



# Isett Seta

## e-Skills in South Africa

27<sup>th</sup> July 2010

Presented By  
Neville Nicholas  
Senior Manager SSP

# What does the Isett Seta do?

- The primary function of the Isett Seta has been to encourage quality skills development in the workplace
  - Through an understanding of the skills needs of our sector organisation stakeholders
  - Through the development of qualifications that meet the needs of our sector organisation stakeholders
  - Through the channelling of levy contributions, via sponsorship to our sector organisation stakeholders, into the development of scarce and critical skills in the sector



# How does Isett do it?

- Utilise the ATR/WSP legislated process
- Utilise On-Line data capture
- Provide strong support to SDFs
  - SDF Reference Manual
  - ATR/WSP Template
  - List of ISDFs
  - Workshops - training
  - Telephonic support
  - Email communication

# How does Isett do it?

- We don't only request legislated data
- Analysis of the new annual data
- Comparison with previous stakeholder data
- Phone calls or emails to query “discrepancies”

# Results of this Process

Company Size	Number of Companies		
	In the Isett Sector	Submitted their ATR/WSP	% Submitted: Total
Large, 150+ employees	128	128	100%
Medium, 50 to 149 employees	240	199	83%
Small, 1 to 49 employees	2,060	542	26%
<b>Total</b>	<b>2,428</b>	<b>869</b>	<b>36%</b>

Company Size	Number of Employees		
	In the Isett Sector	Submitted their ATR/WSP	% Submitted: Total
Large, 150+ employees	92,967	92,967	100%
Medium, 50 to 149 employees	18,270	14,267	78%
Small, 1 to 49 employees	30,692	11,832	39%
<b>Total</b>	<b>141,929</b>	<b>119,066</b>	<b>84%</b>

Question: Can one do better than this with commissioned research?


# How does Isett do it?

- Desk Research
  - SARB Bulletins
  - SAQA
  - DHET
  - Stats SA
  - HSRC
  - Internet searching
- Other Research
  - In-House Research
  - Commissioned: Partnership with JCSE and IT Web
  - Participative: Setas





# Output

- 
- Sector Skills Plan
    - What is impacting on the sector
    - Size of the sector
    - Trends
    - Demand for and spend on training interventions
    - Demand for Scarce and Critical Skills



# Usage

- Identification of:
  - Priority Scarce Skills
  - New qualifications
  - Stakeholders that we should partner with
- Development of:
  - Isett's Strategic Plan and modification thereof
  - Isett's Business Plan
  - Isett's Annual Career Guide





# NSDS III, 2011 to 2016

- The Seta has to develop a new 5-year Sector Skills Plan for the period 1<sup>st</sup> April 2011 to 31<sup>st</sup> March 2016
- The Seta needs to show DHET that we have a good understanding of our sector, having also taken into account the various government strategic requirements and consulted with our sector stakeholders
- The Setas will not simply be chasing numbers as has been the case in the past
- The DHET understands that changes occur, and therefore, based on new information and motivation, Setas are at liberty to alter their strategy as we progress through the next five years



# Understanding Government's Strategic Requirements

- The Human Resource Development Strategy of South Africa (HRDSSA)
- Medium Term Strategic Framework (MTSF)
- Industrial Policy Action Plan (IPAP)
- Integrated Sustainable Rural Development Strategy (ISRDS)
- National Industrial Policy Framework (NIPF)

# Understanding the Isett/ICT Sector

- Isett database, by company, covering the past 10 years
- Supply of skills – DHET Hemis data
- Identification of the installed base of ICT technical personnel in South Africa
  - Seta participation
  - HSRC data
  - JCSE/IT Web



# Understanding the Isett/ICT Sector

- Identification of Sector SWOT
- Stakeholder concerns with regard to employment of secondary and tertiary graduates
- Challenges involved in developing ICT skills in rural areas
- Etc



