



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

Compiled by:  
**CEO, Dr Felleng Yende**  
*Doctor of Philosophy in Management of  
Technology and Innovation*

**FP&M SETA**

Fibre Processing & Manufacturing Sector Education and Training Authority

FUTURE SKILLS • EMPLOYABILITY • GROWTH

Skilling for Employability



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# Opening Remarks by CEO

- Compliments and best wishes to all Stakeholders for 2025
- I wish all Stakeholders a healthy, safe and productive year and extend a warm welcome to all our stakeholders to the FP&M SETA MG and DG funding window physical & virtual workshops for the 2025/26 financial year
- Opening of FP&M SETA Offices: FP&M SETA resumed its business operations on 6<sup>th</sup> January 2025.
- FP&M SETA employees will continue to provide services with excellence to stakeholders

**CHIEF EXECUTIVE OFFICER  
DR FELLENG YENDE**

**Skilling for Employability**





# Strategic Intent

## Vision

To be a **credible and effective skills development partner** ensuring the **delivery of service excellence** that will produce a **highly-skilled world-class workforce** through various skills development interventions

## Mission

To establish a **credible institutional mechanism** that facilitates an efficient and effective skills development process, through a range of **quality services and partnerships**, to **contribute to sector competitiveness to achieve inclusive economic growth, job creation and transformation.**

## Mandate

Overarching mandate extracted from **NSDP goals and objectives**. FP&M SETA to **facilitate skills development across 13 sub-sectors**



