed there was no need to work harder. Acknowledging defeat, 'Bad' sarcastically reminded Sipho to "Follow the yellow road sign, follow the yellow road sign, follow, follow."

This was followed by the screening of a video, in which Fasset espoused its commitment to assessing and addressing its direct and indirect environmental impact and calculating its carbon footprint with a view to managing this impact. Sipho watched with keen interest.

"When I was a boy, I lived on a small piece of land in a remote part of the country. We were always hungry and my little sister cried. Then I learned to get more out by putting more in. We were no longer hungry and my little sister cried no more. Now, I am a man and still I learn. I learn that I am not an island. I learn that I can still get more out by putting more in. I learn that I must never stop striving to make the future count."

"Good' and 'bad' and the rest of the cast performed a rousing gumboot song and dance. Seeing 'bad' struggle, 'good,' good-naturedly teaches 'bad' the steps. 'Bad' got the hang of things and joined in with much gusto.

Judging from feedback from attendees and feet tapping to the retort: "Follow the yellow road sign, follow the yellow road sign, follow, follow," attendees thoroughly enjoyed Fasset's 2012 combined AGM, Best Practice Awards and Annual Thank You function.

Empowering Africa's future leaders

"Business cannot exist or work in isolation. You cannot have great leaders within an organisation, but not have great leaders in a country, says Seshni Samuel, Ernst & Young's Africa People Leader.

Ernst & Young's Next Gen Programme seeks to empower Africa's future leaders: "Our Next Generation Programme is about growing leaders within our communities. Our thought leadership paper: 'Women of Africa,' describes what Africa could achieve if it invested more in its women. We believe there is huge untapped potential in terms of Africa taking its rightful place from an economic perspective. This is linked to the development of women across the continent," Seshni explains.

The benefits, which accrue from educating women, are inter-generational. "Once you educate a woman, she will educate her children. It is a cycle, which continues, and it is a way to create sustainability across the African continent. When you educate a woman in Africa everything changes. The likelihood that she will become infected with HIV decreases; the infant mortality rate decreases; child nutrition improves; the chances that children attend school increases; war and conflict reduces; and the level of corruption in a society also, decreases. Every Rand that you invest in educating women has a huge effect on your economy, on the environment, and on society. It even impacts on the savings rate," she informs.

Ernst & Young has recruited an inaugural class of thirty women: "We looked for young women from disadvantaged communities, who would potentially qualify to go to university, but who would not necessarily make it through, because of life circumstances, and yet their schools and their communities believe they are future leaders."

Candidates receive tuition on a weekly basis, enabling them to achieve high quality university passes: "We also support them through enrolment at different universities, and throughout their studies. We hold three leadership camps, themed Inspire, Empower and Motivate. We give them laptops, and Internet access. We provide them with coaches and mentors and access to knowledge and speakers. We teach them how to present. The last camp focuses on entrepreneurship, on how they can create businesses within their communities."

While research points to women, who obtain degrees leaving Africa to fulfil their career ambitions, Ernst & Young tries to instil a love for Africa and awareness around the possibility of what they can achieve on the African continent.

Fasset salutes Ernst & Young for not only developing a cadre of leaders within their own organisation, but for also helping to unlock Africa's potential by developing leaders within the broader community.

Building business leaders for the future



Ernst & Young is an integrated African professional services firm providing their clients with auditing, advisory, tax and transaction advisory services.

"We want to give our clients an exceptional Ernst & Young experience. Delivering this experience requires us to attract and develop the best talent. As a firm we pride ourselves on our leading people culture. Developing our people through experiences, coaching and learning allows us to build career value for our people and provide our clients with exceptional service," says Ernst & Young's Africa People Leader, Seshni Samuel.

Ernst & Young was declared the winner for the fourth year in succession in the category: Large Employer, in Fasset's 2012 Making Best Practice Count Awards. "As a global firm our people are required to be able to work in diverse teams across geographies. Consistently delivering high quality services across the globe requires training programmes that develop all of our people equally. World class training and development and knowledge is critically important," Seshni explains.

The firm is a great environment in which to grow, learn, and build career value. When graduates join Ernst & Young they are placed on a three-year internship program focussed on building their career experience and core skills. Each employee is assigned a counsellor, who assists from a coaching, and performance management perspective. As part of their Career Plan, employees work through the experiences they want to gather while at Ernst & Young, including the clients they want to work on, the relationships they want to build, and the firm-wide and technical learning and development that they wish to undergo.

"We are really focussed on helping you achieve what you aspire towards, even if it is a CFO position in the long-term. Even though that position may lead you out of Ernst & Young, we make sure that while you are here you get the best experiences to facilitate and enable that move. We see ourselves as building business leaders for the future. Some of those

leaders may choose to remain with Ernst & Young and lead our firm into the future. Others will go on to play key roles in corporate and communities. We are proud of our people both past and present and their achievements. We are also very comfortable with seeing ourselves as a learning organization" Seshni informs.

There are many individual success stories, including an employee, who joined the firm as a security guard and ended up completing his degree, then working within the firm's tax practice. "There is a lot of room for growth and development. We look for potential, and assist people to achieve their full potential within Ernst & Young."

Using the analogy of a plant, Seshni explains the firm's approach: "Every plant needs a different environment to grow and thrive and be the best it can be. Some need shade, some need sunlight, some need a little water, and others need lots of water. If we can create that environment for everyone to reach their full potential we will achieve organisational shift. For an organisation to shift you need every single person to achieve their full potential. This is what we aspire towards."

Every transition in an individual's career is marked by milestone learning and development events, such as the Africa-Wide Senior Programme, for new seniors, the New Manager Programme hosted in Amsterdam, the New Senior Manager Program hosted in Copenhagen and the new Partner program hosted in Beijing. Additionally high potential employees also have an opportunity to participate in specific talent interventions, over and above technical learning and firm-wide learning. Even when employees leave Ernst & Young the firm continues to invest in its alumni by supporting them, with thought leadership. "We want them to continue to be successful in what they are doing and to feel connected to the Ernst & Young experience," Seshni concludes.

Keeping tabs on Thusanani alumni

The Thusanani Bridging Programme Celebrated Women's Day by hosting a Woman's Day Breakfast for its alumni. The day was even more memorable because it started to snow, something, which does not happen very often in Johannesburg.

Fasset was delighted to have an opportunity to "catch up" with Thusananians and learn what had happened career-wise since graduating from the programme. Learners from the 2008, 2009 and 2010 intake were represented.

Tholani Mulaudzi was on the 2008 programme. Life has come full circle for her as she is now assisting the programme with placements. Tholani says communication skills learnt on the programme have stood her in good stead.

Tholani has a National Diploma in Credit Management and is currently completing a B Com Psychology through UNISA.

Mamoraka Motuapo was part of the 2006 intake. "It was such a nice group. We have tried to maintain this relationship. We still meet and we talk on Facebook," she informs.

After completing the programme Mamoraka was placed at Deloitte; she worked as a Recruitment Consultant in their IT Department. This was followed by stints at Ernst & Young and BT Technologies. She is currently a Regional HR Manager for Shoprite/Checkers and is responsible for seven stores, with a staff compliment of 800 in total.

Reflecting on the Thusanani Programme, Mamoraka cites work etiquette and maintaining one's personal brand, as important skills learnt on the programme.

A B Tech graduate, Mamoraka has since completed an Honours degree.

"I am still enjoying myself. However, going forward, I want to be a strategic business partner within a corporate environment, perhaps even banking," she informs.

Ritah Kaziyake a 'graduate' from the 2009 Thusanani Bridging Programme describes Thusanani as "an amazing experience." "Thusanani taught me to stand up for what I believe in and to be a



Left to Right: Nomndla Mtethwa, Mamoraka Mothapo, Nomafrika Tjatji, Omphile Seleke, Rita Kaziyake, Tondani Mulaudzi, Karenza Masie.

strong character. If someone shouts at you, you know how to deal with them. If someone is not in a good mood, you know not to react," she observes.

Ritah has been working at Deloitte's since 2009. "I was hired to do Accounting, but I create training material for IT and Accounting. I am becoming an Accounting standards guru. Everyone also believes I am a SAP guru and the person to go to whenever one has SAP problems. I recently went on audits, which I requested. There is no sense in me being in an auditing firm, and having no auditing experience," she explains.

She is the only person in her department, who is not a CA: "It was really intimidating at first. Imagine creating material for someone, who knows everything. I have learnt to ask if I do not understand. I would love to move into Internal Audit. I am working on that. Hopefully, I will soon become a senior consultant," she remarks. A BCom graduate, Ritah is currently completing her Honours degree through UNISA. "Maybe one day I will be a CA. I am taking it easy, one step at a time," she informs.

Marketing graduate, Nomafrika Tjatji is a 'graduate' from the

2009 Thusanani Work Readiness Programme. "I first tried to venture into the working environment, but none of it made sense to me, so I started from scratch. Thusanani provided me with soft skills. Today, I work at HP.

I started off on their Graduate Program. When I entered that environment it was natural. I knew how to conduct myself. I knew what to do. I knew how to make enough of an impact within the business. Nothing was too hard. I knew how to deal with people from middle management and executive management. I knew how to speak to people, how to conduct myself, how to represent my brand, and how to represent the company," she reveals.

Nomafrika works in mainly post-sales: "Being able to collaborate with successful stakeholders is something I really enjoy. HP is a nice, flexible company," she concludes.

Thusanani graduates continue to do Fasset proud. It is very gratifying to see how beneficiaries of the Fasset-funded Thusanani Bridging Programme, continue to do well in their careers. It is also gratifying to see that beneficiaries continue to use many of the soft skills learnt on the programme.

ACCA SA hosts its global CEO



Helen Brand

ACCA global CEO, Helen Brand visited South Africa in August. Helen's whistle-stop visit to South Africa included a breakfast at the British Trade Commissioner, Andrew Henderson's residence, followed by a networking function on the challenges and opportunities facing business leaders in South Africa; meetings with heads of professional bodies and large accounting firms, the CEO of JSE, Nicky-Newton King, and Fasset CEO, Cheryl James, as

well as meetings with members of the ACCA panel.

Helen was the guest of honour at ACCA SA's Annual Graduation evening for new members at the Hyatt Regency in Rosebank, Johannesburg. In her address to new members Helen noted that with the global economic crisis continuing, "people are depending on accountants to resolve the situation." Since accountants are in high-demand, Helen said new members were in the right place at the right time.

