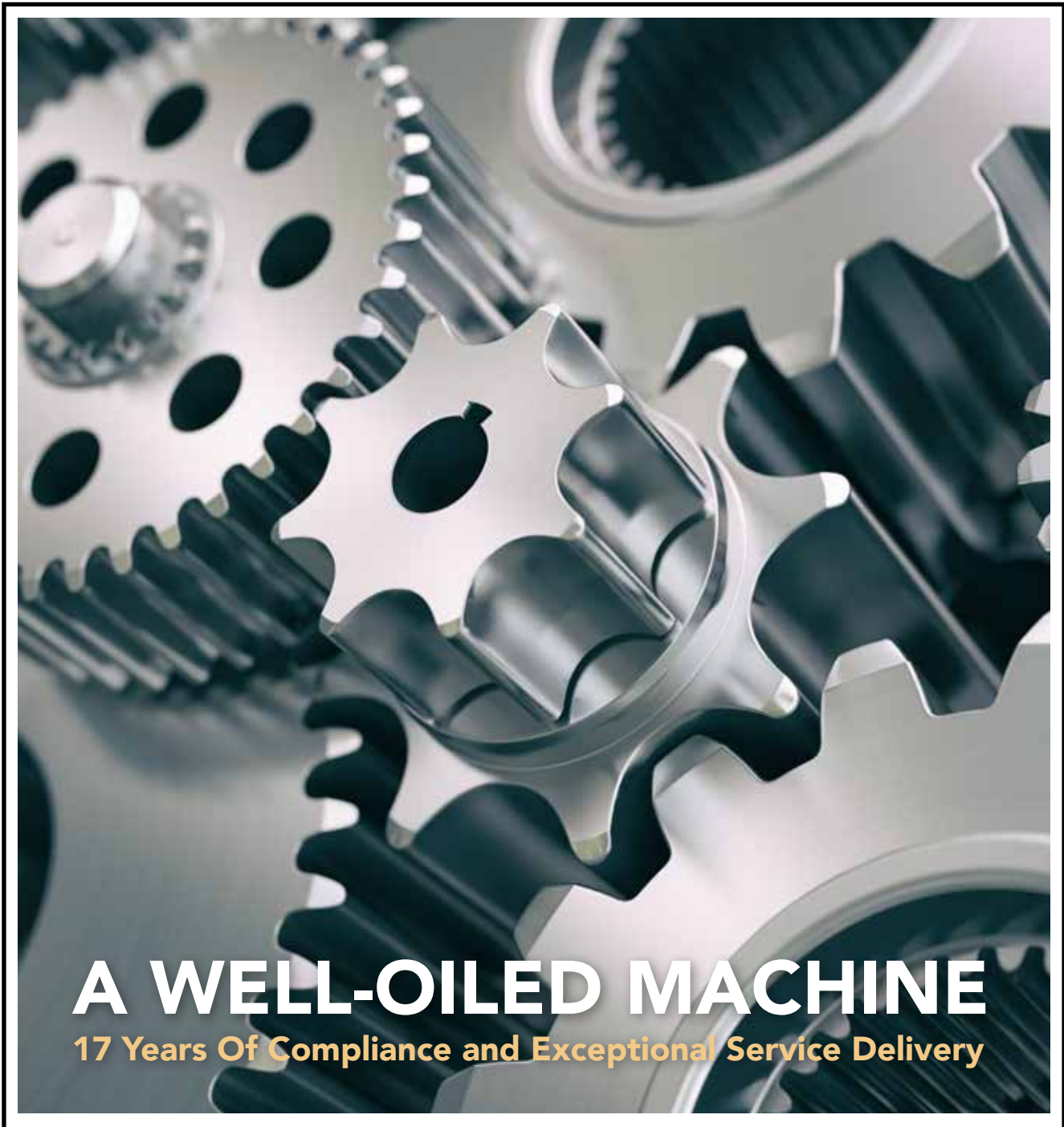
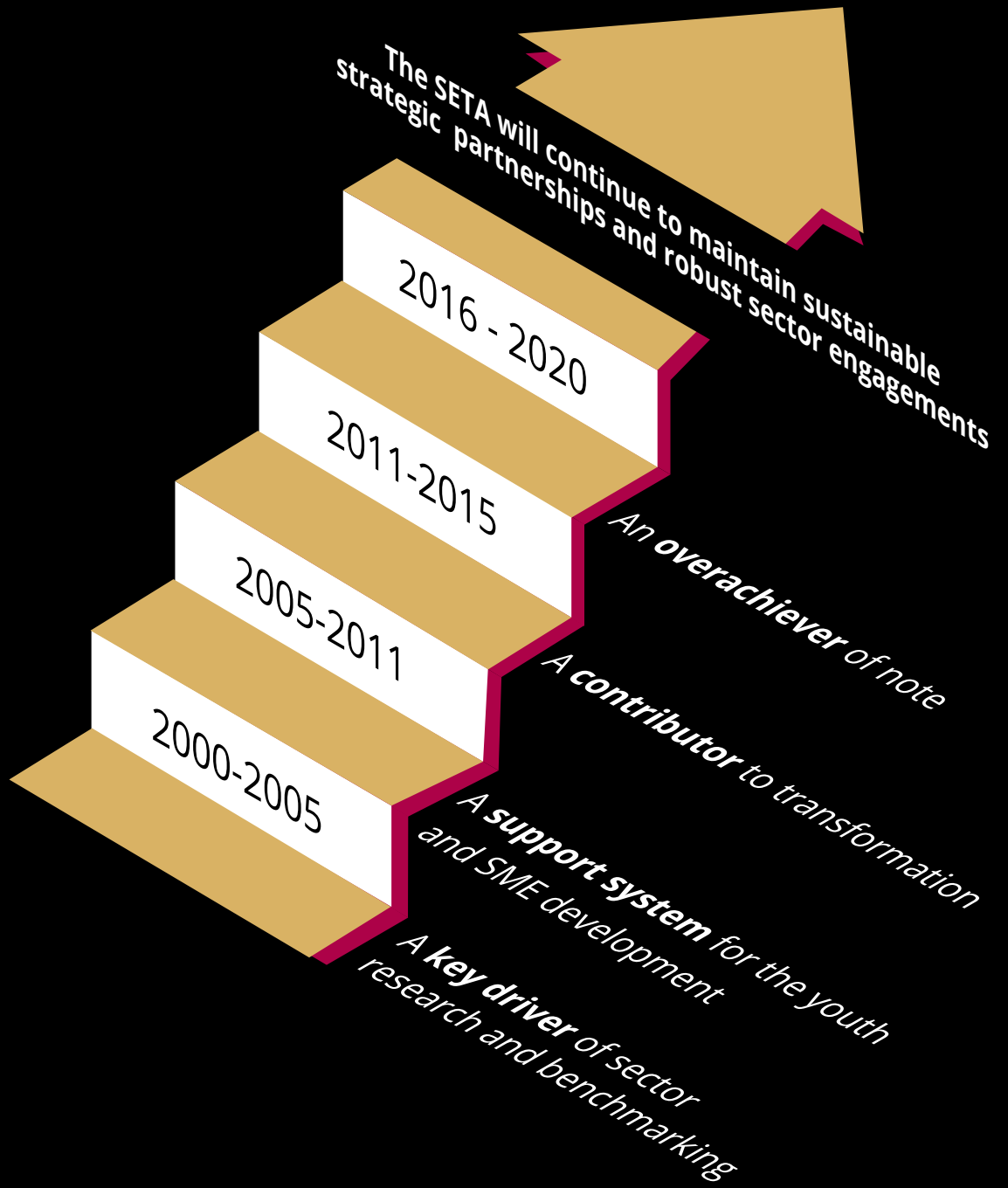


