



Annual General Meeting

2013/14



Celebrating 20 years of education excellence in South Africa!

Education is the most powerful weapon we can use to change the world
- Nelson Mandela



AGENDA

"Celebrating 20 years of education excellence,"

- Opening and welcome
- Apologies
- Minutes of the previous AGM and matters arising
- Chairperson's Report
- CEO's Report
 - Annual Financial Statements and Annual Report
 - BANKSETA Board Members
 - 2015/16 Business Plan and Planned Budget
- Skills @ work Awards
- Enterprisation Hub (Project Successes)
- General
- Closure



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CHAIRPERSON'S REPORT

30 January 2015



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CEO'S REPORT

30 January 2015



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The BANKSETA

VISION AND MISSION

"Celebrating 20 years of education excellence."

VISION

To be recognised as a centre of excellence and innovation for skills development in the broader banking and microfinance sector.

MISSION

To support transformation and people development through partnerships and to enable stakeholders to advance the national and global position of the broader banking and microfinance industry.

CORPORATE VALUES

"Celebrating 20 years of education excellence."

- Respect
- Innovation
- Customer focus
- Professionalism
- Diversity
- Integrity
- Team work

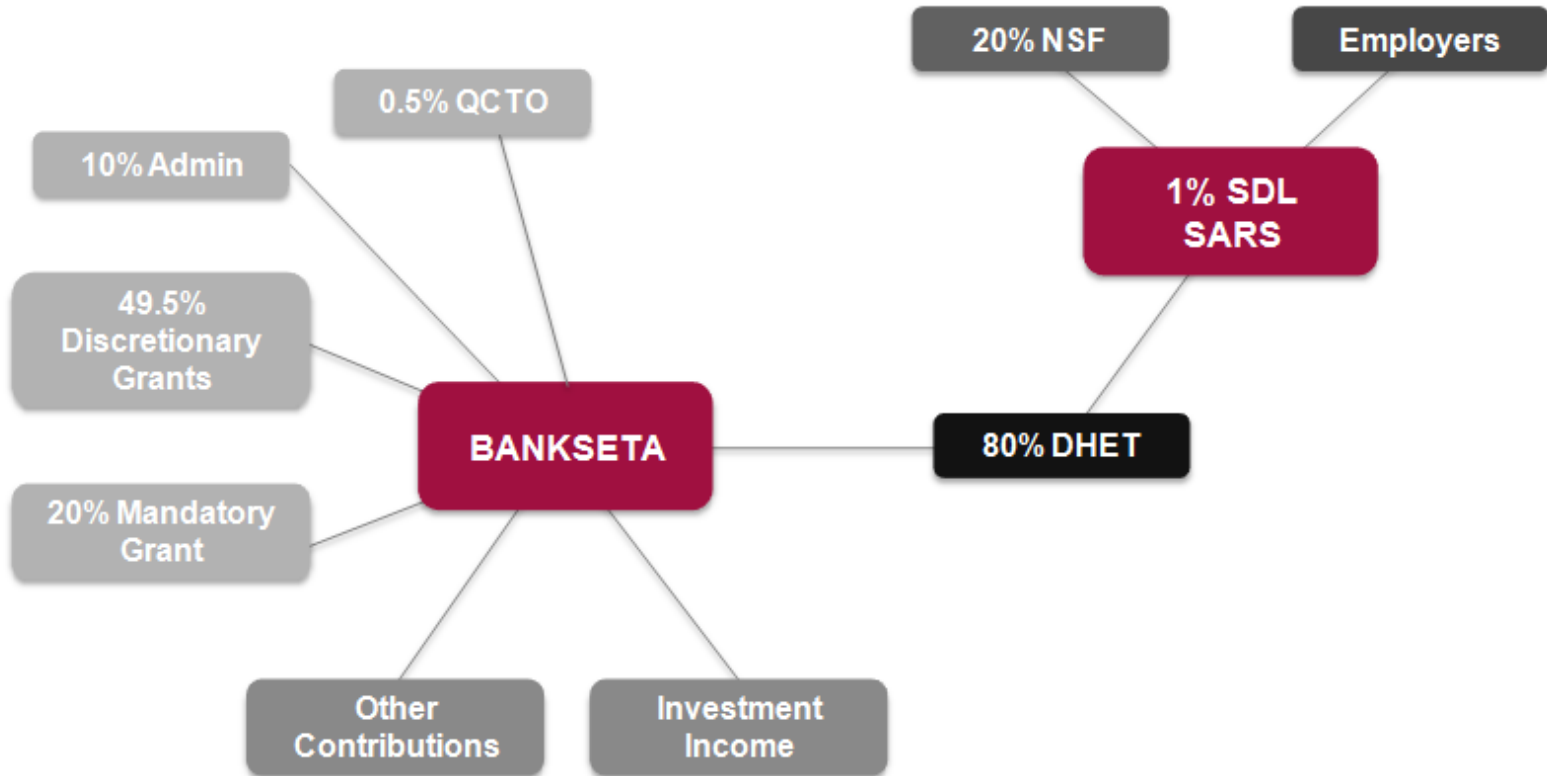
GUIDING PRINCIPLES

"Celebrating 20 years of education excellence."

- Leverage the skills levy funds for the strategic benefit of the banking and microfinance sector.
- Provide quality assured, world-class skills training services at the lowest cost.
- Deploy leading edge technology.
- Judiciously carry out the NSDS mandate.
- Maintain status as a preferred human resource development partner in banking and microfinance.
- Exceed customer expectations.

SETA LANDSCAPE

"Celebrating 20 years of education excellence."



FINANCIAL HIGHLIGHTS - OVERALL

"Celebrating 20 years of education excellence."

- **Clean Audit – unqualified**
- Allocated R688 million during the year to DG projects
- Discretionary funds at year end are 98% committed
- Signed agreement to contribute R72 million towards TVET Colleges Infrastructure development
- Mandatory grant approval ratio remained at 97%
- Admin expenses below the 10% legislated limit.