While in South Africa, Helen hosted a lunch at the Saxon Hotel in Sandhurst, Johannesburg for employers, professional accounting bodies and training providers. The topic of her address was: "The changing role of the accountant in Africa's future economic growth."

Africa has shown dramatic growth and resilience in recent years, both economically and in terms of the accounting profession: "The continent continues to have a growing strong influence in the global economy. Its businesses are increasingly important international trade partners and its market is increasingly attractive as an international trade proposition. Professional accountants undoubtedly have a significant role to play in capacity building in Africa, including the development of capital markets."

As the global economic crisis continues, development is struggling to flourish and keep afloat in any industry across the world. Now, more than ever the accountancy profession is being increasingly pushed to the forefront of finding solutions, which will assist in navigating the turbulent and difficult markets many companies find themselves operating within.

Following discussions with a range of employers in South Africa, it was clear that although South Africa has been a democracy for almost 20 years, the country still has "some way to go" in terms of education. Limited access to education meant the younger generation was not equipped with the skills needed to help the country prosper and breed economic freedom.

Helen concluded by urging all accounting bodies to work together "to transform the accountancy profession into an opportunity than can afford a career path for those, who decide to take it on."

Meet Fasset's new Chairman



"We all have a big role to play in making a change in the skills landscape in our country. I am available to play whatever role is required of me to contribute towards the achievement of our goals as a sector as a whole, and so I will make myself available to meet with the stakeholders and understand what their concerns are and try and meet those concerns as best as I can," says Siphiso Sono.

Fasset is delighted to announce that Minister of Higher Education and Training, Dr. Blade Nzimande has appointed Siphiso Sono as Fasset's new Chairman. A Chartered Accountant by training, he has a wealth of experience in the Fasset sector.

Siphiso is the Managing Director and founder of Opis Advisory, a company specialising in mergers & acquisitions, sales and distitutes, corporate finance, project finance, transaction support, financial management support and business valuations. He was previously a partner at SizweNtsaluba VSP.

"My knowledge of the sector is definitely an advantage. My experience and knowledge of the sector will assist me in the sense that it will take a relatively short time for me to find out what the key issues are, which Fasset needs to attend to, and which areas have not necessarily received a lot attention from Fasset. These are the areas, which we are going to look at," Siphiso explains.

Siphiso would like to see Fasset making a difference: "I would like

Fasset to move beyond the traditional accounting and auditing focus. My sense is that auditing firms are well-structured. Yes, there could be challenges, but I do not think the greatest need is in that space. I would like to see Fasset moving outside the traditional areas and finding a lot more students, who need assistance, be it in terms of guidance or financial support. I would like to see Fasset making a difference in terms of the shortage of accountants, auditors and bookkeepers within the sector." He describes the Board's role as an oversight role: "The Board must understand the key pillars of Fasset's strategy, and the difference Fasset is able to make to the sector as a whole. It must continuously hold management accountable and ensure that management applies good principles of governance ensuring that Seta funds are spent efficiently and economically and that, with the little money that we have as a Seta, we achieve maximum results."

As Chairman, his role is to steer the Board and to provide it with direction: "My role is not to dominate the Board, but it is to make sure the Board is functional and that all members of the Board pull in the same direction."

His toughest challenge as Chairman is to balance interests: "I need to be able to make a difference in balancing the interests of our stakeholders, from the Department of Higher Education and Training, to employers, employees, and the unemployed. I need to ensure that we all pull in the same direction. In as much as we are different stakeholders, our interests have to be the same in terms of making a greater impact on skills development in the country. My challenge is to pull all the stakeholders in the same direction initially, and of course, as we go forward there will be more and more challenges. It is important for me to play a leading role in ensuring that we attend to these challenges as they emerge."

Financial Markets and Tax qualification update

Fasset submitted the Financial Markets and Tax qualifications to the QCTO on the 30th March 2012 for registration. The qualifications were presented to the QCTO's Qualifications Committee in October. Feedback was received from the QCTO Qualifications Committee and the qualifications have been re-submitted. Once approved by the QCTO Qualifications Committee they will be presented to South African Qualifications Authority (SAQA) for approval and registration on the National Qualifications Framework (NQF).

Even though these qualifications have not yet been registered progress around the development of the learnerships is continuing. Fasset has appointed a provider to develop the learnership for the Financial Markets and Tax qualifications.

Hopefully, both qualifications and learnerships will be registered during 2013. Once the learnerships are fully-developed, employers will be able to put learners through the programme. Fasset will ensure that the necessary recognition of prior learning assessment takes place.

AAT (SA) hosts a networking breakfast

AAT (SA) recently hosted a networking breakfast, at Mosaiek Church, in Fairlands, Johannesburg. The breakfast provided prospective employers with an opportunity to meet Jane Scott Paul OBE, CEO of AAT, the S&T School of Accounting team and the Future Creation team, who have delivered the programme, and the learners on the Fassefunded Ithemba Programme.

Mathibe Tsepetsi, commonly known as "teabag," said he had enjoyed the programme: "At the beginning of the programme we were told that the programme itself is difficult. We will have to pull up our socks. Access was simple. As time went on, we realised things were getting harder. The thing that I have enjoyed most about the programme is working as a team and qualifying together."

Most of the learners have already completed the intensive Vocational Skills (AAT SA) FET Certificate NQF 4. Jane urged learners to "give themselves a round of applause" as they had achieved a pass rate of around 90%, much higher than the national pass rate on the NQF at level 4 of around 50%. "You have just about doubled the national expectations. We like that. This is fantastic," Jane explained.

Zanele Dumbaini described the programme as "great and wonderful." "The fact that these are computer-based exams means you have to be accurate and effective in your work. You really feel like an accounting technician."

The highlight of the morning was undoubtedly the hand-over a special gift, to a unique person, and someone who has really worked very hard throughout the programme. S & T School of Accounting Programme Director, Cecilia Thomas, who always refers to S & T School of Accounting and project partner, Future Creations, as "the dream team," were delighted to present Sylvester Matswake, with a lightweight, foldable, wheel chair. The gift was totally unexpected. Much to everyone's delight, after thanking "the dream team," Sylvester tried out her new wheel chair and even did a few "wheelies."

If you are interested in recruiting a learner from the programme please contact loma@futurecreation.co.za, or on (011) 673 9295. There is no placement fee. Learners are work-ready, competent and employable. Learners have an AAT NQF 4 Financial Qualification, work-readiness skills, life skills, business skills and IT skills.



Londani has done Fasset and GTCSS proud



Londani Luvhengo

Londani Luvhengo hails from Thohoyandou, Limpopo. After matriculating she obtained a National Diploma in Internal Auditing from the Tshwane University of Technology.

Like thousands of young graduates before her, she tried very hard to find employment, but without any success: "When I graduated I spent six months looking for a job.

No-one would hire me because I had no work experience. Most of the time I did not even receive any acknowledgement of my application," Londani recalls.

Fortunately, a friend told her about the Fasset-funded Bonani Work Readiness Programme, delivered by Guarantee Trust Corporate Support Services (GTCSS).

"I was surprised to find that I had been accepted onto the program. I was very excited as it was the first opportunity I had been given to start in the world of work," she explains.

Reflecting on the time she spent on the Bonani Programme she says her Supervisors were very helpful: "At first I did not understand the purpose of certain drills and courses, but the Supervisors made it clear that the things I was learning would be very useful in the future. What they said is true. I use everything I learnt on the programme every day. One specific course I want to mention is the Communication Course. It teaches you how to handle people. I would not be able to handle a lot of the things I come across in my work if I had not done the course. The Virtual Office was great as well. It prepared me for what was to come and gave me the experience I needed to be able to quickly fit in to any company I joined."

Londani has done Fasset and GTCSS proud. Upon completing the programme, she worked for Sekela Consulting as a Junior Auditor for about two and half years. She has been with the National Department of Basic Education for the past three and a half years, and is currently an Assistant Director: Internal Audit.

"If I had not done the program, I would not be where I am today. I am doing great now and I would like to say thank you to Guarantee Trust for the great job you are doing with us graduates. It really is needed in society," Londani concludes.

Fasset and ACCA give back

As part of its corporate social responsibility, Fasset has adopted the Refallete Primary School in Orange Farm, a school with just under 1 200 learners.

Located approximately 40km South of Johannesburg, many of the school's learners come from child-headed households, or from households where the parents are unemployed, and in some instances, unable to access Social Grants for their children. School fees, school uniforms, school books and desks are an issue. Nutrition is also an issue and many of the children rely on the School's Feeding Scheme,

The Gauteng Department of Education referred Fasset to the school. "We visited the school and liked what we saw. The school was very well-run; it does well academically, and it also does well in sport and in terms of cultural activities. We thought this was a wonderful opportunity to partner with the school and to assist them to fulfil their vision of assisting their learners to thrive in a nurturing environment," Fasset COO, Lesego Lebuso explains.

Fasset initially assisted the school by donating computers and have also spent quality time at the school painting classrooms and reading to Pre-Primary and Grade 1 learners. Fasset recognised, however, that the school desperately needed financial support. However, being a public entity and the custodians of public funds, Fasset is constrained in terms of utilising public funds to support social causes beyond its legal mandate.

It was decided to hold a Fun Day at the school to raise much-needed funds and, at the same time, interact with the learners, educators and parents. As fate would have it, ACCA SA was also looking for a school to assist: "When they heard about our event, and the relationship that we had with the school, they asked to come on board. We were absolutely delighted."

Staff donated items to sell, such as clothing, books and other household items. Fasset and ACCA staff also manned stalls which sold the items as well as food, cakes, sweets and drinks. While fun activities such as sack races, three-legged races, and egg and spoon races were organised for the children, educators and parents had a great deal of fun playing netball and soccer.

"It was a wonderful way for Fasset and ACCA staff to spend some time outside the office, giving back to a community, a school and to the children. The school was humbled by our presence and even today, the school continues to ask us: 'Why us?' For us, it is about engaging with the school and assisting them in a meaningful way. The school has an impressive track record and we are very pleased to be associated with them."

An amount of R15 080.00 was raised from proceeds sold at the Fun Day. Fasset is in discussions with the school to identify where these funds will be best spent: "The school needs a library and a Computer Centre. We are also considering assisting them with establishing a vegetable garden. Not only would this help the School Feeding Scheme, but it would also assist learners' families. The school is also in need of bookkeeping support. If there is a small accounting practice that would like to extend its own Corporate Social Responsibility Programme and may be in a position to assist the school with bookkeeping support, Fasset would be delighted to put them in contact with the school."