THE
ACCOUNT
VOLUME 14 | QUARTER 3



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EDITOR'S
NOTE



Busisiwe Lubisi
Editor

Valued Stakeholders,

It is with a great sense of achievement that the BANKSETA team announces yet again another clean audit. The organisation keeps soaring to greater heights year by year and even though the BANKSETA team pedantically works to achieve outstanding results, we also owe our successes to sector stakeholders that have partnered and collaborated with the SETA throughout the years and who have tirelessly shared with BANKSETA staff at all levels innovative ideas in supporting us to continue to drive the skills development agenda. Furthermore, BANKSETA is the well-oiled machine it is today because its team lives by its values of respect, professionalism, integrity, stakeholder focus, team work, embracing diversity and innovation.

Shifting focus to other important news, we share with you heart-warming testimonials from our beneficiaries, the BANKSETA's commitment to investing in unearthing our country's gems and future leaders through the Letsema and Kuyasa learnership programmes and the higher education funding project. The SETA has also implemented the ground-breaking International Executive Development Programme in Development Finance, the purpose of which is to empower South Africa's executives in microfinance and development finance with global best practices and methodology to contribute towards financial inclusion, more on the

programme is on page 11. We also profile the 2018 International Executive Development Programmes in General and Investment Banking which have further sharpened the strategic thinking of banking executives who have immensely impressed the BANKSETA team as they juggled several roles yet still came out winners by the end of the programme. The BANKSETA representatives that were with the three groups learnt so much from the 2018 alumni and both sides hope that channels of communication will remain open for years to come.

The Acting Chief Executive announces the appointment of the new Board whose strategic support and insight adds a lot of value for the BANKSETA and the sector as a whole.

Never being one to say goodbye, let us continue touchbasing on the BANKSETA's social media pages and through any other forms of contact.

For more interesting information, keep turning the pages...

Busisiwe Lubisi

Editor

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EXECUTIVE'S
VIEW

Ms. Caroline King
Acting CEO

In reflecting on the last quarter, since the previous edition of The Account, it is both with pride and humility that I am able to state that the BANKSETA continues to lead the way through consistent organisational high performance and a multitude of pioneering projects. This is evidently demonstrated in our annual report for 2017/2018, which is now officially available for public review.

First and foremost is the fact that we managed to achieve yet another clean audit, for the 17th consecutive year. As we celebrate this momentous milestone, we also realise that the pursuit of excellence remains an ever work in progress. For this reason, as we are preparing for the next cycle of audits which commenced in mid-October already, we remain mindful of fostering a culture of continuous improvement, also in our governance and internal controls.

A ground-breaking project that has now successfully been operational for around a year, is the development and implementation of a Recognition of Prior Learning (RPL) Programme that is delivered via an industry leading online portal. Essentially, the programme enables individuals working in the banking and finance sectors with no formal qualifications, to gain credits for their workplace experience, that can lead to formal NQF level 4 and 5 qualifications. Most importantly, the cutting edge software and technology allows them to do so from anywhere, in their own time. As we now have this sophisticated platform to our avail, we are currently encouraging other SETAs to utilise it as well, and the INSETA has already come on board.

The BANKSETA invested R5.8 million in tuition fees to enable 50 commerce and science students to study at Rhodes University. As best stated by Nobuzwe

Mangcu, Regional Manager of the Eastern and Western Cape, BANKSETA Regional Office, this investment has a dual benefit that serves both the students and the banking and financial services sectors. Whilst the students obtain qualifications that are high in demand, these sectors gain from a new pool of resources who possess scarce and critical skills to maintain continuity in their businesses.

“The BANKSETA invested R5.8 million in tuition fees to enable 50 commerce and science students to study at Rhodes University.”

