



# FP&M SETA/ NSF PARTNERSHIP Workshops 7 May 2025

Compiled by:  
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*Strategic Projects Manager*



Fibre Processing & Manufacturing Sector Education and Training Authority



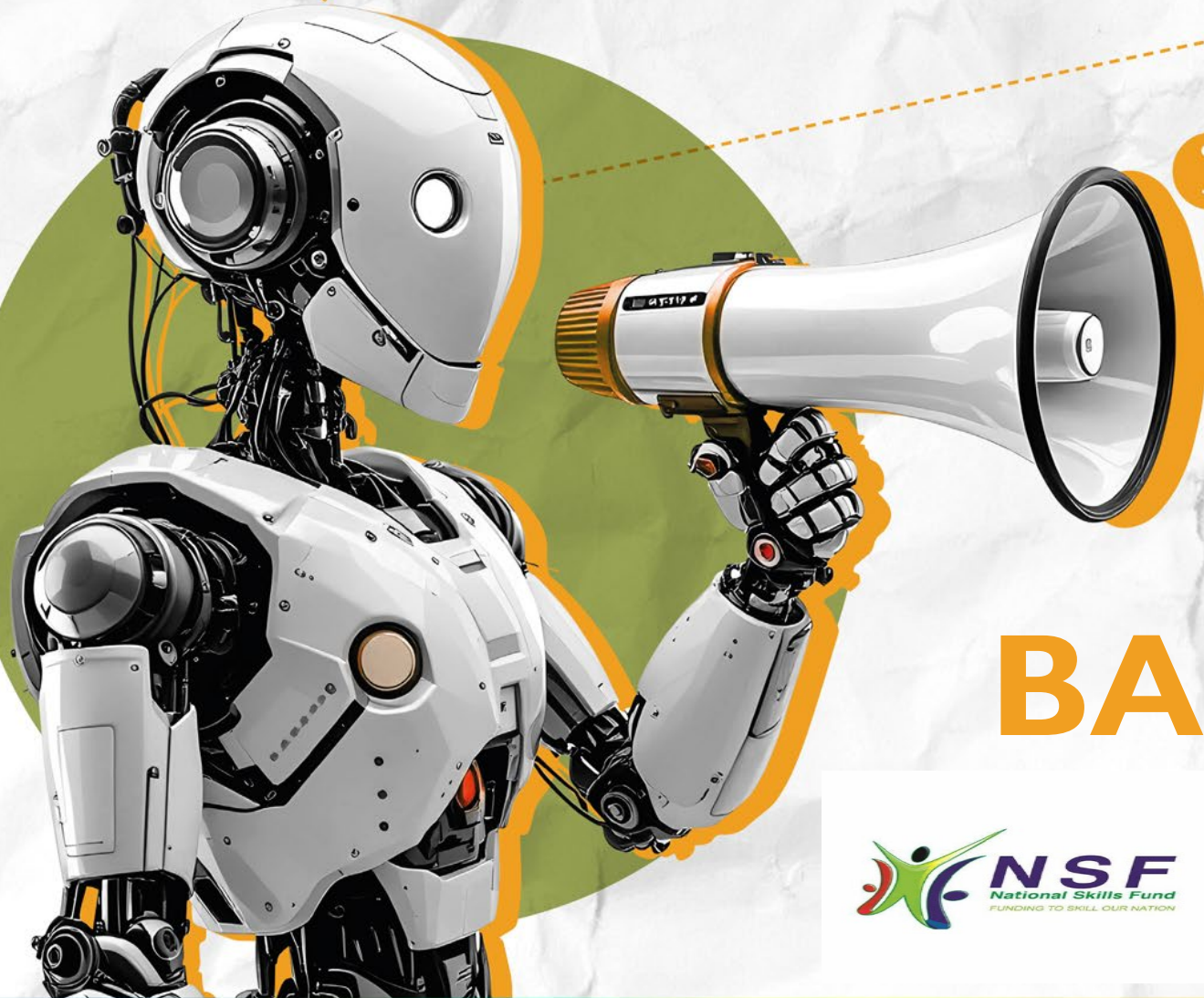
FUTURE SKILLS • EMPLOYABILITY • GROWTH

Skilling for Employability

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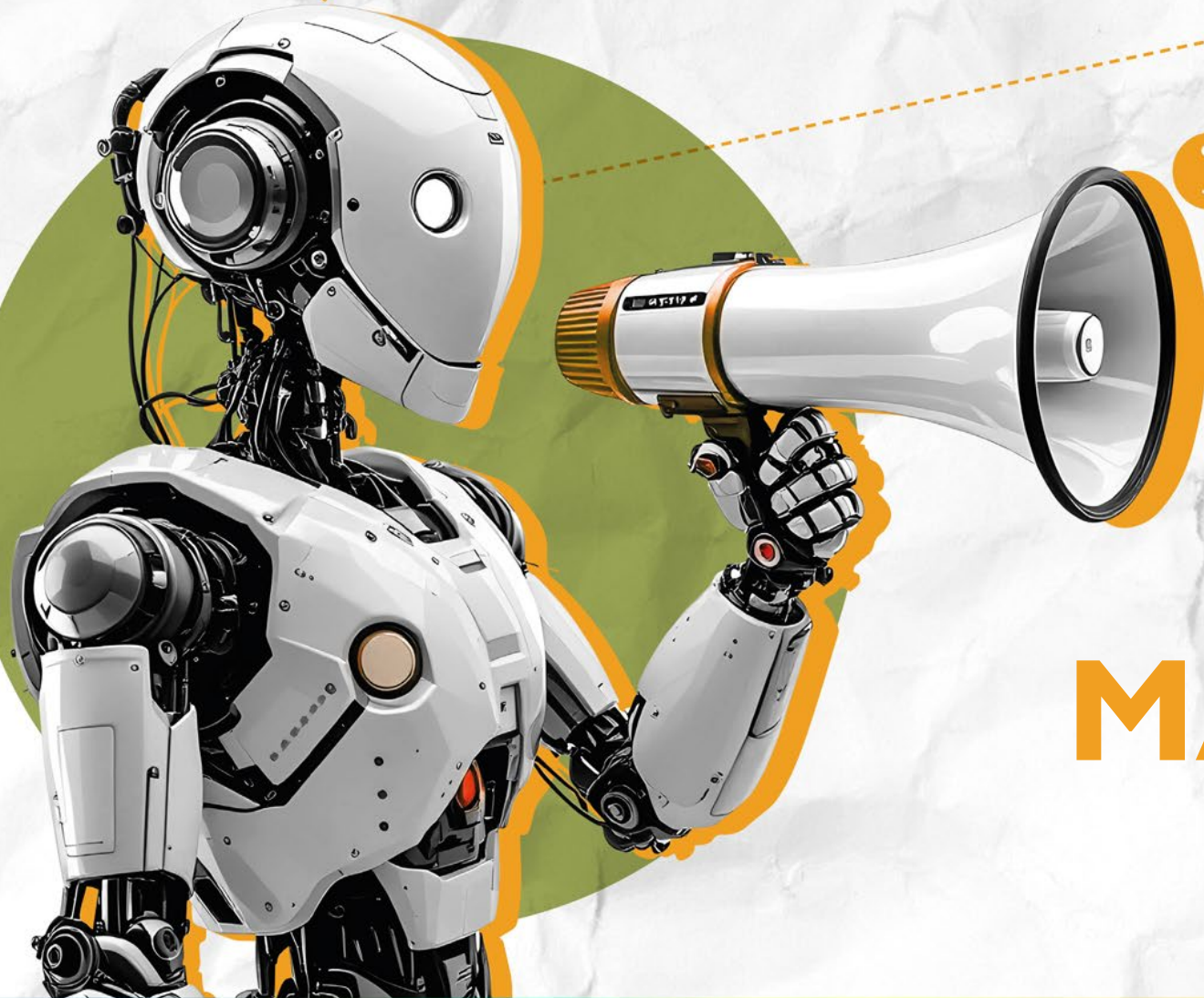




# BACKGROUND

# BACKGROUND

- The project is Partnership between FP&M SETA, represented by Dr. Felleng Yende (CEO – FP&M SETA) and National Skills Fund (NSF), represented by Dr. Nkosinathi Sishi (DG: DEPT OF HIGHER EDUCATION AND TRAINING)
- The Project aims to benefit 6 050 beneficiaries through various SETA related interventions.
- Programmes funded must focus on Job Creation, supporting disability and entrepreneurship.