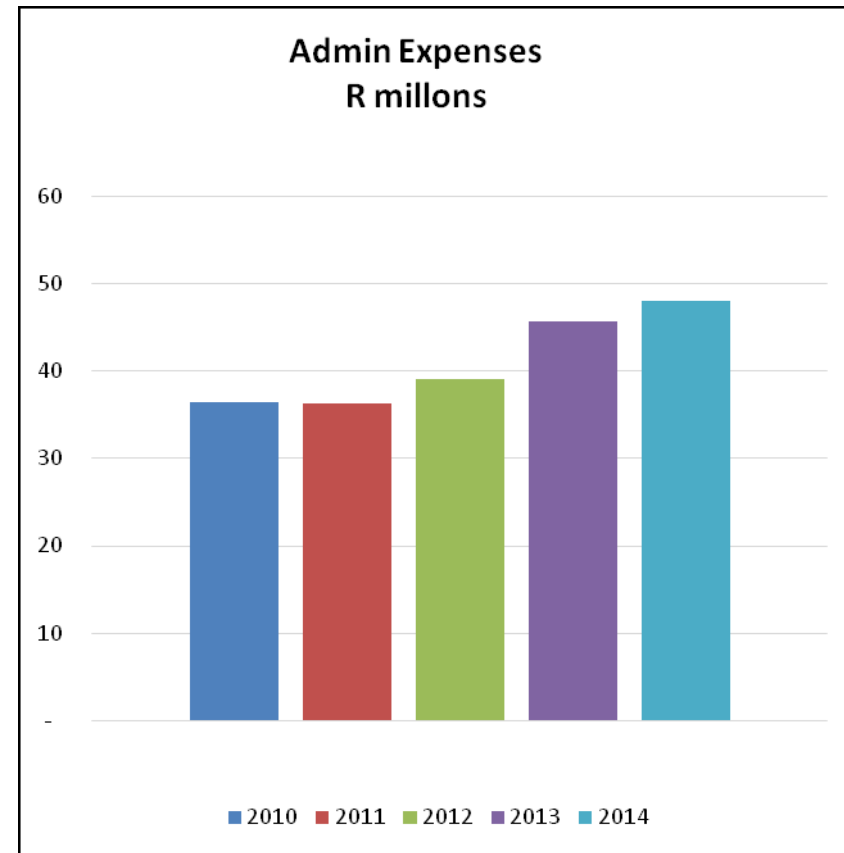
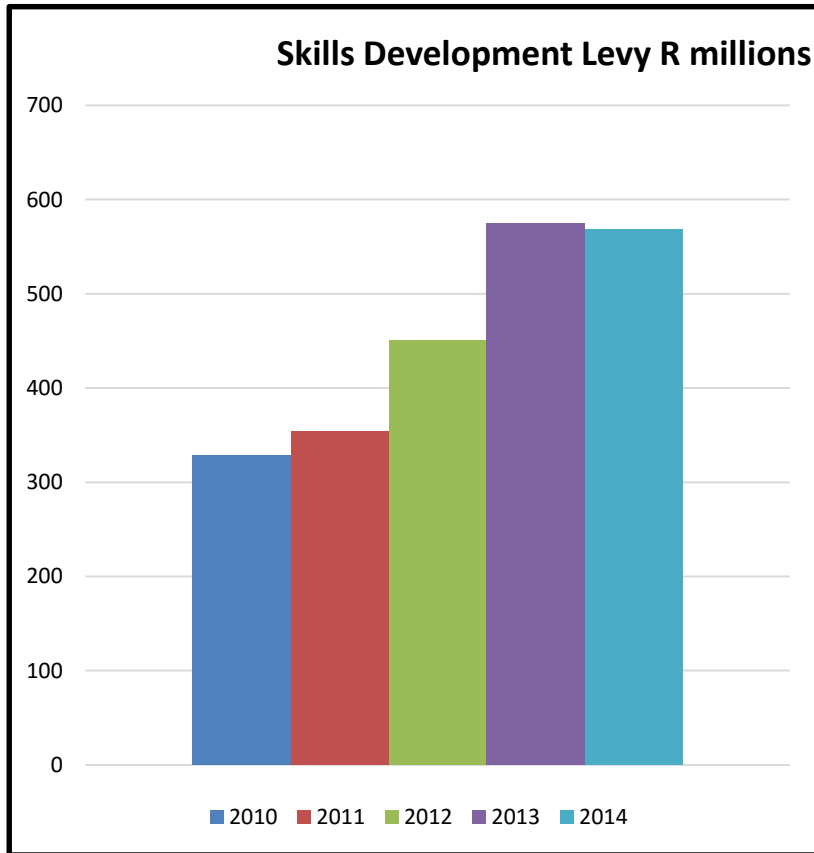
FINANCIAL HIGHLIGHTS - PERFORMANCE

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Statement of Financial Performance	2013/14 Audited R'millions	2012/13 Audited R'millions	Var
Revenue			
SDL Levy Income -80%	568	575	-1%
Investment Income	20	18	11%
Other Income (Penalties, interest and donations for special projects)	24	46	-48%
Total Revenue	612	639	-4%
Expenditure			
Mandatory Grants	188	351	-46%
Discretionary expenditure (grants, projects and special projects)	235	121	94%
FET College Infrastructure Contribution	65	0	
Admin and finance expenses	50	46	9%
	538	518	4%
Net Surplus	74	121	