To provide for the most critical skills demands in an increasingly technology-driven banking sector, we also invested more than R13 million to support 120 qualifying students who are studying towards their BCom Informatics and BCom Marketing degrees at the University of Pretoria, over a period of two years.



In addition, we conduct annual surveys to determine the industry's latest skills demands and then proactively work towards addressing those demands through the Letsema and Kuyasa Learnership Programmes. To this end, the most recent programmes were specifically aimed at not only providing for the banking environment, but also for the alternative banking sector. The Letsema Learnership Programme caters for unemployed matriculants and the Kuyasa Learnership Programme provides for unemployed post-graduates. In both instances, learners walk away with a combination of a 1-year NQF level 5 and 6 qualification respectively, as well as first-hand work experience, that instantly makes them more employable. These programmes have gone from strength to strength over the years, to such a degree that our annual pass rate is an average of 80% and that between 75-80% of these learners are immediately employed, upon or before qualification.

A first-of-its-kind and flagship programme of the BANKSETA, is the International Executive Development Finance Programme (IEDP), that was recently launched in partnership with the Wits Business School (WBS). The programme offers 20 executives from the financial services and alternative banking sectors, a once-in-a-lifetime opportunity to obtain exposure to innovative international business models in development and microfinance, as well as a forum to network with peers and share ideas and experiences with financial institutions and policy makers.

The programme fuses theory and practice, with immersive tours that enable participants to interact with entrepreneurs, business owners and community members in countries such as Ghana, Tanzania and Brazil.

Opening new windows of opportunity for the future of this nation, our children, the Life Orientation Teachers Programme is rolled out to rural areas in all provinces. The programme aims to make the youth aware of the entire spectrum of careers that are available within the banking and financial services sectors.

This is accomplished by expanding Life Orientation teachers' knowledge through full-day workshops that provide them with in-depth industry insights, as well as the types of skills that are required, as formally determined by occupational researchers. The next workshops are already scheduled to take place in Limpopo, Mpumalanga and KwaZulu-Natal.

I am excited to announce that a new Board was appointed, and I would like to personally extend a warm welcome to every new member. We look forward to the fresh perspectives, new insights and expertise that each of you will bring to the table, to lead the BANKSETA through its next phase.

I would like to issue a heart-felt 'thank you' to the The Honourable Minister of Higher Education and Training Mrs. Naledi Pandor, for her contagious enthusiasm and unwavering support. Last but not least, I would like to thank and acknowledge each and every colleague at BANKSETA. It is mainly because of your exemplary devotion and outstanding work ethic, that we continue to set new benchmarks for organisational excellence.

"I would like to issue a heart-felt 'thank you' to the Honourable Minister of Higher Education and Training Mrs. Naledi Pandor, for her contagious enthusiasm and unwavering support."

Caroline King

The BANKSETA paves the future for Rhodes University students with tuition fees of R5.8 million

The BANKSETA invested R5.8 million to assist 50 Rhodes University commerce and science students with full tuition for 2018.



"Funding students to study at Rhodes University, is a first for the BANKSETA, but it is a worthwhile investment that will equip them with scarce and critical skills that the banking and financial services sector requires."

The BANKSETA is an enabler of skills development and transformation in the broader banking and alternative banking sector, and supports people development through partnerships, skills development, alleviating unemployment, creating a brighter future and enabling change. BANKSETA focuses on SMEs, the youth, adult education, continuous professional development and research.

The 50 students are studying within the fields of Accounting, Management, Information Systems and Computer Science. The funding covers their tuition fees, accommodation and a book allowance, which amounts to approximately R100 000 per student.

"This is the first time the BANKSETA is funding Rhodes University students," said Luyanda Bheyile, Development Fundraiser of Campaigns at Rhodes University. "We are very privileged to have this transformative statutory body supporting our students and allowing us to create a better foundation for them."

All the SETAs report to the Department of Higher Education and Training. "Our mandate is to support and fund educational programmes for the unemployed and employed, entry to executive level, to improve skills and to change lives for the better for public and sector stakeholders," states Ms. Nobuzwe Mangcu, Eastern Cape Regional Office Manager. Mangcu further stated to the students "Your degree will equip you with scarce and critical skills, and we want to encourage that and support you through it. I am here today to see if you need anything."

Students were generally impressed with the support they were already getting from Rhodes University. Mangcu agreed. "This is the only university I know that is invested in ensuring that students live in a very hygienic environment and also provides fee campus-wide access to wifi, do not forget how lucky you are" she told them.

Mangcu explained to the students that, even though the BANKSETA is invested in removing their financial stresses, they are expected to plough their energy back into the community, even while studying.

"And definitely, when you are climbing the corporate ladder, be sure to help others up from wherever they are," she said. "What we want is for you to make us proud, and to make the country proud."

The full magnitude of the meaning behind these bursaries, she explained, is that every person who is employed, pays a portion of their salary to a levy-grant scheme, of which the students are direct beneficiaries. "This means that there are millions of people, who all work hard for their salaries, who are investing in you. Keep that in mind at all times so that you do not let yourself fail," she said.

Skills development has been identified as a key requirement for economic growth in South Africa. As a result, the Skills Development Act provides a framework for the development of skills in the workplace. Amongst other things, the Act makes provision for skills development by means of a levy-grant scheme to the 21 sector-specific SETAs to administer the scheme's funds, and manage the skills development process.

"At the end of the day, students need to be performing," she urged them. The BANKSETA is one of the top performing SETAs for a reason," she concludes.