Fasset was absolutely delighted when ACCA SA announced at its Annual Sustainability Reporting Awards that in lieu of gifts, and in line with ACCA's Social Development policies, ACCA SA would convert a prefabricated building at the Refallete Primary School in Extension 3, Orange Farm into a school library.

"Any support from the Fasset sector is most welcome: I would like to extend an open invitation to everyone, whether professional bodies, employer organisations, individuals, or the public, who would like to partner with Fasset and lend support to Refallete Primary School to contact me directly," Lesego concludes.

(If you would like to support the Refallete Primary School, kindly assist Lesego on 011476 8570, or email: lesego.lebuso@fasset.org.za)

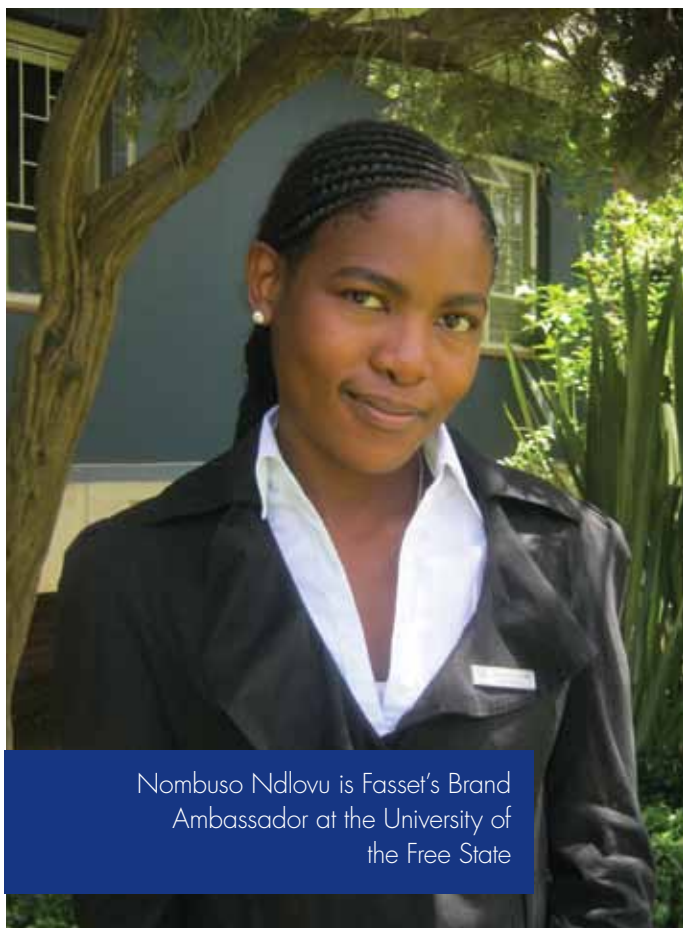


Fasset CEO, Cheryl James and Fasset COO hand over a cheque to Refallete Primary school



Learners were delighted to be part of the day and to receive Fasset and ACCA goodie bags

Driven by a passion and a thirst for excellence



Nombuso Ndllovu is Fasset's Brand Ambassador at the University of the Free State

While Nombuso may hail from the small town of Newcastle in Northern Kwa-Zulu Natal, there is nothing small about her ambitions. She has already completed a B.Com Economics and is currently enrolled for an Honours degree in B.Com Financial Economics and Investment Management.

"I attribute my success to God as he has planned my life the way he has, from me being ambitious, confident and driven to pursue excellence and by having me born into a family whose values, principles and morals have been paramount to my existence, especially in keeping me grounded and focused towards my success. Secondly, I attribute my success from having known what I wanted out of life from a young age, and thus being able to work towards my dreams and channeling myself into meet amazing people, who have contributed greatly towards my success and have made unmatched impacts towards my perceptive of the world and life," Nombuso explains.

Becoming a stockbroker has always been a childhood dream. Her "ultimate ambition," however, is to become a Chartered Financial Analyst. "I have always been fascinated by investments and how analysts come up with financial indicators, signals, ratios and the

analysis thereof in assisting clients to make sound judgments, in terms of their portfolios. I used to watch BBC Financial Services every morning before I went to school. However, the decision in terms of my career path really surfaced in the beginning of my first year when I met my mentor, who exposed me to the field," she informs.

Nombuso's Faculty Association Supervisor encouraged her to apply to become a Fasset Brand Ambassador, as she believed this was a "great opportunity." Nombuso's friends and classmates were not surprised to hear that she had been appointed a Fasset Brand Ambassador: "They have always known me as a go-getter and hardworking, especially when it comes to things, which will assist in getting me a step closer to my goals and dreams," she reveals.

As one would expect, Nombuso's plans for her Fasset Brand Ambassador Campaign are ambitious. She plans to give lecture halls presentation during Orientation Week to first year and third year students; build a relationship with the Career Office, which will enable her to use their platforms, specially their Marketing Week to target second year students; schedule an interview with Kovsie FM Radio, to target all students registered at the university; schedule a presentation to surrounding communities and Grade 12 learners via Motheo FM Radio; do presentations at the hostel, and to resident and city residents; undertake door-to-door presentation to students, who live off campus; join OCSA as they do door-to-door to cover the surrounding communities Universitas, Brandwag and Willows; as Faculty Head, use "Coffee Hour" to market Fasset; organise an insert in the IRAWA (student newspaper); build a relationship with iNqubela Foundation, which deals with schools and community empowerment to market Fasset to matriculants, disadvantaged communities and learners; meet with different associations at their weekly meetings; and obtain publicity in the local newspaper.

During the course of the next five years, Nombuso plans to complete her Chartered Financial Analyst (CFA) level 1 qualification and a Masters degree. "I will also be in business, so I am looking forward to the growth of more business ventures, while working my way up to becoming the next David Smollan or Waseem Thokan in the world of finance," she observes.

Her message to young South Africans is to be courageous enough to dream big. "Use that dream to see your life as an opportunity to leave an eternal legacy. Dreaming of the impossible is a step closer to doing the possible. Never leave room for failure. Life is a jungle gym of opportunities and challenges. The trick is learning how to be monkey enough to swing on its bars. Do not settle for what is generic because you were destined to be unique. Develop an ambition, which is as unconquerable as chewing gum, but also remain humble, respectful and grounded," Nombuso concludes.

Success based on hard work and huge sacrifices



Bayanda Dlamini

Bayanda Dlamini is Fasset's Brand Ambassador at the University of Limpopo. Born in Witbank, an only child, he was raised by his mother, a single parent. Bayanda, who describes himself as "shy, but a people's person when the need arises," has been living in Secunda for the past 5 years.

Currently in the second year of the Bachelor in Accounting Sciences (formerly Bcompt) degree he has been "doing very well" in his studies and plans to become a Chartered Accountant.

He attributes his personal success to God, his mother, hard-work, self-belief and determination.

It was only in his matric year, that Bayanda decided to pursue a career in accounting. Prior to this, he had always considered pursuing a career in law. However, after reading a SAICA brochure, his mind was made up: he wanted to become a CA (SA). "I had always been interested in finance and business and knew that that is what I wanted to do," he recalls.

Bayanda is enjoying his role as Fasset Brand Ambassador and

says he is very grateful for his lecturers' support.

"I started out doing formal and informal presentations, not only to my classmates, but to various classes within the School of Accountancy. I have also done radio interviews on Campus Radio. I am trying to finalise a radio interview on Limpopo's biggest commercial radio station, Capricorn FM. I am also trying to get an article into the university's newsletter. In addition, I am using platforms such as the university's student societies," he informs.

Because the accounting profession offers so many opportunities, he is encouraging young South Africans to pursue a career in accounting: "Accounting offers you options. In this day and age, where skilled labour is in high demand, it is important that young people know about the opportunities that are out there. Besides, accounting is a very lucrative career path."

"Nelson Mandela said the only way to change the world is through education. This could not be truer in this day and age. In order to succeed, as young South Africans, it is very important that we set our priorities in life. There are no short cuts. You have to work hard to succeed and you have to make huge sacrifices along the way," Bayanda concludes.

Internship accreditation is not a funding model

The purpose of accreditation of internships is to allow for the recognition of an organisation's programme, as well as to formalise the implicit standards of the programme. Internship accreditation is not a funding model, nor is it a means to obtain money for interns. Fasset's internship accreditation is for internships that fall into the graduate work-based category. These programmes are defined as typically designed by employers as graduate development programmes to grow their own talent for special and senior management positions. These programmes are usually employer-driven and organisation-specific.

Once accredited, an internship is recognised as an accredited programme.

Internship accreditation follows the standard accreditation processes. It takes approximately six weeks to assess an

application. If there are issues or concerns with the application, Fasset will raise Findings Reports. Applicants have six months in which to close out Findings Reports. If these are not finalised within the period, the application will be closed and the organisation will need to re-apply.

Fasset would like to encourage employers, who have Internship Programmes and who would like the recognition, and also the measure of quality assurance around their programmes, to apply for accreditation. Accredited internship programmes may fall into category C of the BEE Learning Programme Matrix.

Application forms can be downloaded from the Fasset website: www.fasset.org.za under the Quality Assurance and Learnerships section.



Nadine Kater

Choose a job you love

Chinese teacher and philosopher of the Spring and Autumn period of Chinese history said: "Choose a job you love, and you will never have to work a day in your life." In a similar vein, H Jackson Brown Jr, American author best-known for this inspirational book: "Life's Little Instruction book," said: "Find a job you like and you add five days to every week."

Head of ACCA SA, Nadine Kater has heeded this advice. "I have a passion for education, training and people development. This passion is part of my DNA. I come from a line of accountants and teachers. My parents were both accountants and my grandparents were teachers. Throughout my entire career I have only ever worked within an education or training environment," Nadine explains.

So ingrained is the importance of education, that whether speaking to her children, ACCA employees or addressing employers, Nadine always finds herself reciting former South African President, Nelson Mandela's words: "Education is the most powerful weapon which you can use to change the world."

"Find a job you like and you add five days to every week."

No stranger to the Fasset sector, prior to her appointment as Head of ACCA SA in May 2011, Nadine was Fasset's COO. She was previously Fasset's Skills Development Planning Manager and Learnership/ETQA Manager. Prior to joining Fasset, Nadine spent a three-year stint with SAIPA as National Training Manager. This was preceded by nine year's teaching experience as an accounting teacher at Chris J. Botha Secondary School.

