



NSDSIII guides the way

... new SETA landscape for 2011- 2016

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In January this year, Higher Education and Training Minister Blade Nzimande, introduced the third release of the National Skills Development Strategy (NSDSIII) as the guideline to post-school skills development in South Africa .

The release of the NSDSIII follows the Minister's announcement of the new 2011-2016 SETA landscape in November 2010 and the confirmation that the BANKSETA will continue without change for the next five years to support skills development and training in the banking and microfinance sector.

The new strategy has undoubtedly drawn on lessons from the previous versions to improve the effectiveness and efficiency of the skills development system in its emphasis on relevant and sustainable skills training programmes to help reduce poverty and eliminate inequalities. There is also no doubt that the NSDSIII provides a stronger base for both the SETAs and Department of Higher Education and Training to set skills development targets through service level agreements. These targets will be aligned with sector skills needs that are relevant and specific to each sector.

One of the major changes in the NSDSIII is the reduction of the mandatory grant levy from 50 to 40 percent. The difference of 10 percent can be claimed through a pivotal grant aimed at stimulating opportunities for unemployed learners to gain work experience. Important to note, however, is that the funding regulation governing this grant has not yet been issued and, as such, the BANKSETA has not finalised its approach to this change.

As regards the mandate of the SETAs, the strategy focuses on three components only: achieving the NSDSIII goals through sector-specific skills interventions, addressing employer demands and delivering results. The SETAs are clearly expected to become authoritative experts in labour market intelligence and sector skills demands and drive delivery accordingly. The strategy also favours a direct link between skills development and career path development and promotes sustainable employment and in-work progression. The latter is intended to enable those without the relevant technical skills or adequate reading, writing and numeracy skills to access work opportunities.

In this regard, the emphasis is on creating opportunities for young people to engage in training or work experience and improve their employability, especially those not formally educated, employed or trained due to a poor educational foundation or being poorly prepared for further learning.

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Highlighted in the NSDSIII is the importance of the public Further Education and Training (FET) system to government's programmes of skilling and reskilling the youth and adults. This requires role players to cooperate and create partnerships between employers, public education institutions (FET colleges, universities and universities of technology), private training providers and SETAs to address cross and inter-sectoral needs effectively.

The implementation of the NSDSIII is clearly not 'business as usual'. In addition to its emphasis on integration with other national strategies such as the Industrial Policy Action Plan (IPAP2), the government's New Growth Path and rural development, there is a move away from the narrow focus on quantitative measures of impact and success only. The implementation of the strategy will also measure the quality, relevance and sustainability of skills development and training interventions.

"We fully support Minister Nzimande's assertion that "implementing the NSDSIII is a collective responsibility of all stakeholders and partners in skills development". Our track record of creating partnerships to enable skills development in the banking and microfinance sector over the past ten years speaks for itself. We look forward to many more innovative and meaningful contributions during the next five years," Says Lynette Mentor, BANKSETA 's Skills Development Manager.

The BANKSETA will keep its stakeholders informed about any further updates to the NSDSIII as these become available. The complete document is available on the BANKSETA website at www.bankseta.org.za.



From the Editor's Desk

For many of us, the beginning of the year is a time for reflection and an opportunity to set ourselves personal and professional goals for the year ahead. And while we may not always sustain the resolve for all our resolutions to come to fruition, they give us a *raison d'être* (reason for existence) and the impetus to move forward.

The BANKSETA wishes all stakeholders a fruitful and rewarding 2011 and much success in accomplishing the objectives set for 2011. As always at this time of the year, the BANKSETA team renews its commitment to service excellence and we look forward to further entrenching our track record of meaningful and innovative contributions to the sector's training and skills development initiatives.

In this issue we share information about the recently released NSDSIII and a new International Executive Development Programme (IEDP) in investment banking, as well as a new venture in our Recognition of Prior Learning (RPL) programme, among others. We also talk to the CEO Max Makhubalo about the new SETA landscape and the BANKSETA's way forward over the next five years.

