



FP&M SETA ORGANISATIONAL PRESENTATION MG/DG Workshops 2025/26



Fibre Processing & Manufacturing Sector Education and Training Authority



Skills Planning Presentation – WSP/ATR Submissions

**General Manager Planning, Reporting and Research
Mr. PK Naicker**

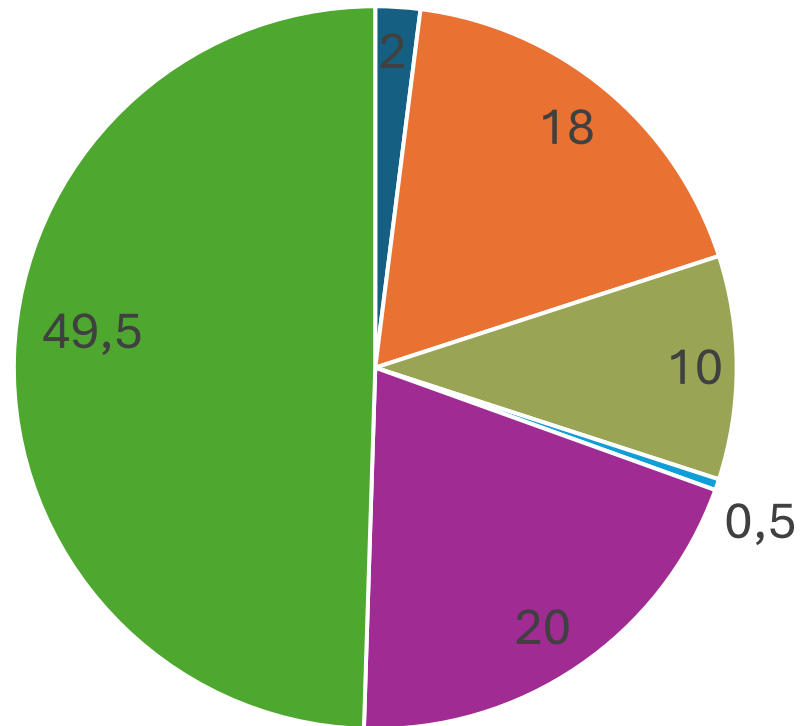
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SETA Grant Regulations

Distribution of Skills Development Levy Income



- SARS
- NSF
- Admin
- QCTO
- Mandatory Grant
- Discretionary Grant

SETA Grant Regulations

Mandatory Grants

Incentivise employers to:

- Plan and implement training for employees
- Create training and work experience opportunities for unemployed people

Benefits:

- Better alignment with skills development and financial year
- Enhanced SETA planning cycle
- Annual SSP update
- Earlier DG Funding windows

Increased monitoring of WSP implementation against:

- ✓ Board criteria for approval
- ✓ Evidence requirements
- ✓ Quality and accuracy standards for WSPs and ATRs
- ✓ Evidence of consultation and sign off by labour representatives (unless explanation provided)



Eligibility?

- Registered for skills development levies
- Has paid levies as prescribed (minimum threshold of R500K per annum)
- Submission of WSP plan and ATR report for coming year
- Submission of Annual Training Report and/or PIVOTAL training report indicating alignment to WSP and ATR from previous year



Sections of MG Applications

- Up-to-date and accurate organisational information
- Banking details
- Employment summary and provincial breakdown
- Details on current workforce (including learners)
- Workplace skills plan