# PROJECT MANAGEMENT

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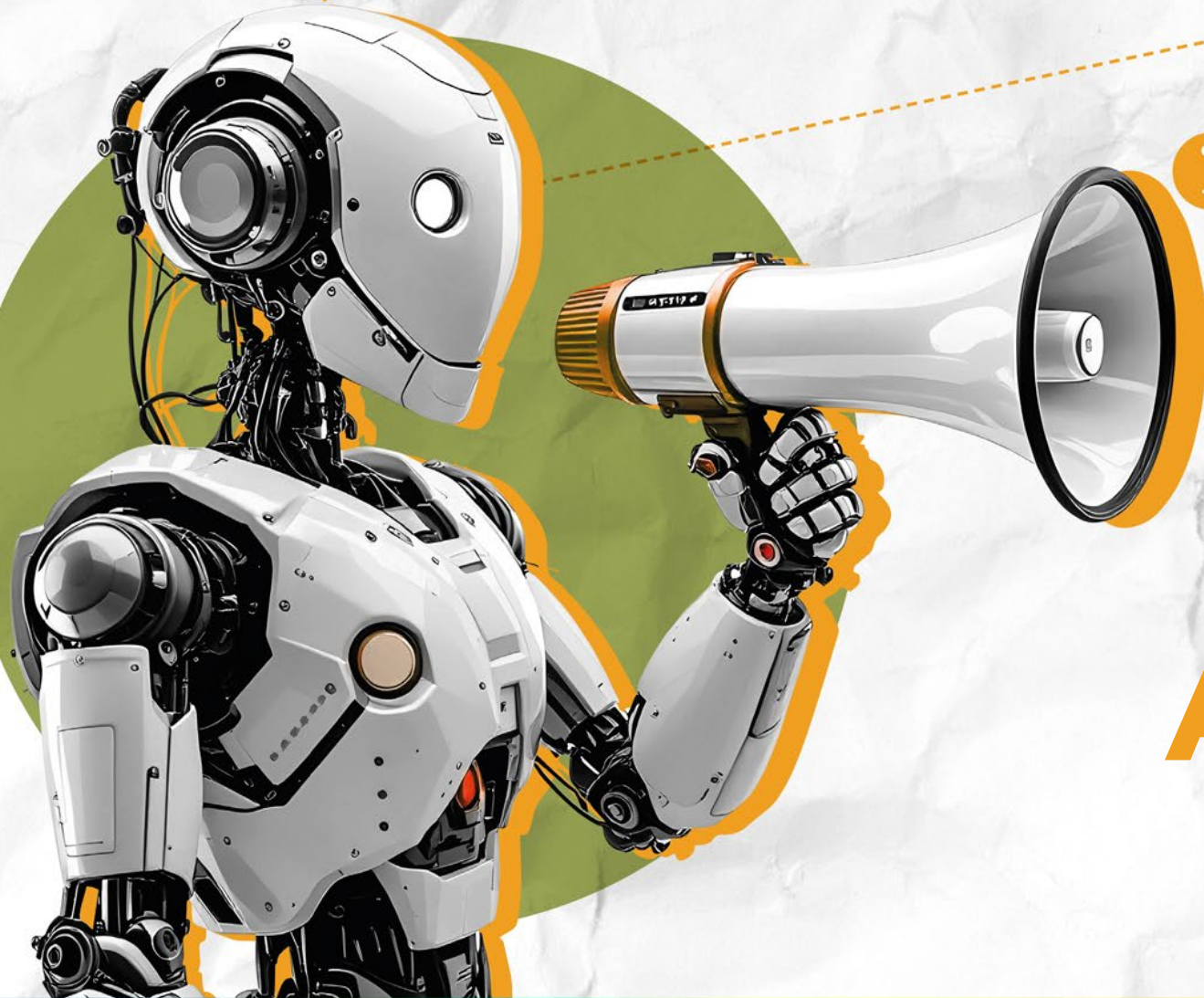
- A project management office for NSF Project has been established and is being headed by Mr. Joe Rametsi (Strategic Projects Manager).
- Stakeholders will still be required to register learners on the FP&M SETA learner management information system under **INDUSTRY FUNDING**.
- Stakeholders are required to follow all standard FP&M SETA processes with regards to Learner Registration docs, ID's, proof of qualifications etc.
- The QMR report will be replaced with the NSF template (to be presented by NSF representative)

# PROJECT MANAGEMENT

- All NSF related projects will be subject to the same Monitoring and Evaluation as SETA funded projects.
- Payments for milestones and evidence review will be handled by the project management office for the NSF Projects (Details of all individuals will be made available to Stakeholders).
- Stipend Payments remain an issue in the SETA space and we urge our stakeholders to ensure that the project does not run into issues of timely stipend payments. This will be monitored monthly.
- All approved Projects to be implemented within 1 month of approval and signing of addenda.

# PROJECT MANAGEMENT

- Implications of non compliance with the Project may result in the following:
  - Formal Investigations
  - Suspension of the Project
  - Suspension or Revocation of the Accreditation of the Training Provider.
  - Blacklisting of Service Provider
  - Withholding payment and reporting matter to law enforcement.
- Scope changes **WILL NOT** be allowed without express approval from the Project Manager in writing.
- Audit evidence to be retained for a period of 7 years.
- Stakeholders may not retain funds resulting from dropouts. Future tranches will be reduced accordingly.

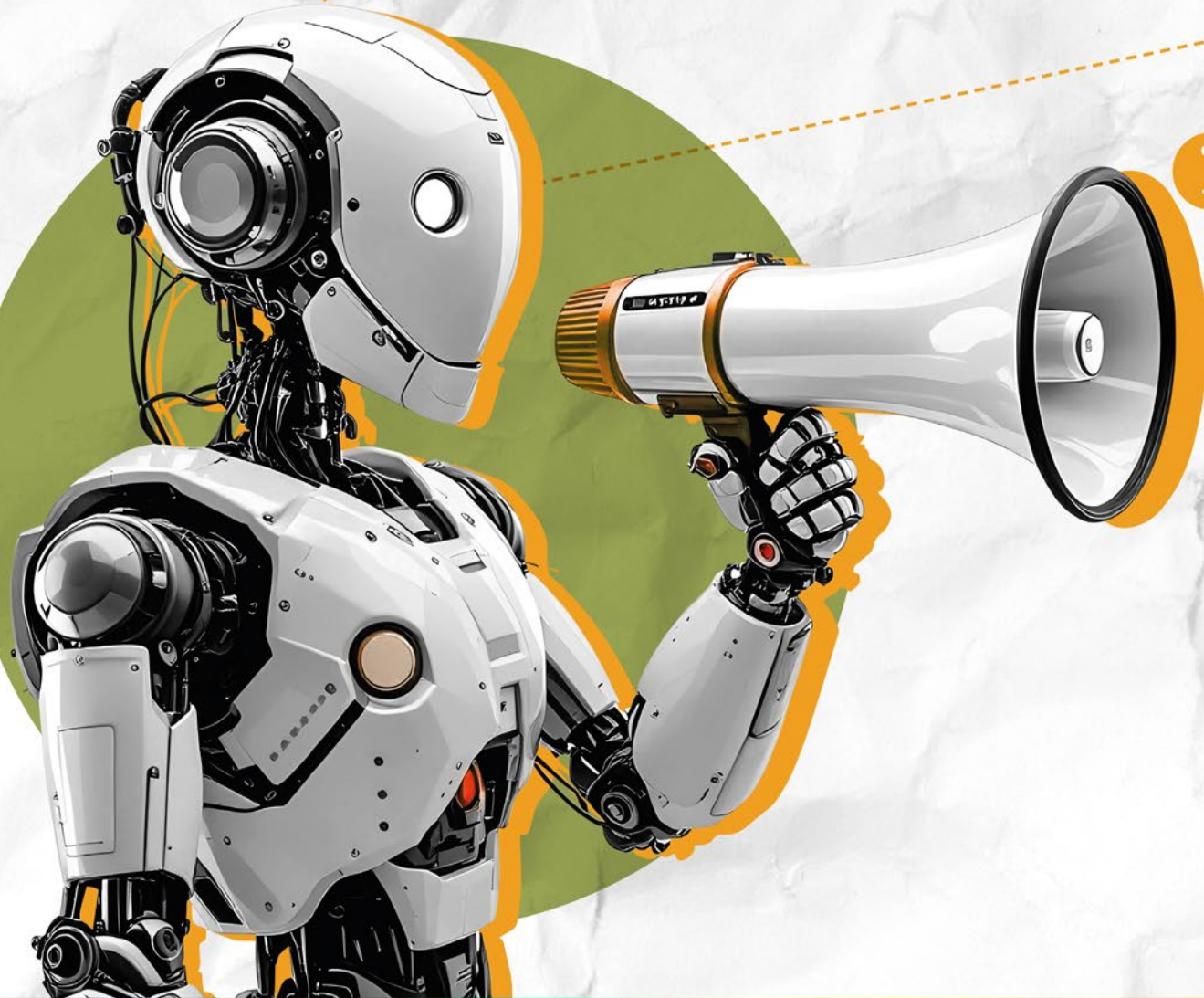


A cluster of six orange icons arranged in a loose circle. The icons include: a laptop, a box with a plus sign, a magnifying glass, a person silhouette, a gear, and a speech bubble with a plus sign. A dashed orange line connects the top of the cluster to the top right corner of the page.