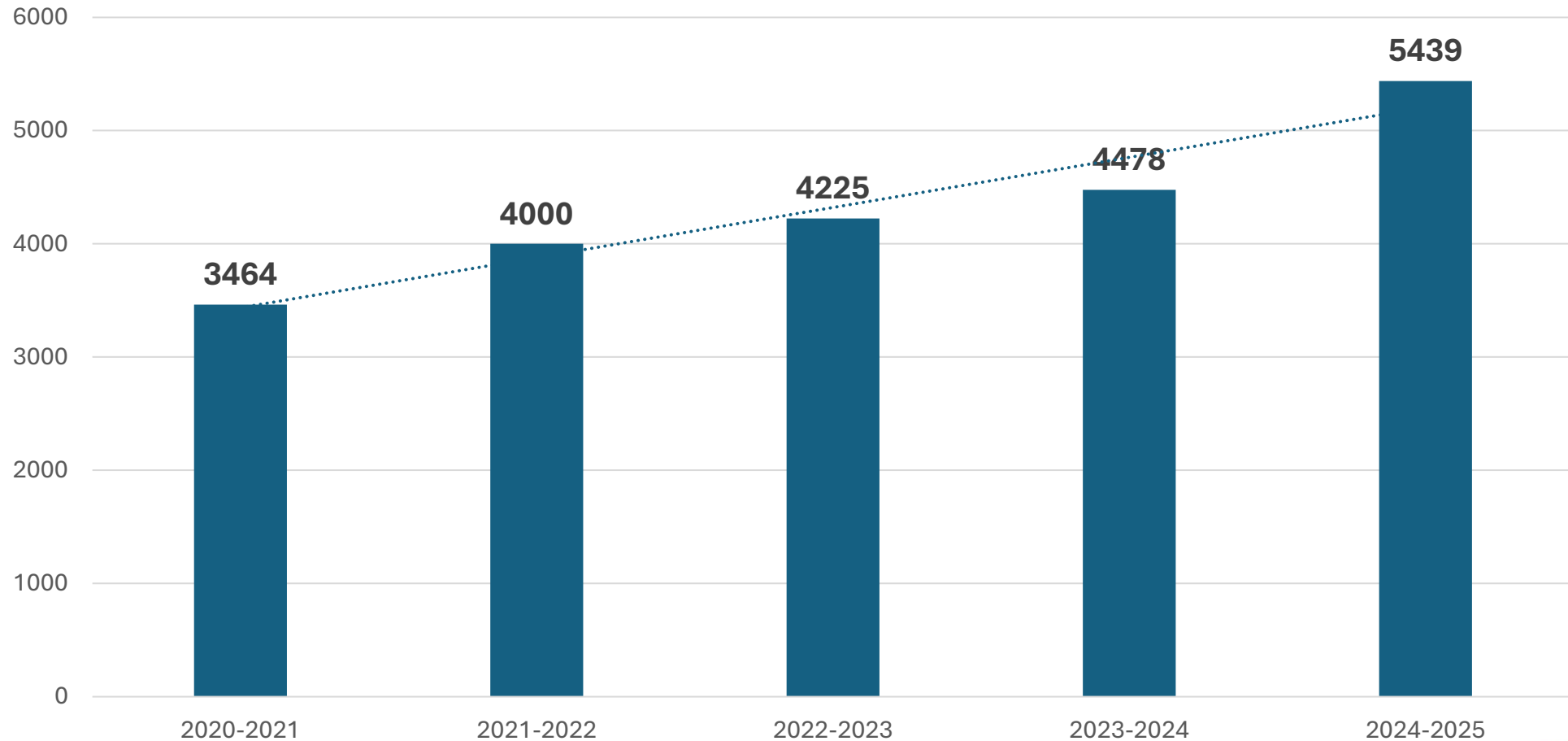
# FP&M SETA's Values



# Sector Coverage



# No of Levy Paying Companies



# SETA Mandate

Responsible for the Implementation of a Sector Skills Development Strategy for the FP&M Sector

Promotion and implementation of the objectives of the NSDP

Provision of skills development services to FP&M Sector, including:

- Disbursement of mandatory grants linked to workplace skills planning
- Disbursement of discretionary grants for the implementation of learning programmes and sector specific projects
- Quality assurance of learning provision, including qualifications development
- Facilitation of programmes / projects to ensure that people (employed or wanting to be employed in the sector) obtain the critical or scarce skills that are needed to build the capacity of the sector to become economically sustainable and globally competitive



# OVERVIEW OF FP&M SETA STRATEGY

# FP&M SETA Strategic Focus

- Addressing the skills development needs of the country and fighting youth unemployment requires concerted and coordinated efforts by all stakeholders.
- The government cannot win this battle alone, and the country's MTDP Priorities and Economic Reconstruction and Plan (ERRP) provides a clear framework on how SETAs can contribute to reviving the economy of South Africa in partnership with business and other social partners.

## MTDP Priorities of Government

- A capable, ethical and developmental state –continuous professional development of employees
- Inclusive growth and job creation – drive employability of graduates in the sector
- Reduce poverty and tackle the high cost of living – focus on improving the township economy and rural development

# FP&M SETA Strategic Focus

## Expanding the Economic Contribution of the FP&M Sector / Addressing Demand Side Challenges

- Sustainable entrepreneurial, SMME and Cooperatives development
- 4IR Holistic digitisation and advancement of technological infrastructure
- Research and Development to inform Innovation and Advanced Technologies
- Prioritise Just Energy Transition (JET) Skills
- Partnerships and Collaboration with Employers, Labour and Government
- Infrastructure development and public sector institutional delivery capacitation – Growth of TVET Colleges
- Addressing Transformation and Gender Empowerment (GBV)
- Focus on youth, rural development, township economy and people living with disabilities
- Work-based Learning – Learner absorption post training - Significant reduction of unemployed people including graduates
- Developing occupationally directed-qualifications that are relevant and fit-for-purpose to industry needs and aligned to QCTO framework

# FP&M SETA Strategic Focus

## Measures to support National and Sectoral Strategies and Plans

- Interventions in support of the ERRP
- Interventions to Support Proudly South African and Local Manufacturing
- Priority areas include the District Development Model, Industrial Development Zones, Municipalities and Skills Development Zones
- Interventions in support of the PYES
- Interventions in support of MTDP Priorities
- Interventions in support of Industry Masterplans
- Focused engagements with industry for employment-based training
- Accelerating digital-based skills development systems and strategies.
- Promoting environmental sustainability
- Promoting world-class manufacturing



# FP&M SETA PERFORMANCE

# 2023/24 At-A-Glance



Rural Reach  
60.3%



**Females**  
**67.5%**

Across all programmes  
(except apprenticeships)