*The **BANKSETA** Accounting Authority*



Ms. Nosipho Mia Makhanya
Board Chairperson



Ms. Noxolo Jones
Organised Labour



Mrs. Myanthree Moodley
Organised Employer



Ms. Lebogang Selepe
Organised Labour



Ms. Vasinthee Moodley
Organised Employers



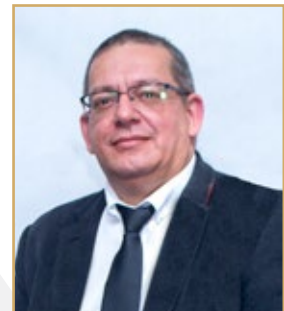
Mr. Dean Retief
Organised Employer



Mr. Malesela Lekota
Organised Labour



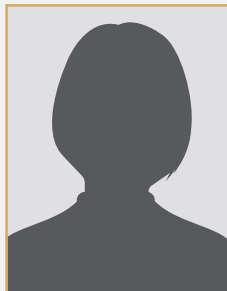
Mr. Malesela Maleka
Community Organisations



Mr. David Cedras
Organised Labour



Ms. Samantha Anthony
Organised Labour



Ms. Sabi Padi
Community Organisations



Mr. Israel Noko
Organised Employer



Dr. Lucy Voss-Price
Organised Employer



Mr. Joe Kokela
Organised Labour

* Picture not available at the time of going to print.

THE LETSEMA AND KUYASA LEARNERSHIPS CREATE A PIPELINE OF WORK-READY HUMAN RESOURCES FOR THE **BANKING AND FINANCIAL SERVICES SECTORS**

“A matric certificate or a post-graduate qualification on its own, does not necessarily guarantee employment. The BANKSETA Letsema and Kuyasa Learnership Programmes respectively offers matriculants and postgraduates an additional 1-year NQF level 5 and 6 qualification in high-in-demand skills, complemented by practical on-the-job experience. As a result, between 75-80% of our learners, are instantly employed upon qualification.”



Every year, the BANKSETA deploys occupational researchers to conduct a formal survey of the latest industry skills demands of the banks and we then purposefully aim to address these demands through our Letsema and Kuyasa Learnership Programmes.

The Letsema Learnership Programme upskills unemployed matriculants and the Kuyasa Learnership Programme caters for unemployed post-graduates, be it graduates with a National Diploma, Degree or honours qualifications. Through these programmes, these learners obtain a 1-year NQF level 5 or 6 qualification respectively. This is supplemented by invaluable on-the-job training, which instantly makes them work-ready and substantially more employable.

Our current learnerships provide for both the banking and microfinance sectors and the number and nature of the learnerships that are made available, are subject to budget and the business needs of the banks.

At present, 424 learners are recruited via the Letsema Learnership Programme and 250 via the Kuyasa Learnership Programme, of whom 30 are business analysts (BAs) and 20 are specialists in Financial Market Infrastructure (FMI). The low figure of candidates for the financial market is due to the fact that the BANKSETA is piloting this for the first time, to test the market requirements and uptake. The three main streams that are offered through the Kuyasa Learnership Programme this year, are: A Certificate for Management

Development, a National Certificate for Business Analyst and a Certificate for National Marketing Instruments.

“What is important to note is that the learnerships offered change every year, as we tailor it to the most recent requirements of the banking and financial services sectors,” explains Sifiso Dimba, National Project Manager of the programmes. “Next year, we may very well be searching for specialists in ICT, artificial intelligence and cyber security, as the needs of the banking and financial service sectors evolve.”

These programmes have both been running for almost 14 years, and based on its outcome statistics, it has no doubt become an essential component of skills development for the industry. The pass rates are on average 80% and between 75-80% of the learners are employed, some of them upon completion of their qualifications, and some of them even whilst still studying.

“A great spin-off of these initiatives is that it contributes to the alleviation of unemployment, which is a major priority for our country,” enthuses Dimba.

The BANKSETA already recruited candidates for 2019. To apply for the Letsema Learnership, matriculants must have a minimum pass rate of 50% for both Mathematics and English on Higher Grade. To apply for the Kuyasa Learnership, post-graduates must be able to produce acceptable proof of their formal qualification, in the relevant disciplines.

Started from the bottom, **NOW** we're **HERE**



Lufuno Munyai

Top three Certificate in Management Development Kuyasa Learnership Programme graduate

Lufuno Munyai completed her BCom Accounting Degree but was unable to find a job. She heard about the BANKSETA Kuyasa Learnership Programme through a friend and decided that it is worth a shot to apply. She then passed the selection process successfully and was placed in the retail banking sector at Nedbank in Cosmos City Mall.

Says Lufuno: "This was my first ever job and at first, it was very intimidating to work directly with so many members of the public. But this turned out to be a major plus for me, as I gained invaluable people and communication skills in the process, and ever since, my confidence has improved significantly."

Lufuno was enrolled for the Certificate in Management Development. In November 2017, she completed her learnership, and not only passed her exams, but ended up amongst the top three students in her group. Apart from learning how to work with people, she feels one of her most valuable take-outs from the learnership was the fact that she woke up to the importance of attention to detail. "When you are working with people and their money, it leaves you with zero room for error," she explains. "You have to follow every possible avenue to ensure accuracy and double and even triple check the details."

She also particularly enjoyed the theoretical side of the learnership and is grateful for the new knowledge she gained.

"The learnership definitely opened new doors for me, and instantly made me more employable. Ever since, I've received two job offers and I am now working for a renowned financial services company, where there is plenty of room for me to advance my career," she concludes.





The **BANKSETA** team does it again...

17 YEARS OF CLEAN AUDITS



The **BANKSETA** prides itself in having financial statements that are free from material misstatements



We demonstrate ongoing relevance to our stakeholders



Strengthening accountability, transparency and integrity



Achievement of planned targets for the year



No significant deficiencies in internal controls



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EMPOWERING FINANCE EXECUTIVES WITH BEST PRACTICE THROUGH A FIRST-OF-ITS KIND PROGRAMME



In partnership with Wits Business School (WBS), the BANKSETA recently launched its flagship, first-of-its-kind International Executive Development Programme (IEDP) in Development Finance, with the ultimate objective to promote financial inclusion through novel global methodologies and approaches to financial services and microfinance.