FINANCIAL HIGHLIGHTS – 5 YEAR TRENDS

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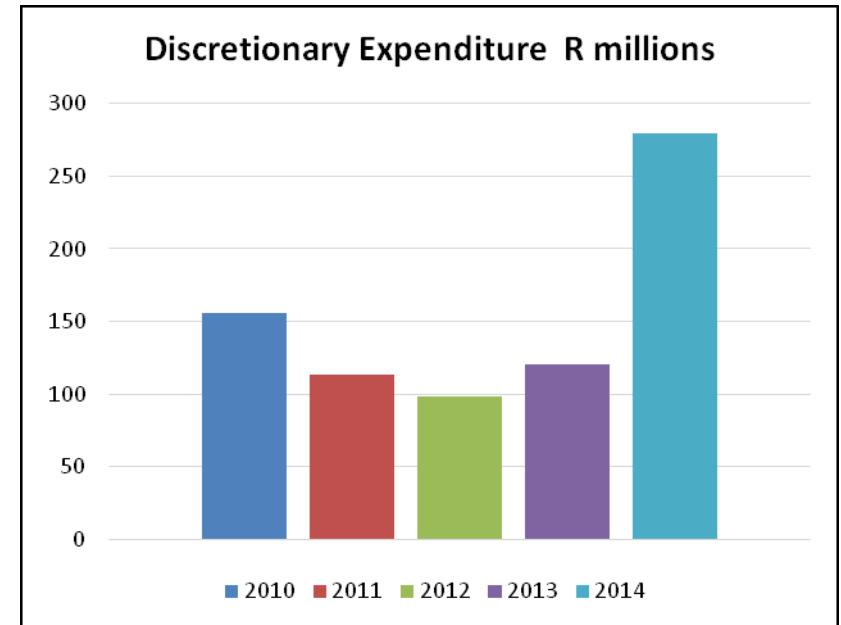
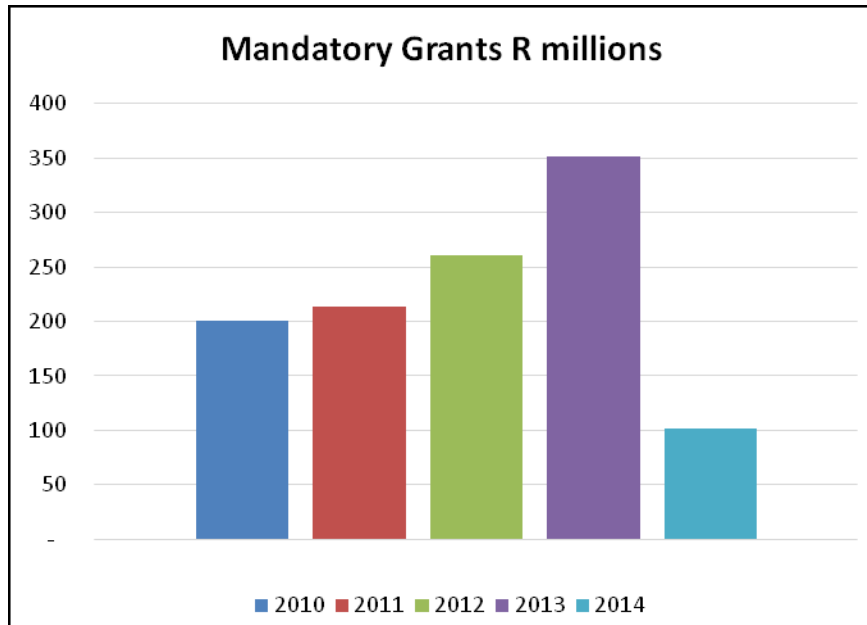
FINANCIAL HIGHLIGHTS – ADMIN EXPENSES

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- Human Resources – 33 staff complement and 1 vacancy, staff turnover of 2
- Staff costs R18.8 million (prior year R 18.1 million)
- Consulting fees R12.0 million (prior year R11.2 million)
- External audit fees R1.6 million (prior year R1.5 million)
- Operating leases R2.1 million (prior year R2.1 million)
- Research and QCTO costs R3.0 million. Previously funded from discretionary Management of new grant regulations (effective 1 April 2013) – inclusion of research costs
- Implementation of cost containment measures
- Exploring and establishing provincial presence