Her academic qualifications include a MBA (GIBS), a B Com Accounting (UJ), a Higher Diploma in Education (Wits), a Project Management Professional (PMP) through the Project Management Institute.

Nadine describes her position as Head of ACCA SA as "exciting, challenging and demanding." Someone who thrives on challenges, Nadine

has embraced the challenge of helping to build the ACCA brand in South Africa.

"ACCA has identified Africa and Southern Africa as important growth markets. As a result, the ACCA office in South Africa has been restructured and is now more closely aligned to our head office in London. Our staff complement has more than doubled. I am very fortunate to have a well-qualified and very experienced team, who are all very determined to make a positive difference to the accounting skills landscape in South Africa," she explains.

With skills shortages of 22 000 accountants being reported, Nadine urges all professional accounting bodies in South Africa "to rise to the challenge and partner with government, state-owned enterprises, municipalities and firms, to build the requisite finance and accounting skills that our country needs."

Nadine describes her leadership style as both empowering and transformational: "I have always believed in taking people out of their comfort zone, enabling them to achieve much more than they ever believed possible. Having done so I always hold them accountable. I always ensure, however, that they have the necessary skills, support and competence to achieve."

A strong proponent of mentoring, Nadine says it is imperative to mentor one's staff as this will enable them to achieve their full-potential: "I have personally reaped the benefits of being mentored. Fasset CEO, Cheryl James was an important mentor, early in my career. Everything that Cheryl does bears the hallmark of integrity, honesty, fairness and quality. I have embraced these values fully, and try to instil these in everyone I mentor."

Balancing the role of professional woman and mother of three, including a foster child, is fraught with challenges. In so far as it is possible, Nadine always strives to maintain a good work-life balance. "Sunday is always a day of rest and a family day. During the week, I try to keep fit through aerobics, exercising and running. I also enjoy reading detective stories and thrillers. I believe it is important not to neglect one's spiritual side, so I make time to read my Bible. I also enjoy reading Joyce Meyer's books, which I find very inspiring," Nadine concludes.

Analysis of Year 11 grant applications

Introduction

For the past eleven years, Fasset has commissioned an analysis of grant applications for Mandatory Grants, Strategic Cash Grants (SCGs) and Learnership Cash Grants (LCGs). The analysis assists Fasset in making strategic decisions pertaining to the allocation of funds and funds for Skills Development Projects. This analysis also plays an important role in monitoring the pace at which the sector's demographic profile is changing, to better reflect the country's demographic profile.

Most of the statistical information used in the analysis was obtained from Fasset's online system, where grant applications are captured. Only information from successful grant applications was used.

To assist in interpreting the information, time-frames for Year 1 to Year 11 have been provided in Table 1.

Table 1: Time frames for the period Year 1 to Year 11

Year	Time frame
Year 1	(1 April 2000 - 31 March 2001)
Year 2	(1 April 2001 - 31 March 2002)
Year 3	(1 April 2002 - 31 March 2003)
Year 4	(1 April 2003 - 31 March 2004)
Year 5	(1 April 2004 - 31 March 2005)
Year 6	(1 April 2005 - 31 March 2006)
Year 7	(1 April 2006 - 31 March 2007)
Year 8	(1 April 2007 - 31 March 2008)
Year 9	(1 April 2008 - 31 March 2009)
Year 10	(1 April 2009 - 31 March 2010)
Year 11	(1 April 2010 - 31 March 2011)

Participation according to levy size

In Year 11 Fasset received Skills Development Levy (SDL) from 3 839 organisations. More information is available in Table 2.

Table 2: Organisations, which participated in the levy-grant system according to size

Levy size category	Levies paid
R100 - R999	407 (11%)
R1000 - R4 999	527 (14%)
R5000 - R9 999	756 (20%)
R10 000 - R99 999	1 841 (48%)
R100 000 +	308 (8%)

Levy income distribution

Levy income has increased from R42,1 million in Year 1 to R297,1 million in Year 11, representing an annual growth rate of 21.6%.

SARS paid 20% (R59,4 million) to the National Skills Fund (NSF), and the balance of R237,7 million to Fasset. Ten percent of this amount (R29,7 million) went into Fasset's General Fund and 70% (R208 million) was paid into the Grant Disbursement Fund. R148,5 million was available for Mandatory Grants and R59,4 million was allocated to Strategic Cash Grants (SCG). Funds not claimed by employers were used to fund Skills Development Projects. R151,3 million (72,8%) of total grants available were disbursed.

Sector profile

Fasset's sector profile is based on information on approximately 97 000 employees (84%) of the workforce, of which 93 823 were employed by levy-paying organisations, and 3 283 by non-levy paying organisations. Fifty-two percent of levy-paying organisations were based in Gauteng, 21% in the Western Cape, and 11% in KwaZulu-Natal. Only small proportions of employees lived in the other provinces. In non-levy paying organisations, 40% of employees were based in Gauteng, 17% in the Western Cape and 16% in KwaZulu-Natal.

In Year 11, 583 non-levy paying organisations were registered with Fasset. Most of these employees (2 337) were employed in the Accounting, Bookkeeping, Auditing and Tax Services sub sector.

Employee profile

Workplace Skills Plans (WSPs) which were accepted declined from 1 811 in Year 10, to 1 414 in Year 11. This can be attributed in part to the fact that Fasset did not provide Fasset Skills Advisers (FSA) support in Year 11 and fewer grants were submitted.

In terms of total employment, which includes both levy-paying and non-levy-paying organisations, 44% of employees were White, 35% were African, 12% were Coloured and 9% were Indian.

31 550 (34%) of the workforce were professionals (including learners on learnerships), 30 017 (32%) were clerical

and administrative workers, and 13 991 (15%) were managers.

In non-levy paying organisations 929 (28%) of the workforce were professionals, 897 (28%) were clerical and administrative workers, and 592 (27%) were technicians and trade workers.

In levy-paying organisations 15% of the workforce were managers, 34% were professionals (including learners on learnerships) and 11% were technicians and trade workers. In non-levy-paying organisations 13% of workers were employed as managers and 28% as professionals.

In terms of total employment, 62% of managers were male, with representation as follows: 10% African, 3% Coloured, 6% Indian, and 43% White. Black women constituted 14% of the managerial group, White women, 24%.

While the employment of women remained constant during the period, the number of female employees has increased from 36 818 in Year 2 to 67 509 in Year 11, with an average growth rate of 10% per annum. Women's share in total employment has remained consistent at around 55%.

The employment of Black people has increased from 43% in Year 2 to 56% in Year 11. Black employees share in managerial and professional positions has also increased during the period.

African's share in the sector has increased from 25% in Year 2 to 34% in Year 11; Coloured's share has increased from 9% to 12%. In contrast, White's share in sector has declined from 57% in Year 2 to 44% in Year 11. It should be noted, however, that from Year 10, learners on professional learnerships were counted as professionals, whereas in previous years, the formed part of the technicians and associated professional category.

Whites continue to dominate the following occupations: managers (67%), professionals (54%), sales workers (44%),

technician and trade workers (36%). Whereas Whites occupy 33% of clerical and administrative worker positions in levy-paying organisations, they hold 60% of these positions in non-levy paying organisations.

In small organisations (fewer than 10 employees), 60% of positions are held by Whites, compared to 47% in medium-sized organisations (50 to 149 employees); and 38% in large organisations (more than 150 employees).

The proportion of professional men in levy-paying organisations has decreased from 55% in Year 8 to 52% in Year 11. Women continue to dominate in the category clerical and administrative workers: they hold 78% of these positions in levy-paying organisations and 83% in non-levy paying organisations.

The percentage of African employees was highest in the sub sector Developmental Organisations an SARS and Government Departments, with representation at 58% and 53% respectively. Amongst non-levy-paying organisations in the sub sector Activities Auxiliary to Financial Intermediation, 96% of positions were held by Africans.

Approximately 1% of employees in the sector were disabled. Of the 606 disabled employees, 233 (38%) were employed as clerical and administrative workers, 128 (21%) as technicians and trade workers, and 125 (21%) as professionals. Fifty-one disabled people were employed by non-levy-paying organisations.

Continued on page 18

"The employment of Black people has increased from 43% in Year 2 to 56% in Year 11."



Continued from page 17

The levy-grant system

Fasset's income has increased from R33,3 million in Year 1 to R237,7 million in Year 11. During this period, the total amount paid in Mandatory Grants and Discretionary Grants has increased from R9,8 million to R151,3 million.

Large employers are able to claim 70% of their Skills Development Levy (SDL) through: Mandatory Grants, and the Strategic Cash Grant (SCG). In order to access the Mandatory Grant, employers must submit a WSP and an Annual Training Report (ATR). The SCG is payable to organisations, which participated in certain priority skills development activities in the sector.

The amount available for Mandatory Grants has increased from R13,2 million in Year 1 to R148,5 million in Year 11. The

total amounts paid in respect of grants during this period has increased from R9,8 million to R151,3 million, representing an annual growth rate of 31.5%.

Grant applications

The majority of organisations in the Fasset sector employ fewer than 50 people: 84% of applications which were accepted came from these organisations, which collectively employed 18 821 people and received R21 937 333 in payments (18%) of Mandatory Grants paid.

Of the applications received, 1 414 (97%) were paid. Fifty-two (3%) of applications were rejected. R120,5 million (81%) of the funding available for Mandatory Grants was disbursed.

Information pertaining to the size of the organisations and the amounts paid to these organisations is provided in Table 3.

Table 3: Mandatory Grant applications according to organisation size

Organisation size	Organisations		Employment		Amounts paid by Fasset (Mandatory Grants)	
	N	%	N	%	Amount	%
1 - 9 employees	422	30	2 514	3	R3 791 250	3
10 - 19 employees	420	30	5 776	6	R6 533 165	5
20 - 49 employees	345	24	10 531	11	R11 612 918	10
50 - 149 employees	149	11	11 965	13	R20 900 034	17
150+ employees	78	4	59 082	62	R39 582 244	38
Unknown*	90	6	63 037	67	R77 448 948	64
Total	1 414	100	93 823	100	R120 465 938	100

*At the time of the analysis the Mandatory Grant Report did not show SDL numbers for these organisations.

Fifty percent of the Mandatory Grant applications accepted were received from organisations in the Accounting, Bookkeeping, Auditing and Tax Services sub sector, which employed 38% of the workers and received 36% (R43 378 323) of the grant.

Details of payments with respect to the various subsectors, is provided in the Table 4.



"Large employers are able to claim 70% of their Skills Development Levy (SDL) through: Mandatory Grants, and the Strategic Cash Grant (SCG)."