The programme involves the enrolment of 20 executives from the development finance sector per year, for a specialist training course that encompasses both theory and practice.

The theoretical aspect of the course entails high impact contact sessions at WBS over a three-week period, that among others, cover critical topics such as innovative product design, development credit products, consumer protection and policy regulatory frameworks.

The practical side of it is covered through an in-depth exploration of best-of-breed business models in microfinance, via case studies from Ghana, Tanzania and Brazil, supplemented by immersive tours that enable the executives to engage with entrepreneurs, business owners and community members on the ground.

The programme will furthermore enable executives to gain unparalleled insights by creating a unique forum for them to connect with peers, and exchange ideas

and experiences with key financial institutions and policy makers.

Shaun Starr explains that the programme is in perfect alignment with the BANKSETA's mandate to develop skills in South Africa's microfinance sector. "But essentially, what we are most excited about, is that this initiative will contribute to financial inclusion and transformation on a broader scale and for the greater good of our people and our country."

Jabulani Fakazi, from the Rural Housing Loan Fund (RHLF), and one of the delegates that was selected for the inaugural IEDP, confirms the necessity of such an initiative. "High levels of poverty, inequality and unemployment are major stumbling blocks to financial inclusion for many South Africans," states Fakazi. "We need, as a country, to do more in creating and implementing programmes that address the needs of informal entrepreneurs so that they can become fully fledged SMMEs that can contribute to job creation and to the economy."

Magauta Mphahlele, CEO of Ithukeng Credit Solutions (ICS) and a fellow delegate, points out that another major advantage of the programme is the furthering of her research on developmental lending. "My concern is that there are no clear policies and guidelines to encourage developmental lending for housing and small business development in South Africa," she says.

"There is also an evident gap between access and usage of financial products and services that are not meeting the unique needs of the financially excluded. The challenge is to balance the need to create an enabling environment for innovation, while applying appropriate regulatory tools and interventions."

The debut of the International Executive Development Finance Programme (IEDFP), established via a partnership between the BANKSETA and WBS, marks a major stride in the right direction, to empower South Africa's executives in microfinance and development finance with global best practices and methodologies, to contribute towards the financial inclusion, and the betterment of our people and country as a whole.

THE INTERNATIONAL EXECUTIVE DEVELOPMENT PROGRAMMES (IEDPs) 2018



International Executive Development Programme in Investment Banking

The International Executive Development Programme (IEDP) in Investment Banking 2018 was once more rolled out in collaboration with Duke CE Education. The theme for this year was “Reshaping Strategy and develop leadership capabilities for the bank of the future” 20 delegates from different banks nominated by their employers took part on this flagship programme which commenced on the 13th of April 2018.

The programme had a multi-dimensional design approach consisting of local and international educators, group discussions, case studies, immersions, company visits and networking opportunities. The two visits consisted of an African country to Nigeria and an

international destination to United States of America (USA) with an objective of broadening delegates’ exposure to international investment banking and leadership skills. This multi-dimensional approach created opportunities for delegates to cement their knowledge through building new leadership skills, expanding their industry financial insights, growing their networks and applying learnings practically through action learning projects which they developed and relevant to the industry. The assignments allowed personal reflection and development and the programme delegates all graduated successfully on the 19th of October 2018 at a colourful ceremony held at Duke CE Education in Bryanston, Johannesburg.

International Executive Development Programme in General Banking

The BANKSETA’s International Executive Development Programme (IEDP) in General Banking was a combination of engaging faculty, immersion, case studies group projects and company visits. The programme provided direct application to the participants’ work engagements in the banking and alternative banking sector in South Africa; it also exposed the participants to banking perspectives in various international banks. The Henley Business School is the training provider that facilitated the programme and the delivery was exceptional to say the least The leg included study tours to Tanzania and the United Kingdom.