PIVOTAL Plan



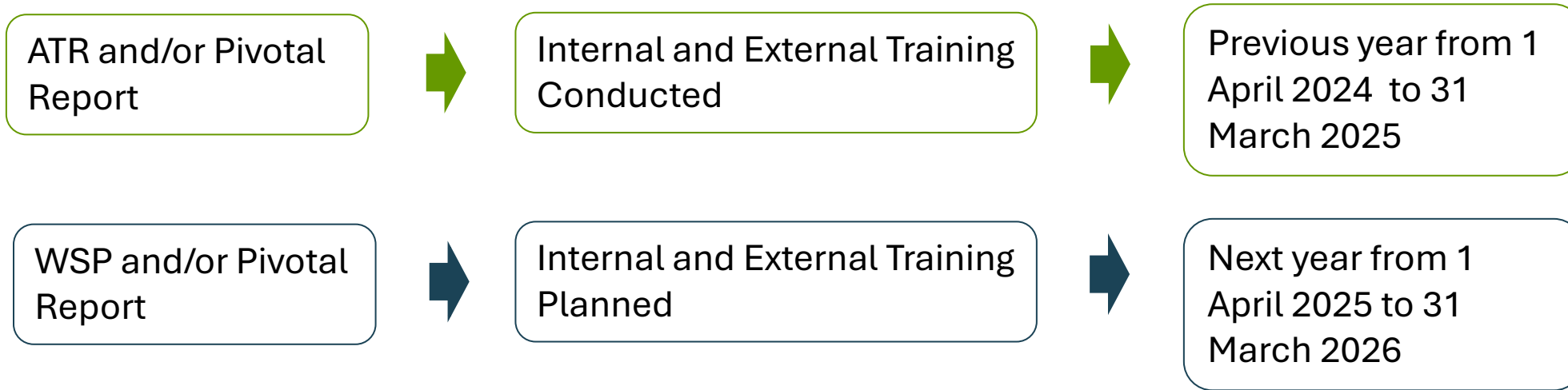
Planned implementation of PIVOTAL learning programmes e.g. apprenticeships, learnerships, credit bearing skills programmes, work integrated learning, bursary programmes (post school / tertiary qualifications at TVETs/ HEIs)

Non-PIVOTAL Plan



Planned implementation of other learning programmes e.g. non-credit bearing skills programmes, in-house training (health and safety, HIV/Aids awareness)

Workplace Skills Planning



50 or more employees?

Signed off and authorised by:

- Internal training committee
- Skills development committee (including designated labour representative)

Less than 50 employees?

Signed off and authorised by:

