



higher education & training

Department:
Higher Education and Training
REPUBLIC OF SOUTH AFRICA

NATIONAL SKILLS DEVELOPMENT AWARDS 2016

The National Skills Authority (NSA) is an advisory body established in terms of Skills Development Act, No 97 of 1998 (SDA). The primary functions of the NSA are to advise the Minister of Higher Education and Training (DHET) on matters of skills development in accordance with section 5 of the Skills Development Act.

The objectives of the awards are:

- To celebrate excellence by recognising best skills development practices across all skills development implementers and NSF Funded Projects in various categories.
- To provide extensive and national coverage/exposure for best skills development practices through print and electronic media.
- To recognise work placement opportunities created through the various learning programmes. i.e artisan development, FET graduate placement, universities graduate placement, learnerships and internships.
- To encourage maximum use of workplace-based skills development initiatives.
- To mobilise business, government, community and providers to ensure the realisation of the NSDS III goals.

WHO SHOULD APPLY

- SETAs
- National Departments
- Provincial Departments
- State Owned Enterprises
- Municipalities
- Companies (Large/SMMEs)* Large company 500-1000 or more employees, medium company 51-500 employees and small company 1-50 employees
- CBOs and NGOs
- Universities and TVET Colleges

INDICATORS (AWARDS WILL BE AWARDED BASED ON 2014-2016 PERFORMANCE)

- TRACK RECORD OF PLACEMENTS AND APPOINTMENTS
- RETENTION AND THROUGHPUT
- NUMBER OF LEARNERS EMPLOYED
- PROFILE OF LEARNERS

NSDS Goal	Category	Criteria	Recipient
Goal 4.2 Increasing access to occupationally-directed programmes	Best Artisan Development Programme	<i>The submission should provide information on:</i> Number of artisans trained and qualified. Number of artisans employed (both 18:1 and 18:2 learners as per the SDA) Employment Equity alignment (Gender, Race, disability) Type/size of organisation	Best National Department Best Provincial Department Best Municipality Best large company Best Small (SMME) Company Best SoE
Goal 4.3 Promoting the growth of a public FET College system that is responsive to sector, local, regional and national skills needs and priorities	Best TVET placement programme	<i>The submission should provide information on:</i> Partnership between TVET/SETA/Employer Number of TVET college students placed (both 18:1 and 18:2 learners as per the SDA) Employment Equity alignment (Gender, Race, disability)	Best TVET College/ SETA & Employer
Goal 4.4 Addressing the low level of youth and adult language and numeracy skills to enable additional training	Best AET Programme	<i>The submission should provide information on:</i> Number of learners trained through AET(both 18:1 and 18:2 learners as per the SDA) Employment Equity alignment (Gender, Race, disability)	Best SETA & Employer
	Best Skills Programme	<i>The submission should provide information on:</i> Number of learners trained through skills programme (intake and succession) both 18:1	Best National Department Best Provincial Department Best Municipality Best SMME Company Best Large Company Best SoE

NSDS Goal	Category	Criteria	Recipient
		and 18:2 learners as per the SDA) Employment Equity alignment (Gender, Race, disability) Type/size of organisation	
Goal 4.5. Encouraging better use of workplace-based skills development	Best University Placement Programme(WIL)	The submission should provide information on: Partnership between University/SETA/Employer Number of graduates placed Number of graduates employed Employment Equity alignment (Gender, Race, disability)	Best University/ SETA& Employer
Goal 4.6. Encouraging and supporting cooperatives, small enterprises, worker-initiated, NGO and community training initiatives	Best Community project	The submission should provide information on: Number of beneficiaries employed Employment Equity alignment (Gender, Race, disability)	Best NGO/ CBO/ NPO/worker initiated programme/cooperative
Goal 4.7 Increasing public Sector capacity for improved service delivery and supporting the building of a developmental state	Best Public Sector Internship and learnership programmes	The submission should provide information on: Number of interns, and learners appointed into the post establishment. 5% target (recruitment) achieved against total staff compliment. Employment and equity alignment (gender and race and 2% disability target).	Best National Department Best Provincial Department Best Municipality
Goal 4.8 Building career and vocational guidance	Best career and vocational guidance programme	The submission should provide information on: Partnerships and working relationships with other similar organisations and departments Innovation and multiple	Best career guidance partnership

NSDS Goal	Category	Criteria	Recipient
		platforms for accessing services Career information for citizens in disadvantaged and/or rural areas	

APPLICATION PROCESS

- Applications must be submitted/forwarded to the relevant Sector Education and Training Authority (SETA) or the National Skills Authority.
- Statutory bodies not aligned to a SETA will submit to the National Skills Authority.
- Public sector, provincial government departments will submit to the PSETA
- Non-levy payers, CBOs and NGOs will submit to the SETA with which they are associated or to the National Skills Authority.
- Application forms for completion to participate will be accessible at all SETAs or can be downloaded from the Website: www.nationalskillsauthority.org.za.

ADJUDICATION PROCESS

Selection for nominees will be in two phases.

Sector level adjudication:

- Applications will be received and processed by the SETA. The SETA will identify a senior manager to take responsibility for processing of the applications. Given that the Award is to be based on the organisation's own identification of good practice, assessment will be against the nationally agreed evaluation criteria before applications are put before the SETA Adjudication Panel.
- Applications will be reviewed by the Adjudication panel as constituted by the SETA CEO.
- Applications will be reviewed against a set of DHET-SETA-NSA agreed evaluation and weighted criteria applicable to the specific category.
- A list of candidates for the Award together with the outcomes of the SETA Adjudication Panel deliberations will be submitted to the NSA Adjudication Panel.
- SETAs are encouraged to host sector specific award ceremonies in addition to their short-listed submissions to the NSA.
- The panel's decision is final and there will be no appeals by companies

National level adjudication

- Short-listed applications will be reviewed by a national adjudication panel established by the NSA
- This panel will comprise of 6 NSA members together with 2 external specialists.
- The panel's decision is final and there will be no appeals by organisations
- The NSA Adjudication Panel will oversee the awards system, and approve nominations from the short-listed Award candidates across a range of enterprise categories – size, core business, economic/industry sector, social development to receive the Award.
- The results will be publicised in the media and on the Department's website, and enterprises receiving the Award will be entitled to place this on their promotional material, stating the year in which the Award was achieved.
- The decisions of the adjudication panel are final and no correspondence will be entered into. The winners will be announced at the National Skills Conference in October 2016.