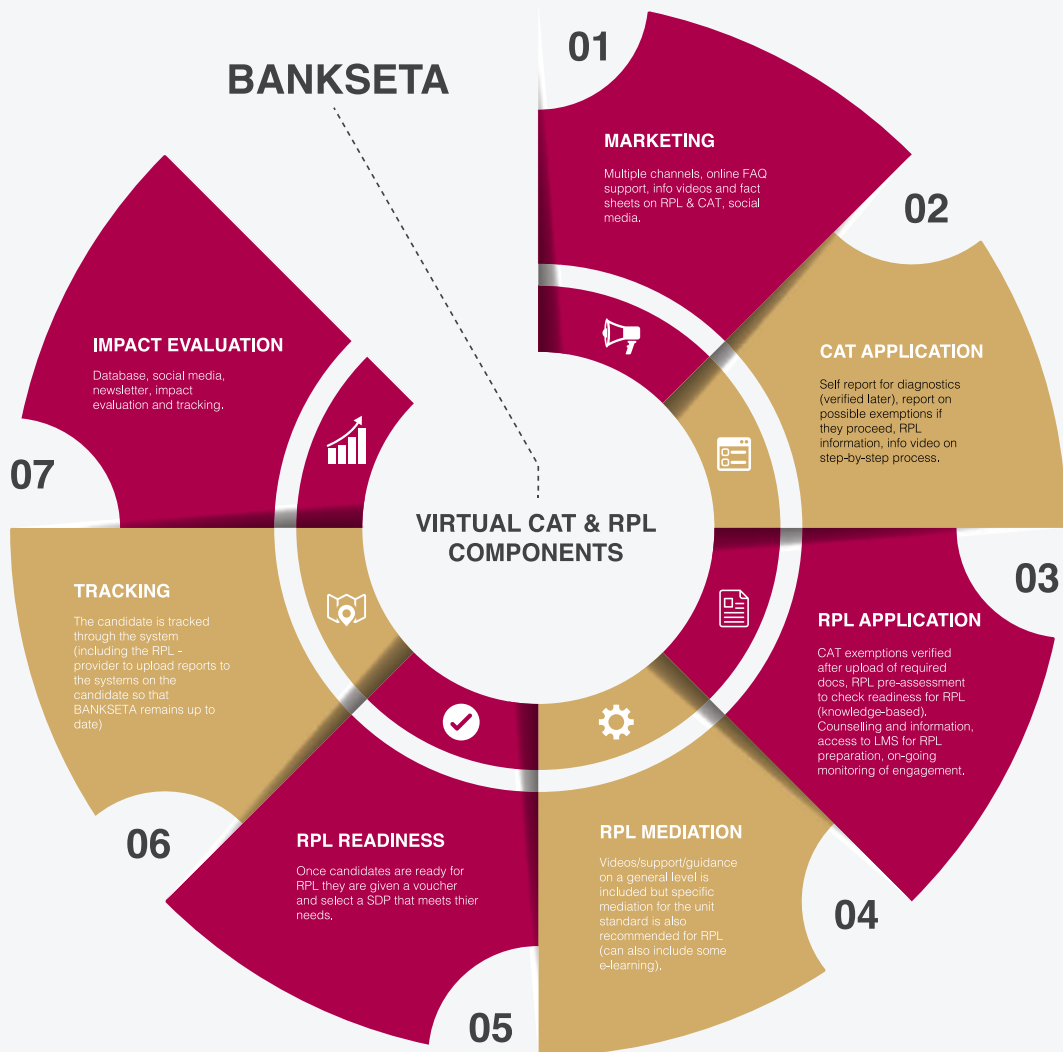
The key theme was Reshaping Strategy and Developing Leadership Capabilities for the Bank of the Future. With sub-themes addressing cultural, global, ethical, technology, change, personal, leading with humanness, powerful leadership from a distance and leading as a collective.

The programme’s regional visit to Tanzania was a resounding success. Local engagement was deep, topical and wide ranging. The Class of 2018 showed

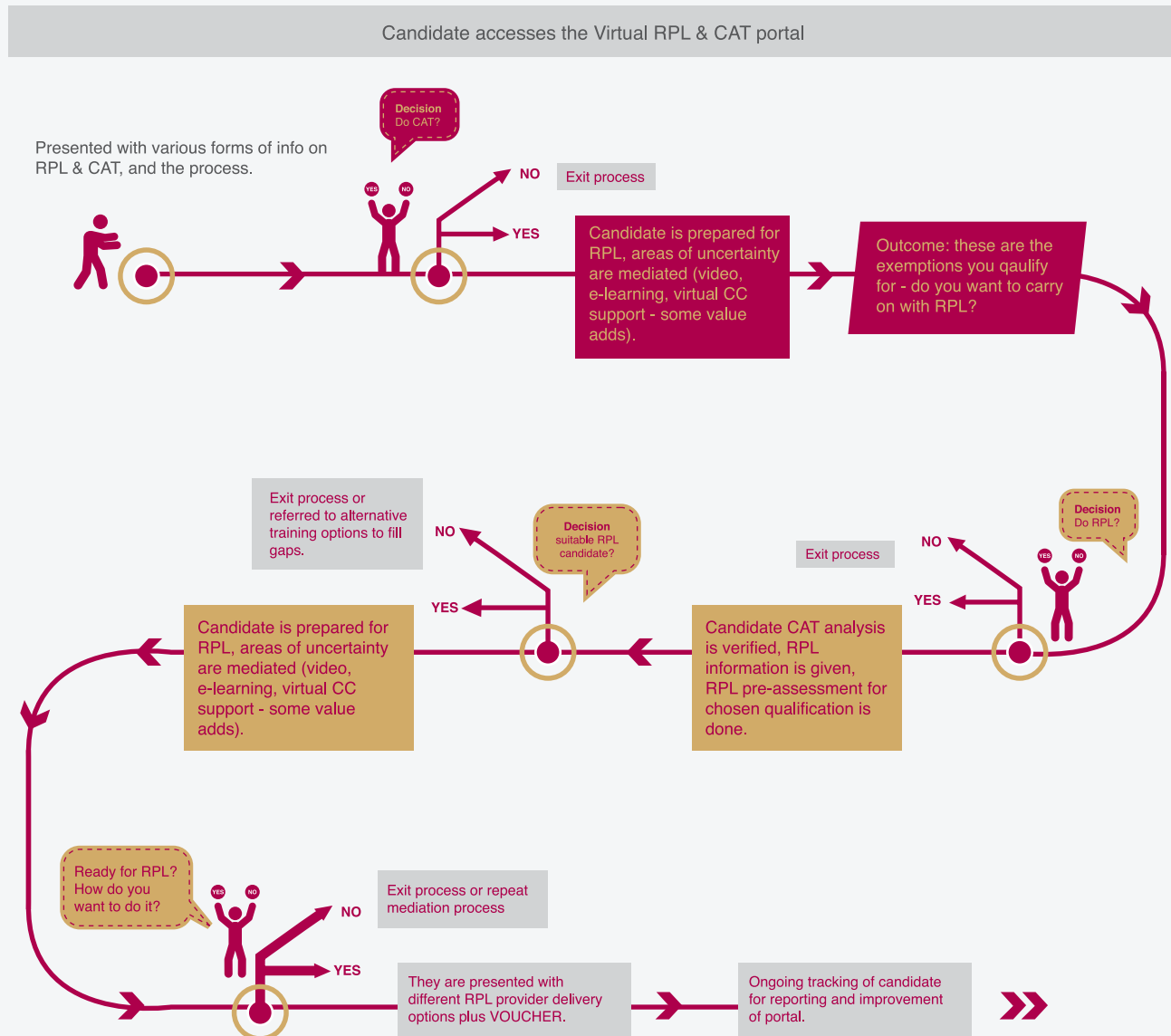
up with curiosity, connected with each other and the programme, and was determined to make the very best of the journey. This year’s delegates are particularly strategic and have taken the 2018 theme around leadership to heart. The group met with the South African High Commissioner to Tanzania, H.E. Mr. Thami and the objective of meeting was to provide general insight into the political economy and environment of business in Tanzania and how South African companies are faring in the domestic marketplace. Company visits were also undertaken in Tanzania.