- Owner/CEO
- Designated employee representative

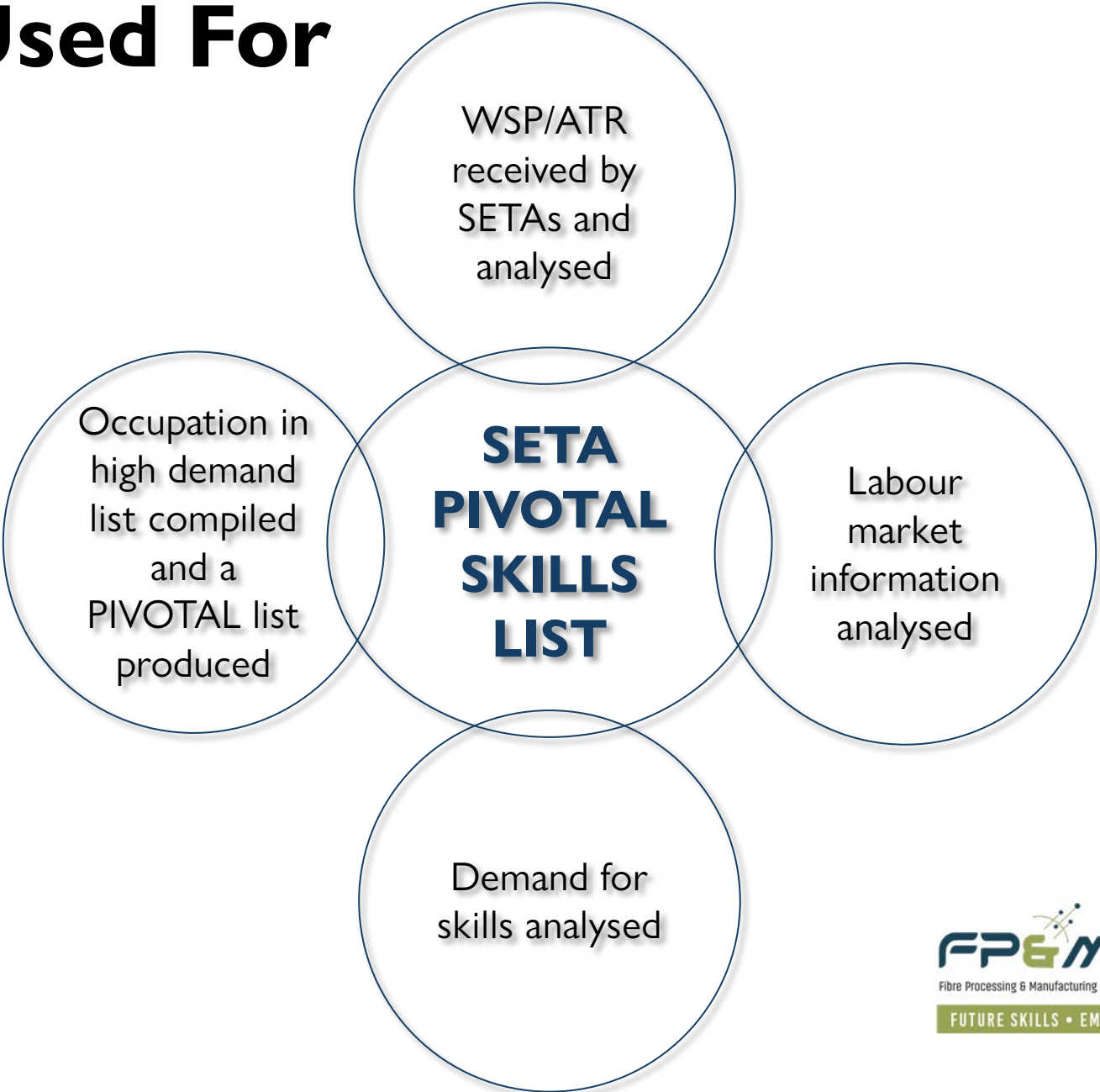
Submission

- Via LMIS
- Authorisation?
- Proof of banking details
- Original proof of banking details for
- 1st time applicants
- Change of banking details
- Assistance available
- Extension requests by 31 March 2025 to Skills Planning Division (subject to Board approval)



WSP/ATR Data Used For

**SETA
Sector
Skills Plan,
Strategic
Plan and
APP**



Sectoral Priority Occupation and Interventions List (SPOI)

Professional, Vocational, Technical and Academic Learning programmes that result in qualifications or part qualifications registered on the National Qualifications Framework (NQF) that address —Sectoral Priority Occupations and Interventions which are:

Professional: Learning programmes shall mean programmes that lead to designations that are registered by professional bodies.

Vocational: Learning programmes shall mean noted 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.

How are PIVOTAL/SPOI Interventions Identified?

- Information provided in WSP/ATR
- During MG/DG workshops, focus groups and other stakeholder engagements
- The type, appropriate, preferred intervention for an occupation at a specific NQF level



