More about BANKSETA

Since its establishment in 2000, the BANKSETA has been widely regarded as one of the well performing Sector Education and Training Authorities (SETAs) in the country. An unqualified audit for the ninth year in succession points to the seriousness with which we view our mandate. It also reflects the commitment of Management and the BANKSETA Council to govern the affairs of the BANKSETA in an appropriate and professional manner.

The BANKSETA has always enjoyed strong support from the banking and microfinance sector and this has played a critical role in our ongoing success. The financial services sector remains the leading sector in South Africa and will continue to drive the country’s economic growth. Foreign investors are attracted to South Africa by the country’s political stability and the sophistication and competence of this sector.

Transformation forms the largest component of our mandate, with the acceleration of social transformation through skills development as one of our guiding principles. All our interventions are guided by the National Skills Development Strategy (NSDS) equity targets of 85% black, 54% female and 4% disabled.

Responsive to skills needs within the banking and microfinance sector, the BANKSETA continues to devise innovative projects and interventions that meet the skills needs of the sector, enabling stakeholders to advance the national and global position of the broader banking and microfinance industry.

Recent innovations include investing in the training of accountants and supporting Centres of Excellence. The latter play an important role in assisting black students to improve the quality of their Senior Certificate passes in Mathematics, English and Accounting. Within the next decade, project beneficiaries will possibly be employees and managers in our sector. The BANKSETA, together with its stakeholders in the banking and microfinance sectors, recognises the long-term benefits from investing in these learners.

The BANKSETA has implemented a range of targeted, interventions, including Learnerships, Development Projects, Lifelong Learning interventions, Career Guidance Workshops, Career Days, New Venture Creation Initiatives, Bursaries, Training Voucher Schemes, and Centres of Excellence. These interventions have developed the skills of people within the sector, as well as people external to the banking sector. Please refer to the diagram below for a graphic representation of these.

The BANKSETA is committed to principles and practices that will provide stakeholders with the assurance that the organisation is managed soundly and ethically. Its business and reporting are therefore undertaken in line with the Code of Corporate Practices and Conduct, as set out in the King II Report, the Public Finance Management Act (PFMA) (Act No. 1 of 1999) and the Skills Development Levies Act (Act No. 9 of 1999).
BANKSETA Offering

Skills upliftment product offerings

1. IEDP : USA & UK
2. Masters & Executive Short Courses
3. Middle Management Programme
4. Junior Management Programme Kuyasa, Thusanani
5. Partnership & Learnerships for Employed People
6. Letsema Career Awareness Workshops
What is ABET?

ABET (Adult Basic Education and Training) is an education and training programme that provides general education to adults who have not had access to formal schooling, and for those who have attained less than a Grade 9 (formerly Standard 7) education. ABET educates participants in the areas of numeracy and literacy.

ABET: Creative Skills Development

BANKSETA is committed to improving productivity and competitiveness in the banking and micro finance sector; with the most important aspect being the provision and the support of ABET. BANKSETA's determination towards ABET is driven by the need to raise the standard of basic skills such as numeracy and literacy.

BANKSETA implements an ABET Project that extends beyond training; it develops important skills that are assessed as vital learning outcomes. The ABET Project supports the training of employees from levy and non-levy paying employers. The project also funds the employer directly through an Employer Grant. This method entails the employer providing ABET internally, or through a preferred service provider.

In order to obtain the maximum benefits from the ABET Project; employers are encouraged to utilise organisations that provide accredited training.

ABET Project Cycle:

• Employer identifies qualifying learners and submits learner information to BANKSETA.
• The employer hosts a learner briefing.
• Company coaches are appointed to render support for the learners.
• Training provider undertakes a pre-training assessment of learners to determine literacy levels.
• Upon completion of the assessment, learners are allocated to a class, where learning materials and timetables are distributed.
• Training delivery and formative assessments take place.
• Monthly progress reports and signed attendance registers are submitted to the employer.
• Formative assessment and certification of learners.
• Reporting to BANKSETA as required.
Learning Requirements

- 120 hours per learning area, and
- It is recommended that a learner only register for one learning area at a time, due to work overload and time restrictions.

