

Implications of changes in Seta Grant Regulations

The Seta Grant Regulations were gazetted on 3 December, 2012, and the many changes came into effect on 1 April 2013. Speaking at a workshop in Bryanston on 30 April, held by Siyakha Consulting to update companies on the changes and the impact for business, Dionne Kerr, CEO and founder of Siyakha Consulting said that it's imperative for business to understand and apply these changes if they are to ensure optimal return on investment.



Dionne Kerr, CEO and founder of Siyakha Consulting

"There are many substantial changes to the Seta Grant Regulations and these may have serious implications for skills development in South Africa and within individual businesses," explained Dionne Kerr, CEO and founder of Siyakha Consulting.

She explains that the major driving force behind the changes is the fact that many Setas fail to allocate and distribute mandatory and discretionary grants to employers and subsequently accumulate surpluses.

"Setas have also stated that Workplace Skills Plans (WSPs) received from many employers are inaccurate and that 'not much thought has gone into completing them'. Inaccurate information captured in the WSPs leads to incorrect information about what our country's critical skills are and what skills shortages we have," said Kerr.

Changes to grant allocations and disbursements

A major modification has been made regarding grant allocations and disbursements, particularly around pivotal programmes that result in a qualification or part-qualification based on the National Qualifications Framework (NQF).

"These amendments have far-reaching implications on how businesses allocate, plan and finance learning and development within their teams and divisions. Along with this there are further proposed changes to the BEE Codes, which emphasise very specific targets around skills development," said Kerr.

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