OCCUPATIONS IN HIGH DEMAND

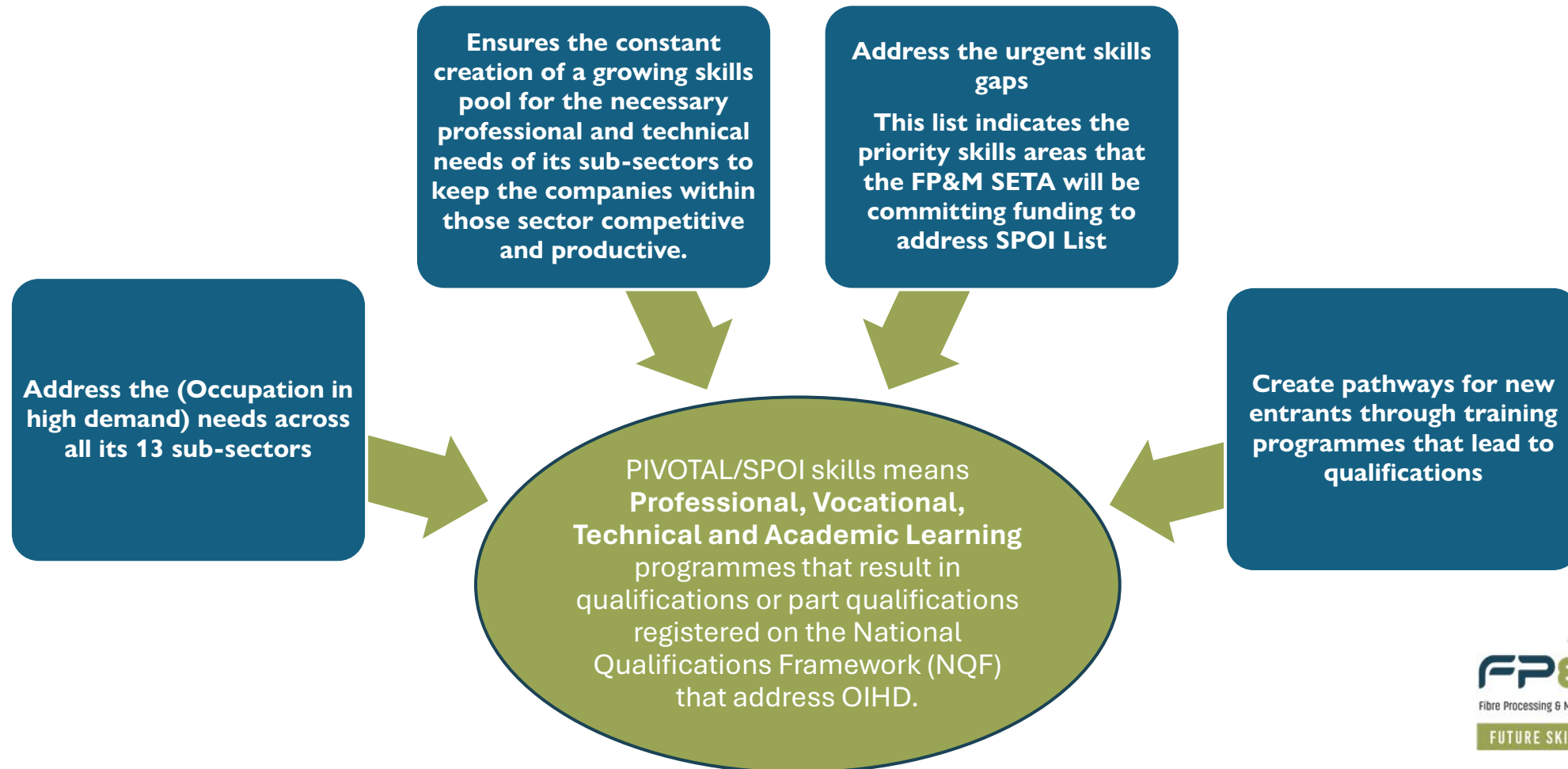
OFO Code	Occupation	Number	Reason
2021-832909	Textile, Clothing and Footwear Factory Worker	800	Lack of relevant qualifications, Lack of relevant experience, Equity considerations
2021-432104	Warehouse Administrator / Clerk	150	Lack of relevant qualifications, Lack of relevant experience
2021-832903	Timber and Wood Process Worker	120	Lack of relevant qualifications
2021-683401	Upholsterer	120	Lack of relevant qualifications, Lack of relevant experience, Equity considerations
2021-683202	Apparel and related pattern maker	120	Lack of relevant experience
2021-682304	Wood Turner	110	Lack of relevant qualifications
2021-643201	Industrial Spray painter	100	Lack of relevant qualifications
2021-718302	Packing Machine Operator	100	Lack of relevant qualifications
2021-683101	Tailor	80	Lack of relevant experience
2021-242210	Electrical Engineer	50	Lack of relevant experience
2021-682101	Wood Preparer and Treater	50	Lack of relevant qualifications
2021-682301	Furniture Finisher	50	Lack of relevant qualifications
2021-242210	Multimedia Designer	40	Lack of relevant experience
2021-441502	Office Machine Operator	40	Lack of relevant experience
2021-432104	Warehouse Administrator / Clerk	40	Lack of relevant experience
2021-242210	ICT Systems Analyst	30	Lack of relevant experience
2021-241101	Industrial Engineer	30	Lack of relevant experience
2021-312201	Production / Operations Supervisor (Manufacturing)	30	Lack of relevant experience
2021-215303	Chemical Engineer	25	Lack of relevant experience
2021-311501	Mechanical Engineering Technician	25	Lack of relevant experience
2021-684305	Quality Controller (Manufacturing)	25	Lack of relevant qualifications, Lack of relevant experience
2021-641501	Carpenter and Joiner	25	Lack of relevant qualifications, Lack of relevant experience