**Youth**

**77%** of learners **>** **35** years of age



**Black Learners**  
**96.8%**

Representation by black learners  
across programmes

**Disability**  
**1.62%**

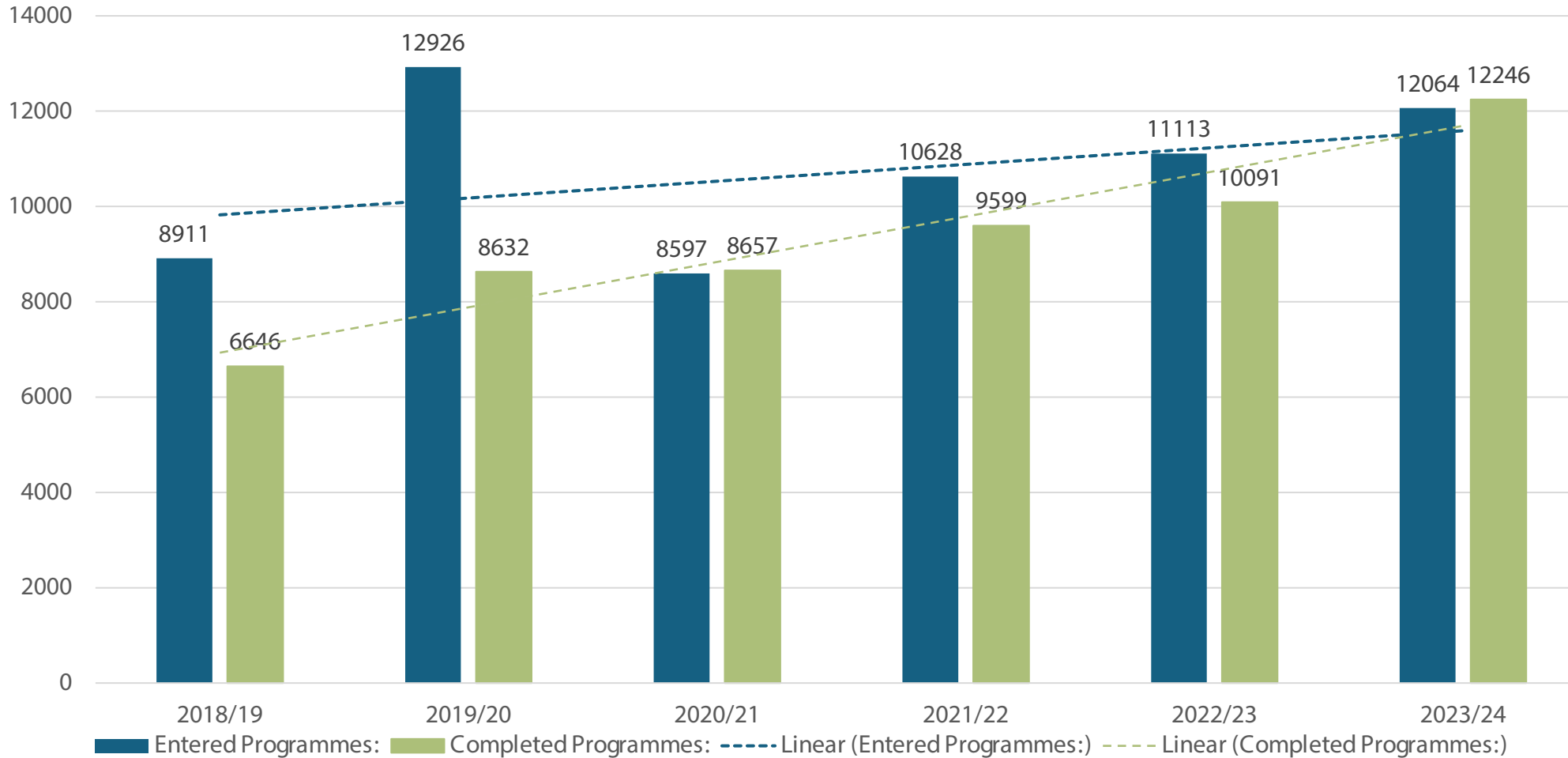
People with disabilities  
accessing programmes



Needs to  
increase  
to 4 - 5%



# Learning Programmes Implementation



Over the years since 2011,

**161,329**

individuals have encountered FP&M SETA at different stages of their career journey.



