

# Facts

newsletter



FASSET

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August 2015

## Fasset assesses the impact of its projects and grants over the past fifteen years

American actress, singer, playwright and screenwriter Mary Jane "Mae" West said: "An ounce of performance is worth pounds of promises."

Fasset is very cognisant of its responsibilities as a custodian of public funds and the need to ensure that Fasset-funded projects and grants are performing and not delivering "pounds of promises." The only "scientific way" to ensure that Fasset-funded projects and grants are providing value for money, meeting their objectives and having the desired outcome is to monitor and evaluate their impact. In order to do so, Fasset's Research Department has developed a framework for Monitoring and Evaluation (M&E). In deploying this framework, the department recently conducted an impact study into the full array of Fasset-funded projects and grants and has released a research report entitled: "Fasset's Impact Report for the period 1 April 2000 to 31 March 2015."

The current study assessed the impact of lifelong learning; Bridging Programmes for Access into Higher Education; Bridging Programmes, which lead to Academic or Professional Body qualifications and

designations; Bridging Programmes for Access to Employment; the TVET Graduate Placement Project, Mandatory Grants; Pivotal Grants; National Student Financial Aid Scheme (NSFAS) Loan Repayment Grant; NSFAS Bursary contribution to NSFAS; the Learnership Cash Grant (LCG); Career Awareness and the Seta's provincial strategy.

In addition to containing information to track, monitor, evaluate, identify gaps in performance, and based on past experience, inform future actions, the report also includes recommendations to the Board regarding strategic funding decisions.

### Lifelong learning

Lifelong learning provides training support to employers of all sizes nationally, including rural areas. Since inception (2001) 140 073 people have attended these interventions.

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IN PEOPLE





## EDITOR'S NOTE

**Zandile Skosana**

As we commemorate Women's Month in August, let us not forget to take stock and acknowledge all women in our sector who continue to make a positive contribution in the finance and accounting services fraternity; we salute you!

One of my first tasks when I joined Fasset in July, was to edit this newsletter. This has proved a most enjoyable task. Donning my "editor's hat" I was reminded of the words of American cartoonist and writer of children's books, Theodor Seuss Geisel, who wrote under the pseudonym Dr Seuss: "So the writer who breeds more words than he needs, is making a chore for the reader who reads." I hope I have struck the right balance, and that our readers find this issue a most enjoyable read.

Our CEO's message is a must read. Cheryl reminds us that Fasset's hard work over the past fifteen years is paying dividends. Hopefully, employers will be motivated to heed Cheryl's request to "take on even more learners."

Fasset's Research department has conducted a comprehensive study of the impact of Fasset-funded grants and projects since inception. Since this is the first time that research has been undertaken on this scale, it was the obvious choice for our lead story: "Fasset assesses the impact of Fasset-funded projects and grants over the past fifteen years."

Our Research Department has also conducted a learnerships tariff survey. The article provides fascinating insights into the actual cost versus the profitability of learnerships. We have also included a Research calendar in this issue.

We always try to include a profile on one of our board members in each issue. In this issue you get to meet Holger Fischer, in an article entitled: "Meet Holger Fischer." It is with great sadness that we announce the tragic passing of one of our board members, Mathumo Mapaya. We pay tribute to Mathumo in the article: "A life of purpose."

It is also customary to include a profile of the CEO of one of the professional bodies in our sector. Our readers get to meet the CEO of the IAC in the article: "Meet Ehsaan Nagia."

In the article: "Never say farewell," we wish our previous Communications Manager Romaana McKinnon and our Communications Officer, Mthokozisi Gumede every success in their new endeavours.

The scope of our Projects department has increased significantly as

a result of Fasset's restructuring in July 2015. "The focus falls on our Projects department," details the responsibilities of the various team members.

Over the past few weeks newspaper headlines worldwide were filled with "doom and gloom." We are delighted to share three "good news", uplifting, heart-warming stories. "Hearty congratulations to the recipients of the Top Achiever Awards 2015," "ITC results impress" and "The Iteke Learnership is a ground-breaking initiative," will brighten your day.

"Fasset opens three new funding windows," alerts training providers, public universities, Universities of Technology and professional bodies that funding is available for Bridging Programmes for Access into Higher Education, Bridging Programmes for Access into Employment and Pivotal and non-Pivotal Programmes.

A number of Fasset-funded Bridging Programmes have been completed and learners are available for placement nationally. 'Fasset's Bridging Programmes graduates are now ready for recruitment' provides more information, including contact details.

"Fasset alerts stakeholders to changes in Discretionary Grants," is a must read for employers, who intend applying for Discretionary Grants. Most importantly, the article reminds our readers of the deadlines and the correct process to follow to apply for these grants.

The article, "Fasset's Quality Assurance department conducts quality assurance monitoring visits," alerts our readers to the fact that our Quality Assurance department is conducting site visits nationally. Perhaps even more importantly, the article explains that the continuous improvement is the overriding objective.

In closing, I would like to leave our readers with another Dr Zeuss quote: "The more that you read, the more things you will know. The more that you learn, the more places you will go."

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## FROM THE CEO'S DESK

**Cheryl James**

2014/2015 was another good year for Fasset. It has been a good year in terms of seeing the benefits that are starting to accrue from partnerships that the Seta has built over a number of years, as well as the tangible difference that Fasset is making in young people's lives.

The last fifteen years has shown that Fasset is doing very good work. The Monitoring and Evaluation (M &E) that our Research department is doing supports this. (Do read our lead story on the findings of our recent Impact Study for the period 1 April 2000 to 31 March 2015).

Our Discretionary Grants have opened again. This is the vehicle that employers can use to partner with us and make a difference by taking on new learners. I would like to encourage employers to take on even more learners. The more we are able to make every workplace a training space, the more we will be able to escalate the good work that Fasset has done over the past fifteen years.