Table 4: Mandatory Grant applications accepted from levy-paying organisations according to sub sector

Subsector	Number of organisations	% of organisations	Number of employees	% of employees	Mandatory Grant payments	% of Mandatory Grant payments overall
Investment Entities and Trusts and Company Secretarial Services	112	8	5 062	5	R13 705 217	11
Stockbroking and Financial Markets	202	14	10 400	11	R24 976 553	21
Development Organisations	18	1	1 549	2	R3 134 847 307	3
Accounting, Bookkeeping, Auditing and Tax Services	774	55	35 941	38	R43 378 323	36
Activities Auxiliary to Financial Intermediation	107	8	9 145	10	R7 006 423	6
Business and Management Consulting Services	197	14	15 359	16	R28 084 952	23
South African Revenue Service (SARS) and Government Departments	4	0	16 627	18		
Unknown*					R179 623	0
Total	1 414	100	93 823	100	R120 465 938	100

*At the time of the analysis the Mandatory Grant Report did not show SDL numbers for these organisations.



Training

The number of employees, who received training in the sector increased from 19 563 in Year 2 to 54 628 in Year 10, but dropped to 42 736 in Year 11. The percentage of the workforce that was trained dropped from 73% to 46% during the same period.

In Year 11 in levy-paying organisations, which successfully submitted WSPs and ATRs, employers planned to train 49 740 employees (53% of employees: 51% of managers, 49% of professionals (including learners on learnerships), 69% of technicians and trade workers, and 53% of all clerical and administrative workers would receive training. Employees selected for accelerated development numbered 2 151 (2%), of whom 61% were Black, 37% African, 8% Coloured and 16% Indian. Organisations planned to involve 22 72 external recruits in training interventions, of whom 63% would be Black, 31% African, 14% Coloured and 17% Indian. Most of the training planned, would focus on specialist

Continued on page 20

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financial skills (54 022) course attendances would be in this priority area.

ATRs reported that 42 736 employees (46%) were trained; 3 645 (4%) participated in accelerated development. Fiftythree percent of all professional, 49% of managers and 35% of all technicians and trades workers were trained. Most training for accelerated development was conducted in the categories professionals and clerical and administrative workers: 624 white professionals benefitted and 589 African clerical and administrative employees benefitted.

Seventeen percent of current employees, who employers planned to train did not receive training. Employers planned to train 15 786 clerical and administrative workers, but only 9 727 (38% less) were trained. However, more current employees earmarked for development and external new recruits were trained than planned. While employers planned to train 2 151 current employees, 3 465 (61% more) were trained, and 22% more external recruits than originally planned, were trained.

Compared to previous years, a smaller proportion of employees were trained overall. Whereas 67%, 68%, 67%, 81% of employees were trained in Years 7, 8, 9, and 10 respectively, in Year 11, only 46% of employees were trained. During the past five years, 6% more Africans, 10% more Coloureds, 4% more Indians and 1% more Whites were trained, relative to the training opportunities planned.

Financial and other information

In Year 11 Mandatory Grant applications included information on an organisation's financial year, total salary bill or payroll, and the number of employees, who left the organisation during the period.

Sixty-one percent of organisations, which successfully submitted WSPs, including non-levy payers, reported February as their financial year-end: 45 (3%) reported on payroll; and 477 organisations (34%) answered the question on staff turnover. Labour turnover of 13% was reported. Organisations in the sub sectors Activities Auxiliary to Financial Intermediation and Investment Entities and Trusts and Company Secretarial Services experienced the highest labour turnover (23%). Development organisations experienced the lowest labour turnover (3%). Labour turnover in organisations, which employed fewer than 10 people was only 4%.

Strategic Cash Grants

Organisations could claim back 20% of their levies through the SCG if they had incurred costs in respect of education and training interventions in strategic skills priority areas during the period 1 January 2010 to 31 December 2010.

The number of organisations, which claimed SCGs, has varied year-to-year, but remained fairly consistent in Year 10 and Year 11,

In Year 11, the majority of organisations, which claimed SCGs were large organisations. R16,3 million was paid to 37 organisations, mostly to organisations, which paid R100 000 or more in levies.

R16 million was paid to large organisations, which employed 150 or more people. Seventy-three percent of organisations that received SCGs employed 150 or more employees and their workers represented 98% of the organisations. Only 3% of the organisations, which claimed SCGs, employed 1 to 9 employees.

Fifty-six percent of SCGs were paid to organisations in the Accounting, Bookkeeping, Auditing and Tax Services subsector; 16% was paid to Business and Management Consulting Services; and 13% to Investment Entities and Trusts and Company Secretarial Services. The remainder was paid to Stockbroking and Financial Markets, Development Organisations and Activities Auxiliary to Financial Intermediation.

Twenty-four organisations claimed SCGs for financial support to employ Black and or disabled learners to study at recognised tertiary institutions or professional bodies; 21 organisations claimed SCGs for providing bursaries to unemployed Black learners and or/learners with disabilities to study at recognised institutions or with professional bodies in areas of study identified as scarce and/or critical; 20 organisations claimed SCGs for 18.1 (previously employed) or 18.2 (previously unemployed Black learners and or/learners with disabilities on learnerships. No SCGs were claimed for new ventures.

Learnership Cash Grants

In Year 11, employers of levy-paying and non-levy paying organisations employing fewer than 150 employees could apply for Learnership Cash Grants (LCG) for Black (African, Coloured and Indian) learners and or learner with disabilities to commence a Fasset learnership during the period 1 January 2010 to 31 December 2010.

R14,6 million was disbursed to 217 organisations (171 levy-paying and 46 non-levy-paying) in respect of 576 learners on learnerships. Ninety-three percent (R13,6 million) was claimed by 203 organisations in the Accounting, Bookkeeping, Auditing and Tax Services sub sector. These organisations employed 91% (524) learners.

Thirty-seven percent (80) organisations employed between 20-149 people; 22% (48) organisations employed 10 to 19 employees; and 18% (40) organisations employed 50 to 149 employees.

KwaZulu-Natal received 39% of the funding Gauteng (28%), amounting to R5 740 250 and R4 147 250, respectively.

Of the beneficiaries, 47% were African, 34% Indian and 18% Coloured. Forty-eight currently employed and 528 previously unemployed learners received funding. Learners were enrolled on 15 different learnerships, with 86% learners enrolled for three-year learnerships.

Scarce and critical skills needs

Scarce skills refers to shortages in the labour market and is expressed in terms of occupations, for which employers cannot find suitably qualified and or experienced candidates. The term critical skills, refers to the gaps in the skills of employees. These shortcomings generally relate to a particular job and occur because of insufficient training, changes in the work environment, including changes in technology, legislative changes and



upward and lateral career movement of employees.

In Year 7 a total of 835 people were required to meet skills shortages. This number increased to 3 709 in Year 10, and dropped to 3 560 in Year 11.

In Year 11, 370 (26%) of the 1 414 levy-paying organisation, which successfully submitted Mandatory Grant applications reported skills shortages. Of these, 12% employed more than 150 people. These employers reported 54% of the skills shortages. A total of 3 560 people (4% of total employment in levy-paying organisations) were required to meet skills shortages.

While organisations in the sub sector Accounting, Bookkeeping, Auditing and Tax Services reported 54% of the scarce skills within the sector, they only represented 41% of employment in the sector. The sub sectors SARS and Government Departments reported 16% of the scarce skills within the sector. Activities Auxiliary to Financial Intermediation reported the lowest levels of skills shortages at only 3%.

Most scarce skills (84%) were reported for positions in the professional category: these represented 10% of employment within this category. In the professional category, 1 522 positions (43% of all scarce skills) were for learners on professional learnerships, mainly the CA (SA) learnership. Employers were looking for African and disabled candidates, who had completed their Certificate in the Theory of Accounting (CTA). Among graduates a shortage of competent people was noted, with competence usually described as a combination of good academic and communication skills and technical knowledge.

Shortages of 558 qualified accountants (16% of all scarce skills) was reported. Organisations identified a need for qualified (graduate) accountants with experience and managerial skills, especially Blacks, females and candidates with disabilities. Shortages of 300 qualified customs officers were also reported.

Ninety-seven organisations (7% of all organisations) also reported on anticipated skills shortages for 2011. The majority (77%) of the anticipated shortages were for professional positions and 29% of anticipated shortages were for clerical and administrative positions. Accounting professionals and trainee accountants/auditors accounted for 885 (40%) of these positions.

Development and consultative process

Of the 1 414 organisations, who successfully submitted WSPs, only

365 (26%) reported on the WSP development and consultative process. Sixty-four percent did not answer the question regarding the process used to develop their WSPs; 8% developed their WSPs according to organisational training needs or job requirement; 7% developed their WSPs based on information obtained from their performance appraisal systems; 7% indicated that training is regulated and prescribed by SAICA. Only 365 organisations (4%) indicated that their WSPs had assisted them in achieving their Employment Equity goals.

Most of the organisations (55%) reported that their WSP was reviewed by their organisation's Training and Development Committee; comments made by 6% of organisations indicated that their WSPs were not reviewed.

Forty-seven percent of organisations did not have any difficulties planning for Employment Equity. A lack of Black managers and professionals with suitable skills in fields such as auditing and accounting remained a challenge. Organisations with fewer than 50 employees were exempted from developing Employment Equity Plans.

Eighty-seven percent of organisations indicated that their ATRs assisted them in the implementation of their WSP. Only 28 organisations said the ATR did not assist them as training happened in their organisations, irrespective of WSPs and ATRs.

Most organisations (1 407) whose Mandatory Grant applications were accepted had an active Skills Development Facilitator (SDF). While 81% of SDFs in levy-paying organisations were White, only 72% of SDFs in non-levy-paying organisations were White. Fifty-nine percent of SDFs in levy-paying organisations were female, compared to 37% in non-levy paying organisations.

Most of the SDFs had post-school qualifications and 19% of them were CAs (SA).

Employment Equity

Large and small organisations experienced difficulties in planning and implementing Employment Equity. Difficulties related to the recruitment and retention of suitably qualified and experienced Black employees, within a context of general skills shortages, high labour turnover and excessive pay demands. Most employers within the sector employed fewer than 50 employees.

Meet two remarkable learners

Spending time with learners on Fasset-funded Development Projects is always a very rewarding and uplifting experience. One is always reminded just how remarkable these young South Africans are, and how many of these learners have achieved against great odds.