Dimakatso Seete

CEO's column

The new SETA landscape and way forward for the banking sector

The new landscape for South Africa's Sector Education and Training Authorities (SETAs) for 2011 - 2016 was announced by the Minister of Higher Education and Training, Dr Blade Nzimande, in November last year. The announcement also confirmed the BANKSETA's relicensing as one of only 12 SETAs from a total of 23, to remain unchanged for the next five years.

We are grateful that our presentation to the National Skills Authority (NSA) was well received and that they saw fit to allow us to continue serving the banking and microfinance sector under the prevailing arrangement. We see this as a vote of confidence in what we have done over the past decade and look forward to working with the Ministerial Task Team that will oversee SETA performance and capacity to achieve the objectives set by the Department of Higher Education and Training (DHET).

2011 sees the start of the BANKSETA's 11th year with an unbroken track record of clean audits and nearly 100 percent grant payouts. Underspending on administration allowed us to allocate R154 million to discretionary projects, which are contributing substantively to the sector's scare and critical skills pool.

During the past year, we continued to blaze a trail for enabling executive skills development. Our two fully-funded International Executive Development Programme (IEDP) in retail banking, one in partnership with a business school in the United Kingdom and another similarly

in Europe, each now includes a learning experience in Africa. Candidates are now also exposed to developments in banking in Uganda and Kenya, respectively. In both cases the combination of international and regional learning proved very popular, with interesting insights into banking products in those African countries.

Investment banking is another area with a critical shortage of black and female professionals. During 2010, we partnered with the University of New York to start an IEDP in investment banking at the Stern School of Business in New York. The first group will spend some time in Ghana after their New York learning experience in September this year.

We have also made good progress with our research into the Recognition of Prior Learning (RPL), a field in which little has been done to achieve equity for those who have carried our sector for many years.

As part of our benchmark research, BANKSETA staff will visit the Centre for Learning Sciences and Technologies (Celstec) in the Netherlands to look at the European approach to RPL.

This is a pilot project to prepare us to drive change as an industry leader when the local climate becomes more receptive towards RPL. We hope that the research will help to debunk the myths about providing people, who have had extensive experience in banking and made valuable contributions to the sector, with the requisite qualifications.



Our funding initiatives to support previously disadvantaged universities through Centres of Excellence (CoEs), of which we have now launched five across the country, are delivering good results. The Financial Markets programme at the University of Fort Hare is providing critical economics skills to the sector and at the University of the North West, the pass rate in Chartered Accountancy at the Mafikeng campus exceeded an unprecedented 70 percent.

This year also sees the start of a pilot project in learnerships and internships in microfinance as a first in the sector. People from the microfinance sector will soon be going to the market to search for a recruitment partner. I am pleased to report that the BANKSETA is going forward with a new Marketing manager on board and recruiting two Specialists for our newly established internal monitoring and evaluation unit. The creation of this unit is the result of lessons learnt in human resource management and will help to ensure that no corners are cut in our pursuit of service excellence.

We wish all our stakeholders in the SETA system the very best for 2011 and call upon them to support the BANKSETA in all its efforts to ensure that the SETAs are strengthened as one of the critical pillars in the much needed skills revolution in our country.

Max Makhubalo

Recognition of Prior Learning (RPL)

First-in-sector new venture set to create a national competence

New Venture Creation (NVC) is a target set for all the Sector Education and Training Authorities (SETAs) in South Africa by the National Skills Development Strategy (NSDS). The target requires the SETAs to provide a training and mentoring programme for young people to create and sustain new ventures for 12 months after completing the programme. In certain sectors, this is not difficult to achieve. In tourism and hospitality, for example, an individual who starts up a boutique hotel will be supported by and incorporated into the sector. The banking sector is somewhat different, for obvious reasons.

This means that its NVC focus is target-rather than value-driven, neglecting the addition of skills and capacity through the Recognition of Prior Learning (RPL). "There had to be a better way of serving the banking and microfinance sector while also achieving the NSDS target," says Karen Hobbs, ETQA Manager at the BANKSETA. And it seems that she has found it. On 2 February this year, 25 previously disadvantaged individuals from the banking sector in Johannesburg,

Durban and Cape Town started their training on the BANKSETA's New Venture Creation/Recognition of Prior Learning Advisor & Assessor (NVC/RPLAA) programme - a first for the banking sector. Known in the industry as a trail-blazer in the face of adversity, Hobbs says that the new programme will provide participants with entrepreneurial as well as practical skills to establish their own RPLAA consultancies in the banking or any other sector. "What differentiates the RPLAA from similar programmes is that graduates are capacitated and mentored to establish and sustain their own businesses as national assessors with a focus on RPL in an assessment as well as advisory role."