One of the highlights during the 2014/2015 financial year was the fact that Fasset took on a TVET intern. This has been a very positive and rewarding experience for Fasset as an employer; it has also been an enriching experience for our intern. Khomotso Phetla's willingness to learn has truly impressed us. Taking on a TVET intern has really driven home the fact that young South Africans are looking for an opportunity.

Fasset has "walked the walk." I would like to encourage all employers to continue walking that journey with us. For those employers, who may be "sitting on the fence," wondering whether they should "walk the walk," to do so. Speaking from personal experience, I can truly say taking on an intern has made all the difference at Fasset.

We are still unsure whether Fasset will be licensed beyond 31 March 2016. We are aware, however, that Minister of Higher Education and Training, Dr Blade Nzimande is putting out a

discussion paper for public input. I would like to encourage our sector to participate in that public process to make sure that their skills needs are looked after.

Rest assured it will be "business as usual" during this transition phase. Fasset staff, management and our Board will continue to work towards meeting our commitments to learners and the skills needs within our sector. Even though we are going through a period of structural transition, these skills development needs will not go away. We need to remain committed to seeing our programmes through and to supporting the learners through the transition stage, irrespective of the structural outcome. We also need to participate in any process that gives us the opportunity to participate in change.

In closing I would like to congratulate all of our learners, who have completed their programmes or studies successfully, and say that one day when you are an employer, we would also like to see you giving future learners the opportunities that you have had by turning your future workplaces into training spaces. In this way, and by all working together, we can ensure the sustainability of the skills in our sector and ensure that young learners are all able to reach their full potential.

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During the 2014/2015 financial year, lifelong learning was the only discretionary project open to beneficiaries of all population groups. Procurement processes have ensured low costs per delegate (under R1000.00 per delegate per course). Particularly gratifying is the research finding that the number of Black African delegates attending these events has increased from 10% in 2006/2007 to 50% in 2014/2015.

An additional value add, is the fact that lifelong learning interventions provide Fasset with a marketing and branding opportunity; Fasset disseminates information about the Seta at each of these events.

## Bridging Programmes for Access into Higher Education

In previous financial years Fasset funded Indian, Coloured and African learners on Bridging Programmes for Access into Higher Education. In 2012/2013 Fasset's Board took the decision to only fund Black African people. In 2013/2014 the decision was taken to include people with disabilities from any race group.

These projects target learners who have made incorrect subject choices for entry into a sector-specific educational qualification. Learners would typically not be funded by employers or other institutions, and would otherwise be lost to the potential skills pool within the sector.

These projects have enjoyed a throughput rate of 76% into higher education. Further analysis is required for the 24%, who did not enter higher education. There may be many reasons for this, including the fact that learners may not have received funding to study further. Alternatively, they may have found employment.

The project has not been as successful as many of the other projects that Fasset has funded. Possible reasons include the difficulty in achieving professional qualifications and the complexity of academic requirements as well as funding opportunities.

## Bridging Projects that lead to Academic or Professional Body Qualifications and Designations

Fasset funds projects that lead to the completion of scarce skills qualifications and professional designations. In recent years, Fasset has only funded Black African learners. Project beneficiaries are expected to achieve at least a 10% higher pass rate than the national average. Fasset has funded 3 636 learners to date. An overall pass rate of 53% has been achieved.

The Seta has funded a wide range of projects, including offerings from professional bodies such as South African Institute of Chartered Accountant (SAICA), Association of Chartered Certified Accountants (ACCA), The Association of Accounting Technicians South Africa AAT (SA), the Institute of Certified Bookkeepers (ICB), as well as Rhodes University and the University of Cape Town.

## Bridging Projects for Access to Employment

In recent years projects for access into employment have been restricted to Black African learners and learners with disabilities. Learners must be placed into employment, onto a learnership or an internship within six months of completion of the programme.

Since 2006/2007 Fasset has funded 6 990 learners. An overall placement rate of 73% has been achieved for placement of learners into the Fasset sector and the broader economy. Specific programmes such as the Bonani and the Thusanani Programmes have achieved higher placement rates. A more relevant qualification, such as learners holding a B Com major in Accounting may account for this.

Since projects of this nature do not exist in the private or public sector, it is unclear what placement rates would have been without this intervention.

## TVET Graduate Placement Project

The project seeks to assist learners to achieve their National Diploma at NQF Level 6 by providing them with the requisite workplace experience. Although the project has not yet been completed, anecdotal reports from employers suggest that this project is very successful and few learners have dropped out of the programme. (Our CEO attests to the value that these learners add, based on Fasset's personal experience as an employer. Do read "From the CEO's Desk," in this issue).

## Mandatory Grant

Since 2005/2006 pay-out rates for the Mandatory Grant have increased to between 63% - 84%. This increase was due to the fact that Fasset employed contract Skills Development Facilitators (SDFs). Fasset discontinued this service in 2010/2011. The percentage claimed has declined since 2010.

## Pivotal Grant

As from 2014/2015, the Pivotal (Professional, Vocational, Technical and Academic Learning Programmes) Grant will only be available to support the education and training of Black African learners and people with disabilities. The Pivotal Grant enables firms to claim grants for employees and unemployed people who are being funded to complete academic qualifications, including Honours, Masters and Doctorates.

The pay-out rate is a product of the budget. In 2014/2015 applications exceeded the budget by more than 30%.

## National Student Financial Aid Scheme

Fasset introduced its National Student Financial Aid Scheme (NSFAS) Loan Repayment Grant (NLRG) in 2012/2013. The grant has been

introduced to assist learners on learnerships at Fasset employers to pay back their NSFAS debt. The secondary goal is to assist with transformation of the sector's demographic profile.

