

# Fasset Benefits 1 April 2012 to 31 March 2013

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Fasset will provide registered employers with benefits for the current financial year. In summary, they are:

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

Benefit	SDL Paying	Non SDL Paying
Mandatory Grant – 40% of Skills Development Levy (SDL) *	✓	No SDL
Pivotal Grant – up to 10% of SDL *	✓	No SDL
Strategic Cash Grant – up to 20% of SDL	✓	No SDL
Learnership Cash Entry and Exit Grant	✓	✓
SMME Grant	✓	✓
Assessor and Moderator Grant	✓	✓
Employer Grant Support	✓	✓
Free Training / Lifelong Learning Courses	✓	✓
Development Project Beneficiaries	✓	✓
Learnership Tax Deductions	✓	✓

### Mandatory Grant

- The Annual Training Report (ATR) 2011/2012 combined with the Workplace Skills Planning Grant (WSP) 2012/2013: 40% of SDL paid to Fasset due 30 June 2012. This grant is paid quarterly. The grant amount will drop from 50% to 40% for the 2012/2013 calendar year, pending the release of funding regulations specifying this. Should the funding regulations not be released, 50% of the SDL will be paid.
- 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, bursaries and conferences are acceptable or the population group of the person included in the grant.
- Training conducted on any population group is acceptable for this grant.

### Draft Pivotal Grant

- The Pivotal Grant is a special skills initiative grant enabling employers to claim back a maximum 10% of their SDL if they undertook education and training interventions in certain strategic skills priority areas for the calendar year 2012 from 1 January 2012 to 31 December 2012. This grant is due on 1 February 2013, pending the release of funding regulations specifying this.
- This grant may only be claimed for pivotal programmes undertaken in the firm i.e. professional, vocational, technical and academic for beneficiaries of any population group.
- Courses such as degrees, diplomas, learnerships and internships are acceptable. No short courses are allowed.
- The value of the various training interventions to be submitted in respect of this grant must be according to a schedule of tariffs, updated from time to time, and available on the grant application form.
- The grant is payable to employers participating in one or more of the following activities:
  1. Specific learners who have registered on or completed learnerships that address scarce skills.
  2. Academic and Professional Study to specific employed and unemployed learners who have successfully completed a course of study at recognised institutions or professional bodies in scarce skills areas of study.
  3. Quality-Assured and Structured Workplace Experience where specific learners enter or complete full-time, on-the-job training (non-learnership).

- \* This grant is still to be gazetted in Skills Development funding regulations

### **Strategic Cash Grant (SCG)**

- The SCG is a special skills initiative grant enabling employers to claim back a maximum 20% of their SDL if they undertook education and training interventions in certain strategic skills priority areas for the calendar year 2012 from 1 January 2012 to 31 December 2012. This grant is due 1 February 2013.
- The SCG is subject to capping if oversubscription of SCG funding occurs.
- The value of the various training interventions to be submitted in respect of this grant must be according to a schedule of tariffs, updated from time to time, and available on the grant application form.
- The grant is payable to employers participating in one or more of the following activities:
  1. African learners who have registered on or completed learnerships.
  2. Academic and Professional Study to African employed and unemployed learners who have successfully completed a course of study at recognised institutions or professional bodies in scarce skills areas of study.
  3. Quality-Assured and Structured Workplace Experience where African learners enter or complete full-time, on-the-job training (non-learnership).

### **Small Medium and Micro Enterprises (SMME) Grant**

- The SMME grant is based on the need to support Small Medium and Micro Enterprises (SMMEs) who do not traditionally participate in learnerships (which are predominantly focussed on finance and accounting).
- The grant is due on 1 February 2013; 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 50 people) and only African learners and African learners with disabilities will be eligible for this grant.
- The total grant claim amount will be limited to R 300,000 per SMME organisation. Any spent amount over the designated amount will be for the organisation's own account. Should the expense be lower than the grant amount provided for, the Seta will reimburse the lesser amount.

### **Learnership Cash Grant (LCG)**

- Fasset is offering two types of LCGs to employers who employ African learners or African learners with a disability. One grant will support employers who recruit learners onto learnerships (Entry Grant), and another grant will be available to employers who have assisted learners to successfully complete a learnership (Exit Grant).
- The grant applications must be submitted to Fasset in respect of African learners and African learners with a disability commencing or completing a Fasset learnership in the period 1 January to 31 December 2012. Learner commencement or completion will be determined by the registered learner being recorded on the Fasset database as commenced or completed.
- The grant is due on 1 February 2013; 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).
- The length of the learnership is determined by its programme registration with the Department of Higher Education and Training (DHET).
- One LCG application must be completed per learner.
- A maximum of 10 approved grants will be allowed per employer. This includes any combination of Entry and Exit grants adding up to 10 grants.
- The table below indicates the tariffs available for the Entry and the Exit Grant. The grant amounts differ, depending on the length of the learnership.