FINANCIAL HIGHLIGHTS – MANDATORY GRANTS

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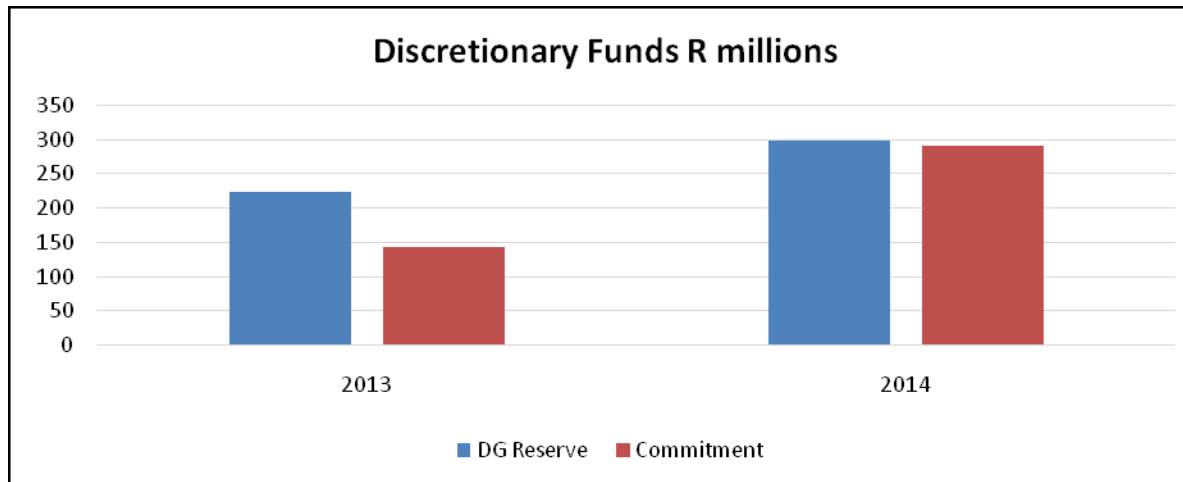
- Mandatory grant claim ration remained at 97% but % dropped to 20%
- 2013/14 WSP and ATR submissions were
Large employers: 55 of 56
- Medium employers: 32 of 35
- Small employers: 219 of 805 (levy paying and non levy paying)
- More funds allocated to discretionary expenditure

FINANCIAL HIGHLIGHTS

"Celebrating 20 years of education excellence."

Statement of Financial Position - Highlights

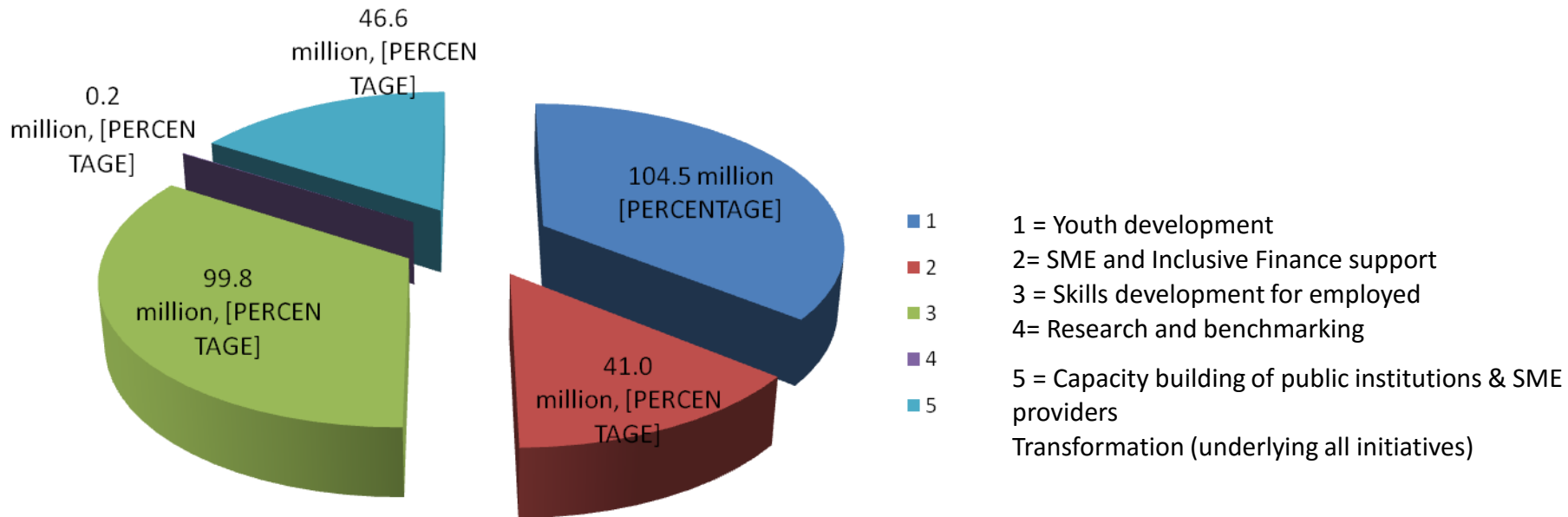
	2013/14 Audited R'millions	2012/13 Audited R'millions	Var
Cash and cash equivalents	471	464	2%
Discretionary reserve	297	223	27%
Commitment at year end	290	144	
% Committed at year end	98%	65%	
No funds were forfeited to NSF as commitments exceeded 95%			