The BANKSETA has appointed LearnSys (Pty) Ltd, trading as the Prior Learning Centre, as the service provider to facilitate the new RPLAA programme, which also provides participants with the legal and business acumen to start and run their own consultancies. "The challenge with the RPL process," says Hobbs, "is that it is a snapshot evaluation with no immediate training reference to support it." Assessors usually assess proficiency and skills but do not advise individuals about the theoretical knowledge, evidence and legalities required for the qualification or where to obtain it. With the RPLAA, assessors are trained to adopt a consultative, advisory role that adds value to the normal assessment process.

The advisory role therefore widens the scope of looking at alternative ways of how an individual's existing knowledge and skills can add value to a qualification. The current group of the 25 candidates includes 18 females and seven males, of whom 24 are African, one Indian and amongst them is one disabled participant. All hail from within the banking sector,

with relevant and on-the-job learning experience. "We do experience resistance to RPL within the sector," says Hobbs, "and we hope that the spinoffs from this BANKSETA project will help to counteract the negative perceptions." Seen holistically, the benefits are three-fold: the SETA can meet its Banking NVC targets, people with significant experience in the banking sector are trained to RPL-assess bank employees and they are capacitated to start their own businesses to help the sector improve its RPL performance.

RPLAA programme participants receive a small consultancy fee to assist them while in training. Unique to the programme is that the Prior Learning Centre, as the service provider, is constructively partnering with course participants. During training, they will be exposed to the Centre's business activities in 'real-time' to give them the confidence to start their own businesses. And when they have established their own consultancies, the Centre has undertaken to refer business opportunities to them. The NSDS NVC target also requires that all new ventures are sustainable for at least 12 months after inception. In response, the RPLAA programme includes a nine-month post-training mentorship by the service provider to ensure that the businesses are sustainable and the NVC target achieved.

"If you train people in-house to utilise recognition of prior learning in their process, they can run an in-house system," says Hobbs. "But if the advisors receive a national qualification to set up and sustain their own businesses, the capacity becomes a national competence with a far wider impact and many more benefits. In the end, both the banks and their employees will benefit significantly from this project."

The National Skills Development Strategy

seeks to address the development of skills to increase productivity and competitiveness in South Africa's industry, business, commerce and services sectors; and creating greater equality in a more inclusive and cohesive society.

Recognition of Prior Learning (RPL)

assesses and credits skills, knowledge and competence already acquired from formal training, workplace experience or general life experience and links these to SAQA-registered qualifications.

Executive development

BANKSETA delivers another first with new investment banking IEDP

The BANKSETA's commitment to continuously advance executive and leadership development will see the launch of another first in the banking sector this year - the International Executive Development Programme (IEDP) in investment banking.

Identified as a scarce and critical skill for which there is a dire need in the sector, the development of investment bankers also needs to improve employment equity and black and female representivity in this important field in banking.

"Similar to the BANKSETA's two IEDPs in retail banking, the investment banking programme has been developed with local, international and regional partners to increase the pool of South African bankers with international experience and management talent who are available for promotion into senior leadership positions," says Trevor Rammitlwa, BANKSETA's Development Programmes Manager.

The six-month programme, which is based extensively on action learning principles, will focus on developing the technical expertise, leadership and executive management skills of 18 participants whose selection was aligned with the country's transformation imperatives.

Candidates will attend preparatory workshops at South Africa's Gordon Institute of Business Science (GIBS) prior to their departure to New York for a six-week programme at the New York University's Stern School of Business. This will be followed by a three-day African leg for the group to spend some time in the banking sector in Ghana. The African component was added to the BANKSETA's IEDPs in 2010 for the first time with great success.

"Experience has shown that exposure to the banking sector in an African country provided participants with interesting insights into the developments and products available in banking in a more African context," says Rammitlwa.