# QUALITY ASSURANCE

# QUALITY ASSURANCE

- Quality Assurance interventions (i.e. Artisans, Learnerships and Skills Programmes) will be subject to QA processes of the FP&M SETA.
- This includes requirements for Registration of Learners, Quality Learning Provisions, Assessment and Moderation, Verification and Certification.
- Duration of Programme must be aligned to credits and notional hours (1 credit = 10 hours of training).
- SDP's must ensure **QUALITY** delivery of the Project.



# Unemployed Learnership

# PROGRAMME – UNEMPLOYED LEARNERSHIP

- The programmes funded are as follows:
  - National Certificate: Clothing, Textile, Footwear and Leather Manufacturing Process (120 Credits) – **400 learners**
  - National Certificate: Furniture Making: Wood (120 Credits) – **400 learners.**
  - National Certificate: New venture creations (120 Credits) – **200 learners.**
  - National Certificate: Forestry (120 Credits) – **146 learners.**
  - The requirements for the programmes are on next slide...

# PROGRAMME – UNEMPLOYED LEARNERSHIP

- The amounts listed on the next slides represents the breakdown of the total Learnership Unemployed funding.
- Stakeholders will be required to comply with all the conditions for each type of cost driver in order to receive funding.
- The total cost per learner for Unemployed learnership is **R 55 250.00 per learner.**
- The programme duration is **12 months.**

# PROGRAMME – UNEMPLOYED LEARNERSHIP

Cost Driver	Description	Cost per learner	Documentary requirements (POE)
Recruitment	Once of cost to be claimed prior to the commencement of training.	R 800.00	<ul style="list-style-type: none"> <li>• Advert for recruitment of learners.</li> <li>• Advert must include both NSF and FP&amp;M SETA logo.</li> <li>• Induction register of learners recruited.</li> <li>• Internal invoice from Stakeholder.</li> </ul>
Tuition Fees	The actual Cost of delivering the training.	R 24 000.00	<ul style="list-style-type: none"> <li>• Progress report throughout the implementation of the 12 months programme.</li> <li>• Internal invoice from stakeholder will be required.</li> </ul>

# PROGRAMME – UNEMPLOYED LEARNERSHIP

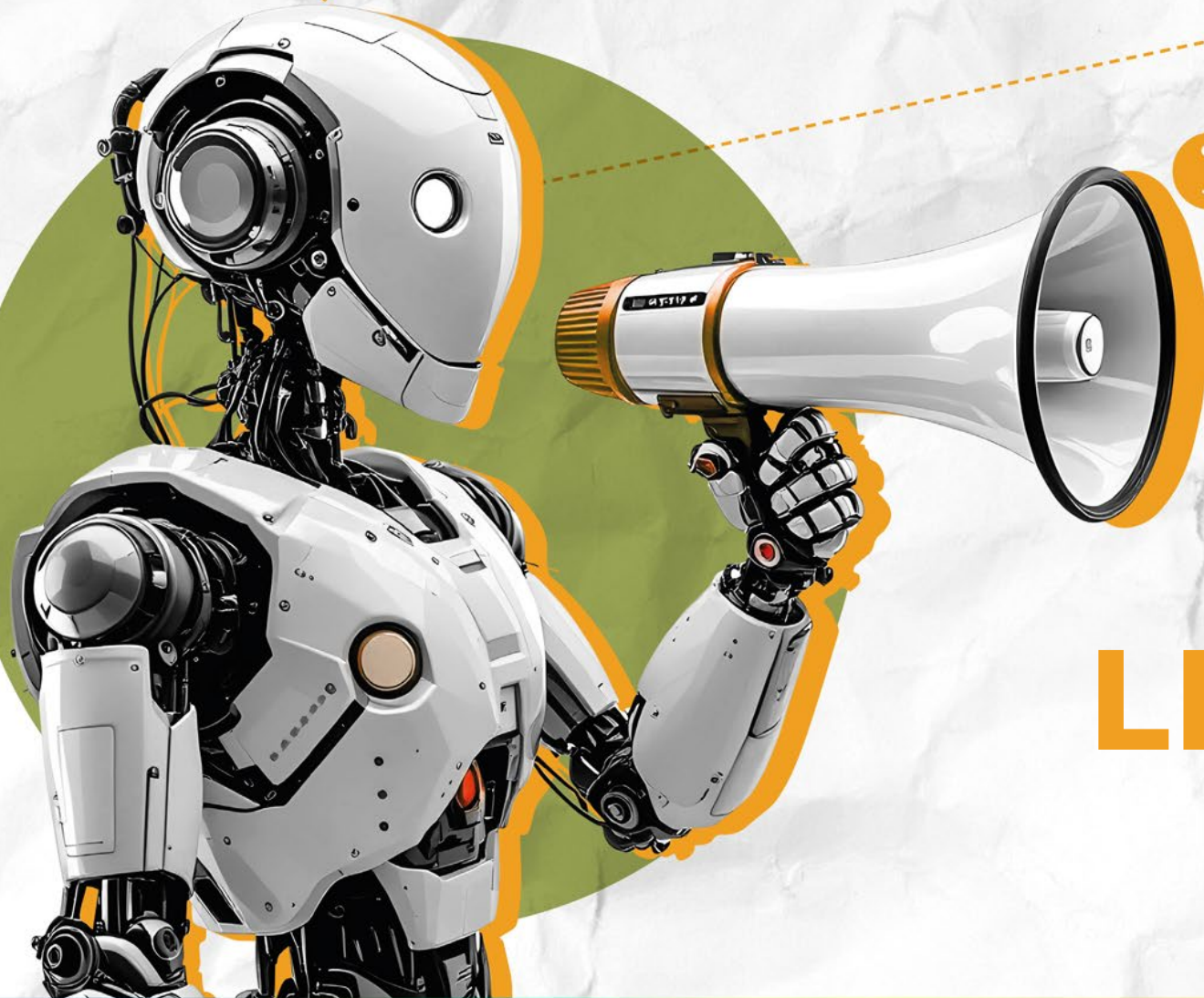
Cost Driver	Description	Cost per learner	Documentary requirements (POE)
Stipends	Monthly fees paid to learners as part of their participation in the programme.	R 2 500.00 per month.  R 30 000.00 for 12 month programme	<ul style="list-style-type: none"> <li>• This is pro – rated. i.e. deduction to will be made if learner is absent from class.</li> <li>• Stakeholder are required to ensure that learners are registered for Income Tax.</li> <li>• Payslips and proof payment are required monthly for payments made.</li> <li>• Stakeholders are encouraged to have a payroll system to ensure ease of reporting.</li> </ul>
UIF	Unemployment Insurance Fund (1 % of learner stipend)	R 25.00 per month  R 300.00 per month for programme.	<ul style="list-style-type: none"> <li>• Stakeholders are required to withhold 1% of monthly stipend as UIF.</li> <li>• Payment to be made to SARS by 7<sup>th</sup> day of month following the Stipend payment.</li> </ul>

# PROGRAMME – UNEMPLOYED LEARNERSHIP

Cost Driver	Description	Cost per learner	Documentary requirements (POE)
COIDA	Compensation of Occupational Injury on Duty – Employers must ensure that they can prove that there’s coverage for learners entering the programme.	R 12.50 per month  R 150.00 per month for programme.	<ul style="list-style-type: none"> <li>• COIDA filing takes place once a year, so stakeholders have to provide evidence of learner coverage.</li> <li>• The amount for COIDA will be advanced in line with stipend payments.</li> </ul>



**Q&A????**



# EMPLOYED LEARNERSHIP

# PROGRAMME – EMPLOYED LEARNERSHIP

- The programmes funded are as follows:
  - National Certificate: Clothing, Textile, Footwear and Leather Manufacturing Process (120 Credits) – **200 Learners**
  - National Certificate: Forestry (120 Credits) – **100 Learners**
  - National Certificate: Furniture Making: Wood (120 Credits) – **200 Learners**
- The amounts listed on the next slides represents the breakdown of the total Learnership Unemployed funding.