The NLRG has been in place for three financial years. Applications have been declining, however: 600 applications were received in 2012/2013; 238 applications were received in 2013/2014 and only 152 were applications in 2014/2015. Possible reasons include the fact that salary thresholds may limit the number of learners who are able to apply for the loan; the decline may also be due to learners claiming multiple tranches in a specific year and therefore not being able to claim in later years. A possible explanation for the decline in 2014/2015 is the fact that NSFAS was not able to issue statements. This is a Fasset requirement for applications for the grant.

### Bursary Contribution to NSFAS

Fasset has established a bursary fund in terms of which Fasset will settle in full beneficiaries' indebtedness to NSFAS. Beneficiaries must meet the means test to qualify for a NSFAS loan; Black African learners; South African citizens; enrolled in courses relevant to Fasset's scope; and enrolled on disciplines on Fasset's critical skills list.

In the 2013/2014 financial year, Fasset funded 1 167 learners at university and 2 148 learners at TVET colleges.

### Learnership Cash Grant

In previous financial years Fasset funded Indian, Coloured and African learners. The focus changed in 2012/2013: Fasset's Management and the Board took the decision to only fund Black African people. In 2013/2014 our Board broadened the grant's scope and now also funds learners with disabilities.

Submissions for the Learnership Cash Grant (LCG) have declined since 2012/2013. The lowest number of submissions over a nine-year period was received in 2014/2015 (254). This is in sharp contrast to the highest number of submissions received (806) in 2008/2009.

### Career Awareness and Provincial Strategy

The Career Awareness and Provincial Strategy seek to provide Grade 9-12 learners with information about careers within the Finance and Accounting Services sector. Interventions include career exhibitions, advertising, sponsorships, the development of material for marketing and communication purposes, and the Brand Ambassador campaign.

The Career Awareness and Provincial Strategy have proved very successful in terms of extending Fasset's reach, including the Seta's rural reach. The Brand Ambassador campaign has raised Fasset's profile among learners from tertiary institutions, secondary school staff, learners and the community.

### Stakeholder Management Strategy

This strategy seeks to entrench the Fasset brand; inform Fasset employers of benefits and incentives; provide learners entering the sector with information about careers and learnerships; promote Fasset's success through a range of media and the publication of communication material.

The Seta has performed well and consistently in terms of publicity spend, calls to the Call Centre and website visits.

### Transformation

The desire to fast track the sector's demographic transformation through Fasset projects and grants has informed funding decisions since inception. While the focus initially included African, Indian and Coloured learners, the focus in recent years has shifted to Black African learners. This begs the question: "Has the sector transformed as a result of Fasset's funding decisions?"

There is clear evidence that the sector has transformed since 2001/2002. The Black African group has grown by 60%; the number of Indians employed in the sector has increased by 62%, the number of Coloureds by 47% and the number of Whites by 25%. The employment profile has also changed markedly. Since 2001 the number of Black African managers has increased by 78%; Indian managers have increased by 133%; Coloured managers have increased by 50%; and White managers have decreased by 19%. During the period 2001- 2013, the number of Black Africans has increased by 69%; Indian professional have increased by 60%; Coloureds by 33% and Whites have declined by 25%.

It is very difficult to quantify the specific impact that Fasset has had in terms of fast tracking transformation through the funding of projects and grants. What is clear however, is that collectively legislation (Employment Equity Act of 1998 and the Broad-based Black Economic Empowerment Act of 2003), together with the efforts of professional institutes such as SAICA and SAIPA, business and employers is enabling transformation to occur.

Fasset is very proud of the fact that it has undertaken and completed its first comprehensive impact study of the Fasset-funded projects and grants over the past fifteen years. It is also, very proud of the fact that this research was conducted in-house. By quantifying the true impact of Fasset-funded projects and grants, Fasset's Board now has a reliable yardstick on which to base future funding decisions.



## Tshepong learners hold their own Master Chef competition

Millions of South Africans sat riveted to their TV sets in May 2015 watching the final cook-off between Chris Forrest and Patricia Lewis on *Celebrity Master Chef South Africa*.

Far removed from the glare of television cameras, learners on the Fasset-funded Tshepong Bridging Programme competed in their own *Master Chef Competition* at Tshepong Place of Hope. Ensuring that the completion was truly South African, teams were required to prepare a potjjie.

Delicious aromas of chicken bubbling in potjijes wafted through the air tantalising the taste buds of the cooks, judges and the 204 children from the Bana ba Hlokgang Feeding Scheme for whom the lunch was being prepared.

In addition to being a well-deserved fun day for learners, the *Master Chef Competition*, teaches project beneficiaries the importance of giving back to their communities.

The day was a huge success. To borrow from "The Colonel," ....all the potjijes were "finger lickin' good."



## A great promoter of ideas



Zandile Skosana

"I'm a great promoter of ideas; my innovative orientation helps me to effectively formulate ideas on an abstract level. I can spot good ideas just like that and promote them very easily. This sets me apart," Zandile Skosana explains.

Zandile has been appointed to the position of Communications Manager at Fasset.

After matriculating from Iona Convent in Pretoria, she enrolled for a course in Analytical Chemistry. "Academically, this was two and a half years of torture," she recalls.

Her vacation job as a trainee lab assistant at Ford convinced her that Analytical Chemistry was not her calling. She tried to persuade her mother to allow her to change courses, but she would not allow her to do so. She "dropped out" of college, electing to start her career from scratch.

She garnered some exposure to the corporate world by working for a few small companies such as Distell and Structacom which was a small consulting Civil Engineers firm; she also worked at Woolworths and ran her own catering & taxi business on the side at the age of 26.

Zandile had her first corporate work exposure at Public Investment Corporation (PIC) where she was offered a receptionist position. Her diligence and hard work paid off. Within six months, she was promoted to Executive PA to the Head of Corporate Finance and Alternative Investments.

She funded her own studies and enrolled part time for the NHDip Integrated Marketing Communications through the AAA School of Advertising.

