

STRATEGIC SKILLS DEVELOPMENT SOLUTION

What is this all about?

In essence the aim is to ensure **OPTIMAL BEE outcome** based on the requirements of the Skills Development element for your entity.

Haggai is a Skills development fund that operates by way of entity mandate/instruction.

How to achieve OPTIMALITY in Business, BEE and Skills in 1, 2, 3 Steps?

1. Determine entity size; below R 50 Million or above? *This determine the specific strategic path.*
2. Determine the skills target
3. Give a mandate setting out the specifics (*Type of training per skills matrix and Value of training to be rolled out per demographic group*)

What about candidate sourcing?

Haggai facilitates the sourcing of candidates (whether already employed or unemployed) for training. If you are interested in fulfilling your long-term Employment Equity Plan, Haggai can assist with recruiting the right candidate for the job.

What about skills tracking?

Haggai facilitates the full tracking, from enrolment, attendance, cost tracking (hard and soft cost) using a tracking tool to provide relevant baseline BEE and Skills development detail (to feed the Workplace Skills Plan, Annual Training Report and pivotal reporting).

What is the mandate all about?

It is a contract with very specific objectives and outcomes agreed between your entity and Haggai Education and Training to roll out qualifying training to qualifying people for a certain value based on your skills strategy.

Understanding the Skills strategy (high level)

Entity size	Below R 50 Million	Above R 50 Million
Who to train?	Black people (Able and Disabled)	African, Indian, Coloured Male and Female (Able and disabled)
What type of training to provide?	Learning programmes	Learnerships
How much?	3% of Leviale amount	6% of Leviale amount
By When?	Before end of next financial year end	Before end of next financial year end
Benefit to your entity 1? Earn BEE points. How much?	Year 1, 20 out of 25 points Year 2, 25 out of 25 points	Year 1, 12 – 20 out of 25 points Year 2, 12 – 25 out of 25 points
Benefit to your entity 2?	Skilled learners that can advance your business objectives	Skilled learners that can advance your business objectives

The Skills strategy in more detail

- For below R 50 Million turnover entity
Focus: Black people (employed or unemployed) on learning programmes as per the skills matrix contained in the Revised Code of Good Practice 2013

Example: Assume financial year end as 28 February 2017.

Year 1, Mandate: Bursary or accredited unit standard aligned short courses for x number of Black Male, x number of Black Female, x number of Black Disabled (employees or unemployed) with no absorption.

Pay the value of the above mandate before 28 February 2017 and earn **25 out of the available 30 points.**

Train candidates on accredited unit standard aligned short courses. Credits obtained by the candidate can be used in subsequent years to enroll in learnerships especially if your entity is close to breaking the R 50 Million turnover bracket. These candidates in the next year could fast track their academic component of a learnership qualification with the possibility of absorption.

Year 2, repeat year 1 mandate

OR

Year 2, Mandate. Continue with accredited unit standard aligned short courses for same candidates in order to benefit from academic fast tracking, become a job host and absorb the candidate.

Pay the value of the above mandate before 28 February 2018 and earn **30 out of the available 30 points**.

- **For above R 50 Million turnover entity**
Focus: Black (African, Indian, Coloured) people (employed or unemployed) on learnership (category B) as per the skills matrix contained in the Revised Code of Good Practice 2013

Example: Assume financial year end as 28 February 2017.

Year 1, Mandate: Enroll x number of Black (African, Indian, Coloured) Male, x number of Black (African, Indian, Coloured)Female, x number of Black Disabled (employees or unemployed) in learnership, your entity become a job host with no absorption (yet)

Pay the value of the above mandate before 28 February 2017 and immediately enroll learners in the learnership programme **earn 12 - 20 out of the available 25 points (Based on spent with accredited training provider and proportionate salary cost)**

Year 2, Continue with rolling out learnership, absorb (proportionate or all) the candidate. Now your entity will **earn the 5 absorption points (proportionately or all). Proportionate salary cost and the absorption point will earn you between 12 – 25 points out of the available 25 points.**

AND /OR

Year 2, Ensure training target is met for year 2, otherwise repeat Year 1 Mandate

Interested to know more? Contact us to set up an appointment