# PROGRAMME – EMPLOYED LEARNERSHIP

- Stakeholders will be required to comply with all the conditions for each type of cost driver in order to receive funding.
- The total cost per learner for Employed learnership is **R 55 250.00 per learner.**
- The duration of the programme is 12 month.

# PROGRAMME – EMPLOYED LEARNERSHIP

Cost Driver	Description	Cost per learner	Documentary requirements (POE)
Recruitment	Once of cost to be claimed prior to the commencement of training.	R 800.00	<ul style="list-style-type: none"> <li>• Advert for recruitment of learners.</li> <li>• Advert must include both NSF and FP&amp;M SETA logo.</li> <li>• Induction register of learners recruited.</li> <li>• Internal invoice from Stakeholder.</li> </ul>
Tuition Fees	The actual Cost of delivering the training.	R 24 000.00	<ul style="list-style-type: none"> <li>• Progress report throughout the implementation of the 12 months programme.</li> <li>• Internal invoice from stakeholder will be required.</li> </ul>

# PROGRAMME – EMPLOYED LEARNERSHIP

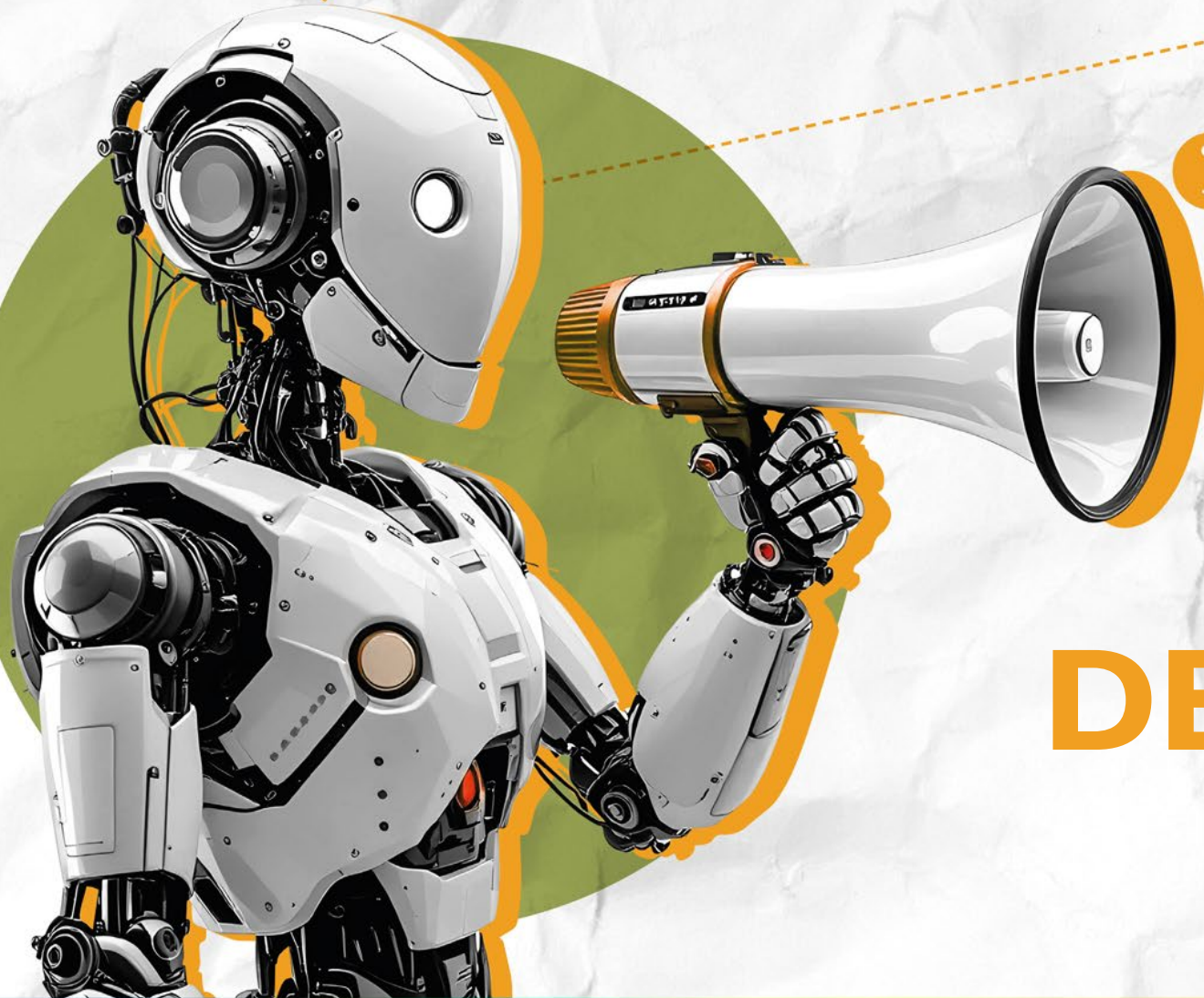
Cost Driver	Description	Cost per learner	Documentary requirements (POE)
Stipends	Monthly fees paid to learners as part of their participation in the programme.	R 2 500.00 per month.  R 30 000.00 for 12 month programme	<ul style="list-style-type: none"> <li>• This is pro – rated. i.e. deduction to will be made if learner is absent from class.</li> <li>• Stakeholder are required to ensure that learners are registered for Income Tax.</li> <li>• Payslips and proof payment are required monthly for payments made.</li> <li>• Stakeholders are encouraged to have a payroll system to ensure ease of reporting.</li> </ul>
UIF	Unemployment Insurance Fund (1 % of learner stipend)	R 25.00 per month  R 300.00 per month for programme.	<ul style="list-style-type: none"> <li>• Stakeholders are required to withhold 1% of monthly stipend as UIF.</li> <li>• Payment to be made to SARS by 7<sup>th</sup> day of month following the Stipend payment.</li> </ul>

# PROGRAMME – EMPLOYED LEARNERSHIP

Cost Driver	Description	Cost per learner	Documentary requirements (POE)
COIDA	Compensation of Occupational Injury on Duty – Employers must ensure that they can prove that there's coverage for learners entering the programme.	R 12.50 per month R 150.00 per month for programme.	<ul style="list-style-type: none"><li>• COIDA filing takes place once a year, so stakeholders have to provide evidence of learner coverage.</li><li>• The amount for COIDA will be advanced in line with stipend payments.</li></ul>



**Q&A????**



# ARTISAN DEVELOPMENT

# PROGRAMME – ARTISAN DEVELOPMENT

- The programmes funded are as follows:
  - Various Trades – **194 Learners**
- Stakeholders will be required to comply with all the conditions for each type of cost driver in order to receive funding.
- The total cost per learner for Artisan Development is **R 208 710.00** per learner.
- Programme is a 36 month programme.

# PROGRAMME – ARTISAN DEVELOPMENT

Cost Driver	Description	Cost per learner	Documentary requirements (POE)
Recruitment	Once of cost to be claimed prior to the commencement of training.	R 800.00	<ul style="list-style-type: none"> <li>• Advert for recruitment of learners.</li> <li>• Advert must include both NSF and FP&amp;M SETA logo.</li> <li>• Induction register of learners recruited.</li> <li>• Internal invoice from Stakeholder.</li> </ul>
Tuition Fees	The actual Cost of delivering the training.	R 98 290.00	<ul style="list-style-type: none"> <li>• Progress report throughout the implementation of the 36 months programme.</li> <li>• Internal invoice from stakeholder will be required.</li> </ul>