In London, workshops were held and company visits were conducted. The workshops topics included sessions such as how to forge a sense of team leadership to address the all-important topic of diversity, the circular economy and building sustainability into one’s business, BREXIT and its impact on the banking and financial services and insights into how the numerous digital technologies are impacting the financial services and banking sectors as well as what implications will this have for “traditional” banks into the future.

HOW THE BANKSETA DRIVES THE RPL AND CAT PROCESS



A SYNOPSIS OF HOW LEARNERS OBTAIN QUALIFICATIONS VIA THE BANKSETA RPL AND CAT ONLINE PORTAL



The BANKSETA RPL and CAT portal is an industry leading online platform that enables those previously disadvantaged candidates in the industry who have participated in numerous workplace skills development programmes over the years, to demonstrate the knowledge they acquired, gain formal recognition for it, and accumulate the necessary points to finally obtain an NQF level 4 qualification. All through a seamless online platform that enables them to do this from anywhere, and in their own time.

OPENING NEW DOORS OF POSSIBILITY FOR OUR CHILDREN, THROUGH THE LIFE ORIENTATION TEACHERS PROGRAMME



The BANKSETA Life Orientation Teacher Programme aims to make school children aware of the diverse and comprehensive range of job opportunities and career paths that are available within the banking and financial services sector.

To accomplish this, full-day workshops are conducted with the Life Orientation teachers from the rural schools nationwide, to give them insights into the mechanics

and dynamics of the banking sector, the different types of skills that are required, the jobs that are available and what the future holds for these sectors, according to occupational researchers.

The next series of workshops are already scheduled to take place in Limpopo, Mpumalanga and KwaZulu-Natal provinces, as follows:

Province	Districts	Municipality	
Limpopo	Mopani	Greater Letaba	
		Greater Tzaneen	
		Greater Giyani	
		Ba-Phalaborwa	
	Capricorn	Blouberg	
		Polokwane	
		Lepelle-Nkumpi	
		Molemole	
		Sekhukhune	Greater Tubatse
			Makhuduthamaga
Ephraim Mogale			
Fetakgomo			
KwaZulu-Natal	King Cetshwayo	City of uMhlatuze	
		Mthonjaneni	
	uMkhayakude	Nkandla	
		Big Five Hlabisa	
		Mtubatuba	
	Jozini		

Province	Districts	Municipality
KwaZulu-Natal	Zululand	AbaQulusi
		eDumbe
		Nongoma
Mpumalanga	Ehlazeni	
		Bushbuckridge
		City of Mbombela
	Gert Sibande	Nkomazi
		Chief Albert Luthuli
		Dipaleseng
	Nkangala	Dr Pixley Ka Isaka Seme
	Dr JS Moroka	
	Emakhazeni	
	Emalahleni	

Teachers or schools who would like to have more information about the programme, may contact us on (011) 805 9661 or email info@bankseta.org.za

THE BANKSETA ALLOCATES MORE THAN R13 MILLION IN BURSARIES TO EQUIP THE COUNTRY'S GEMS



In a bid to provide for the banking sector's most critical skills demands, the BANKSETA has invested more than R13 million to support 120 qualifying students who are studying towards their BCom Informatics and BCom Marketing degrees at the University of Pretoria, over a period of two years. This investment follows a formal research exercise in which the BANKSETA identified the current industry skills gaps.

"This bursary allocation is no doubt an investment that will yield tangible results for both our youth, as well as employers in the banking sector," says Mr. Similo Dlamini, BANKSETA's Work Integrated & Bursaries Manager. "On the one hand we are shaping a better future for these students, by helping them to obtain qualifications for positions that are high in demand, at one of Africa's top research and training institutions. On the other hand, we are creating a pipeline of skilled Information and Communications Technology (ICT) professionals to enable the continuity and advancement of our high-technology driven banking sector."

Mr Dlamini explains that sufficiently addressing skills gaps in the banking industry remains a key priority at the BANKSETA. "At the same time, it also serves a higher purpose.

The Thuma Mina campaign that was recently launched by President Cyril Ramaphosa aims to involve our citizens in the improvement of service delivery for all. As a SETA, we have the opportunity to respond to this call by driving and supporting skills development."

BANKSETA Acting CEO, Ms. Caroline King, confirms that this investment was purposefully aimed at making a significant contribution towards addressing the growing demand by both the public and private sectors for information management specialists. "This is a win-win investment that will yield tangible results for both our youth, as well as the banking sector. On the one hand, our youth will gain qualifications and skills that are high in demand. On the other hand, our banking sector will gain a pipeline of highly skilled ICT professionals to advance their technology-driven environments."

In addition, it will open up doors to the rest of the world for these graduates. "South African IT graduates are sought after because of the high quality of education obtained from our universities," she concludes.

BANKSETA's partnership with AT(SA) -Offering more than just a qualification



This programme uplifts our NEETs from dire circumstances through a holistic approach that not only develops them professionally, but also empowers them personally. Essentially, it forms a conduit that leads them from the belief that a better life is 'impossible,' to the realisation that: 'I'm possible.'