Twenty-eight year old Matswake Sylvester and twenty-two year old Keorapetse Morwe are a case in point.

Matswake usually gets up at around 4h00 and leaves home around 5h30. She catches three taxis to get to the Mosaiek Campus in Fairlands, Johannesburg, and is always the first Ithemba learner to arrive.

Although Matswake currently lives with her grandmother in Germiston, her family hails from Limpopo.

After matriculating from Helen Franz School for the Physically Disabled at Borkum Farm, in Bochum, Limpopo, she completed a Diploma in HR, but was unable to find employment. Never one to give up, after hearing

about the Ithemba Programme on Thobela FM, she decided to get back into Accounting: "I did Accounting in Matric. I have always been good at numbers, so I decided to start afresh. I hunted for my matric Certificate and applied."

She is confident that she will find employment next year. "In three years' time I see myself as a manager, and then after five years, maybe I will be CEO," she informs. Matswake wants to continue with her studies and plans to complete the next level of the AAT qualification.

She urges young South Africans to never give up: "Keep on hunting because what you want now is not what God has prepared for you. God knows what you want before you do. If you have matched your idea with what God created for you, it is a good thing. If you work with people then you will achieve your dreams step-by-step. You must never be shy about starting small; huge things do not start off as huge."

Keorapetse Morwe is a Zandspruit resident, who completed his schooling at Randpark High, in Robin Hills, Johannesburg.

"I always view challenges in life as not obstacles, but rather as learning curves that enhance my knowledge in order to progress in life," he explains.

Keorapetse worked for a year after matriculating, before enrolling for a B Com Business Management through Unisa. He has already completed a number of modules, obtaining a distinction for Business Management.

The Ithemba Project was recruiting at the Mosaiek Church's satellite venue at Emthonjeni in Zandspruit, when someone from the community told him that the project was looking for Matriculants with Accounting as a Grade 12 subject. Keorapetse applied and was accepted onto the programme.

He has really enjoyed the programme and describes Ithemba as "an extraordinary experience." He really appreciates is the fact that he has been able to interact with people from different backgrounds, and with very different life experience.

"I want to continue studying, but I want to concentrate on one thing at a time. I wanted to complete the Ithemba Programme, before continuing with my studies through Unisa, he explains."

In addition to completing his B Com Business Management through Unisa, he hopes to eventually complete the AAT NQF Level 5 qualification.

"I want to open up a small business in the near future. I want to create businesses that can create employment and get the unemployment rate down quite drastically and continue impacting on peoples' lives. This in the way I see business changing our society," he explains.

Keorapetse urges young South Africans to "keep knocking" "Do not give up. It is difficult out there. Being a matriculant and trying to find me a job is quite difficult. Entering the job market as a graduate is also difficult. Have a strong heart. Keep your chin up, and keep knocking, and one door will open," he concludes.

Work-ready Ithemba "graduates," epitomise the Project's tagline: faith, confidence, achievement. They will certainly prove an asset to organisations, who employ them.



Left to right: Matswake Sylvester and Keorapetse Morwe

Strong support for business writing for budding professionals



There was very strong support for Fasset's two-day Business Writing for Budding Professionals Workshop, which was offered in seven provinces during August and September 2012.

The workshops were so oversubscribed, that additional venues had to be arranged. The event was particularly well-supported by employees of the South African Revenue Services (SARS).

Previously offered in 2009 with 969 attendees, the 2012 event accommodated 1 932 attendees, confirming the need for such lifelong learning events.

The workshops were facilitated by Marjon Meyer, Mante Mphahlele, Kate Jordan and Joanne Porteus from Mosedimosi Business Training cc.

Delegates rated the event very highly. Having attended the workshop, learners and individuals with English as a second language, are now more confident in planning and constructing documents; avoiding common errors and grammar mistakes; producing documents, which are clear, effective and professional; writing for a specific readership and for different circumstances; and analysing and editing their own documents.

Ethics, Risk, Governance and Fraud seminars provide food for thought



Olasesi Martins

During October 2012 Fasset hosted a full-day event on Ethics, Risk, Governance and Fraud, countrywide. The seminar targeted business owners, team leaders, managers, and technical specialists who wanted to learn about the benefits of responsible governance in business. The seminar also indicated some ways in which to detect whether fraudulent activities are taking place and how to deal with such occurrences.

Facilitated by Olasesi Martins and Brian Smith from Goldengate Consulting, this event was well-received.

Topics such as the definition of ethics, risk, governance and fraud; ethics and decision-making; ethics of governance; ethical culture; risk analysis and the role of the internal audit and it department; mitigating your risk; understanding governance principles; asset misappropriation, financial misstatement, computer crime; reducing fraud risk and the detection of fraud and awareness programmes were covered. The seminars provided much food for thought as delegates were required to reflect on where they stood in terms of their own ethical standpoint.

Some 1 551 delegates attended, compared to 637 delegates, when an Ethics event was held last in 2007. The increase in attendance can be attributed to the combination of topics as well as the fact that Ethics, Risk, Governance and Fraud are CPD requirements within the sector.

ACCA announces the winners of the 2010 ACCA SA Sustainability Awards



The winners of the 2011 Association of Certified Chartered Accountants South Africa, (ACCA SA) Sustainability Reporting Awards were announced at a special function at Hazeldene Hall in Parktown, Johannesburg. Assessments were based on Sustainability Reports submitted for the 2011 reporting period.

ACCA confers Sustainability Reporting Awards in more than 20 countries globally. The Awards seek to encourage better reporting on sustainability – economic, environmental and social performance by corporations across South Africa; to reward best practice and provide guidance to other entities that are publishing or intend publishing sustainability, environmental and/or social reports; and to increase accountability for impacts on, and responsiveness to stakeholders.

The judging panel is selected on the basis of their expertise and experience in the field. This year's judging panel included Prof. Neil Eccles, Head of Department of the Institute for Corporate Citizenship, University of South Africa, Shireen Naidoo, Partner, Climate Change and Sustainability Services, KPMG, Steve Nicholls, National Business Initiative Programme Manager for Climate and Water, Markus Reichardt, Partner, Reichardt & Reichardt, MD, PE International (South Africa) Ltd and Dan Sonnenberg.

It is at the judges' discretion, in consultation with ACCA SA, to determine the award categories on an annual basis. After careful deliberation and much debate, the judging panel decided to confer eleven awards and one commendation.

De Beers was declared the Overall Winner, Best Sustainability Reporting, and Winner, Best Sustainability Reporting, Resources. Goldfields Ltd and Sasol Ltd were declared the Joint Runners-up in this category. This is third second year in succession that De Beer has won both awards.

Woolworths Ltd was recognised as the Winner, Best Sustainability Report, Non-resources, and Vodacom (Pty) Ltd was declared the Runner-up.

Standard Bank Ltd scooped up the laurels for Best Sustainability Reporting, Financial Services Sector. Santam Ltd was the Runner-up in this category.

Last year, the judges did not confer an award in the NGO category. This year, the judges recognised Cotlands as the Winner, Best Sustainability Reporting, in the NGO category. Little Eden was the Runner-up. Little Eden was also recognised as the Best Newcomer.

Goldfields Ltd was the winner in the category, Most Improved. Wilderness Safaris Ltd received a Commendation. A commendation recognises companies that are likely to be contending for awards in the years to come, if they are able to sustain the quality of reporting.

Hearty congratulations to all.

If you would like more information on ACCA SA's Awards for Sustainability Reporting, kindly contact Melanie Williams on (011) 459 1908.

Ithemba master chefs impress

The reality TV show, *Master Chef* has attracted millions of viewers worldwide. With South Africa airing *Master Chef SA* earlier this year, it was only fitting that the Itthemba Projects should host its own *Master Chef* competition.

Ithemba learners were not vying for a prize or for personal fame: their prize was the satisfaction of knowing that the children at the Goolong Pre School and Aftercare Centre, and forty elderly members of the Zandspruit community would be well-fed.

Adding a truly South African flavour, teams cooked in potjies over open fires. Fortunately, the weather played along and it was a glorious sunny day.

Contestants were supplied with chicken, vegetables, spices and cooking oil. Choosing twenty ingredients proved quite challenging. While the teams cooked outdoors, a team of women in the kitchen at the Emthonjeni Community Centre prepared huge pots of steaming rice and pap to serve with the potjiekos.

Winners had to name their dish and "sell their dish to the judges." Dishes

included: chicken stew with tomato and onion salad; Panarotti chicken and coleslaw; kid-friendly chicken; chicken a la cabbage; 'the creamy one' and chicken and mushroom stew served with sambals.

While Worcestershire sauce was the "secret" ingredient in one of the dishes, another team impressed with their description of their "Marengo cuisine." French in style, the dish was a take on Marengo chicken (sans crayfish, eggs and olive oil), which Napoleon dined on after the Battle of Marengo.

On the day, all of the dishes were winners. With the judging concluded, it was time to feed the hungry tots, who were waiting patiently for their lunch. When asked whether the food was nice, the children responded enthusiastically: "Yes, teacher."

The value of team building and community-building exercises cannot be underestimated. Most importantly, projects such as the Itthemba Project, teach learners the importance of "giving back."



Children at the Goolong Pre School and Aftercare Centre enjoy their lunch

Fasset department changes its name

Seta ETQA accreditation expired on the 30th September 2012. Seta Education and Training Quality Assurance bodies (ETQAs) no longer exist; this responsibility now falls under the Quality Codes of Trades and Occupations (QCTO). As a result, Fasset's ETQA and Learnerships Department has changed its name. The department is now called the Quality Assurance and Learnerships Department.

The QCTO has given the responsibility for quality assuring currently registered qualifications back to Fasset. Providers can only be accredited until qualifications expire in 2015. Fasset can, therefore, no longer accredit qualifications for the full five years as it did in the past; Going forward, Fasset will only accredit qualifications for the duration of the qualification.

AAT SA makes inroads in the South African market



Natalie Zimmelman

A joint venture between South African Institute of Chartered Accountants (SAICA) and the Association of Accounting Technicians (AAT), AAT(SA) has made considerable inroads in the South African market since its launch in October 2008. AAT SA, General Manager, Natalie Zimmelman concedes that it has been challenging to establish the AAT brand in South Africa: "Not only is the brand unknown in South Africa, but because the South African market is academically based, people do not necessarily understand vocational training."