A rigorous programme, IEDP participants are required to conduct research in topics relevant to the local banking sector, attend syndicated classroom or faculty lectures, undertake company visits and integrate socially and culturally with peers and acquaintances locally and in New York. The programme concludes with graduation ceremonies in New York and South Africa where research findings are presented to panels of high-level bankers and academics. The preparatory work locally will include orientation, lectures and coaching at GIBS, as well as analysing the investment banking situation in South Africa. The group will also form syndicates and identify research topics.

In New York and Ghana they will visit investment banks, work with business schools and interact with peers at the stock exchanges and in the financial markets to create mutually beneficial social and business networks.

The following high-level topics will be covered during the programme:

- Strategic leadership
- Economic environment rebounding from the financial crisis
- Healthy capital markets
- Case studies in African and International organisations
- Economic, social and political impact of investment
- Governance, ethics and risk management.

"The need for executive and leadership development is identified in the BANKSETA's Sector Skills Plan (SSP) and is a strategic priority," says Rammitlwa.

"This is our first IEDP in investment banking and, with our partners, we are very excited about the project. We believe that it will bring major spinoffs for the local banking sector in the form of new knowledge and business networks from course participants, as well as add richly to their own growth and development."

Management Development

Certificate in Management Development graduates outperform expectations

There is excitement in the air once again at the BANKSETA as yet another management development milestone looms with the Certificate in Management Development (CMD) learners preparing for their graduation in March this year.

The graduation of 160 CMD participants from across South Africa's banking and microfinance sector will take place in four main centres towards the end of March 2011, namely in Cape Town on Tuesday, 22 March, East London on Wednesday, 23 March, Durban on Thursday, 24 March and finally, in Johannesburg on Friday, 25 March.

The BANKSETA's CMD programme is based on research that indicated a need for learning interventions at management levels. The course has been successfully presented in partnership with the Milpark Business School since inception in 2010.

A rigorous selection process is in place whereby financial institutions are invited to identify potential junior and middle managers for the programme. Identified employees undergo online screening and the successful candidates are informed of their selection to the CMD programme.

During the past year, an additional component added value to the outputs of the 2010-2011 programme.

Participants undertook research relevant to the banking sector and presented their findings to the Milpark Business School's selected panel members. Employees from the banking sector involved in the CMD programme were encouraged and excited to see the participants outperform expectations by fulfilling all their research project requirements as well as those for overall programme certification.

Feedback from the sector indicates that the programme is having a noticeable impact on management capacity in the finance industry and the BANKSETA looks forward to its continued support of this initiative.

"As regards the issue of progression," says the BANKSETA's Trevor Rammitlwa, "we encourage graduates to identify other development opportunities that will take them further along their career paths and add to their achievements.

"The challenge for these graduates is to apply their learning and support others. What remains to be seen is the impact that they will make in their respective organisations and in the sector as a whole. The BANKSETA will be monitoring this, as well as the return on investment over time."



Management Level

Scarce and Critical Skills

BANKSETA/Da Vinci partnership

One of the BANKSETA's strategic research interventions has been the identification of scarce and critical skills in the banking sector. The resultant Scarce Skills List is updated and published annually and identifies critical shortages in a number of disciplines, including Information and Communications Technology (ICT).

During 2010, the BANKSETA's ICT Skills Support Focus Group, initiated in July 2009 to devise medium-term solutions to sector skills shortages, identified a lack of ICT business analysis and project managers skills as especially critical to the banking sector. The Focus Group consisted of industry experts and Heads of Departments of Information Technology in the big banks.

"We identified the Da Vinci Institute, a school of management in higher education specialising in the management of technology, innovation, people and systems, as the service provider and worked with them during 2010 to train people already employed in banking and within ICT departments to acquire the much needed skills in business analysis and project management," says Siphelo Ngcwangu, Head of Research at the BANKSETA.

A group of 60 employees from across the banking sector and already employed in IT departments enrolled for the programme, 31 for business analysis and 29 for project management. The duration of the learning depends on how quickly each participant completes the programme, which is scheduled for a six- to 12-month period.

The training consists of two week-long contact sessions at the Da Vinci Institute during which learners master theory with a specific focus on the paradigms and challenges in the IT industry as it relates to banking, and individual workplace projects linked directly to individual key performance areas. This is part of the Da Vinci Institute's skills development model.

