



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

FP&M SETA

Fibre Processing & Manufacturing Sector Education and Training Authority

Skilling for Employability

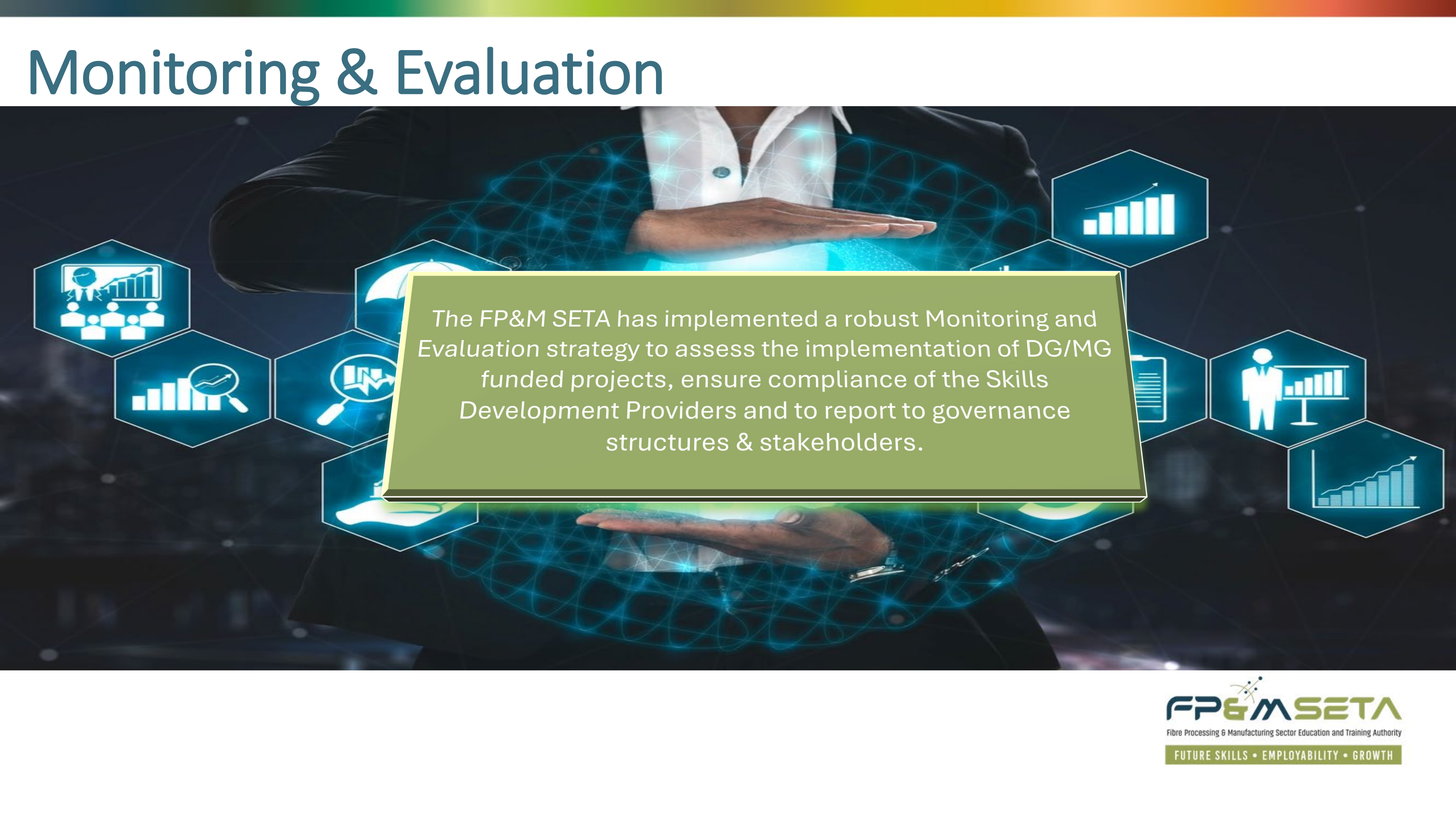
FUTURE SKILLS • EMPLOYABILITY • GROWTH

CONTENTS

- Introduction to M&E
- M&E Implementation Strategy
- Verifications of 1st Time Approvals
- Site Visit Timelines
- Pre-Site Visit Preparations
- Risk Management
- Project Implementation Risks
- Implications of Non-Compliance



