

Fasset Benefits and Incentives Summary 2015/2016

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

Benefits 2015/2016	SDL Paying	Non SDL Paying
Mandatory Grant – 20% of Skills Development Levy (SDL)	✓	NA
PIVOTAL Grant – up to 49.5% of SDL	✓	NA
Learnership Cash Grant	✓	✓
NSFAS Loan Repayment Grant	✓	✓
Free Lifelong Learning Training Events	✓	✓
Training of learners in order to enable them to access employment in the Fasset sector (work readiness programmes) – to enhance the supply of labour to the sector in all provinces	✓	✓
Education of learners in order to enable them to: <ul style="list-style-type: none"> - access academic and professional programmes - access to higher education 	✓	✓
Learnership Tax Deductions	✓	✓

Mandatory Grant

The Annual Training Report (ATR) 2014/2015 combined with the Skills Development Plan (SDP) formerly known as the Workplace Skills Planning Grant (WSP) 2015/2016 allows employers to claim 20% of SDL paid to Fasset, and is due on 30 April 2015. This grant is paid quarterly. This grant may be claimed for any training planned and undertaken in the firm, regardless of the nature of the training e.g. short courses are acceptable. Training conducted for any population group is acceptable for this grant. There are three grant application forms available: 1) firms employing more than 50 people, 2) firms employing fewer than 50 people and, 3) public sector organisations.

PIVOTAL Grant

The PIVOTAL Grant is a discretionary grant offered by Fasset. This grant is capped at 49.5% of the SDL which may be claimed for Black African learners or people with disabilities on pivotal programmes. The grant is due on 15 February 2016. The following programmes (defined as PIVOTAL Programmes) are applicable to the grant: 1) Specific learners who have registered on or completed Learnerships, and 2) Academic and Professional Study (bursaries) to specific employed and unemployed learners who have successfully completed a course of study at recognised institutions or professional bodies. The grant can be paid quarterly, if submissions are submitted and are approved earlier, and the grant opens on 1 April 2015.

Learnership Cash Grant

Fasset is offering a Learnership Cash Grant (LCG). Employers who recruit learners onto learnerships (Entry), and employers who have assisted learners to successfully complete a learnership (Exit) will be funded. Black African learners and learners with disabilities commencing or completing a Fasset learnership in the period 1 January 2015 to 31 December 2015 will be eligible for this grant. The grant is due on 15 February 2016; however applications may come in throughout the year and will be processed and paid on a first-come-first-served basis. Applicants must be SMMEs (i.e. employ fewer than 150 people). A maximum of 20 approved grants will be allowed per employer. This includes any combination of Entry and Exit grants adding up to 20 grants. Tariffs are available on the Fasset website.

National Student Financial Aid Scheme Grant

Black African learners and learners on disabilities, completing three-year learnerships in the Fasset sector, will be relieved of their National Student Financial Aid Scheme (NSFAS) financial burden; the SETA will pay a maximum of R60,000 towards outstanding NSFAS loans for a minimum of 3-year qualifications. The grant is paid in tranches, across the duration of the learnership programme to ensure that the learner is retained on the programme as long as possible. The grant is due on 15 February 2016; however applications may come in throughout the year and will be processed and paid on a first-come-first-served basis. Tariffs are available on the Fasset website.

Lifelong Learning

Fasset offers free training to members (both levy-paying and non-levy paying) who are up-to-date with their registration with Fasset. This programme supports the training needs of mainly small business, and the topics provided aim to assist them in training existing staff, especially learners who have been recruited on Fasset learnership programmes. There are three content areas covered by the Lifelong Learning programme i.e. soft skills, legislative updates and Skills Development Facilitators (SDF) training. Upcoming Lifelong Learning topics and dates are advertised on the Fasset website and via other communiqués. Members are encouraged to check that their contact details are up-to-date on the Fasset database to ensure that they receive Fasset communication media such as e-mails and faxes.

Bridging Programmes for Access into Employment

Programmes will be funded that lead to upskilling for African Black and learners with a disability in both the social and technical skills required to make them ready for the world. Bridging Programmes for Access into Employment includes courses addressing technical skills, assertiveness, IT, English language etc ... It has been determined that employers are reluctant to employ new graduates, especially on learnerships, due to their lack of experience, and these programmes funded by Fasset will address this gap. Beneficiaries of these projects are to be placed in firms in the Fasset sector in employment, on learnerships, internships or full-time employment.

Qualifications and Professional Designations

Programmes will be funded that lead to the completion of scarce skill qualifications or professional designations for African Black and all learners with a disability. Learners will obtain formal qualifications or professional designations and be placed onto internships, learnerships or into full-time employment. Tuition fees, examination support courses and soft skills interventions will be funded, where relevant, through this window. Beneficiaries of these projects are to be placed in firms in the Fasset sector.

Access into Higher Education

Programmes for access into Higher Education for African Black and all disabled learners have been identified as a strategic focus area for the Seta. Here, learners without the requisite entry requirements into a sector-specific higher education qualification or those who have made incorrect subject choices and followed an unrelated discipline, are funded by the Seta to complete programmes which allow them to enter sector-relevant higher education qualifications. Tuition fees, examination support courses and soft skills interventions will be funded where relevant through this window. Beneficiaries of these projects are to be placed in Higher Education and / or in firms in the Fasset sector on Professional Body learnerships.

Provision of Skills to the South African Economy

Cross-sectoral projects will be established to address skills needs along local supply chains aimed at supporting local economic development and alleviating youth unemployment. Fasset will ensure learnerships and qualifications will be developed (that can be applied cross-sectorally). In addition, Fasset will fund programmes for learners to be placed in other sectors. Whilst implementing these programmes, cross-Seta collaboration will occur.

Learnership Tax Deductions

The employer may claim an amount on commencement and again on completion of the learner per year that they progress through the learnership. The tax deduction (to be claimed from SARS as per the Income Tax Act 2009):

Period	Learner Allowance		Learner (With Disability) Allowance	
	Commencement	Completion	Commencement	Completion
1 – 12 months	R 30,000	R 30,000	R 50,000	R 50,000
12 – 24 months	R 30,000	R 30,000	R 50,000	R 50,000
24 – 36 months	R 30,000	R 30,000	R 50,000	R 50,000
Total	R 90,000	R 90,000	R 150,000	R 150,000
Grand Total	R 180,000		R 300,000	

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