The first cohort graduated at the end of 2010 and the current group will graduate at the end of March/early April this year. "Once the entire group has graduated, we will survey both employers and employees to determine the relevance and impact of the programme in the workplace. This will enable us to improve where necessary to ensure that the programme adds value to the workplace and supports participants in their career path development."



BANKSETA/Da Vinci graduation group with BANKSETA's Head of Research, Siphelo Ngcwangu and BANKSETA's Development Programmes Manager, Trevor Rammitlwa

The BANKSETA's values:

- Respect - the way we treat all people.
- Innovation - a constant focus.
- Customer focus - the customer is King.
- Professionalism - we benchmark against the best.
- Diversity - a strength that binds.
- Integrity - we act accordingly and encourage reciprocity.
- Teamwork - in the service of our customers we are one.

The Values Assessment survey provides greater objectivity

The BANKSETA values assessment survey is conducted bi-annually, in February and September. We ask all our valued stakeholders for feedback. Are the BANKSETA employees perceived to be living up to the defined organisational values? Are your interests taken into account?

Your feedback enables us to continuously improve in our service delivery, making your experience in all your interaction with the BANKSETA, a pleasant one. We have linked the individual values to behavioral indicators to eliminate varied interpretations on how individual employees should enact our values. This process has enabled us to create a shared understanding of what is being assessed," asserts Corporate Services Manager, Dimakatso Seete. The sampling methodology preceding survey was enhanced to provide us with more objective results. We have adopted the random sampling method to limit the degree of bias among respondents and therefore augmenting the objectivity of the results. The process followed serves to assure the confidentiality of our respondents and encourage open and honest feedback. We appreciate the participation and honest feedback by all survey respondents.

Dimakatso Seete

BANKSETA: Corporate Services Manager

Sectoral and Occupational Excellence

University of Fort Hare students benefit from unique study experience

The University of Fort Hare is currently the only tertiary education institution in the country that can offer its economics students a novel learning experience: real-time market trading in a financial market trading laboratory. The facility is located within the University's Department of Economics and has been made possible by BANKSETA grant funding.

The laboratory is one of the BANKSETA's range of projects that support Institutes for Sectoral and Occupational Excellence (ISOEs) across the country. "We work with historically disadvantaged universities, especially those in outlying and rural areas, to build capacity and improve student enrolment and throughput in courses critical for the banking sector," says the BANKSETA's Siphelo Ngcwangu. The establishment of this laboratory allows students, in a simulated real-time trading floor environment, to experience and understand the dynamics of trading in large investment houses, banks and capital market institutions.

The BANKSETA grant funded the laboratory infrastructure, electronic equipment and software and facilitated a link-up between the University of Fort Hare's Head of Economics and the laboratory manager, with Prof McCurdy, a world expert in financial and capital markets at the Rotman Business School in Canada. This resulted in an invitation to the Fort Hare representatives to attend training in Canada on the Financial Markets software used in the laboratory, which was completed during 2010. "We are launching the laboratory at the end March this year and hope to attract strategic players in the investment banking and capital and financial market sectors to be part of the event," says Head of Research, Siphelo Ngcwangu.

The BANKSETA also supported full bursaries for 20 students studying for a BCom (Hon) in Economics with a major in financial markets. The students enrolled in the programme in 2010 and will complete their studies at the end of this year. Feedback from the University of Fort Hare indicates that they are strongly motivated and doing exceptionally well. "The BANKSETA's support for the ISOE programme is one of our flagship projects and we regard these two interventions as important contributors to addressing skills shortages in the banking sector. And, critically, we are providing previously disadvantaged universities and their students with unique, enriching education opportunities that will benefit the sector and the country's economy as a whole."

Interest in replicating the Laboratory project has already been received from higher education institutions in other parts of the Eastern Cape and KwaZulu-Natal.

BANKSETA Bursary Agent at funding@bankseta.org.za or call 011 648 6001.

Learning Programmes

Bridging programme learners graduates ready to spread their wings



In January this year 25 out of a group of 27 learners graduated from the BANKSETA's bridging programme. The graduation ceremony was held at the Pyramid Conference Centre in Johannesburg.