# PROGRAMME – ARTISAN DEVELOPMENT

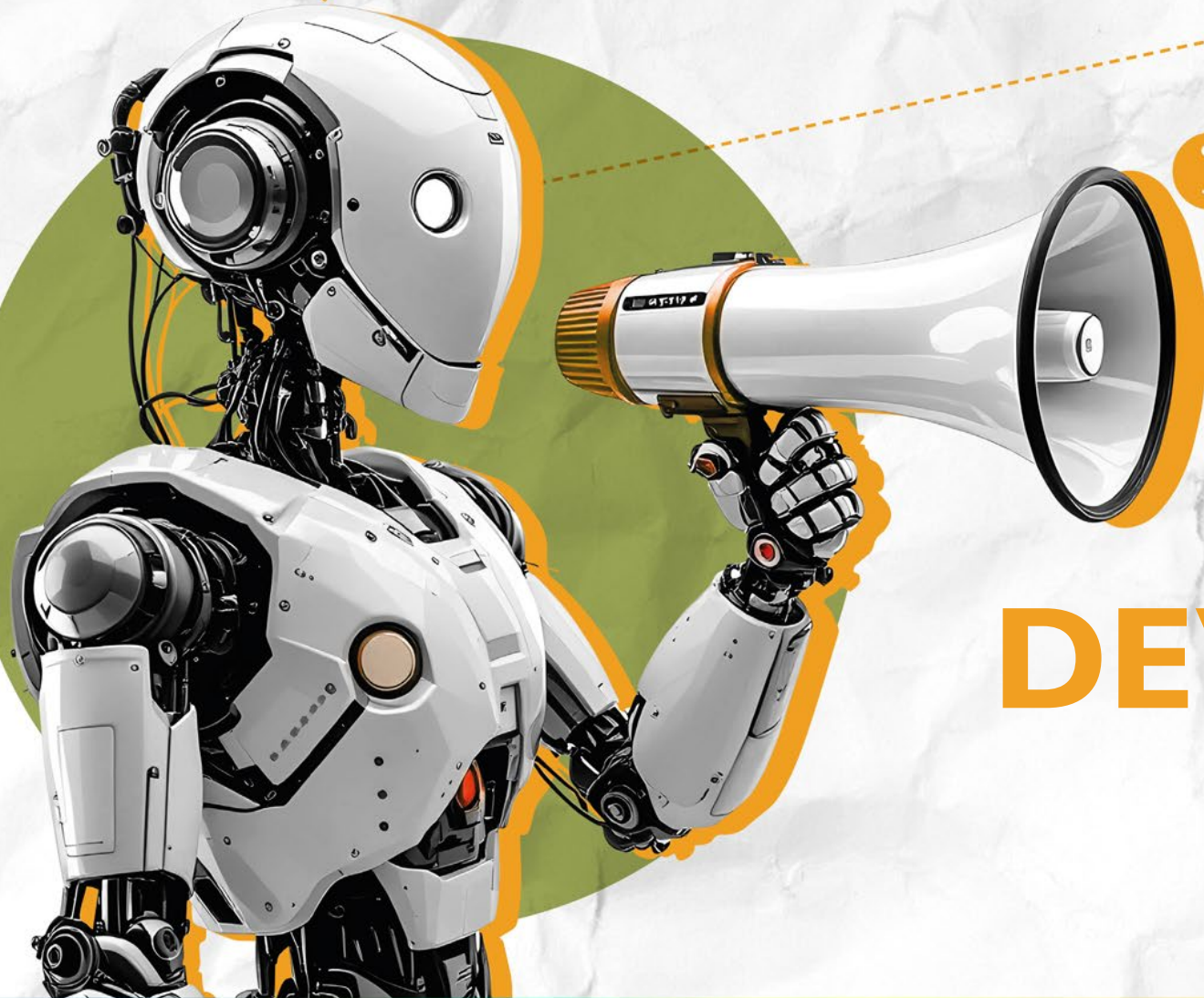
Cost Driver	Description	Cost per learner	Documentary requirements (POE)
Stipends	Monthly fees paid to learners as part of their participation in the programme.	R 3 000.00 per month.  R 108 000.00 for 36 month programme	<ul style="list-style-type: none"> <li>• This is pro – rated. i.e. deduction to will be made if learner is absent from class.</li> <li>• Stakeholder are required to ensure that learners are registered for Income Tax.</li> <li>• Payslips and proof payment are required monthly for payments made.</li> <li>• Stakeholders are encouraged to have a payroll system to ensure ease of reporting.</li> </ul>
UIF	Unemployment Insurance Fund (1 % of learner stipend)	R 30.00 per month  R 1 080.00 per month for programme.	<ul style="list-style-type: none"> <li>• Stakeholders are required to withhold 1% of monthly stipend as UIF.</li> <li>• Payment to be made to SARS by 7<sup>th</sup> day of month following the Stipend payment.</li> </ul>

# PROGRAMME – ARTISAN DEVELOPMENT

Cost Driver	Description	Cost per learner	Documentary requirements (POE)
COIDA	Compensation of Occupational Injury on Duty – Employers must ensure that they can prove that there’s coverage for learners entering the programme.	R 15.00 per month R 540.00 per month for programme.	<ul style="list-style-type: none"><li>• COIDA filing takes place once a year, so stakeholders have to provide evidence of learner coverage.</li><li>• The amount for COIDA will be advanced in line with stipend payments.</li></ul>



**Q&A????**



# ARTISAN DEVELOPMENT (ARPL)

# PROGRAMME – ARTISAN DEVELOPMENT (ARPL)

- The programmes funded are as follows:
  - Various Trades – **727 Learners**
- Stakeholders will be required to comply with all the conditions for each type of cost driver in order to receive funding.
- The total cost per learner for Artisan Development is **R 84 339.95** per learner.
- Programme is a 12-month programme.

# PROGRAMME – ARTISAN DEVELOPMENT (ARPL)

Cost Driver	Description	Cost per learner	Documentary requirements (POE)
Recruitment	Once of cost to be claimed prior to the commencement of training.	R 800.00	<ul style="list-style-type: none"> <li>• Advert for recruitment of learners.</li> <li>• Advert must include both NSF and FP&amp;M SETA logo.</li> <li>• Induction register of learners recruited.</li> <li>• Internal invoice from Stakeholder.</li> </ul>
Tuition Fees	The actual Cost of delivering the training.	R 46 999.95	<ul style="list-style-type: none"> <li>• Progress report throughout the implementation of the 12 months programme.</li> <li>• Internal invoice from stakeholder will be required.</li> </ul>

# PROGRAMME – ARTISAN DEVELOPMENT (ARPL)

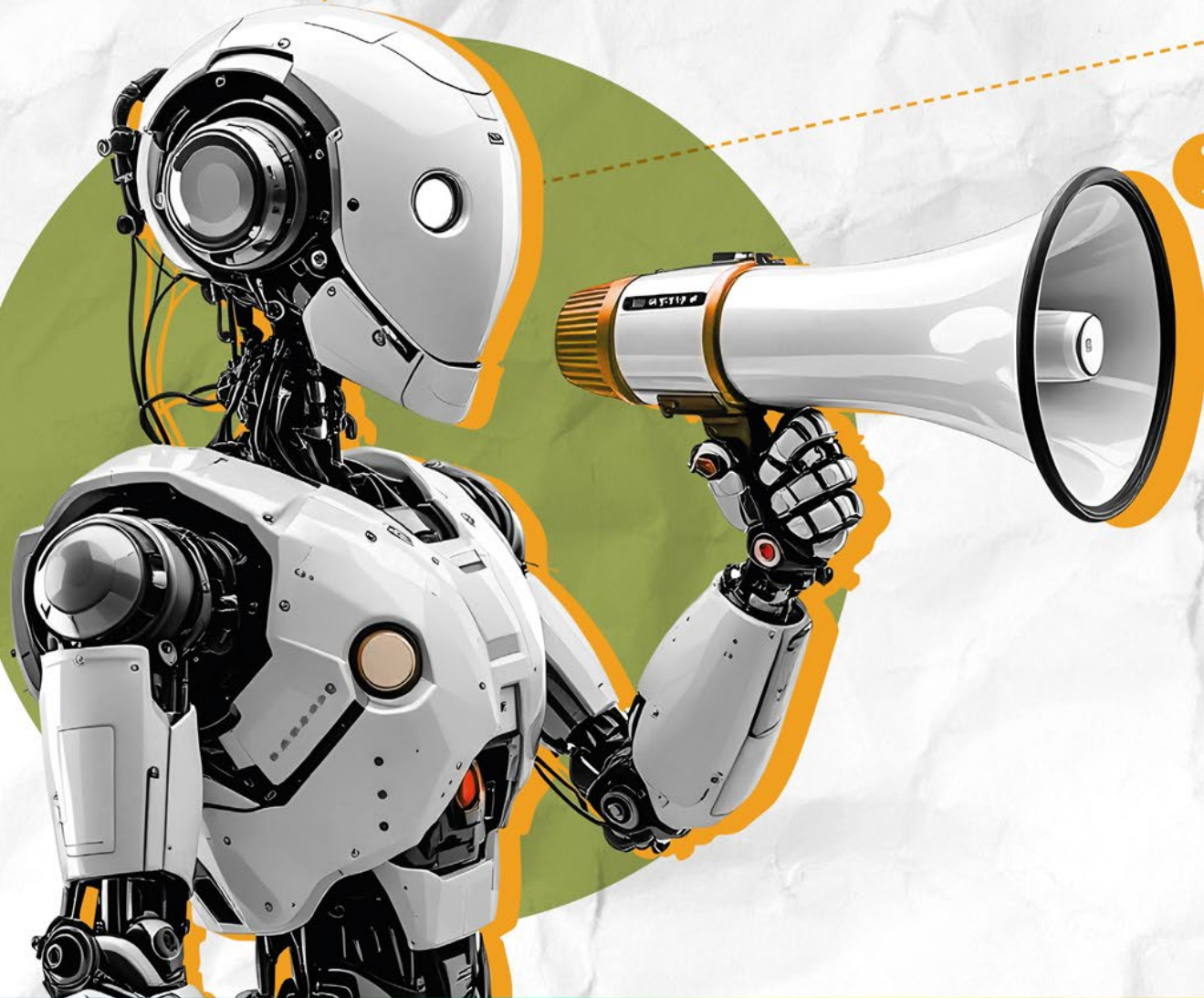
Cost Driver	Description	Cost per learner	Documentary requirements (POE)
Stipends	Monthly fees paid to learners as part of their participation in the programme.	R 3 000.00 per month.  R 36 000.00 for 12 month programme	<ul style="list-style-type: none"> <li>• This is pro – rated. i.e. deduction to will be made if learner is absent from class.</li> <li>• Stakeholder are required to ensure that learners are registered for Income Tax.</li> <li>• Payslips and proof payment are required monthly for payments made.</li> <li>• Stakeholders are encouraged to have a payroll system to ensure ease of reporting.</li> </ul>
UIF	Unemployment Insurance Fund (1 % of learner stipend)	R 30.00 per month  R 360.00 per month for programme.	<ul style="list-style-type: none"> <li>• Stakeholders are required to withhold 1% of monthly stipend as UIF.</li> <li>• Payment to be made to SARS by 7<sup>th</sup> day of month following the Stipend payment.</li> </ul>