# Isett Seta Publications

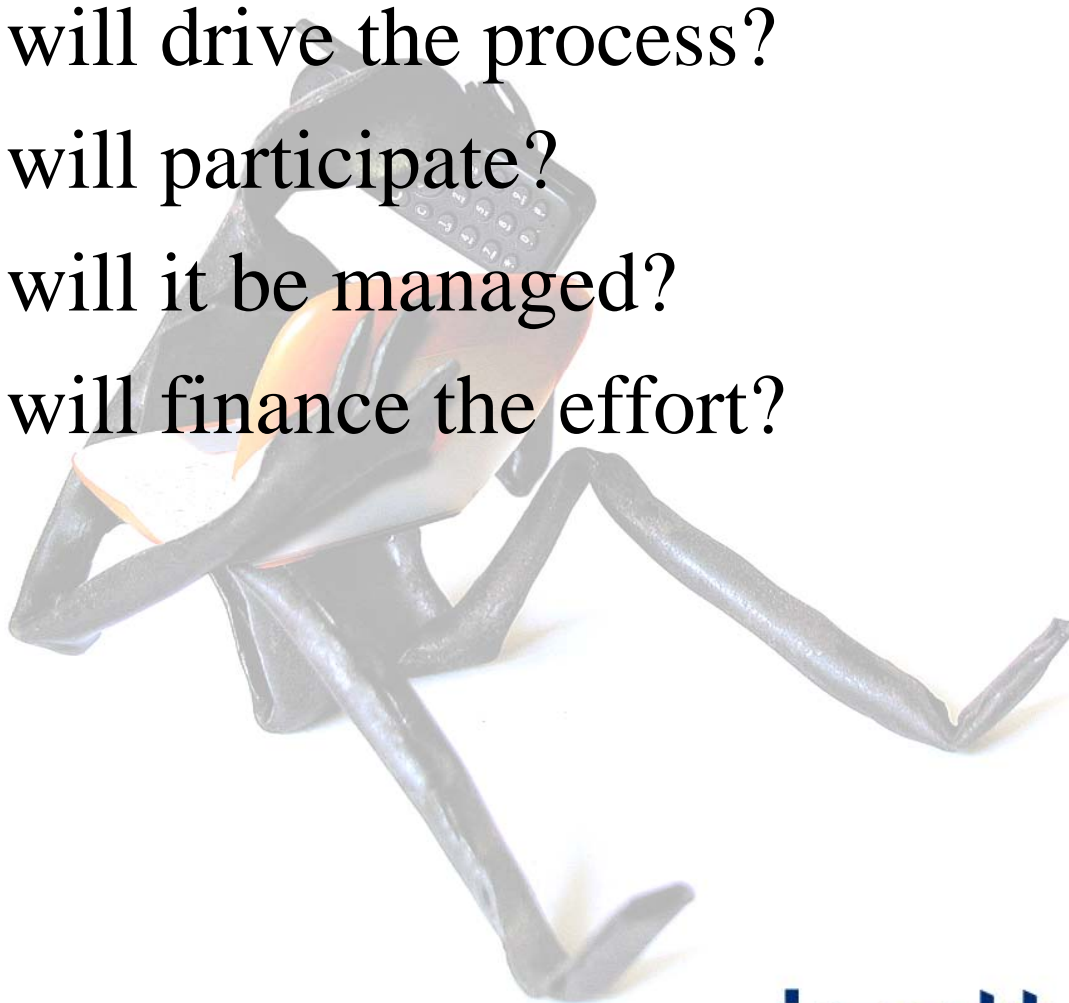
- Sector Skills Plan
- Career Guide

Available at:

**[www.isett.org.za](http://www.isett.org.za)**

# Where to from here?

- Who will drive the process?
- Who will participate?
- How will it be managed?
- Who will finance the effort?







# Thank You



**Neville Nicholas**  
**seniormanagerssp@isettseta.org.za**