Among these are approximately

**94,573**

learners who entered FP&M SETA's occupationally directed programmes.



and approximately

**66,756**

learners who have successfully completed occupational qualifications.

Approximately  
12 064 registrations  
12 246 completions

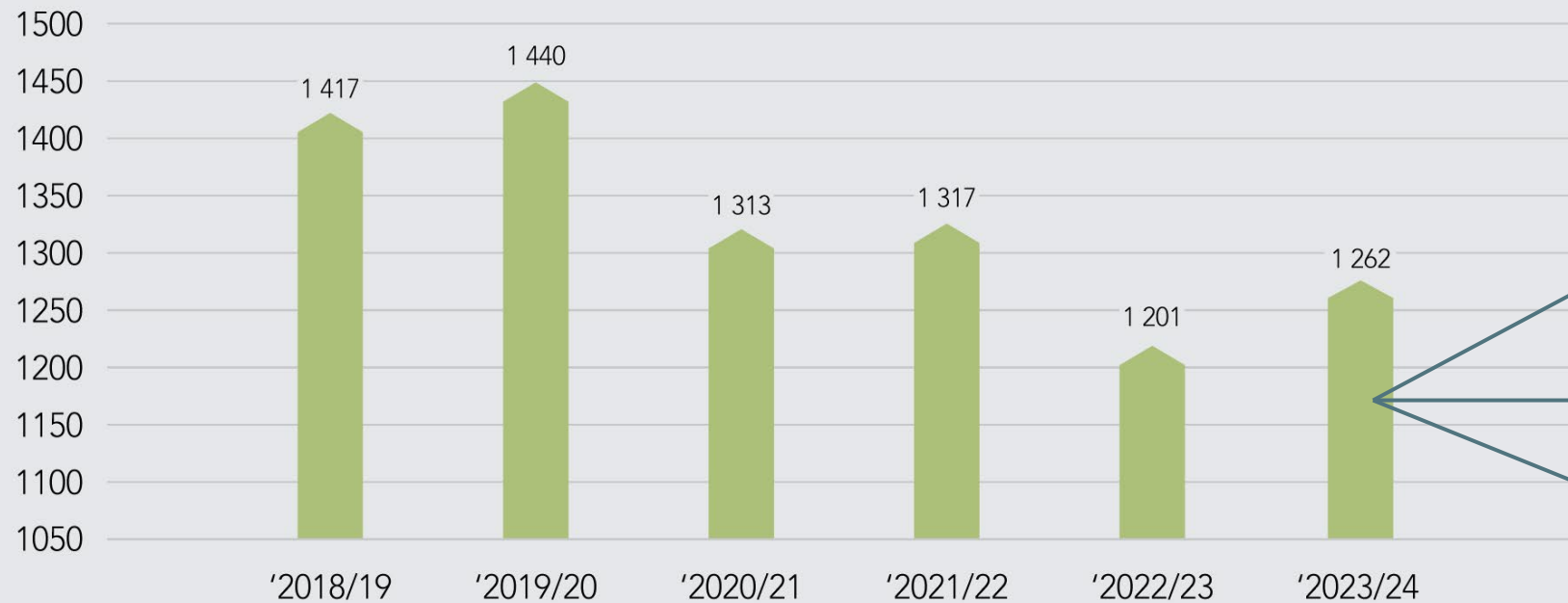
Learnerships  
3 878 registrations  
3 269 completions

Approximately  
1 318 learners  
benefited from  
bursary grants

**R71 million**  
in commitments

# Mandatory Grant Submissions

WSP/ATR Submissions (2018/19 - 2023/24)