E.g.
A learner should register for, and complete Communication Level 1 before registering for Communication Level 2.
A learner should register for, and complete Communication Level 1 before registering for Numeracy Level 1.

ABET and the National Qualifications Framework

ABET is provided for in the National Qualifications Framework (NQF), with ABET Level 4 being equivalent to NQF Level 1. A learner progresses from one level to the next, with every level taking approximately 120 hours to complete.

National Qualifications Framework

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<th>NQF Level</th>
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<td>• Honours Degrees</td>
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<td>and</td>
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<td>• National Diplomas</td>
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Further Education and Training Certificate (FETC)

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<td>General Education and Training Certificate (GETC)</td>
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<td>Grade 3 / ABET Level 1</td>
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<td>ABET Level Basic (Pre-ABET)</td>
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</tbody>
</table>

**ABET Learning Areas:**

Communication - English (Levels 1 to 4)
Numeracy (Levels 1 to 4)

The four ABET Levels are:
1. ABET Level 1 (Equivalent to Grade 3)
2. ABET Level 2 (Equivalent to Grade 5)
3. ABET Level 3 (Equivalent to Grade 7)
4. ABET Level 4 (Equivalent to Grade 9)

**What are the benefits of ABET?**

The benefits of BANKSETA’s ABET initiative is directed to both the Learner and the Employer:

**Learner Benefits**
- An opportunity to access further training and qualifications.
- Direct access to basic literacy, numeracy and life skills training.
- A nationally recognised, credit-bearing certificate upon completion of the course.

**Employer Benefits**
- Increased staff morale and commitment towards work.
- A more confident, productive and qualified work force.
- Opportunities to continually develop employees and their skills set.
A SWIMMING SUCCESS

Name: Albertina Sithole
Company: Development Bank Of South Africa
Location: Gauteng
Age: 58

I am a single parent and grew up in Soweto with my uncle’s family and attended high school in the area up until Grade 10 (Standard Eight). As a result of my lack of schooling, I always motivated my child; who is studying to become an electrician; to pursue study opportunities due to me only attaining a Grade 10 education level.

I am currently employed by the Development Bank of South Africa (DBSA) as a general worker. Being a natural leader and motivator, I always ushered myself on to become more, to do more so that I can one day achieve much more, but the opportunity never presented itself; until the ABET Programme that is.

Since enrolling for the ABET Programme I have become an independent individual, learning to tackle tasks with my feet firmly placed on the knowledge that I have solid numeracy and literacy skills. The programme has remarkably even taught me key life skills; I would not have expected to learn at my age; that I can now transfer to my child.

In a personal capacity, I have developed a keen sense of compassion and mentorship towards others, as well as a greater set of interpersonal skills. To this end, I now generate my own instructions for an aqua aerobics and spinning class at the gym. I am also currently studying with Swimming South Africa to become a swimming coach.

I am greatly honoured to have been part of the ABET Programme. It has taught me the importance of sharing knowledge and teamwork. The programme has opened up an education avenue that many South Africans don’t know exist, and it is to these people that I would specifically recommend the ABET Programme to. It is a once-in-a-lifetime opportunity to access further training and gain a recognised formal qualification!

I attribute my successes to date to a great support base at my workplace, and to my honesty and compassion to others in helping them achieve their goals, which in turn has unbelievably resulted in me realising my dreams!
Name: Mashudu Charles Mutwanamba
Company: South African Reserve Bank
Location: Gauteng
Age: 46

I am a proud father of four children who is a friendly, hard working and ambitious individual. I was raised in the Limpopo Province and attended Guvhukuvhu Secondary School at Ngovhela Village.