Unfortunately, there was very little scope for her to "get her hands dirty in marketing and events management" at the PIC, so she joined Absa Capital as PA to the Head of Marketing and Corporate Communications. This was followed by a stint with Indigo Marketing as a Brand Activations Manager. She managed the Brand South Africa account and worked on the Football Friday Campaign. She describes this as "a very exhilarating period," in her career.

After the World Cup was over, Zandile was put in charge of the BANKSETA Account. When the BANKSETA advertised the position of Manager: Marketing and Communications, she applied. She spent just over four years at BANKSETA. This experience has made her transition to Fasset very easy as she understands the Seta environment, the jargon, PFMA and Supply Chain Management. In addition to her AAA School qualification, Zandile has completed the MAP certificate through Wits Business School and a certificate in Desktop Publishing through Vega School of Brand Leadership.

Zandile is a single mom with two sons aged fourteen and ten. Her sons keep her grounded and motivated: "When I am not at work, I am a parent. This is where I focus most of my energy. I push my boys to work hard. As a parent I will do my utmost to ensure that I provide for their education and they study at the time they are supposed to and focus on building their careers."

She has learnt to appreciate the small things in life; she has also learnt to value her health. Zandile dedicates the three days over the weekend to going to gym with her partner who is a certified Personal Trainer and her sons. This motivates her to maintain a healthy life style. She is a keen gardener and enjoys watching the gardening show on the Home Channel, she also enjoys cooking, reading and her music.

## The focus falls on Fasset's Projects Department

We have profiled our Executive office and our Operations department in previous issues. In this issue the focus falls on our Projects department, which was restructured in July 2015 as part of Fasset's restructuring to ensure that the Seta's strategic focus was aligned to the White Paper for an Integrated Post-school Education and Training System.

The Projects department is responsible for the overall project management of Fasset's discretionary-funded projects. Projects include all Fasset-funded Bridging Programmes: bridging into Higher Education, bridging through university-level, and bridging into employment.

As a result of Fasset's restructuring, the department "inherited" the TVET Workplace Experience Project and other TVET-related projects, which were running at the time, and which have since been completed. The department has also "inherited" Fasset's lifelong learning interventions; it also manages Fasset's National Student Financial Aid Scheme (NSFAS) bursaries.

"The Projects department looks after the entire skills pipeline. We provide access, progression and completion of qualifications/designations and then hold our stakeholder's hand while learners are in the workplace, through our lifelong learning interventions. Everything we do is based on project management principles - initiation, roll-out, reporting and monitoring and evaluation, followed by close out," Fasset's Director: Projects, Tania Lee explains.

There is a staff complement of four: Director: Projects, Tania Lee, Senior Projects Officer: Amos Nokoane and two Projects Assistants, Nomandla Mtewa and Thandiswa Nduna. "Collectively, the department is responsible for ensuring that everything runs smoothly, and that the department obtains clean audits," Tania informs.

Amos is responsible for all aspects of lifelong learning. Thandi assists with the administration of lifelong learning as well as TVET interventions. Amos assists Tania with Bridging Programme site visits. "Between Amos, and myself we monitor employers where learners have been placed, visit Technical and Vocational Education and Training (TVET) colleges to obtain lists of new students, and facilitate the signing of MoUs with new colleges," Tania informs.

Nomandla provides administrative support for all Bridging Programmes, from inception to completion.

Tania, who has over ten years' experience in project management, coupled with a Project Management Professional (PMP) designation is very proud of the fact that Nomandla and Thandi have recently completed a Project Management course. She hopes they will continue to study in this field.



*The focus is on  
your future*

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## Quality Assurance Department conducts monitoring visits

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Fasset's Quality Assurance department is conducting quality assurance site visits. Our Quality Assurance Manager, Marlie Spencer and our Quality Assurance Officer, Molly Rabaloi recently conducted 13 site visits in Cape Town. The duo visited three Fasset-funded Projects; they also visited various employers to monitor Pivotal Grants, the Learnership Cash Grant (LCG), and Mandatory Grants. Accreditation visits were also conducted during which training providers were offered guidance in rolling out new programmes.

"The primary objective of our monitoring visits is not simply to check up on employers; it is also about building relationships. You get far more value out of a face-to-face conversation, than asking questions on a grant application form. If you sit down with someone and have a conversation with them about their skills development strategies, you really get behind what their needs are. Previously, we relied heavily on the Skills Development Plan to obtain a picture of our sector. This initiative is about Fasset maturing and getting closer to our sector to find out what is really going on. It is far more complex than pure skills needs. There are changes in the economy, the education landscape, and the legislative environment that we need to take into consideration, as it impacts on employers' overall skills development strategy and needs," Marlie explains.

The Quality Assurance department is working very closely with the Research department. Information obtained from site visits is fed back into Fasset's research reports. "The type of questions that we pose during monitoring visits relates to challenges experienced during

the course of various programmes such as learnerships, qualifications and bridging programmes. Where applicable, information on other Fasset initiatives are presented, and feedback is obtained in terms of the efficacy of Fasset processes and relevance of benefits offered. Learners are also interviewed to verify fair treatment, and to gain a deeper understanding of their experience and the associated value derived," Marlie informs.

In addition to conducting monitoring visits of its funded interventions, Fasset's Quality Assurance department also verifies implementation of its own internal processes. "Here we look at our own quality management system, from both an implementation, compliance and a process improvement perspective. We also quality assure education and training in the sector for specific finance and accounting programmes registered on the NQF. For these, we are responsible for accreditation, monitoring of provision, verification of assessment, and certification of achievements. Besides determining whether employers or training providers are doing what they are supposed to be doing, it is also about asking: "Is this the best way to do this? Are we actually having the impact we envisaged, or would it be more effective if we did things slightly differently? It underpins a process of continuous improvement. We sometimes stumble upon an idea or concept that can provide input in another area. Our overall objective with quality assurance is continuous improvement through integration of efforts," Marlie concludes.