Length of Learnership	Entry (Registration)	Evidence for Entry	Exit (Successful Completion)	Evidence for Exit
12 month (1 year)	R 5,000	Fasset to confirm that registered learner is reflecting on Fasset database	R 5,000	Fasset to confirm that completed learner is reflecting on Fasset database
24 month (2 year)	R 7,000		R 13,000	
36 month (3 year)	R 10,000		R 20,000	

- For the employment of learners with a disability, the grant is increased as follows:

Length of Learnership	Entry (Registration)	Evidence for Entry	Exit (Successful Completion)	Evidence for Exit
12 month (1 year)	R 8,750	Fasset to confirm that registered learner is reflecting on Fasset database	R 8,750	Fasset to confirm that completed learner is reflecting on Fasset database
24 month (2 year)	R 12,250		R 22,750	
36 month (3 year)	R 17,500		R 35,000	

### Assessor and Moderator Grant

- Fasset will reimburse the cost of training, provided that the assessor/moderator registers for a Fasset qualification. For most qualifications, the assessor requires approval from the relevant professional body. Only once the individual is registered as an assessor for the qualification, will Fasset reimburse. This grant will be processed on a first-come-first-served basis and is subject to a limited budget.
- A maximum of R 3,500.00 will be paid per applicant, per identity number. If invoices for a lesser amount are submitted, the lesser amount will be paid. The grant application must be submitted to Fasset after the individual's registration as an assessor or moderator with Fasset.

### Development Project Beneficiaries

- To help accelerate the transformation process, Fasset has historically supported employers in the sector by providing them with a range of unemployed graduates as well as diplomates recruited through our work readiness programmes. A significant number of who follow the Fasset sector Professional Body learnership route to qualify. These included *inter alia*, chartered accountants, professional accountants, chartered management accountants, public accountants, accounting technicians, bookkeepers, etc.
- Work readiness projects have been designed to assist predominantly unemployed learners (at NQF levels 4 – 8) to bridge the gap between theoretical learning and workplace experience required. Past projects have reflected a mix of theory, practice and academic offerings – depending on the educational requirement for entry into employment / learnership.
- A full list of Fasset-funded development projects will be made available on Fasset's website shortly.

### Employer Grant Support (EGS)

- Support will be offered by Fasset staff to relevant stakeholders. One-on-one visits to organisations will be scheduled only where the Skills Development Facilitator (SDF) is new or has changed, or where the entity employs 50 or more staff.
- Face-to-face support will be offered at selected Lifelong Learning interventions nationally and booking can be made via an on-line booking system. All other employers will receive telephonic assistance via the Fasset Call Centre in completing the Mandatory Grant application form.

## Free Training Events

The schedule of free Lifelong Learning is as follows (subject to change):

Month	Topics	Target Occupations
January 2012	Performance Management	HR Professional <i>SDFs, HR Professionals</i>
February 2012	Office Etiquette 2012	Soft Skills <i>Learners</i>
March 2012	Budget & Tax Update 2012	Legislative <i>All</i>
April 2012	Influencing and Negotiating Skills	Leadership and Management <i>Middle, Senior Managers</i>
May 2012	SDF 1 Day Training	HR Professional <i>SDFs, HR Professionals</i>
June 2012	Global Economic Outlook 2012	Legislative <i>All</i>
July 2012	Corporate Social Responsibility	HR Professional <i>SDFs, HR Professionals</i>
August 2012	Business Writing	Soft Skills <i>Learners</i>
September 2012	Risk / Ethics	Leadership and Management <i>Middle, Senior Managers</i>
October 2012	Compliance in Legislation 2012	Legislative <i>All</i>
November 2012	Management and Leadership	Soft Skills <i>Learners</i>
February 2013	Office Etiquette 2013	Soft Skills <i>Learners</i>
March 2013	Budget & Tax Update 2013	Legislative <i>All</i>

## Other Benefits

The tax deduction (to be claimed from SARS as per the Income Tax Act 2009) is as follows.

Months	Allowance		Allowance (With Disability)	
	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
<b>Total</b>	<b>R 90,000</b>	<b>R 90,000</b>	<b>R 150,000</b>	<b>R 150,000</b>
<b>Grand Total</b>	<b>R 180,000</b>		<b>R 300,000</b>	

The employer may claim an amount on commencement and again on completion of the learner per year that they progress through the learnership.

**Consult the Fasset website [www.fasset.org.za](http://www.fasset.org.za) or the Fasset Call Centre on 086 101 0001**