# PROGRAMME – ARTISAN DEVELOPMENT (ARPL)

Cost Driver	Description	Cost per learner	Documentary requirements (POE)
COIDA	Compensation of Occupational Injury on Duty – Employers must ensure that they can prove that there’s coverage for learners entering the programme.	R 15.00 per month  R 180.00 per month for programme.	<ul style="list-style-type: none"> <li>• COIDA filing takes place once a year, so stakeholders have to provide evidence of learner coverage.</li> <li>• The amount for COIDA will be advanced in line with stipend payments.</li> </ul>



**Q&A????**



# ACCREDITED SKILLS PROGRAMME

# ACCREDITED SKILLS PROGRAMME

- The programmes funded are as follows:
  - Furniture – 45 Credits (6 Months) – **1 000 Learners**
  - Clothing 45 Credits (6 Months) – **1 000 Learners**
- The amounts listed on the next slides represents the breakdown of the total Accredited Skills Programme funding.
- Stakeholders will be required to comply with all the conditions for each type of cost driver in order to receive funding.
- The total cost per learner for Skills Programme is **R 16 900.00** per learner.
- The duration of the programme is **6 months**.

# ACCREDITED SKILLS PROGRAMME

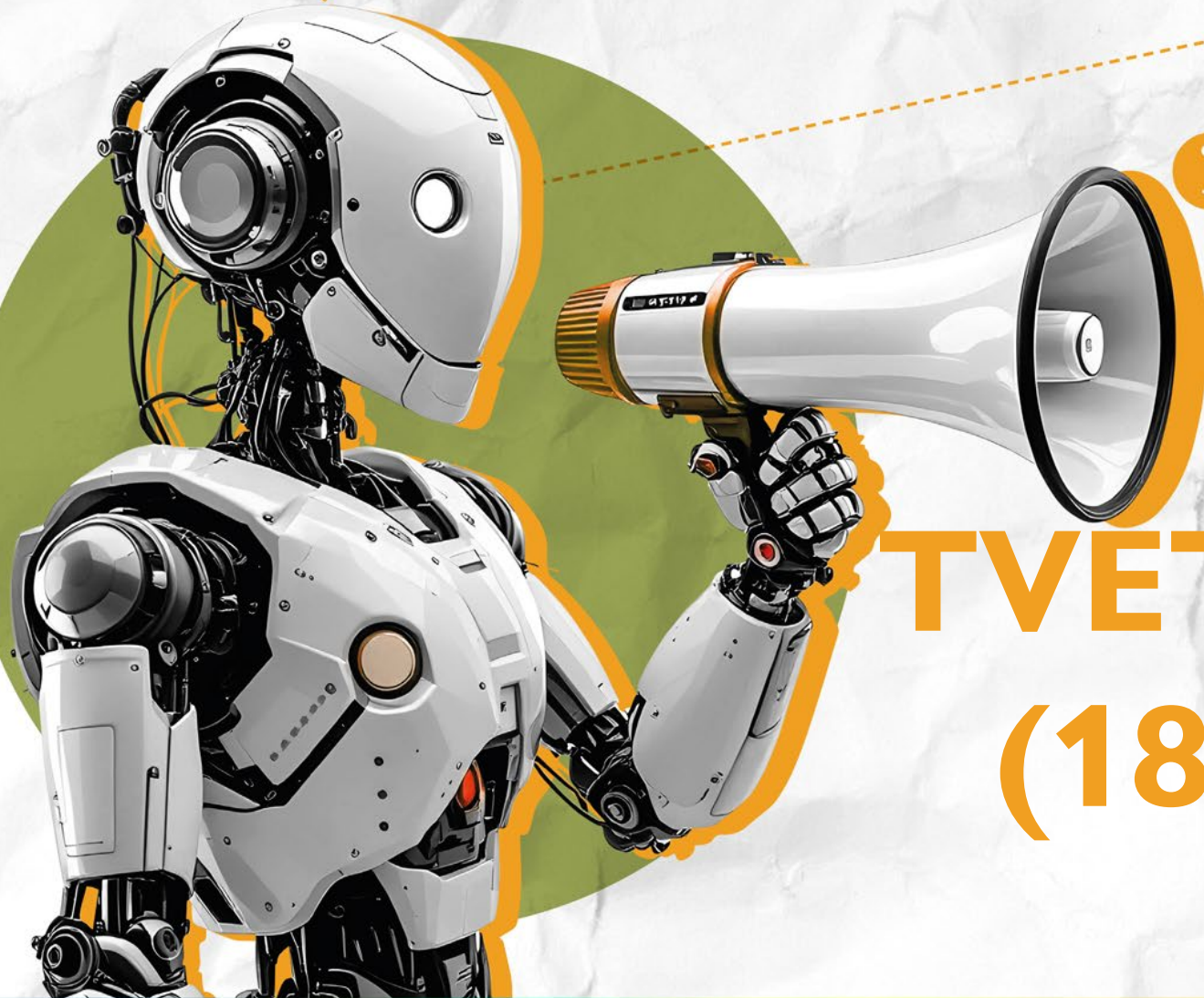
Cost Driver	Description	Cost per learner	Documentary requirements (POE)
Recruitment	Once of cost to be claimed prior to the commencement of training.	R 400.00	<ul style="list-style-type: none"> <li>• Advert for recruitment of learners.</li> <li>• Advert must include both NSF and FP&amp;M SETA logo.</li> <li>• Induction register of learners recruited.</li> <li>• Internal invoice from Stakeholder.</li> </ul>
Tuition Fees	The actual Cost of delivering the training.	R 9 000.00	<ul style="list-style-type: none"> <li>• Progress report throughout the implementation of the 6 months programme.</li> <li>• Internal invoice from stakeholder will be required.</li> </ul>

# ACCREDITED SKILLS PROGRAMME

Cost Driver	Description	Cost per learner	Documentary requirements (POE)
Stipends	Monthly fees paid to learners as part of their participation in the programme.	R 1 250.00 per month. R 7 500.00 for 6 month programme	<ul style="list-style-type: none"><li>• This is pro – rated. i.e. deduction to will be made if learner is absent from class.</li><li>• Payslips and proof payment are required monthly for payments made.</li><li>• Stakeholders are encouraged to have a payroll system to ensure ease of reporting.</li></ul>



**Q&A????**



# TVET NATED N6 (18 MONTHS)

# TVET NATED N6 – BUSINESS STUDIES

- The programmes funded are as follows:
  - TVET Nated N6 Business Studies Programmes (18 Months) – **252 Learners.**
  - Stakeholders will be required to comply with all the conditions for each type of cost driver in order to receive funding.
  - The total cost per learner for TVET Nated N6 is **R 104 485.00** per learner.
  - The duration of the programme is **18 months.**