Monitoring & Evaluation



The FP&M SETA has implemented a robust Monitoring and Evaluation strategy to assess the implementation of DG/MG funded projects, ensure compliance of the Skills Development Providers and to report to governance structures & stakeholders.

M&E Framework

The Management Performance Framework is concerned with assessing the effectiveness of Inputs & internal controls of the following functions:



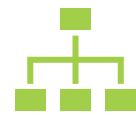
Strategic Management

Alignment with :
SSP
APP
5-year Strategic Plan of the FP&M SETA



Project Management

Management of discretionary grant



Governance & Accountability

Policy adequacy & effectiveness
Impactful GRCL function
Implementation of the ERM Framework



HR Management

Effectiveness of HR Function
Implementation of HR Strategy



Financial Management

External Audit Readiness
Effective resource mobilisation & expenditure



IT Management

IT general controls
Effective IT security
Data management



Quality Assurance

Quality learning programs

Monitoring & Evaluation



Routine & Risk-based **Site visits** conducted by Independent Sector Skills Advisors.

Monitoring & Evaluation



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M&E reports are analysed for the identification & mitigation of risks.

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Risk Registers track the effectiveness of the Internal control strategies to ensure successful risks mitigation.

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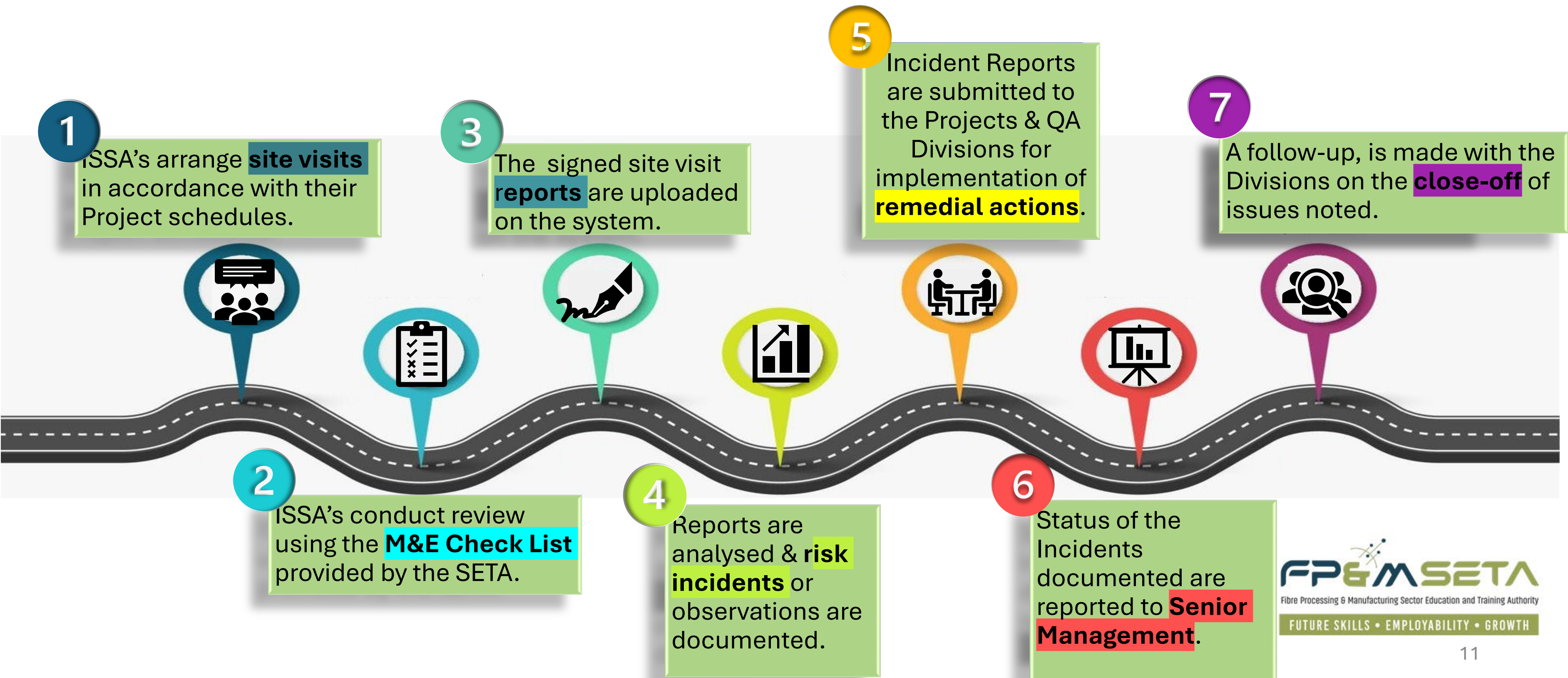
Incident Reports document Project related incidents & mitigation strategies.