**Small firms:**

**593**

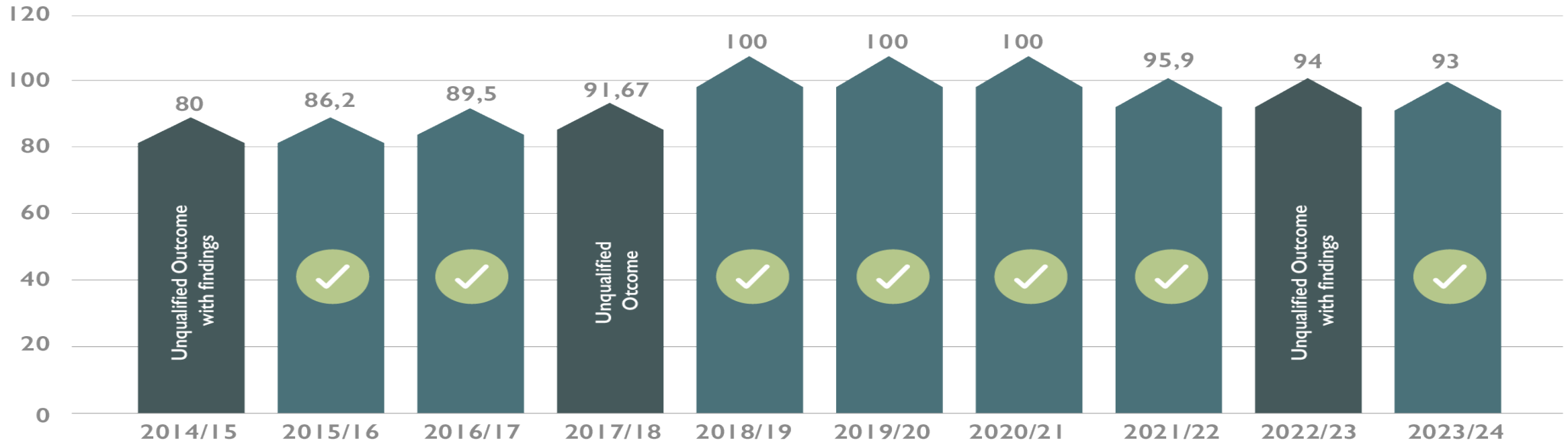
**Medium firms:**

**363**

**Large firms:**

**306**

# Audit Outcomes



2011/12 Qualified with financial misstatements  
2012/13 Qualified with financial misstatements  
2013/14 Unqualified outcome with findings

 Clean Audit

# Audit Outcomes



Seta achieved an **unqualified clean audit** for 2023/24



Controls are in place to **sustain the outcome** in 2024/25

*An unqualified clean audit, also known as a clean audit opinion, means that an auditor has found no material misstatements in a company's financial statements. This indicates that the company's financial statements are reasonably stated and that the company is compliant with generally accepted accounting principles (GAAP).*



# Skills Implementation Challenges

- We are fully committed to transforming our business operations from manual processes to new digital technologies in order to optimise our service offerings.
- All MG & DG Applications must be electronic and captured on our IT systems – NO MANUAL Applications
- Skills Planning - Skills supply and demand challenges - Skills Mismatch
- Projects – Learner Stipends not paid – this is a concern
- Governance Transition – Not a SETA process
- Quality of Training in the Sector

# Concluding Remarks by CEO

- I am going to leave it to my management team to take you through the MG/DG online systems, regulations, compliance requirements, criteria and supporting documentation required for mandatory and discretionary grant applications.
- During this workshop we will also cover monitoring & evaluation and risks and live demonstration of our IT systems.
- I wish you the best of luck in your MG/DG Applications for 2025/26 – you are reminded that we are working with a very constrained budget and definitely not in a position to satisfy all of our stakeholder's expectations.

# Contact Details- Head Office & Regional Offices

- **Gauteng**

- Thynk Park, 8 Summit Road, 1st Floor, Dunkeld West, Randburg, JHB
- PO Box 31276, Braamfontein, 2017 | Tel: 011 403 1700

- **Western Cape**

- 3rd Floor, West Wing, Palms Centre, 145 Sir Lowry Road, Woodstock,
- Cape Town, 7915
- PO Box 351, Woodstock, 7915 | Tel: 021 462 0057

- **KwaZulu Natal**

- Office 1001, BDO House, 7 Derby, Downs Office Park, Westville, DBN
- PO Box 935, Pinetown, 3600 | Tel: 031 702 4482

- e-mail: [info@fpmseta.org.za](mailto:info@fpmseta.org.za)

- [www.fpmseta.org.za](http://www.fpmseta.org.za)



# THANK YOU