FINANCIAL HIGHLIGHTS – DISCRETIONARY GRANTS

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- Strategic Priority Areas (From Strategic Plan):



PERFORMANCE INFORMATION

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- DHET SLA agreement Summary

LEARNING PROGRAMMES	TARGETS	ACHIEVED
Workers Entering Learnerships	1300	Achieved
Workers Entering Bursaries	378	Achieved
Workers Entering Skills Programmes	1040	Achieved
Workers Certificated in Learnerships	844	Partially Achieved
Workers Certificated in Bursary	171	Achieved
Workers Certificated in Skills Programmes	180	Achieved
Unemployed Entering Learnerships	775	Achieved
Unemployed Entering Bursaries	785	Achieved
Unemployed Entering Internships/Workplace experience	100	Achieved
Unemployed Entering Skills Programmes	210	Achieved
Unemployed Certificated in Learnerships	348	Achieved
Unemployed Certificated in Bursaries	222	Partially Achieved
Unemployed Certificated in Internships/Workplace experience	48	Achieved
Unemployed Certificated in Skills Programmes	168	Achieved
FET Graduate Placement	500	Partially Achieved
Work Integrated Learning (Universities)	0	Achieved
FET College Partnerships (including University of Technology partnerships)	6	Achieved
AET Programmes Entered	100	Achieved
AET Programmes Certificated	100	Achieved
		Achieved
Cooperatives Supported	40 Cooperative Financial Institutions	Achieved
Small Business Supported	50 SME Organisations	Achieved
Career Guidance Provided	200	Achieved

HIGHLIGHTS – DISCRETIONARY GRANTS

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1. Youth Development

- Niche learnerships – 354 unemployed learners sponsored
- Letsema and Kuyasa Learnerships (719 learners graduated)
- Internships (70 learners sponsored)
- Virtual Bank Work Readiness Programme (138 Graduate learners, 156 Post-Matric learners, 88% completion rate)
(completion and employment rates dependent on timing of performance information)
- University of Fort Hare bursaries (30 students graduated, Financial Markets Programme)
- University of Zululand bursaries (100 additional students registered, partnership with SAICA Thuthuka, gaining traction)
- University of Venda bursaries (SAICA Thuthuka model with recruitment of 50 students)
- Career Awareness – 299 teachers benefited (Mpumalanga/KZN targeted) & over 5000 guides distributed

2. SME (and Inclusive Finance) Development

- Mobile Training Solutions: move to assessment & certification of learners (Customer Counselling and Collect & Manage Loans) – 85 SMEs
- CFI Technical Analyst Internship Programme (incl Certificate in CFI Management)
- Close partnership with Co-operative Bank Development Agency (CBDA) and National Association of Co-operative Financial Institutions – 40 CFIs supported and training delivered to 194 members

3. Skills Development for the Employed

- Delegated by QCTO as Development Quality Partner
- 621 learners certificated on BANKSETA's 9 qualifications
- 1757 learners enrolled on skills programmes (619 certificated)
- Niche Learnerships - increase in number of applications – 36 received (17 from Microfinance enterprises), 631 candidates funded
- Recognition of Prior Learning pilot - 227 candidates graduated
- Pivotal Grant funding window: 151 applications received, R29 million allocated to 855 beneficiaries

