



mictseta

Media, Information and Communication Technologies
Sector Education and Training Authority

Accelerating quality skills towards an information savvy society

CRITERIA AND GUIDELINES FOR PIVOTAL GRANTS – 2015/16

1. Legislative Framework

The MICT SETA PIVOTAL Grant criteria and guidelines have been drawn from the following legislative framework:

- Government Gazette No. 35940 of 3 December 2012 on Sector Education and Training Authorities (SETAs) Grant Regulations regarding monies received by a SETA and related matters, published by the Minister of the Department of Higher Education and Training (DHET).
- National Skills Development Strategy III (NSDS III) 2011 – 2016.

2. PIVOTAL grant purpose

The PIVOTAL grant is aimed at:

- Improving the quality and quantity of labour market information received by the MICT SETA in the form of workplace skills plans, annual training reports and PIVOTAL training reports to inform planning.
- Promoting National Qualifications Framework (NQF) registered and quality assured PIVOTAL programmes that address priority scarce and critical skills identified in the MICT SETA Sector Skills Plan (SSP).

3. PIVOTAL programmes definition

According to NSDS III and the new SETAs Grant Regulations regarding monies received by a SETA and related matters (Government Gazette No. 35940), PIVOTAL programmes refer to:

Professional, vocational, technical and academic learning programmes that result in qualifications or part qualifications registered on the National Qualifications Framework (NQF) that address critical and scarce skills needs.

- **Professional** learning programmes shall mean programmes that lead to designations that are registered by professional bodies.
- **Vocational** learning programmes shall mean nated and artisanal programmes that lead to a trade and/or the National Certificate Vocational (NCV).
- **Technical** learning programmes shall mean programmes that are occupationally-directed and registered by the SETA; such programmes include apprenticeships, learnerships and skills programmes.
- **Academic learning programmes** shall mean programmes that lead to academic qualifications such as certificates, Higher Certificates, Diplomas and Degrees.

4. Important considerations

The MICT SETA shall allocate at least **80%** of its total 49.5% discretionary grants within a financial year (1 April 2013 – 31 March 2014) towards PIVOTAL programmes to address critical and scarce skills within its sectors as set out in the SSP in accordance with the new Regulations.

The remaining **20%** shall be allocated to other programmes in accordance with the priorities outlined in the SSP.

The MICT SETA PIVOTAL learning programmes shall cater for:

- Full occupationally-directed learning programmes that are recorded in the Workplace Skills Plan (WSP) and PIVOTAL Training Plan (PTP)
- Programmes that address scarce and critical skills identified in the company's WSP or PTP and/or the broader MICT SETA Sector Skills Plan (SSP).
- Theory (college or university) and practical learning in the workplace.
- Employed and unemployed.

PIVOTAL grants shall be allocated to initiatives that address the MICT sector's scarce and critical skills through the following programmes:

- Work-integrated learning (Industry based learning)
 - Professional placements
 - Apprenticeships
 - Learnerships
 - Skills Programmes
 - Workplace experience placements (for Universities of Technology and FET Colleges learners)
- Bursaries

5. Exclusions

Internship programmes shall not be funded through the PIVOTAL grant, but rather, through the remaining **20%** of the discretionary grants in accordance with the sector priorities outlined in the MICT SETA SSP.

6. Applying for PIVOTAL grants

In order to obtain a PIVOTAL grant from the MICT SETA, employers and other institutions that meet the MICT SETA criteria for PIVOTAL grants shall:

- Complete and submit a, Annual Training Report (ATR), Workplace Skills Plan (WSP) and PIVOTAL Training Plan (PTP) by 30 June 2013 and thereafter by 30 April each year, using a prescribed template that is accessible from the MICT SETA's SETA Management System (SMS).
- The MICT SETA PIVOTAL grant shall be applied for through the Letter of Intent (LoI) as provided by the MICT SETA on its website.
- In certain circumstances, a co-funding approach shall be employed, wherein a funding partnership between the MICT Seta and the implementing company shall be entered into.
- Qualifying companies that implement the MICT SETA PIVOTAL programmes in rural areas and those that target people with disabilities shall be eligible for a 100% PIVOTAL grant.

7. PIVOTAL programmes impact

- The MICT SETA shall measure the impact of the PIVOTAL programmes in its sector on an annual basis.
- Implementing companies shall keep a record of PIVOTAL programmes progress and results on a template prescribed by the MICT SETA for reporting purposes.