The bridging programme assists disabled learners to acquire the skills needed to enter **BANKSETA**

learnerships, such as the Letsema and Kuyasa programmes. It also provides them with the knowledge and attitude to enter a NQF Level 4 learnership within the banking sector and sharpens critical employment skills such as literacy, numeracy and other personal and technical skills.

Thulasizwe Timothy Leema from Gauteng is one of the top performing graduates who recently qualified to enter the Kuyasa learnership programme. He is a determined young man and ascribes his new-found ability to spread his wings in the corporate

world to the training from the BANKSETA's Bridging programme, as well as its facilitators **South African Disability Development Trust (SADDT)** and **Aboutlearning**. "The three-module training consisted of MS Office training and modules in cyber talk, financial management and communication, and the Enriching my Banking World module which provided us with valuable exposure to the internal operations of a banking environment. Our 'real-time' learning experiences included guidelines on personal conduct and dress code, as well as Codes of Conduct in the banking sector.

"I encourage the **BANKSETA** to continue funding and promoting these projects as there are so many disabled people out there who are excluded from a society who view them as unemployable. This type of project has the ability to empower them, educate their communities and build a stronger, more diverse nation," said Thulasizwe.

Thulasizwe Timothy Leema

Skills development

Virtual Banking fast-tracks credit management skills

Virtual banking technology is helping to fast-track the development of credit management skills through the BANKSETA's Work Readiness Programme, which was implemented in October 2010. The technology simulates an actual banking credit environment. Seventy unemployed learners were recruited for programmes that are being run simultaneously in Johannesburg,

Durban and Cape Town. The first 15 modules have been completed and learners will graduate from the full programme at the end April 2011. After each module, learners are required to write a "success story" to highlight what they have learnt and the benefits from each learning intervention. The graduation ceremonies will take place in May 2011.



Learning Programmes

BANKSETA funding facilitates FAIS recognition for bank officials

The BANKSETA has contributed approximately R4 million over the past three years to Absa's successfully run Sales and Relationship Management (SRM) Learnership, listed by the Financial Sector Board as a recognised qualification for FAIS (Financial Advisory and Intermediary Services) purposes. Over a 1 000 bank officials have to date completed the programme and obtained a qualification that makes them FAIS Fit and Proper.

"The funding from the BANKSETA has gone a long way in allowing us to upskill additional officials who may not necessarily have had this opportunity," said Carlos Monteiro, Absa's Team Leader for Learnerships & Compliance.

In addition to completing the learnership, officials can also do a top-up programme to obtain a NQF Level 6 qualification. Absa successfully piloted the additional programme in 2009 and 2010 with 133 participants. According to Monteiro, there is mutual benefit in providing officials with the opportunity to improve their skills. It instils a culture of learning which benefits the bank and gives individual employees the confidence to take responsibility for their own development. The benefits of the learnership reach beyond the qualification itself by increasing employability and enhancing career prospects within the larger banking sector. Adding value is also aligned with the BANKSETA's focus on creating

competence that gives South African banks the competitive edge to increase their footprint in Africa, and the world globally. "We share Absa's pride of achievement in the success of its Sales and Relationship Management Learnership and being shortlisted as one of the top three finalists in the inaugural Cape Media Achiever Awards Finance Sector category. "We look forward to future partnerships in similar value-adding skills development initiatives that benefit the sector and its employees.

Our stakeholders can also look forward to many more innovations from the BANKSETA that will sharpen our sector's keen competitive edge," said CEO Max Makhubalo.

Post-graduate funding

Doctoral and post-doctoral research funding available

During 2009, the BANKSETA launched the first Doctoral and post-Doctoral fellowships in the banking sector to fund research pertinent to the broader finance industry, specifically in Applied Economics, Finance and Accounting. The research has to be undertaken at a South African Higher Education Institution (HEI).

BANKSETA registered employers and registered HEIs can apply for fellowships to fund their employees and researchers, respectively. The funding period is 01 January until 31 December

annually, depending on the availability of funds. A panel of experts will assist the BANKSETA to approve research proposals and allocate funds.