I was employed by the South African Reserve Bank’s Pretoria North branch in 1994 as a utility worker (cleaner). I have always had the dream of furthering my education, and when the opportunity presented itself to do so via the ABET Programme I grabbed it with both hands. My educational expedition with the programme started in 2000. I completed the ABET Programme Level 4 in 2001 and successfully completed a plumbing course at Premos College in 2004. I am now an artisan plumber at the South African Reserve Bank; indeed a fulfilling and rewarding position!

The ABET Programme has catapulted me from being a cleaner to an artisan plumber, which represents to myself and to others the importance of unlocking hidden potential. Through the programme I was able to complete a college-level course, and this has boosted my confidence and has made me appreciate the value of learning.

I have learned the importance of commitment, hard work and the determination to succeed, as it doesn’t matter what your circumstances are, perseverance is the key to realising your dreams. The programme has improved my communication and reading skills, and I am now able to perform my duties effortlessly.

I feel very privileged to occupy the position I do now and would definitely recommend the ABET Programme to others, so that they can also become better individuals and experience improved performance in their workplace.

I credit my successes to date to my determination in achieving my goals and the never-ending search for more opportunities to colour my future beautiful.
I grew up in the Free State Province, where I participated in a multitude of sporting activities and received my provincial colours for my performance. I attended Sentraal High School, but a tragic family death traumatised me to the extent that I could not move forward with my schooling.

In 1984, I was appointed as a note sorter at the South African Reserve Bank on a Trainee Professional Clerk Level 1 position, and within a short period, due to hard work and commitment got promoted to a Trainee Professional Clerk Level 4 position.

I was given this remarkable opportunity to complete the entire programme towards a full General Education Training Certificate (GETC), and with this opportunity I discovered a renewed meaning of the word “education”, and the importance thereof. The ABET Programme has afforded me the opportunity of making significant contributions towards achieving the goals of the South African Reserve Bank. It has allowed me to re-affirm my commitment towards myself and has taught me the important lesson of compassion and being a team player.

The programme has given me the confidence, taught me valuable leadership and problem-solving skills, resulting in me being exceptionally effective and efficient within the organisation. I applied my new-found confidence to my work, and before long I was elevated to the Assistant Team Leader position and as an Occupational Health and safety Representative in our branch.

I would without hesitation encourage everyone to enrol for the ABET Programme, especially those longing for an opportunity to further their studies, but don’t have the necessary schooling and motivation to do it. I am living proof that with willpower, anyone can achieve!

My ambition is centred on my pursuit for knowledge, and this strong desire to become educated and highly skilled, will allow me to become the best person that I can be.
IT WAS JUST A MATTER OF TIME

Name: Thandi Ngidi
Company: FirstRand Bank
Location: Gauteng
Age: 57

I was raised in Durban by my grandmother and attended high school at Umlazi Commercial. I am a mother of three children, which made the dream of furthering my studies seemingly impossible, until I heard about the ABET Programme.

As a result of the ABET programme, I have been given a second chance to pursue my education. The ABET Programme has been of significant value to me as it has given me the confidence to improve my administration skills and my life, to the extent that I am investigating various options to further my studies upon completion of the programme at BANKSETA.

Prior to enrolling in the ABET Programme, I was working at First Rand Bank as an administrator with no understanding of the industry, and since I have attended the ABET Programme, I have gained insight into my role as an administrator. I am confident to deal with difficult queries without asking my team leader for any assistance, with the result that I comfortably stand-in as second-in-charge if my team leader is absent.

I would strongly recommend the ABET Programme to friends and to others who have doubts and fears about studying because they don’t possess a Matric Certificate, as BANKSETA’s great resources and valuable support can assist them in obtaining it.

This experience has taken my career to new heights, and has ensured that I am able to live a new life filled with endless opportunities! It has also given me the opportunity to demonstrate to the world that it is never too late to learn, proving to everyone that age doesn’t matter.
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