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## Fasset alerts stakeholders to changes in Discretionary Grants

Applications for Discretionary Grants for training interventions, during the period 1 January 2015 to 31 December 2015 closes on the 15<sup>th</sup> February 2016. Hand-delivered applications must be submitted to Fasset by close of business on the 15<sup>th</sup> February; emailed submissions must reach Fasset by midnight.

Discretionary Grants include Fasset's Learnership Cash Grant (LCG), Pivotal Grant, and National Student Financial Aid Scheme (NSRF).

Fasset would like to remind its stakeholders that the process for applying for the Pivotal Grant has changed. Applications can only be made online. Only supporting evidence can be submitted in hard copy and must be submitted by close of business on the 15<sup>th</sup> February 2016.

Employers can only apply for a Pivotal Grant if their Mandatory Grant has been approved.

The criteria for the Pivotal Grant has also changed. The Pivotal Grant no longer covers internships or work integrated learning. The Pivotal Grant only supports learnerships and bursaries.

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Before applying for the Pivotal Grant, Fasset would like to encourage employers to read the Guidelines, which are available in the downloads section of the Fasset website: [www.fasset.org.za](http://www.fasset.org.za)





Holger Fisher

## Meet Holger Fisher

Holger Fischer has served on Fasset's Board for a number of years. He is also a member of Exco and chairs Fasset's Learner Interest Committee.

After matriculating from Northcliff High, Holger studied law for two and a half years. He decided that a career in law was

not for him, so he changed courses and completed a BA in Industrial Psychology through the University of Port Elizabeth instead. This was followed by an Honours degree in Industrial Psychology through Unisa. In addition, he has completed the Executive Development Programme through the Wits Business School.

"My career has spanned over twenty years, primarily as a professional in the human capital and human relations space. I started my career in the Financial Services industry, which guided my career for over thirteen years. This was followed by a stint in the consulting space. I then moved into the medical field, in the HR space for about five years. I went back into the financial services industry and then landed up at IDC. I currently head up the Human Capital Business Partnering function at IDC," Holger Fischer explains.

Each of these roles has given him a different sense of purpose: "In the banking space it was really to get a good grounding from an HR perspective. In the medical space it was about assisting others and making a difference. Maybe that is what led me to IDC. IDC's mandate is about growing South Africa, growing the economy, growing industrial development. This is where I really believe I can make a difference."

He describes himself as "a very open, engaging, collaborative leader." "While I may seem a very easy going type of leader, I want delivery and I want results. At the end of the day it is about what we deliver, but it is also the focus of saying collectively as a leader and a team, we need to have the customer as our focal point, particularly in the HR space we are in a service environment and providing a service to others. That has to be a calling," he observes.

Holger is motivated first and foremost by his wife and two daughters. "This motivates me in terms of why I do what I do. Over and above that, what motivates me is seeing people grow and change their lives. People often underestimate their own potential. I am motivated by helping others and by getting the best out of people, or getting the potential out of them and seeing them grow, develop, and succeed beyond their own expectations," he reveals.

Lastly, he is motivated by working with individuals, who have a solutions mind-set, who want to make things work, and who want to make a difference.

Holger believes Fasset has a strategic role to play in driving and growing and supporting business and industries, small, medium and large: "The critical reason why I believe as employers we need to get involved is because you cannot change what you do not know. Only by actively getting involved and participating can you make a difference."

Using the analogy of watching a rugby match he says it is easy to sit on the periphery and pass judgement. However, it is only when you are actively involved in the game that you can have informed opinions and make informed judgements: "This is why it is critical to get involved, to change and support the good work that Fasset is doing, but also to encourage and drive other people to get involved in Fasset."

He commends Fasset for the fact that the Seta has transitioned through a number of different strategies, different phases, and different life cycles: "The ability of the management team and the Board and all stakeholders to transition through those different phases is testament to the positivity and the value that is placed on Fasset."

Holger has a special message for Fasset's stakeholders: "If we dwell on what happened yesterday, we will miss the opportunities of tomorrow and the dreams of the future. Stakeholders can really make a difference by getting involved and playing a part in the lives of other people. Give of your time, give of your efforts, and give of your skills. By giving to others we will receive returns in abundance, but do it with your whole heart and not expecting anything in return. This is true servant leadership."

He enjoys spending leisure time with his family. Holger is a keen philatelist and enjoys collecting First Day Flight Covers. He also collects matchboxes from all over the world. Holger enjoys an adrenalin rush now and again, which he gets from hiking, mountain climbing or more adventurous sports such as absailing, or bridge jumping. He also enjoys going to the gym and playing sport when time permits.

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## Diarise Fasset's Annual Function

Fasset's combined Annual General Meeting and Thank You function will be held on Thursday, 10 September 2015 at The Venue in Melrose Arch. We would like to encourage all of our stakeholders to attend. The function provides our stakeholders with a wonderful opportunity to meet our Board Members, our executive team and our staff. It also provides them with an opportunity to learn more about Fasset's offerings and achievements.

Our stakeholders will enjoy a hearty breakfast before the AGM. This will be followed by "the entertainment" where Fasset will provide insights into how its innovative skills upliftment initiatives are helping to build a robust finance and accounting skills pipeline for the South African economy.

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## Fasset hosts Compliance with Changes in Legislation for the fourth year in a row

Fasset hosted Compliance with Changes in Legislation half-day seminars in all nine provinces during July. This is the fourth year in succession that the Seta has hosted these seminars.

Delivered by ProBeta Training, the seminars targeted tax Practitioners, Auditors, Accountants, Directors, Compliance Officers, Company Secretaries and learners.