EMERGING OCCUPATIONS DUE TO 4IR AND TECHNOLOGICAL ADVANCEMENTS

Emerging Occupations

4IR enabled product development specialist	Cross-functional digital sales and marketing specialist	AI content designer
Computerised patternmaker	Prototype developer	Production analyst
Auto spreader	Auto cutter	Heat press operator
Mechanical operator	Composite manufacturing technologist	Lithographic & flexographic printer operator
Digital farmer	Pre-press desktop publisher	Data analyst
Robotic furniture maker	Multi-functional furniture maker	Project engineer
Furniture designer (CAD and Sketch up)	Sample technologist	Interior designer: Sketch up
Bio technician	Data scientist	Technology integration technician
Engineer	AI specialist	Electronic machine technician
Remote sensor technologist	Sequency technologist	Sewing machine mechanic
Gene editing technologist	Drone pilot	Electronics technician
Body scanner	CNC maintenance technician	Systems engineer
CNC operator	Timber and steel furniture maker specialist	Technical installer
3D designer	3D artist	Publishing technologist
CAD technician	CNC programmer (including spray painting)	Digital machine operator
Electronic pattern designer	Process engineer	Processing unit manager
Software engineer	Cybersecurity specialist	Fibre specialist
Digital printer operator	Digital patternmaker	Digital systems consultant
Software developer	Robot technician	Industrial sewing machine technician
Mechanised harvester	IT technician (new technology)	Crop production mechanisation engineering technologist
Metadata developer	Can manufacturing tool setter	Automated machine minder
Industrial engineer	Computerised design technologist	Electrician (Mechatronics)
Systems developer	Sewing machine technician	Dye master
Metal machinist	Laser cutter and printer	Programme developer

Envisaged Outcomes from the Identified Interventions



Occupational Shortages and Skills Gaps

What occupations are **HARD-TO-FILL VACANCIES**? (It takes longer than 12 months to fill the position)

How many of these occupations are **HTFVs**?

Why are these occupations hard-to-fill? Reasons (are they skills-related HTFVs or non-skills related HTFVs?)

What are the major **SKILLS GAPS** in your sector at the major occupational level?



What is the extent of occupational supply in the sector?

What is the state of education and training provision?

What supply problems are firms experiencing?

Methods used to identify occupations (a short summary of the methodology)?

Interventions indicated?

Envisaged outcomes from the identified interventions?

Consultative processes used to determine occupations identified?

Main findings?

Quantities indicated? in the SETA SPOI/PIVOTAL list?

Is the SETA SPOI/PIVOTAL list ranked, in order of priority? If so, what informed the ranking of occupations indicated in the SETA SPOI/PIVOTAL list?