M&E Implementation Strategy

- A linkage has been created in the Projects Division and M&E Department through the enlisting of Independent Sector Skills Advisors (ISSA) to:



M&E Implementation Strategy



M&E Site Visit Timelines

Board Approval

Approved
Commitment
Register (CR)

Commitment
Register

M&E receives
2025-2026 CR
from Projects
Division

ISSA Allocations

companies are
allocated to ISSA's per
province

M&E site visit
appointments are
scheduled with
stakeholders.

Commencement
of Site Visits

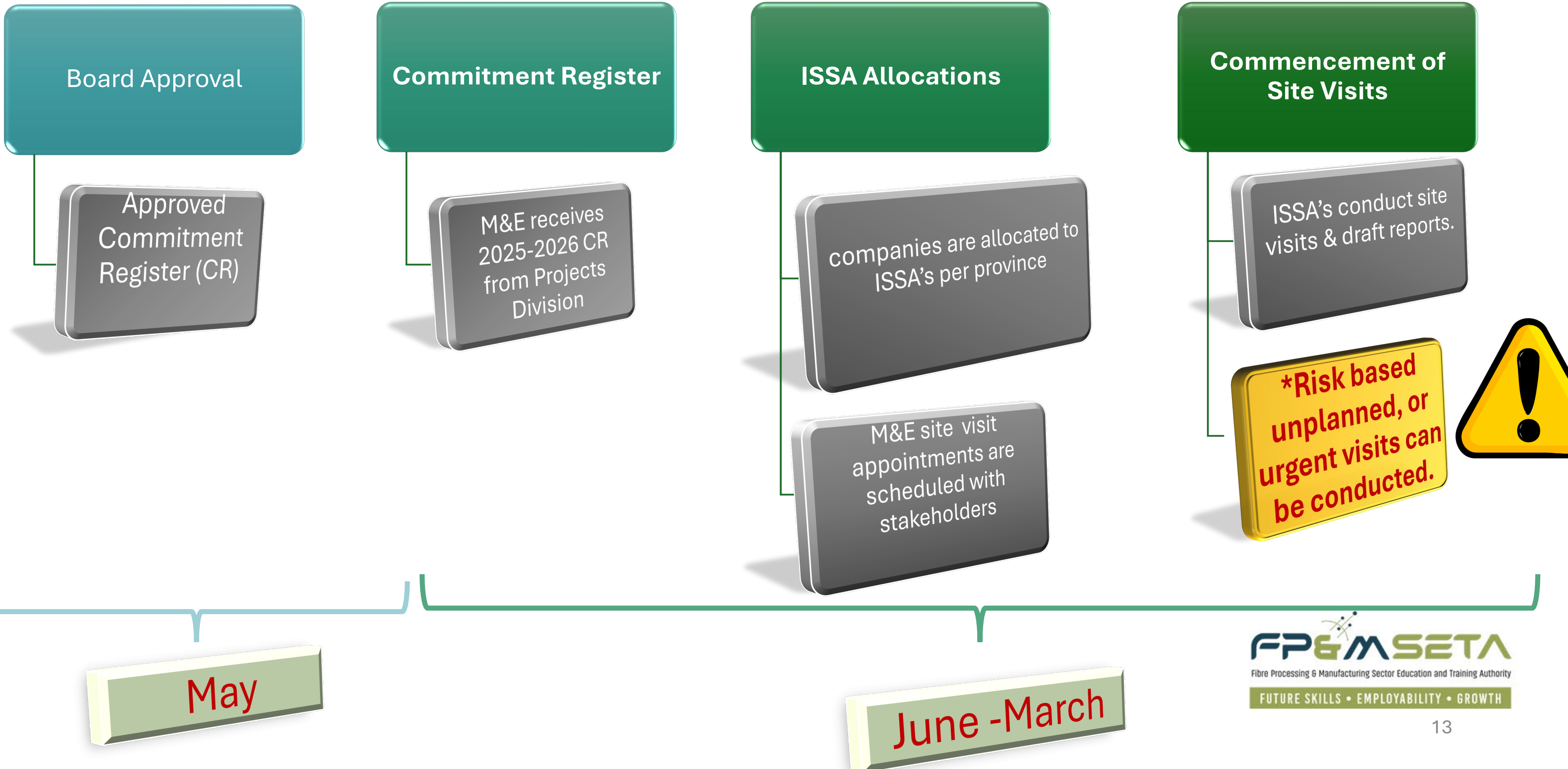
ISSA's conduct
site visits & draft
reports.