Topics for the seminar included the Financial Intelligence Centre Act 38 of 2001 and the Financial Intelligence Centre Amendment Act, 2008 including future changes regarding the Financial Intelligence Centre Amendment Bill 2015; Prevention and Combatting of Corrupt Activities Act; The Prevention of Organised Crime Act (POCA), 1998; The Employment Equity Act, 1998 (Act No. 55 of 1998) amended by Government Gazette 37871, Notice No. 50, Commencement of the

Employment Equity Amendment Act, 2013 (Act No. 47 of 2013), dated July 2014 (Amendments only) including Draft Code of Good Practice on Equal Pay for Work of Equal Value; Labour Relations Amendment Act 6 of 2014 (Amendment only); Basic Conditions of Employment Amendment Act 20 of 2013 (Amendments only); The Basic Conditions of Employment Act, 1997 (Act No. 75 of 1997) amended by GG 37955, Notice No. 60; and the National Credit Act, 2005 amended by Government Gazette 37386, Notice R144, effective 13 March 2015.

Having attended the seminar, attendees are well-positioned to comply with the changes in legislation.

## Enter the Women's month challenge and Win!

In the spirit of celebrating and empowering Women this month, Fasset would like to challenge all in the sector to "Coach & Mentor" a female intern in their workplace. Pair up with an intern and send us a story of your mentorship journey. An office selfie would hold you in good stead of winning.

Entries close on 31 August 2015.

The most inspirational stories will be announced in the September issue of eFacts and at the AGM & Thank You event taking place on 10 September 2015.

Stories should be e-mailed to:  
[learners@fasset.org.za](mailto:learners@fasset.org.za)



## A life of purpose



Mathumo Mapaya

American author, Robert Byrne said: "The purpose of life is a life of purpose." These words certainly ring true for Mathumo Mapaya. It is with much sadness that we alert our stakeholders to the fact that Mathumo passed away tragically on 3<sup>rd</sup> June 2015.

A devout family man, community and business leader, Mathumo accomplished a great deal. His life attests to the fact that it is not the years in life, but the life in years that counts.

He completed a B Com degree through the University of the Witwatersrand followed by an Honours degree through Unisa. Mathumo joined KPMG as a trainee in 1999. He was admitted into the KPMG partnership in 2006, and was voted onto the KPMG Policy Board in 2015. He was also selected to lead the firm's Industrial, Automotive and Pharmaceutical (IAP) Business Unit in 2015.

"A devout family man, community and business leader, Mathumo accomplished a great deal. His life attests to the fact that it is not the years in life, but the life in years that counts."

Mathumo joined Fasset as a Board member in 2013. He also served on Fasset's Audit Committee. His contribution to Fasset was balancing governance and needs on the ground. He always looked at the audit perspective "with a heart."

He left Fasset better off than he found us. His unwavering commitment to skills development and youth development demonstrates the extent to which he set aside important things to address vital things.

Fasset, together with his family, friends, community and colleagues at KPMG mourn his passing. Mathuma will be sorely missed. Farewell beloved son of the soil. Hamba kahle Qhawe.

## Hearty congratulations to the recipients of the Top Achiever Awards 2015

Fasset would like to congratulate the 27 Public learners from Technical and Vocational Education and Training (TVET) colleges in the Western Cape who were recently recognised at the Top Achiever Awards. Recipients of these awards attended various colleges in the Western Cape including Northlink College, the College of Cape Town, Boland College, False Bay College and the West Coast College. Awards were conferred in various disciplines from Engineering to Farm Management, to Financial Management and Public Management.

Hearty congratulations to all recipients of these awards. Fasset would like to make special mention of two top achievers in Finance or Accounting related disciplines. Jason Cedras was recognised as the top achiever out of 397 students, who completed the National Certificate Financial Management N6. Jason obtained an overall average of 84.3%. Debra Dudley was the top learner for the National Certificate (Vocational) Finance, Economics and Accounting Level 4. Debra was the top learner in a field of 211 candidates. She obtained





## Time and Stress Management workshops prove popular

Fasset hosted Time and Stress Management workshops in Gauteng, Western Cape, KwaZulu-Natal, Limpopo, Mpumalanga, North West, Eastern Cape and Western Cape in June 2015. This is the second year in succession that Fasset has hosted these workshops.

The workshops were devised to assist attendees to understand the dynamics of self and stress management and to provide insights into an individual's barriers to managing stress effectively within the context of running projects.

Having attended the workshops, delegates also have a better understanding of the concept of time management, the importance of proper planning and prioritisation, the importance of delegating and managing boundaries when running a project. They have also been equipped with tools to conquer procrastination within the context of project management.

The workshops proved very popular: 1 043 delegates attended in total.

## ACCA launches its Impumelelo Eyethu Academic Programme



ACCA SA launched its Fasset-funded Impumelelo Eyethu Academic Programme at a special lunch function at the Hyatt Regency Hotel in Rosebank, Johannesburg, on 26<sup>th</sup> June. This is the first time that Fasset has partnered with ACCA SA to deliver a professional body qualification.

Fasset has agreed to fund 60 learners. The programme targets individuals, who have either completed ACCA Fundamentals, or been exempted from F1-F9. Candidates will complete the ACCA Professional qualification over an eighteen-month period. Beneficiaries of the programme are required to complete P4 (Advanced Financial Management) and P5 (Advanced Financial Performance) option papers. In order to complete the qualification, candidates will be required to complete five papers in total.

The programme covers tuition costs with ACCA Gold Approved training provider, IBTC, (including face-to-face tuition, training material and online tuition), and examination costs.

ACCA SA, has partnered with Guarantee Trust Corporate Support Services (GTCCSS), to place candidates, who are currently unemployed into employment so that they can obtain the requisite workplace experience that is required for the learnership.

Fasset, together with ACCA SA wishes Impumelelo Eyethu learners every success. The following quotation by Booker T. Washington will hopefully inspire learners "when the going gets tough:" "Nothing ever comes to one that is worth having, except as a result of hard work."





Ehsaan Nagia

## Meet Ehsaan Nagia

"What motivated me to run the IAC is the fact that I am passionate about learning and I am passionate about professionalism in our profession," says IAC CEO, Ehsaan Nagia.