AAT(SA) and SAICA partner with FETs

AAT(SA) and SAICA have partnered with FETs. SAICA is working with the Department of Higher Education and Training (DHET) to deploy CFOs into FET colleges: "There is a lot of money that needs to go into the capacitation of the FET colleges. We do not want that money to disappear into wastage and mismanagement or even corruption." Around 26 CFOs have already been deployed in FET colleges, and one CFO has been deployed to the DHET's Directorate for FET colleges.

The National Skills Fund (NSF) is funding the DHET's Directorate for FET Colleges: "We are working under the guidance of the directorate, which has been built up and strengthened. The project is being driven by the Director General himself. Along with the deployment of CFOs, we are also helping the FET colleges with the HR processes. We are deploying consultants in HR, not just in Finance, to assist them with job descriptions and other HR processes. The project is already starting to make some headway."

The Directorate for FET Colleges and the Director of Planning has also stipulated that all FET college admin staff must be trained on the AAT qualifications. AAT(SA) and the Directorate have approached ETDP SETA for funding, to train both academic staff, and the admin staff on the AAT qualifications. Each college has around six financial admin staff, and 6 lecturing staff, all of who need to be trained.

AAT(SA) is also working with FETs to accredit them towards being able to offer the AAT qualification directly. Two colleges, which AAT(SA) is working with, are expected to achieve accreditation without much

capacitation. AAT(SA) is also working to capacitate FET colleges, which are not yet ready for accreditation, and has approached the NSF for funding.

Because the model makes use of private providers for the public providers to shadow, and the training of the public providers at the same time, some "kick-back" is expected: "Given SAICA's extensive experience with the university capacitation projects at the university of Fort Hare, Limpopo now, Walter Sisulu and the University of Zululand, we believe this is the best way to do it. Those projects had UJ and now UCT as their delivery partners. We know what it takes to make that sort of project work."

An additional challenge emanates from the fact that vocational training means it is not business as usual: "This is not taught in classes of 600; this is taught in classes of 25. It is applications-based."

Local government

Local government has already registered over 4 000 learners onto the AAT NQF Level 3 and AAT NQF Level 4 local government qualifications. Attendance rates of over 95% and a graduation rate in excess of 60% has been achieved. Over 1 800 individuals have already graduated: "There is no requirement for matric, no stipulation on job experience, and no stipulation on current work. The municipalities give us everyone, from their accounts people to their meter readers, their drivers, and their cleaning staff. Our 60% graduation rate is superb in that context."

Tentative approval has been obtained for a new MOU with LG SETA to cover three contracts. The first contract, which AAT(SA) hopes to roll out in October/November 2012, is for 900 learners in local government. Some 600 learners will be enrolled on the AAT NQF Level 3 qualification and 300 on the NQF Level 4 qualification. Additional contracts with the same number of learners and breakdown of learners will be rolled out during March and October 2013.

Natalie cites as a very positive development the fact that a number of municipalities are now either funding learners themselves, or are funding additional learners: "The municipalities are starting to pay themselves to deliver the Local Government Accounting Certificate and Advanced Certificate in the various provinces, over and above money needing to come from the LG SETA. Ekurhuleni and the West Rand have been superb about adding numbers."

Private sector enrolment

AAT(SA) expects to achieve its private sector learner enrolment numbers by the end of this year. New clients include Massbuild, Toyota, Nashua, RMB, Old Mutual and Southern Sun and Business Partners.

Apart from Anglo American and head offices registered with Fasset, Natalie says the Fasset sector is not the biggest user of the accounting technician qualification. AAT(SA) is targeting accounting firms and is in discussions with the likes of Ernst & Young, BDO and Grant Thornton, but these will not be the largest users of the qualifications.

"Interestingly, most of the audit firms are talking to us about accreditation as training providers, because they want to deliver it rather than use it for their own staff," Natalie informs.

New qualifications

National Treasury approached SAICA last year to assist with the training of its staff. It was agreed that AAT(SA) would develop the customised qualifications, provided National Treasury was able to provide the numbers, AAT(SA) has developed two new qualifications, within very tight time frames. AAT SA was given the go-ahead on 16th January 2012. The programmes had to be "ready to roll" on 1st July 2012.

Although AAT's usual timeline for qualification development is 18 months of consultation and 15 months per assessment developed, AAT(SA) has been able to deliver on its promise.

"There are 10 assessments in the two qualifications. We have done this in six months. The standards of competence are developed, and the material is pretty much written. A unit on computerised accounting system has not yet been written because we wanted our training providers and material writers to go on a training programme on the government account system, BAS."

AAT(SA) has already been promised 470 learners across three or four provinces, with more in the offing.

The qualifications need to be registered with the Quality Council for Trades and Occupations (QCTO). AAT(SA) is working very closely with National Treasury. SAQA and Fasset are assisting where possible.

"There is no requirement for matric, no stipulation on job experience, and no stipulation on current work. The municipalities give us everyone, from their accounts people to their meter readers, their drivers, and their cleaning staff. Our 60% graduation rate is superb in that context."

National Treasury Project

AAT(SA) is currently working on a proposal to secure NSF funding to roll out qualifications for 1 500 learners; 500 a year over three years, of which 900 will be unemployed. A National Treasury project, learners will be deployed within the provincial and national departments.

AAT Access

AAT SA has built some literacy and numeracy into the first level of the local government qualification, based on experience in the pilot programmes. Recognising that direct entrance into their bottom NQF level 3 qualification assumes a level of literacy and numeracy, which cannot be presumed, particularly since English is a second language for many candidates, AAT has developed a product called AAT Access. The forty hour course is comprised of four modules, which deal with business, communication, accounting calculations, and an introduction to basic accounting. Although AAT(SA) is currently using the international material, it is "three quarters of the way through customising material for the South African market."

In addition, AAT has a diagnostic tool, based on the first level of the qualification (NQF Level 3), which looks at current skills. The diagnostic tool is used to assess which level the learner should enrol for. The diagnostic tool was introduced earlier this year.

While public sector work is critical and is the basis for AAT's development in South Africa, Natalie emphasises the fact that AAT SA does not want to be perceived as an exclusively public sector organisation.

If you would like more information, kindly contact Natalie Zimmelman on (011-621-6888 or at nataliez@aatsa.org.za.

Shedding light on Fasset's strategy in the year ahead



In November Fasset hosted an event for Skills Development Facilitators (SDFs) entitled: "Fasset 2013 Strategy Implementation." The event was held in the Western Cape, Gauteng, KwaZulu-Natal and the Eastern Cape.

Fasset's management team facilitated the workshops and launched the new Mandatory Grant application form for firms employing more than 150 employees. The workshops provided an opportunity for SDFs to ask questions regarding Fasset's strategy for the period 1 April 2013 to 31 March 2014. As the Seta liaison, advocates of skills development and change agents for the organisations they represent, SDFs expressed appreciation for this kind of event, in assisting them to develop a business case for skills development.

Felicia Mabuzo Suttle visits Ithemba learners

Ithemba learners were in awe when US-based Dr. Felicia Mabuzo Suttle, President and co-owner of Leadership Success International, international award-winning entrepreneur, acclaimed talk show host, and best-selling author, took time out of her busy diary to spend time with them at the Mosaiek campus.

When someone, who has achieved so much personal success, offers words of motivation and encouragement, one tends to listen. Ithemba learners did just that.

Felicia reminded learners that nothing that is worthwhile in life comes easy. She urged them to grab the fantastic opportunity, which the Ithemba programme offers, "with both hands." She said it was also important to surround oneself with positive, hard-working people, but most importantly, learners need to create their own future.



"When someone, who has achieved so much personal success, offers words of motivation and encouragement, one tends to listen."

Ithemba strikes a chord with AAT CEO Jane Scott Paul



Jane Scott Paul

Youth unemployment is a topic, which resonates with AAT CEO, Jane Scott Paul. The official unemployment rate among young Britons is close to one million. Writing in The Guardian's *Mortaboard Blog*, Jane explains that a recent report from the Centre of Economics and Business Research (CEBR) and the Association of Accounting Technicians (AAT) indicates that graduate unemployment rates are hovering at twice the national average; under-employment is now an emerging phenomenon among young Britons.

Jane urges the youth in Britain, to consider a vocational qualification as an alternative to university: "High-quality vocational qualifications and on-the-job learning can be the best option for many of the most talented students." She also believes a vocational qualification is a very good option for young South Africans.

During her recent visit to South Africa, Jane was very impressed by the Fassetfunded Itthemba Project, which culminates in a (AAT SA) FET Certificate, NQF Level 4.

The project targets unemployed matriculants, a particularly "vulnerable group," in the South African job market. According to trade union, Solidarity, only four out of ten matriculants, who enter the labour market after matric are likely to find employment.

Jane cites as one of the Itthemba project's strengths the fact that project adopts an holistic approach: "The Itthemba Project has been a resounding success because it recognises that it is not simply a matter of a qualification that is important, it is about ensuring that young people understand that becoming employed and being a good employee and being able to reach their aspirations involves a lot of other aspects of learning and developing themselves. The programme is very holistic in bringing together all of those different facets of employability and empowering the young people to really take control of their own futures. It is a remarkable programme."

The learners' journey has also impressed: "I have been impressed by the way in which learners' eyes have been opened, and the way in which they see themselves as being able to fulfil their ambitions. They recognise that they have to work. It is hard. It is not going to be an easy ride. They are not going to be handed opportunities on a plate. They have to take grasp of their own future. What we are seeing is raw talent being harnessed and developed.

This is tremendous. You see young people with enthusiasm, courage and commitment. What makes me very happy is because of a project like Itthemba, these people are not being cast aside. It is not talent that is being wasted. South Africa has a huge pool of talent. We just have to find ways of harnessing it and getting those people out to work for the country."

People living in first world countries do not realise how fortunate they are: "When you see the challenges that young people in South Africa face in their day-to-day lives, with their living conditions, they have difficulty in finding employment, they have difficulty in making a living, and the problems with education, access to education, access to further education, we do not realise that we have a great deal that is handed to us, which we take for granted, and do not value as we should. It is always very humbling coming here and seeing just how people struggle with all their difficulties and still come out smiling and laughing and joking."

She urges Itthemba learners to continue doing what they are doing. "Take the lessons that you have learnt and go out there. You are tremendous advocates for the people, who are going to be coming along behind you. Do not lose your hopes and dreams. Go out there and grasp them," Jane concludes.

Discretionary Grant deadline alert

Employers are reminded that the deadline for the Strategic Cash Grant (SCG), the Learnership Cash Grant (LCG), the Assessor and Moderator Grant (AMG), the NSFAS Loan Repayment Grant (NLRG) and the SMME Grant, for the period 1 January 2012 to 31 December 2012 is looming. Applications close on 15 February 2013. No extensions will be granted. Grants will be processed on a first-come, first-served basis for all applications except the SCG.