Currently employed professionals in specialist areas in the industry and pre-employed/University-based researchers can request their employers or HEIs to nominate them for research funding. The funding is available to South African citizens only and generally the aim is for the final list to consist of 85 percent black, 54 percent female and 4 percent disabled beneficiaries.

Researchers will be expected to make their results available in the interest of the financial services sector and the South African economy as a whole.

Enquiries can be directed to the BANKSETA Bursary Agent at funding@bankseta.org.za or call 011 648 6001.

The funding window will open in April to close in June 2011.

Spotlight on Employees

New Appointments



Emelda Moipone Manjezi

Emelda Moipone Manjezi: “I am excited to be part of this amazing team and committed to use my expertise to further enhance the satisfaction of BANKSETA stakeholders.”

Emelda started her career as a TV presenter at the SABC in Auckland Park in 1991 as a self-starter with considerable problem solving skills and the ability to work on her own or as part of a team. Her 20 year career in the corporate business and academic environments include employment at, among others, Gidani (Pty) Ltd, the University of Johannesburg, Sasol Synthetic Fuels, Sasol Coal MasterCard Division, Airports Company SA (ACSA) and the Human Sciences Research Council (HSRC). Her extensive work experience has been gained through various positions, including as a Real Estate Agent and Human Resource Consultant, as well as being a Personal Assistant and in Administrative positions. She is also a Director of Moipone Real Estate and B&E Consultants.



Joel Thusi

Joel Thusi joins the BANKSETA as an Education and Training Quality Assurance (ETQA) Administrator as effective from February 2011. He previously worked as a Forex Operations Officer at Absa

“I am very impressed with the professionalism and the warm welcome received from everyone at the BANKSETA, I am looking forward to great team work and am grateful for the opportunity provided to me in becoming part of this amazing team of service driven professionals.

Internal Movements

<i>Staff member</i>	<i>Previous Designation</i>	<i>Current Designation</i>
Precious Sikhosana	Executive PA to the CEO	Marketing & Communications Specialist
Charmaine Janisch	ETQA Specialist	Monitoring & Evaluation Specialist
Mabel Lenyai	ETQA Administrator	ETQA Specialist
Rozah Magamba	Corporate Services Administrator	Skills Development Administrator



From left to right: **Precious Sikhosana, Charmaine Janisch, Mabel Lenyai, Rozah Magamba**

Updates

BANKSETA Training Voucher Project

As we approach the 2010/2011 financial year end, we remind training voucher participants (both employers and training providers) that the training voucher project closes on Monday 28 February 2011.

The next phase will start again in May 2011 when the 2011/12 Workplace Skills Plans are due for submission to qualify for project participation.

Mandatory grant reporting 2011/12

The mandatory grant reporting cycle will be launched in May 2011 with workshops in the major centres.

Notifications in this regard will be published on the BANKSETA website and e-mail communication will follow with further detail.

Sector Skills Plan (SSP) Update

The 2011 - 2016 Sector Skills Plan (SSP) for the banking sector is a strategic research document which informs the BANKSETA's strategy and programmes in line with the recently released National Skills Development Strategy (NSDSIII).

We have consulted widely with our stakeholders through focus groups and discussion sessions on the overall thrust of this SSP to ensure that it reflects the information required by the Department of Higher Education and Training and expert panel on SSPs of the Human Resource Development Strategy for South Africa (HRD-SA).

The BANKSETA submitted the final version SSP on 16 February 2011.

BANKSETA Events Calendar

Date	Event
14 February - 03 March 2011	Letsema graduations (nationwide)
21 February - 18 March 2011	Capacity Building Workshops
24 - 26 February 2011	SAQA RPL National Conference
01 - 23 March 2011	BANKSETA/MFSA Roadshows (nationwide)
22 - 25 March 2011	Certificate in Management Development graduations

For more information on these and other events, visit the BANKSETA website at www.bankseta.org.za

Notice of address change

The BANKSETA office is, from Friday, 25th of February 2011 located at:

Block 22, Thornhill Office Park, Vorna Valley, Midrand, 1685.

We are at the first office block from the main entrance of the office park. Kindly take note of the new address and direct all correspondence and deliveries accordingly.

Thank you.