Ehsaan Nagia was born in Woodstock in Cape Town. After matriculating from Trafalgar High

school in 1971, he studied part-time through the Institute of Administration and Commerce (IAC). He enrolled at the Peninsula Technikon in 1976, but was forced to terminate his studies when part of the technikon was burnt down during the 1976 student uprisings. He returned to the college two years later and completed his diploma in Business Administration in 1981.

He has always worked in the accounting profession. When the Close Corporations Act 69 of 1984 was introduced, he was told his existing Business Administration qualification did not qualify him to enrol as an accounting officer: "It took me another four years to complete my IAC Diploma in Financial Accounting." In 1998 he went back to the Cape Peninsula Technikon, and completed his B Tech in Taxation two years later.

Ehsaan joined the IAC's Western Province Regional Committee in 1998 and in 2002, was appointed to its Board. When the CEO left in 2005, he was asked to "take over." He ran the institute and his own accounting practice in parallel. "It became too much. I had to make a choice, either continue in my own practice or run the institute full-time," he explains. He opted for the latter, and has held the position of CEO ever since.

Turning to his preferred management style, Ehsaan explains that he has always embraced management by objectives: "I have adopted this management style for the institute. We have a goal, and we have a team. I see myself not only as the leader of the team, but part of a bicycle chain. We are only as strong as the weakest link. Team work is the most important thing to me."

Shortly after he got married his wife taught him that to try and fail is forgivable, however, failing to try is unforgivable. This has always stood him in good stead: "I use this philosophy in every aspect of my life. I share this with students and everyone else."

He laments the fact that people often enter the profession for the wrong reason: "I recently addressed students at a University of Technology. The first question they asked is: 'How much can I earn if I become an accountant?' I always tell people, first become a professional person and deliver a professional service. The earnings will follow. Do not make that your goal. Make your professionalism your goal."

Ehsaan says the IAC places a premium on corporate governance: "Good corporate governance speaks for itself. Every South African should be strong on that. If we are negligent on corporate governance, chaos will ensue. Ethics and governance enable public service providers to provide proper service."

The IAC also emphasises the importance of integrity: "Accountants are entrusted with confidential information. It is easy to over step the line. As an institute we also see the other side of the coin where Joe Public lodges a complaint against the accountant. If that trust is lost, can you imagine what the public's perception is going to be of Accountants? One bad apple can have a major ripple effect. The individual Accountant impacts on the profession and society as a whole."

"Do not look and count that I am going into a profession or to gain an education to make money. You go into a vocation to see what you can plough back into your country. The money will follow you."

Ehsaan has a special message for Fasset stakeholders: "Every employer owes it to the country to plough back and enter into learnerships. To our learners, whether school-going or at university, I say, an education is not just a right, it is a privilege. Accept it with both hands. Do not look and count that I am going into a profession or to gain an education to make money. You go into a vocation to see what you can plough back into your country. The money will follow you."

Ehsaan has always been a keen sportsman and has played rugby, soccer and squash. However, surfing is his great love. This sport has taken him all around the world. He has surfed in various exotic destinations including Indonesia and Morocco. Unfortunately, he dislocated his shoulder last year, and also had an operation to his knee. This has prevented him from participating in his favourite sport. He is determined to get back into the surf very soon.



# The Iteke Learnership as a “ground-breaking” initiative



Xolise Dhladhla



Paletsa Moditambi

Since Fasset places a premium on innovation, the Seta has always encouraged member organisations and training providers to find innovative ways to extend the impact and reach of their skills upliftment initiatives. Fasset was therefore, delighted to learn about FedGroup’s ground-breaking initiative to empower a group of particularly vulnerable young South Africans through its innovative Iteke Learnership.

FedGroup introduced the Iteke Learnership programme three years ago. The learnership is only open to minor beneficiaries of FedGroup’s Beneficiary Fund. “These are young people, who have had challenges in their lives. They have lost a parent, a care giver, a mentor. This is what makes the programme so special,” says FedGroup HR Manager, Anne Grunow.

The Iteke Learnership programme is a post-matric work readiness programme. “When learners matriculate there is a huge gap. Learners do not know how to navigate their way around from matric to the workplace. This is a huge disadvantage. They have not only lost a provider; they have lost a mentor, someone with wisdom to help them navigate that gap,” FedGroup Business Development Manager, Jeanetta Hendricks observes.

The seed for the programme was sown during a brain storming session in FedGroup’s Beneficiary Care Division. Participants posed the question: “What more can we do for these beneficiaries?”

“We wanted to give back and close that gap. We do not encourage a victim mentality. We want to teach them to start thinking for themselves, and also understand the opportunities that are available to them. We hope to show them that the corporate world is a good world, and a world where learnerships are available. We want them to start looking at other ways to fund their education. We show them that if they work hard they get the

rewards. We try to guide them. The learnership is a springboard to take them further into their career,” Jeanetta explains.

The one-year Iteke Learnership culminates in a NQF Level 3 National Certificate in Business Administration. Modules include: the Business Environment, Business Communication, Business Reception, Business Writing Skills, Numeracy Skills, Financial Administration, PC Skills, Teamwork Skills, Meeting Administration, Business Administration and Business Research. Learners are mentored; they also receive soft skills training in areas which will enhance workplace success.

FedGroup received the Fasset Pivotal (Professional, Vocational, Technical and academic learning) Grant to fund learners on the 2014 Iteke Learnership, and is planning to apply for the Pivotal Grant to fund learners on this year’s programme.

Xolise Dhladhla, a learner on the 2014 Iteke Programme found the learnership a very enriching experience. “I found this learnership interesting and enjoyable and now find that I want to be many things. I know that with hard work and dedication anything is possible.”