SAICA hosts QE1 Graduation function in Johannesburg

Fasset CEO, Cheryl James and Fasset Projects Manager, Tania Lee were delighted to attend SAICA's QE1 graduation celebrations in Johannesburg. Guests included Prof Alex van der Walt, Prof Ben Marx, the UJ team, Mike Chen from Barloworld, representatives from other firms, SAICA staff and Thuli Bamuza and her project team.

Acknowledging that "I stand between guests and their dinner," Cheryl promised to keep her speech brief: "It is indeed a privilege for me to join you tonight as you celebrate the success of your achievements. It is also an honour for Fasset to have been a part of your success. Fasset have been funding this initiative for a number of years now and hopes to continue to do so going forward. This project is part of Fasset's contribution not only to your individual development as learners, and in addressing the skills shortages that we face in the sector, but is also part of our contribution to ensuring that the demographic profile of the Fasset sector reflects the demographic profile of the South African population at large."

"If officials move the goal posts, we need to rise to the new challenge and show that we can succeed with hard work, commitment and dedication."

Cheryl urged learners to give back: "I would like to encourage you to always remember where you came from and the support you were given on your journey to qualifying as CAs and then to come back and help others."

Cheryl shared three stories from the Olympics and the Paralympic Games. The first was the reasons cited by Chad le Clos' coach, Graham Hill for Chad's success: "Detailed planning, hard work and execution with exactness constituted the winning formula."

Learners have heard similar sentiments expressed by lecturers at UJ, the Thuthuka team, and managers and partners at their firms: "I encourage you to listen carefully to what they are saying as we see the success that Chad had when he listened to, and followed the plan, that his coach Graham had laid out for him."

Just as Chad had set goals for the next Olympic Games in Brazil in four years' time, learners need to strive to be successful in QE 2 and to complete their training contracts: "Look forward to achieving these goals that you have now set for yourself, but more importantly, follow Chad's example of always setting new stretch goals once you have achieved success in your last one. In this way you will always be bettering yourself and working closely with a team that supports you."

Having achieved success it is important to give back. Paralympian, Andrea Dalle Ave serves as a good role model. He has gone back to his old school and coaches 7 and 8 years old athletics in his spare time: "This lesson of always remembering where we have come from and the support that we have previously received should encourage all of us to give back in any way that we can and Andrea, returning to coach at his old school, is one that I believe we should all take to heart and try our hardest to emulate."

Pieter du Preez, an actuarial analyst at Deloitte, who represented South Africa at the Paralympics in the 100 metres, is another very good role model. In October 2003 Pieter was severely disabled in a motor car accident. This did not stop him. Even though he is a C6 paraplegic and has no movement from his armpits down, he wrote and completed his honours degree at UJ only 2 weeks after being discharged from hospital. Pieter has also gone on to represent South Africa in wheelchair rugby and has won medals at the World Championships in triathlons.

It was Pieter's dream to participate in the Paralympic Games. To his dismay his category of race was cancelled in 2008 and when it was re-opened again for the 2012 Games, it was not opened for long distances, an area in which he was a specialist. Undeterred, he started to train for the 100 m, and represented South Africa with pride in this race.

"Pieter, we salute you for all that you have achieved, but more importantly, I would like to use you as an example of the lessons that we can learn from all that you have achieved so far. We need to remember that the obstacles that are put in our way must be seen as challenges that we can overcome, rather than obstacles, which make us give up on our dreams. If officials move the goal posts, we need to rise to the new challenge and show that we can succeed with hard work, commitment and dedication. I would like to say well done again to Pieter and to congratulate Deloitte and UJ in the contribution that they have made to his success. With team work we can all achieve anything that we set our minds to," Cheryl concluded.

Hearty congratulations to the SAICA QE 1 learners, UJ, and the Thuthuka team. The winning post is firmly in sight.

NSFAS Loan Repayment Grant attracts a lot of interest

Fasset launched its innovative National Student Financial Aid Scheme (NSFAS) Loan Repayment Grant at the end of August 2012. The grant has attracted a lot of interest from the sector and a number of applications have already been received.

The grant will provide a direct benefit to learners, who are employed and on learnership programmes with Fasset registered employers, but who are under substantial financial pressure as they need to repay their NSFAS loans. Learners with NSFAS grants have a greater tendency to move from their existing learnership and from one organisation to another and even drop out of the learnership before completion, due to financial hardship, and the need to earn more, in order to pay off their NSFAS loan. The NSFAS Loan Repayment Grant has been devised to incentivise learners to remain with a firm, and complete their learnership.

The grant will be made available to African learners, and learners with disabilities who are South African citizens with a valid South African identity document; who have a three-year qualification; and who are in full-time employment and on a learnership programme with an employer whose levy number falls into the Fasset Seta.

Learners need to have completed a course, which relates to a scarce skill within the Fasset sector. Their learnership may be registered with Fasset or with another Seta.

Although the grant will not be a direct financial value or benefit to the firm, employers will derive an indirect benefit in that the learner will remain in the organisation and when that learner then completes the programme in the organisation that company can then claim the completion portion of the Learnership Cash Grant.

Only learners, earning a salary below R120 000 per year (cost to company) in their first year on the learnership; below R144 000 per year (cost to company) in their second year on the learnership; and below R168 000 per year (cost to company) in their third year on the learnership, will be considered.

The grant will be paid in tranches. The amount paid in each tranche depends on the length of the learnership and how much of the learnership has been completed.

Tariff details appear in the table:

Length of Learnership	Tariff	Tranche amount maximum
12 month (1-year)	On registration	R 5,000
	In month 12 of the learnership	R 25,000
24-month (2 year)	On registration	R 5,000
	In month 6 of the 24-month learnership.	R 15,000
	In month 18 of the 24-month learnership.	R 25,000
36-month (3 year)	On registration	R 5,000
	In month 6 of the 36-month learnership.	R 15,000
	In month 18 of the 36-month learnership.	R 20,000
	In month 32 of the 36-month learnership.	R 20,000

Learners at both levy-paying and non-levy paying employers in the Fasset sector can apply. The loan is also available to employers, whose learners had access to the Learnership Cash Grant (LCG) or Strategic Cash Grant (SCG).

Applications close on 15 February 2013. Application forms can be downloaded from the Fasset website: www.fasset.org.za. Funding will be available on a first-come, first-serve basis.

"The grant will provide a direct benefit to learners, who are employed and on learnership programmes with Fasset registered employers, but who are under substantial financial pressure as they need to repay their NSFAS loans."

Fasset allocates funding

Fasset's Board has recently allocated funding for the period 2013/2014. Information pertaining to funding decisions in areas, such as Grants, Development Projects, Lifelong Learning and Research has been provided as these funding decisions impact directly on Fasset stakeholders.

Grants

R 39 254 000 million in funding was approved for Discretionary Grants. Funding was approved for the Strategic Cash Grant (SCG), the Learnership Cash Entry and Exit Grant, Assessor and Moderator Grant, and the NSFAS Loan Repayment Grant.

Mandatory Grant payments may drop from 50% to 40% for the 2012/13 calendar year, pending the release of funding regulations.

Development Projects

R67 million in funding was allocated to Development Projects. The decision was taken in last years' Strategic Planning Session to only fund African learners and to adopt a pipeline approach so that funding was spread more evenly across Academic and Bridging Programmes for Access to Employment.

Historically, around 70% of the funding was allocated to Bridging Programmes for Access to Employment in Work; we are now seeing a 50/50 split between Academic and Bridging Programmes for Access to Employment. There is a smaller percentage of funding at the lower level, but at the highest level, the final hurdle to overcome to enter the profession, a far greater concentration of funding has been allocated.

Three funding windows have been identified. The first is for NQF Level 5 projects: these are academic programmes, which provide access into higher education. The second funding window is for programmes at NQF level 6 - 7.

Previously called Work Readiness Programmes, these programmes are now referred to as Bridging Programmes for Access into Employment. Beneficiaries will be provided with soft skills as well as some of the vital technical skills required to 'hit the ground running' when entering the world of work.

The third funding window is for projects at NQF levels 6 - 8: these are academic or technical programmes, which lead to the completion of a qualification or a professional designation, and currently includes programmes such as the Thuthuka Repeat QE II, the IRBA Repeat PPE (these programmes lead to completion of a professional designation), or the Fasset/Rhodes BAC Programme: Certificate in Sustainable Business Modelling which culminates in the completion of a qualification..

Lifelong learning

Lifelong learning remains a flagship initiative, enabling Fasset to enable firms to participate in best practice training standards for their staff, to support all firms in the sector with their lifelong learning needs and to ensure that we have a rural footprint and rural reach. R13 million was allocated to lifelong learning.

Research

Research informs Fasset's strategic planning process. R 4 440 000 in funding was approved for research. Funding was approved to the 2012/13 (Year 13) Grant Analysis Report, the SSP Update, Annual Benchmarking of Training in the Sector, a Learnership and Internship Readiness Pack, a Lifelong Learning Programme Employer Support Guide, a Tracer Study on Development Projects (Bridging Programmes for Access to Employment), and a learner and employer database update.

Fasset's Brand Ambassador Campaign is proving a success

The Internet is awash with definitions of brand ambassadors. Two definitions resonate very well with Fasset: "a marketing celebrity employed by a company to promote its products or services to someone," and "serving as the walking and talking embodiment of the product they are representing." While "walking the talk" our brand ambassadors are enjoying celebrity status at the various campuses where they serve.

We are delighted to report that our brand ambassadors are achieving Fasset's stated objectives of disseminating information to the youth about the myriad of career options within the sector, specifically, learnerships and Fasset-funded Bridging Programme; are establishing a physical presence at FET and university campuses; are extending and deepening Fasset's footprint and reach in rural and impoverished areas; and are also, supporting the

requirement that Setas have a significant role to play in drawing the youth into the mainstream economy.

Our brand ambassadors have really impressed with their commitment, energy, innovation and passion. Initiatives include presenting to students on campus, high school learners and youth groups at a church; profiling Fasset in university publications and websites; securing slots with leaders of different student societies; addressing students in hostels and university residences; hosting "Coffee Hours," to market Fasset; and profiling Fasset on Campus Radio.

Based on the project's success, Fasset plans to extend the project. Our 'high-flyers' will be invited to continue with the programme.