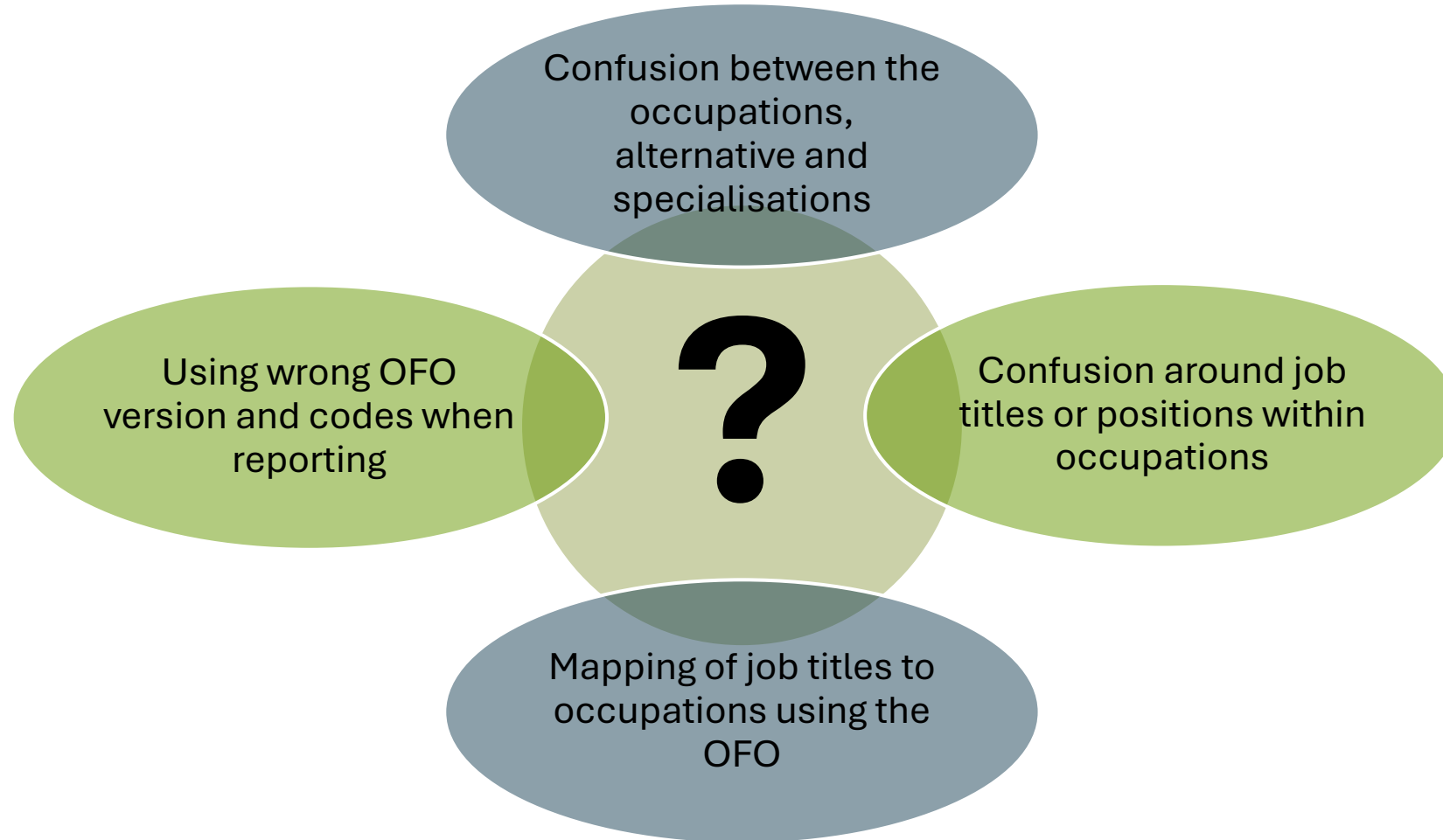
OFO Structure: OFO Version 2021

1. Major group	1 digit	The broadest level of the classification Differ based on skill level and the <u>broadest</u> concept of skill specialisation	2 professionals
2. Sub major group	2 digits	Sub-divisions of major groups Distinguished based on <u>broadly stated</u> skill specialisation	24 business and administration professionals
3. Minor group	3 digits	Sub-divisions of sub major groups Distinguished based on <u>less broadly stated</u> skill specialisation	241 finance professionals
4. Unit group	4 digits	Sub-divisions of the minor groups Distinguished based on a <u>finer degree</u> of skill specialisation	2411 accountants
5. Occupations	6 digits	Relates to a cluster of jobs which involve the performance of a common set of tasks.	241101 general accountant
6. Specialisations	6 digits	Skill specialisation is considered in terms of four conceptual concepts: <ul style="list-style-type: none">• The field of knowledge required;• The tools and machinery used;• The materials worked on or with; and• The kinds of goods and services produced.	241101 bank accountant 241102 cost accountant

Who Uses OFO?

NSDS	NQF Level	Skill Level	OFO Major Groups				
HIGH	10 ↑ 7	4	2 Professionals			1 Managers	
			3 Technicians and Associate Professionals				
INTERMEDIATE	6	3					
	5		2	4 Clerical Support Workers	5 Service and Sales Workers	6 Skilled Agricultural, Forestry, Fishery, Craft & Related Trades Workers	7 Plant and Machine Operators and Assemblers
	4						
ENTRY	3	1					
	2						
	1		8 Elementary Occupations				

Findings and Challenges



General Manager Mr. PK Naicker – 031 702 4482

pknaicker@fpmseta.org.za

HEAD OFFICE

- **Skills Planning Research and Reporting Manager**
 - Sylvia Tsunke – 011 403 1700
 - sylviat@fpmseta.org.za
- **Skills Planning Specialist**
 - Xoliswa Radebe– 011 – 403 1700
 - xoliswaR@fpmseta.org.za
- **Skills Planning Administrator**
 - Thulani Majola – 011 403-1700
 - thulaniM@fpmseta.org.za

REGIONAL OFFICES

- **Johannesburg**
 - Pearl Ngiba– 011-403 1700
 - PearlN@fpmseta.org.za
- **Cape Town**
 - Xoliswa Radebe or below number for CT office
 - 021-462 0057
- **Durban**
 - Louise Sagar – 031-702 4482
 - LouiseS@fpmseta.org.za



THANK YOU