Paletsa Moditambi, a learner on the 2015 programmes says: “I truly hope to create a foundation for new beginnings and everlasting memories as well as knowledge.” Based on the experience of past programme beneficiaries, Moditambi’s expectations will definitely be met.

The long-term goal is for beneficiaries to either continue their studies post-matric, be assisted onto a learnership to study further, or find employment at the end of the learnership with FedGroup. Two learners on the 2014 programme have been employed in the company in trainee roles; the other three learners are studying further.

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“I found this learnership interesting and enjoyable and now find that I want to be many things. I know that with hard work and dedication anything is possible.”

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Anne says it is very rewarding to see the personal growth that project beneficiaries undergo during the course of the year: “Learners are anxious and nervous and fairly quiet in the beginning. Suddenly, they start to dress differently and their confidence grows. They have really come a long way. They like this world of work. They feel they are professionals.”

The programme has grown from one learner in 2013, to five learners in 2014 and six learners in 2015. “Next year, we would like to open up the programme to 20 learners. This represents a 233% jump. We want to open up the learnership to the industry, not only FedGroup beneficiaries,” Jeanetta reveals.

Feedback from the industry has been very positive: “The stakeholders that have been involved in the programme are hugely excited about it. In fact, we have a brokerage that has taken on two learners this year. We have partners lined up for next year. We have identified five employers that are keen to participate. We have spoken to some Funds that do not necessarily have FedGroup as their preferred provider and they are looking into it. This is something we really believe in. We are going to hear a lot going forward in terms of the impact that this is having in the industry,” Jeanetta contends.

Fasset would like to challenge other employers to find innovative ways to empower and upskill young South Africans, particularly those, who could be marginalised, unless given an opportunity to improve their skills levels. For its part Fasset will continue to support these initiatives through its Pivotal Grant.

## Fasset’s Bridging Programme graduates are now ready for recruitment

Learners are available for placement into employment from three Fasset-funded Programmes: the Bonani 10 Bridging Programme, the EOH Abantu Graduate Bridging Programme and the Financial Markets Bridging Programme. The Hluma Bridging Programme is currently still recruiting learners. Places are still available on this programme.

Bonani 10 learners are accounting graduates and diplomates, who have completed an intensive 5-month Bridging Programme, including training in a “virtual office.” In addition to soft skills training, learners have also received training in Word, Excel and Pastel. Candidates are available nationally.

Guarantee Trust Corporate Support Services (GTCSS) is currently recruiting its next intake of learners. **Employers interested in recruiting from the programme can contact Robbie Knott on 011 466 3312.**

Learners from the July intake will be available for placement in November 2015.

EOH Graduate Bridging Programme learners are Black African diplomates and graduates, (NQF Level 6-7), who have completed a Bridging Programme for Access into **Employment. Learners are available for placement nationally on learnerships or internships. Employers interested in recruiting one of these learners can contact Tinyiko Mngqibisa on 011 700 0400.**

The Financial Markets Bridging Programme are Black African graduates (NQF Levels 6-7), who have been equipped with specialised financial skills and are available nationally for placement on learnerships. A few places are available for the next intake. **Employers interested in recruiting from the programme can contact Marilyn Ramplin on 011 783 9390.**

The Hluma Bridging Programme, offered by Madiba Bay Accounting and Training (MBAT) in partnership with NMMU is currently recruiting. The three month programme, which is run twice during the course of the academic year, includes 12 weeks of bridging and targets Black African commerce graduates. The programme will lead to placement either into Honours or on an internship and then employment within the sector. **Learners interested in applying for the programme can contact Zandile Ndarala on 041 583 2214.**

## Fasset opens three new funding windows

Fasset opened three funding windows on the 29<sup>th</sup> May 2015. The first was for Bridging Programmes for Access into Higher Education. Service providers were required to provide academic programmes on NQF Level 4/5 to assist post matrics, who have made incorrect subject choices in matric, to improve their Maths and their English thereby providing them with access into Higher Education institutions to study in finance-related disciplines. Fasset expects to support 200-300 learners with the budget available.

The second funding window was for Bridging Programmes for Access into Employment for diplomates and/or graduates at NQF Level 6-7. Programmes were required to result in placement in employment, on learnerships, or on internships.

The third funding window was for Pivotal and non-Pivotal Programmes aligned to the top ten scarce skills in the Fasset sector. Service providers could include public Universities, Universities of Technology and Professional Bodies. Providers were required to provide Pivotal or non-Pivotal Programmes on NQF Levels 6-8 that would result in the completion of a qualification and/or a professional designation.

While Minister of Higher Education and Training, Dr Blade Nzimande stipulated in the White Paper for Post-school Education and Training that 80% of Seta discretionary funds must be allocated to Pivotal Programmes, in the spirit of wanting to work more broadly with professional bodies, Fasset has earmarked a small percentage of money for non-Pivotal qualifications or designations.

The funding window closed on the 25<sup>th</sup> June. Fasset has announced the successful bids at the end of July 2015.

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## Fasset's research calendar for 2015/2016

Fasset's Research Department has drawn up a research plan for the 2015/2016 financial year. The plan is linked to national and sectoral objectives and will be updated annually, or as and when the Seta's research strategy changes.

In terms of Fasset's Service Level Agreement with the Department of Higher Education and Training, Fasset has undertaken to conduct research on relevant areas as agreed by the Fasset Board. Targets have been set for each quarter.

The topics being covered in the financial year include:

1. Proposed Tariffs for Rewarding Learnership Implementation
2. Proposed Tariffs for the Funding of Qualifications
3. Reasons for learners not being placed on learnerships
4. Reasons for learners moving from one job to another
5. Impact Report for 2014 to 2015
6. Sector Skills Plan Update for the 2016/2017 financial year
7. Internal Customer Satisfaction Survey
8. Scarce Skills Best Practice
9. Grant Submission Analysis
10. Training Practices Benchmarking Report
11. Success of Fasset TVET Interventions