4. Research and Benchmarking

- Updates to Banking and Inclusive Banking SSP
- Scarce Skills:
 - FAIS Compliant Consultant
 - Credit Card Specialist
 - Business Development Relationship Manager
 - Risk Specialist
 - Information Technology Markets Trading Developer
 - FX Spot Trader
 - Financial Analyst (internal)
 - Statistical Analyst
 - Debit Card/Credit Card Fraud Investigator
 - Research Analyst
 - Trader (sales, equity, derivatives)
 - Fiduciary Manager

5. Capacity Building of Public (FET/HET) Institutions and SME Providers

- DHET - Developing capacity of TVET/FET institutions to create graduates more suited for work
- Level 3 Accounting Technicians qualifications
- Participating institutions (300 learners, 35 lecturers):
 - Letaba FET College (Tzaneen, Limpopo)
 - Umfolozi FET College (Newcastle, KZN)
 - Flavius Mareka FET college (Sasolburg, Free State)
 - Motheo FET College (Bloemfontein, Free State)
 - Gert Sibanda FET College (Standerton/Ermelo, Mpumalanga)
 - Orbit FET College (Rustenburg, NW)
- 8 FETs granted WIL funding for learners to gain workplace experience
- 3 UoTs – development of soft skills core to productivity and corporate teamwork

LOOKING FORWARD – 2014/15 AND 2015/16 BUSINESS PLAN/BUDGET

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Description	2015/16 R millions (Draft)	% Increase/Decrease	2014/15 R millions
Levies Received	545	3%	527
*Admin including QCTO	71		69
*Discretionary	337		326
*Mandatory	136		132
Interest Received	<u>13</u>	19%	<u>12</u>
Total Income	558	4%	539
Admin expenditure including QCTO	70	1%	69
Mandatory expenditure	132	3%	128
Discretionary expenditure	<u>315</u>	-2%	<u>322</u>
Total Expenditure	<u>517</u>	-0.34	<u>519</u>
Surplus/Deficit	41	52%	20

Strategic outcome Oriented Goal 1

Research sector skills and undertake benchmarking against national and international best practices to ensure relevant and cutting edge interventions.

Strategic outcome Oriented Goal 2

To enhance the employability of the Youth through effective education and training development initiatives.

Strategic outcome Oriented Goal 3

To provide the employed workforce with scarce and critical skills to close skills gaps.

Strategic outcome Oriented Goal 4

Enhance SME participation, sustainability and job creation through skills development.

Strategic outcome Oriented Goal 5

To enhance and build capacity of public FETs / HEIs, SME providers and universities of technology to increase the national footprint and to improve relevance of training interventions in response to sector needs.

Strategic outcome Oriented Goal 6

To create a skills pool that would enable the sector to meet transformation targets.

- Work-integrated Learning (in partnership with TVET/FET colleges)
- IT training for the sector
- Impact Assessment
- Insourcing/Outsourcing of functions model
- Provincial Presence
- Preparing for end of NSDS III license period (31 March 2016)

BANKSETA BOARD MEMBERS

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Representing Employee Forum:

- Joe Kokela (Sasbo)
- Isaac Ramputa (Sasbo)
- Samantha Anthony (Sasbo)
- Myan Soobramoney (Sasbo)
- Manny Captain (Sasbo)

Representing Employer Forum:

- Abram Thebyane (Nedbank)
- Nathan Motjuwadi (Capitec Bank)
- Elizabeth Maepa (FirstRand)
- Sharon Taylor (Standard Bank)

Ministerial Appointments

- Martin Mahosi (Chairperson)
- Malesela Maleka

BANKSETA BOARD MEMBERS

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New Board members (June 2014)

- Sarah Louw (Absa)
- Liesel Hollis (Sasbo)
- Israel Noko (MFSA)

Nomination awaiting approval by the Minister

- Olaotse Matshane (CBDA)



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THANK YOU



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