Brian Vaszily explained it perfectly when he said that opportunity is always knocking. The problem is that most people have the self-doubt station in their head turned up way too loud to hear it. This is often the case for our young people that are 'not in education, employment, or training' (NEETs), who can easily become despondent at the lack of means and opportunities to advance themselves.

Fortunately, the new Accounting Technicians South Africa (AT SA) qualification programme that has recently been established in partnership between BANKSETA and the South African Institute of Chartered Accounting (SAICA), brings new hope to these NEETs.

This 2-year qualification is an accredited NQF Level 4 Certificate that is purposefully designed to provide learners with the skills that are typically required for entry level accounting positions, specifically in banks. Similo Dlamini, BANKSETA's Manager for Work Integrated Learning and Bursaries enthuses that the qualification is a win-win all round, as it fulfils a critical demand for the banking sector whilst creating completely new prospects for our youth. "These learners will furthermore have an added advantage of being associated with an institution of their choice and the credibility of a professional body. Plus they could also opt to become self-employed".

Harriet Amoda, Project Director of AT(SA) explains that this qualification is so much more than just a qualification though. "It is a holistic programme that addresses their whole being and that will not only equip them with professional skills, but also with life skills." As such, the programme also contains motivational sessions that are aimed at reigniting a sense of purpose, encouraging them to continue working for better grades and to help them turn their lives around.

Dlamini adds that the programme takes the particular socio-economic challenges that our youth is faced with into consideration and that it purposefully guides them to remain focused on leveraging this opportunity optimally and to commit to life-long learning. The sessions include talks from a diverse group of hand-selected speakers whose topics ultimately emphasise one key message: "you can do this."

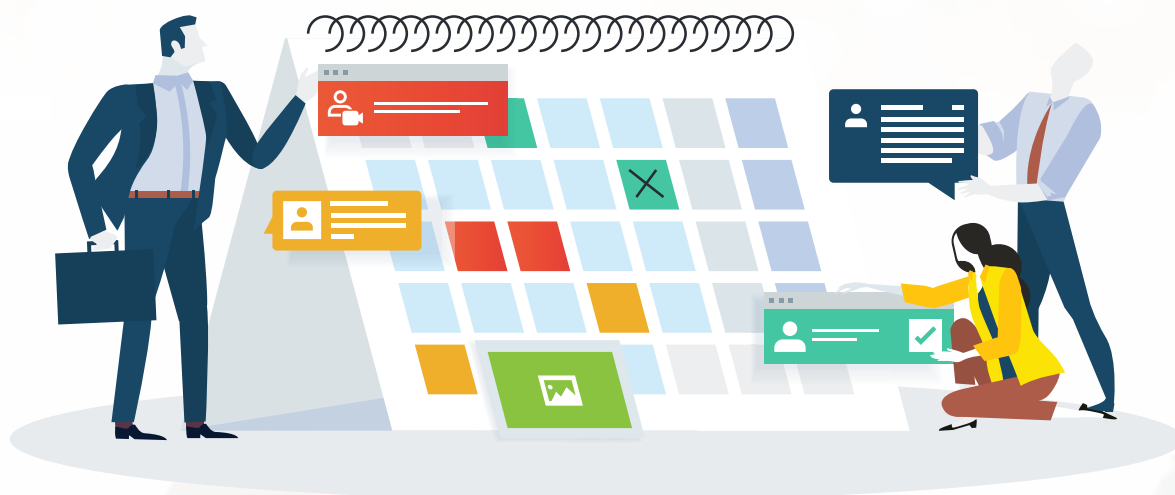
One of the speakers conducts a series of exercises that specifically builds the learners' confidence. It includes affirmative coaching that serves to create a positive state of mind, individually and collectively, which sets the scene for constructive learning in which the lessons of the day can take root.

Thuli Dube, another one of the speakers, was selected because of her particularly inspirational life story which demonstrates that it is indeed possible to rise above what could be perceived as impossible circumstances. She for example studied towards her accounting qualification, whilst serving her prison sentence and enduring the hardships accompanied with that.

Today, she is a qualified Chartered Accountant (SA) with a successful career. And one of the other speakers, is a recent AT(SA) graduate who managed to establish a successful business that now employs more than 80 people.

"We are however mindful to not create a false sense of expectation amongst the learners that this qualification will automatically result in employment," states Dlamini. "The message that we drive home instead, is that it opens up a multitude of new possibilities, but that it is in the hands of each student to make it happen."

BANKSETA Events



Event	Province	Date
WSP/ATR/WSS Information Sessions for Employers	KwaZulu-Natal - Durban	08 November
Annual General Meeting and Employers Forum	Gauteng - Midrand	22 November 2018
BANKSETA Provincial Imbizo	Mpumalanga - Nelspruit	02 February 2019
Letsema/Kuyasa Learnership Graduations	Western Cape - Cape Town	12 February 2019
Letsema Learnership Graduations	Free State - Bloemfontein	13 February 2019
Letsema Learnership Graduations	North West - Klerkdrorp	14 February 2019
Letsema Learnership Graduations	Eastern Cape - Port Elizabeth	18 February 2019
Letsema Learnership Graduations	Eastern Cape - East London	19 February 2019
Letsema Learnership Graduations	KwaZulu-Natal - Richards Bay	20 February 2019
Letsema/Kuyasa	KwaZulu-Natal - Durban	21 February 2019
Letsema Learnership Graduations	Mpumalanga - Nelspruit	25 February 2019
Letsema Learnership Graduations	Gauteng - Pretoria	26 February 2019
Letsema Learnership Graduations	Limpopo - Polokwane	27 February 2019
Letsema/Kuyasa Learnership Graduations	Gauteng - Johannesburg	28 February 2019



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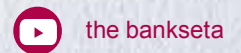
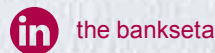
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