***Risk based
unplanned, or
urgent visits can
be conducted.**



May

M&E Site Visit Timelines



Due Diligence Reviews

The purpose of this due diligence site visit is to determine compliance with FP&M SETA due diligence standards and practices to gain assurance on professional delivery and implementation of projects.

The scope of the due diligence review is as follows:



- FP&M SETA reserves the right to conduct due diligence reviews on any organisation that intends to contract, partner and collaborate with the SETA.
- **Please note** that a Due Diligence review is not a commitment to contract or appoint, but a compliance exercise.

Verifications of 1st Time Approvals

- All 1st Time approvals will be subjected to compulsory Due Diligence reviews:



A specific verification is conducted to review newly approved DG applicants :

Existence

Readiness

Capacity

Pre-visit Preparations

An M&E review seeks to grant assurance regarding project implementation therefore in preparation of the visit the following documents must be readily available:

Implementation plans

Learning programme

Learner agreements

Accreditation documents

Learner records

Proof of learner stipend payments

Compliance Documents (COIDA, OSHA etc.)

Attendance registers

Portfolio of Evidence (POE)

Logbooks (apprenticeships)

MoA's/Annexures



Project Implementation Risks

Learner stipend/allowance not duly paid by stakeholders.

Delayed project activation

Unavailability of stakeholders for M&E Reviews hampering assurance of project implementation

Non-Compliance with the terms and conditions of the agreed and signed MOA

Ghost Learners

Non-Compliance with approved FP&M SETA policies

Delayed submission of accurate and complete information

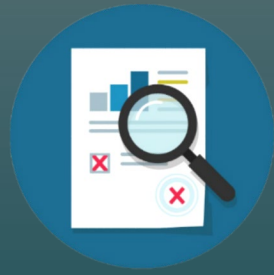
Inaccurate/ falsified learner records

Fraud



Implication of Non-compliance

- ❖ Depending on the severity of the issues reported, where suspicion of contractual and or legal breaches, malpractice, unethical conduct & governance risks occur M&E may recommend:



formal **investigation** of allegation/s



Suspension of the implementation of the project



Suspension and or **revoking accreditation** of the training provider



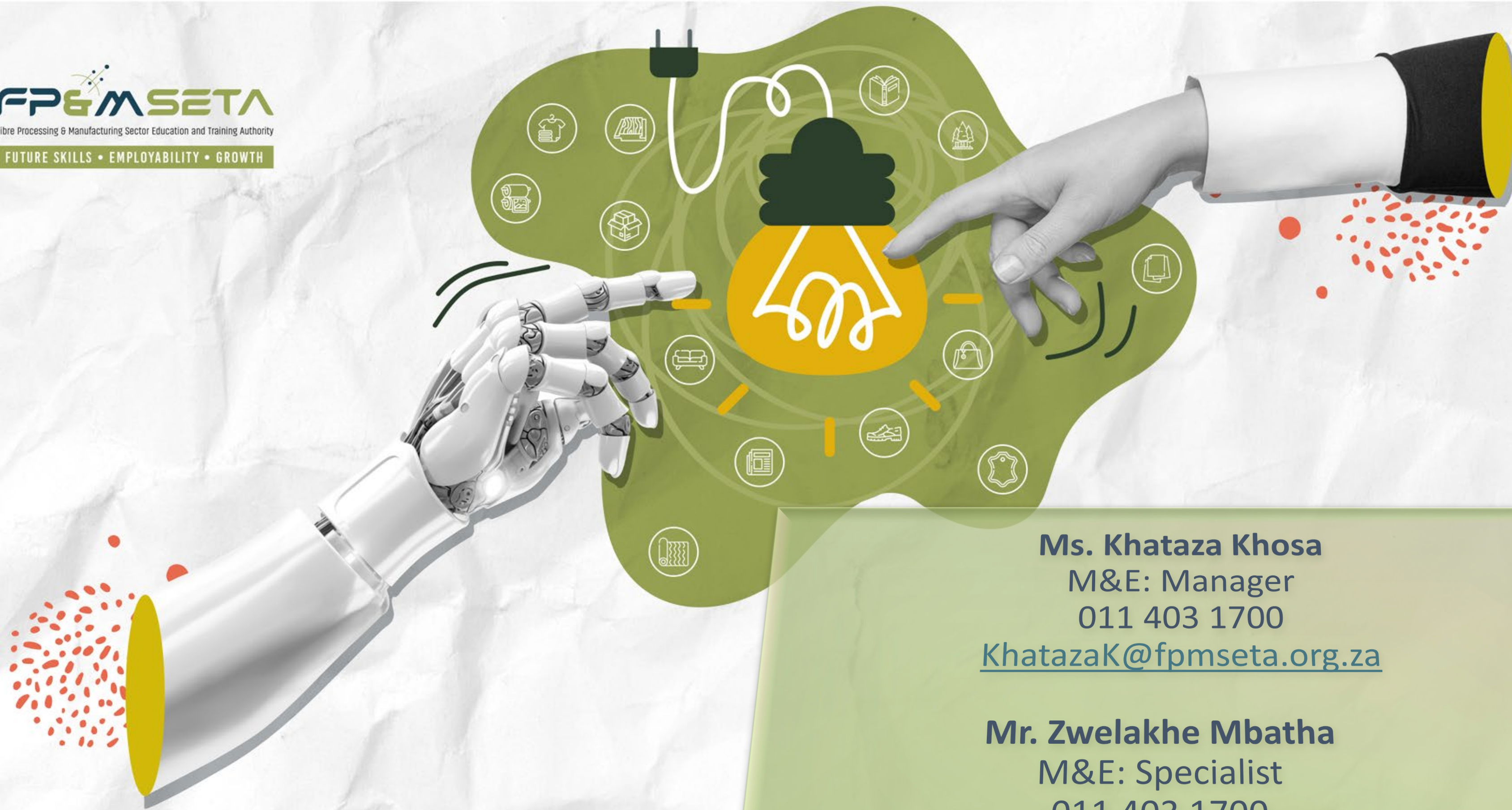
Blacklisting the training provider/institution



Withholding payments due



Reporting the matter to the authorities for further legal action



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THANK YOU