



Skills Development: The true economic empowerment

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The systematic dispossession and disempowerment of black people that has defined South Africa for so long requires an equally systematic response from government in order to achieve **redress**...

(BEE Strategy, 2004)



Structure of this presentation

1. NQF, Skills Development, Employment Equity & BEE: legislation and common ground
2. BEE: core elements and the weighting of skills development in the balanced scorecard



NQF, Skills Development, Employment Equity & BEE: Legislation

1. SAQA Act (1995)
 - Development and implementation of NQF
 - SAQA
2. Skills Development Act (1998)
 - National, sector and workplace strategies
 - Integration with the NQF
 - Learnerships
 - Skills levy and the NSF
3. Employment Equity Act (1998)
 - Employment equity
4. BEE Act (2003)
 - Legislative framework for the promotion of BEE
 - Enable codes of good practice and transformation charters
 - BEE Advisory Council



NQF, Skills Development, Employment Equity & BEE: Common ground

- ...**accelerate the redress** of past unfair discrimination in education, training and employment opportunities (SAQA Act)
- ...improve the employment prospects of persons previously disadvantaged by unfair discrimination and to **redress those disadvantages** through training and education (SD Act)
- ...to **redress the disadvantages** in employment experienced by designated groups (EE Act)
- ...**promoting economic transformation** in order to enable meaningful participation of black people in the economy (BEE Act)



BEE:

Core elements

- Direct empowerment through ownership and control of enterprises and assets
- Human resource development and employment equity
- Indirect empowerment through preferential procurement and enterprise development



BEE: Balanced scorecard

Weighting of the core components of BEE			
	Management	Employment Equity	Skills Development
Strategy & Code	10%	10%	20%
Financial Charter	8%	15%	5%
Maritime Charter	10%	10%	20%
Tourism Charter	15%	14%	20%



BEE:

Weighting of skills development in the balanced scorecard

- Average weighting of skills development is 20%
 - similar management
 - similar to equity ownership
- Consists of skills development expenditure as a proportion of total payroll
- Also includes:
 - payment of Skills Levy
 - training of black employees
 - number of learnerships
 - learnership opportunities to unemployed black people
 - numeracy and literacy
 - career paths and skills development plans



BEE: The bigger picture

Skills
Development

Employment
Equity

NQF

BEE Act
BEE Codes of Good Practice
BEE Transformation
Charters

accelerated
redress



BEE:

The bigger picture

...every piece of legislation enacted, every policy programme introduced and implemented since 1994, has sought to **redress** the legacy of apartheid

(BEE Strategy, 2004)



e-Resources

BEE legislation, charters and scorecards:

- www.workinfo.com
- www.empowerdex.co.za
- www.empowerlogic.co.za
- www.skillsportal.co.za
- www.rainbowsa.co.za
- www.empsa.co.za
- www.dti.gov.za/bee

SMME:

- www.brain.org.za
- www.ntsika.org.za
- www.khula.org.za

Skills Development

- www.saqa.org.za
- www.asdfsfa.org.za



...there has to be considerable focus on development of skills and education, and one senses that the focus of BEE has been far too much on ownership and control, and too little on skills development and education, which, in my view, is **the true economic empowerment** (Economist Azar Jammine, 2004)



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