# TVET NATED N6 – BUSINESS STUDIES

Cost Driver	Description	Cost per learner	Documentary requirements (POE)
Recruitment	Once of cost to be claimed prior to the commencement of training.	R 800.00	<ul style="list-style-type: none"> <li>• Advert for recruitment of learners.</li> <li>• Advert must include both NSF and FP&amp;M SETA logo.</li> <li>• Induction register of learners recruited.</li> <li>• Internal invoice from Stakeholder.</li> </ul>
Work Readiness	Interventions and or programmes that are specifically aimed at providing guidance to learners for the expectations and challenges of the workplace.	R 1 200.00	<ul style="list-style-type: none"> <li>• Invoice from SDP</li> <li>• Learner Registration and attendance register.</li> <li>• Learning material acknowledgement register</li> <li>• Copy of the learning material</li> <li>• Evidence of expenditure</li> </ul>

# TVET NATED N6 – BUSINESS STUDIES

Cost Driver	Description	Cost per learner	Documentary requirements (POE)
Learner Material	Learning material required as part of the programme. (i.e. textbooks etc.)	R 1 500.00	<ul style="list-style-type: none"> <li>• Invoice from Learner material provider (i.e. you will only be reimbursed what you spent up to the R1500 per learner)</li> <li>• Learner Registration.</li> <li>• Learning material acknowledgement register</li> <li>• Copy of the learning material</li> <li>• Evidence of expenditure</li> </ul>
Workplace Support	Interventions taken by the Service provider not included above, for as long as service provider can prove the nature of the intervention.	R 500.00	<ul style="list-style-type: none"> <li>• Internal invoice</li> <li>• Workplace support report</li> </ul>

# TVET NATED N6 – BUSINESS STUDIES

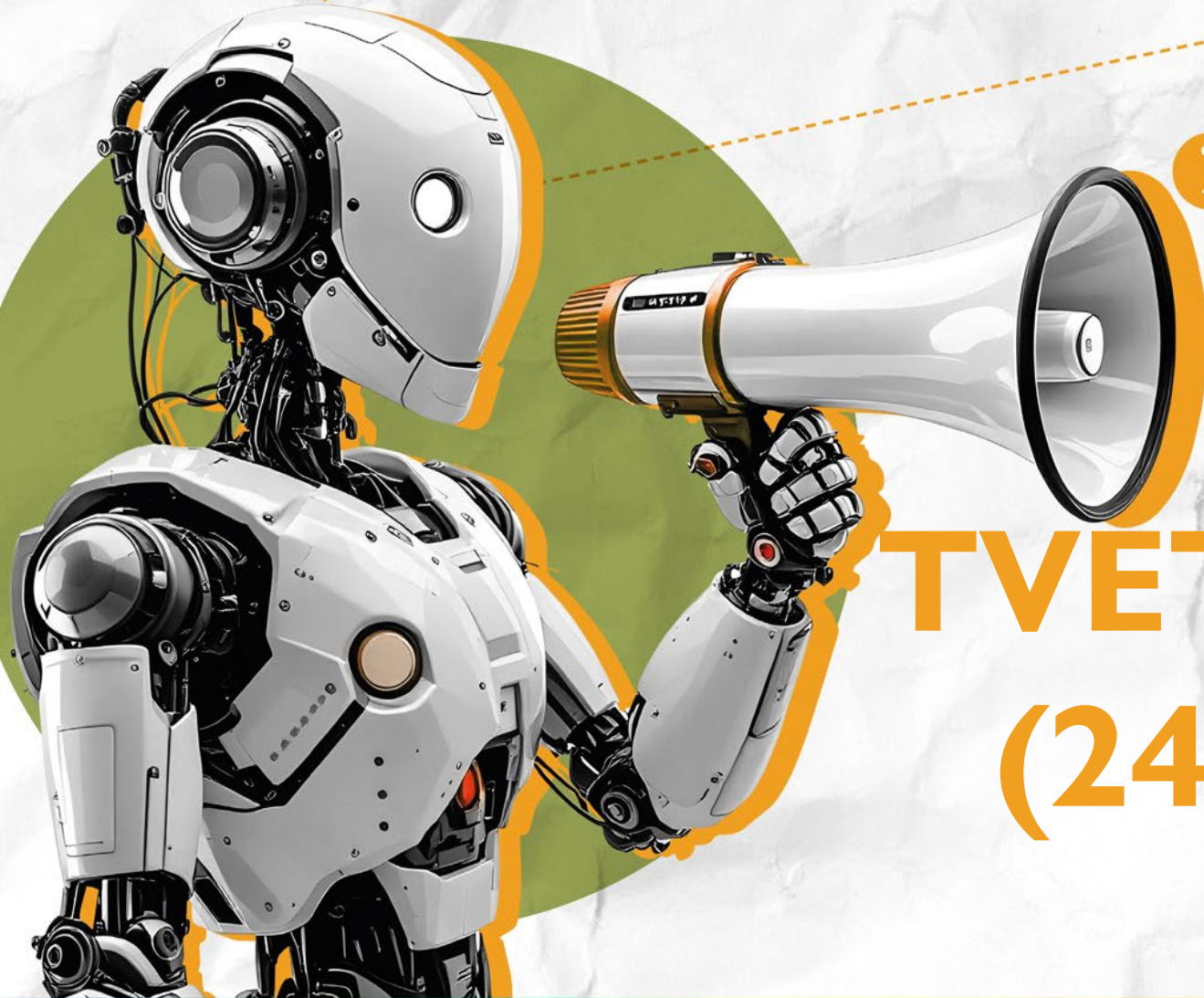
Cost Driver	Description	Cost per learner	Documentary requirements (POE)
Stipends	Monthly fees paid to learners as part of their participation in the programme.	R 5 500.00 per month.  R 99 000.00 for 18 month programme	<ul style="list-style-type: none"> <li>• This is pro – rated. i.e. deduction to will be made if learner is absent from class.</li> <li>• Stakeholder are required to ensure that learners are registered for Income Tax.</li> <li>• Payslips and proof payment are required monthly for payments made.</li> <li>• Stakeholders are encouraged to have a payroll system to ensure ease of reporting.</li> </ul>
UIF	Unemployment Insurance Fund (1 % of learner stipend)	R 55.00 per month  R 990.00 per month for programme.	<ul style="list-style-type: none"> <li>• Stakeholders are required to withhold 1% of monthly stipend as UIF.</li> <li>• Payment to be made to SARS by 7<sup>th</sup> day of month following the Stipend payment.</li> </ul>

# TVET NATED N6 – BUSINESS STUDIES

Cost Driver	Description	Cost per learner	Documentary requirements (POE)
COIDA	Compensation of Occupational Injury on Duty – Employers must ensure that they can prove that there’s coverage for learners entering the programme.	R 27.50 per month  R 495.00 per month for programme.	<ul style="list-style-type: none"> <li>• COIDA filing takes place once a year, so stakeholders have to provide evidence of learner coverage.</li> <li>• The amount for COIDA will be advanced in line with stipend payments.</li> </ul>



**Q&A????**



# TVET NATED N6 (24 MONTHS)

# TVET NATED N6 – ENGINEERING STUDIES

- The programmes funded are as follows:
  - TVET Nated N6 Engineering Studies Programme (24 Months) – **119 Learners.**
  - Stakeholders will be required to comply with all the conditions for each type of cost driver in order to receive funding.
  - The total cost per learner for TVET Nated N6 is **R 141 480.00** per learner.
  - The duration of the programme is **24 months.**

# TVET NATED N6 – ENGINEERING STUDIES

Cost Driver	Description	Cost per learner	Documentary requirements (POE)
Recruitment	Once of cost to be claimed prior to the commencement of training.	R 800.00	<ul style="list-style-type: none"> <li>• Advert for recruitment of learners.</li> <li>• Advert must include both NSF and FP&amp;M SETA logo.</li> <li>• Induction register of learners recruited.</li> <li>• Internal invoice from Stakeholder.</li> </ul>
Work Readiness	Interventions and or programmes that are specifically aimed at providing guidance to learners for the expectations and challenges of the workplace.	R 1 200.00	<ul style="list-style-type: none"> <li>• Invoice from SDP</li> <li>• Learner Registration and attendance register.</li> <li>• Learning material acknowledgement register</li> <li>• Copy of the learning material</li> <li>• Evidence of expenditure</li> </ul>

# TVET NATED N6 – ENGINEERING STUDIES

Cost Driver	Description	Cost per learner	Documentary requirements (POE)
Learner Material	Learning material required as part of the programme. (i.e. textbooks etc.)	R 1 500.00	<ul style="list-style-type: none"> <li>• Invoice from Learner material provider (i.e. you will only be reimbursed what you spent up to the R1500 per learner)</li> <li>• Learner Registration.</li> <li>• Learning material acknowledgement register</li> <li>• Copy of the learning material</li> <li>• Evidence of expenditure</li> </ul>
Workplace Support	Interventions taken by the Service provider not included above, for as long as service provider can prove the nature of the intervention.	R 500.00	<ul style="list-style-type: none"> <li>• Internal invoice</li> <li>• Workplace support report</li> </ul>

# TVET NATED N6 – ENGINEERING STUDIES

Cost Driver	Description	Cost per learner	Documentary requirements (POE)
PPE	This is specific for Engineering studies. It is a specific requirement that learners are provided with PPE.	R 2 000.00	<ul style="list-style-type: none"> <li>• Invoice from service provider (i.e. you will only be reimbursed what you spent up to the R2000 per learner)</li> <li>• Learner Registration and proof of PPE being provided to learner.</li> <li>• Proof of delivery of PPE</li> <li>• Evidence of expenditure</li> </ul>
Medical Tests	Interventions taken by the Service provider not included above, for as long as service provider can prove the nature of the intervention.	R 2 000.00	<ul style="list-style-type: none"> <li>• Invoice from Service provider (i.e. you will only be reimbursed what you spent up to the R2000 per learner).</li> <li>• Medical report</li> </ul>

# TVET NATED N6 – ENGINEERING STUDIES

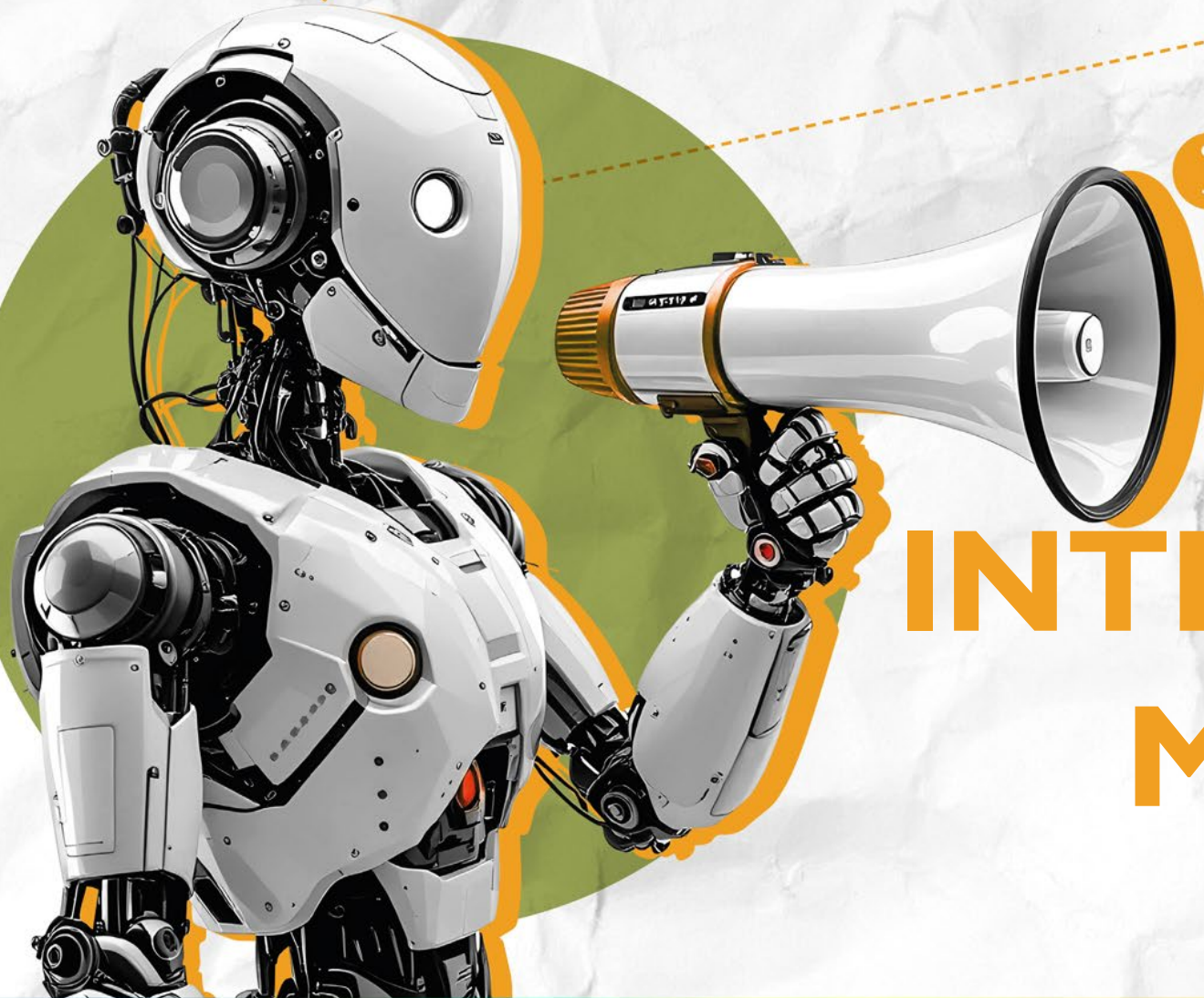
Cost Driver	Description	Cost per learner	Documentary requirements (POE)
Stipends	Monthly fees paid to learners as part of their participation in the programme.	R 5 500.00 per month.  R 132 000.00 for 24 month programme	<ul style="list-style-type: none"> <li>• This is pro – rated. i.e. deduction to will be made if learner is absent from class.</li> <li>• Stakeholder are required to ensure that learners are registered for Income Tax.</li> <li>• Payslips and proof payment are required monthly for payments made.</li> <li>• Stakeholders are encouraged to have a payroll system to ensure ease of reporting.</li> </ul>
UIF	Unemployment Insurance Fund (1 % of learner stipend)	R 55.00 per month  R 1320.00 per month for programme.	<ul style="list-style-type: none"> <li>• Stakeholders are required to withhold 1% of monthly stipend as UIF.</li> <li>• Payment to be made to SARS by 7<sup>th</sup> day of month following the Stipend payment.</li> </ul>

# TVET NATED N6 – ENGINEERING STUDIES

Cost Driver	Description	Cost per learner	Documentary requirements (POE)
COIDA	Compensation of Occupational Injury on Duty – Employers must ensure that they can prove that there’s coverage for learners entering the programme.	R 27.50 per month R 495.00 per month for programme.	<ul style="list-style-type: none"><li>• COIDA filing takes place once a year, so stakeholders have to provide evidence of learner coverage.</li><li>• The amount for COIDA will be advanced in line with stipend payments.</li></ul>



**Q&A????**



# INTERNSHIP (24 MONTHS)

# INTERNSHIP – 24 MONTHS

- The programmes funded are as follows:
  - Internship Programme (24 Months) – **1 112 Learners.**
  - Stakeholders will be required to comply with all the conditions for each type of cost driver in order to receive funding.
  - The total cost per learner for Internship is **R 150 360.00** per learner.
  - The duration of the programme is **24 months.**
  - This is exclusive to TVET and HET Graduates.

# INTERNSHIP – 24 MONTHS

Cost Driver	Description	Cost per learner	Documentary requirements (POE)
Recruitment	Once of cost to be claimed prior to the commencement of training.	R 1 000.00	<ul style="list-style-type: none"> <li>• Advert for recruitment of learners.</li> <li>• Advert must include both NSF and FP&amp;M SETA letterhead.</li> <li>• Induction register of learners recruited.</li> <li>• Internal invoice from Stakeholder.</li> </ul>
Work Readiness	Interventions and or programmes that are specifically aimed at providing guidance to learners for the expectations and challenges of the workplace.	R 1 200.00	<ul style="list-style-type: none"> <li>• Invoice from SDP</li> <li>• Learner Registration and attendance register.</li> <li>• Learning material acknowledgement register</li> <li>• Copy of the learning material</li> <li>• Evidence of expenditure</li> </ul>

# INTERNSHIP – 24 MONTHS

Cost Driver	Description	Cost per learner	Documentary requirements (POE)
Learner Material	Learning material required as part of the programme. (i.e. textbooks etc.)	R 1 500.00	<ul style="list-style-type: none"> <li>• Invoice from Learner material provider (i.e. you will only be reimbursed what you spent up to the R1500 per learner)</li> <li>• Learner Registration.</li> <li>• Learning material acknowledgement register</li> <li>• Copy of the learning material</li> <li>• Evidence of expenditure</li> </ul>
Workplace Support	Interventions taken by the Service provider not included above, for as long as service provider can prove the nature of the intervention.	R 500.00	<ul style="list-style-type: none"> <li>• Internal invoice</li> <li>• Workplace support report</li> </ul>

# INTERNSHIP – 24 MONTHS

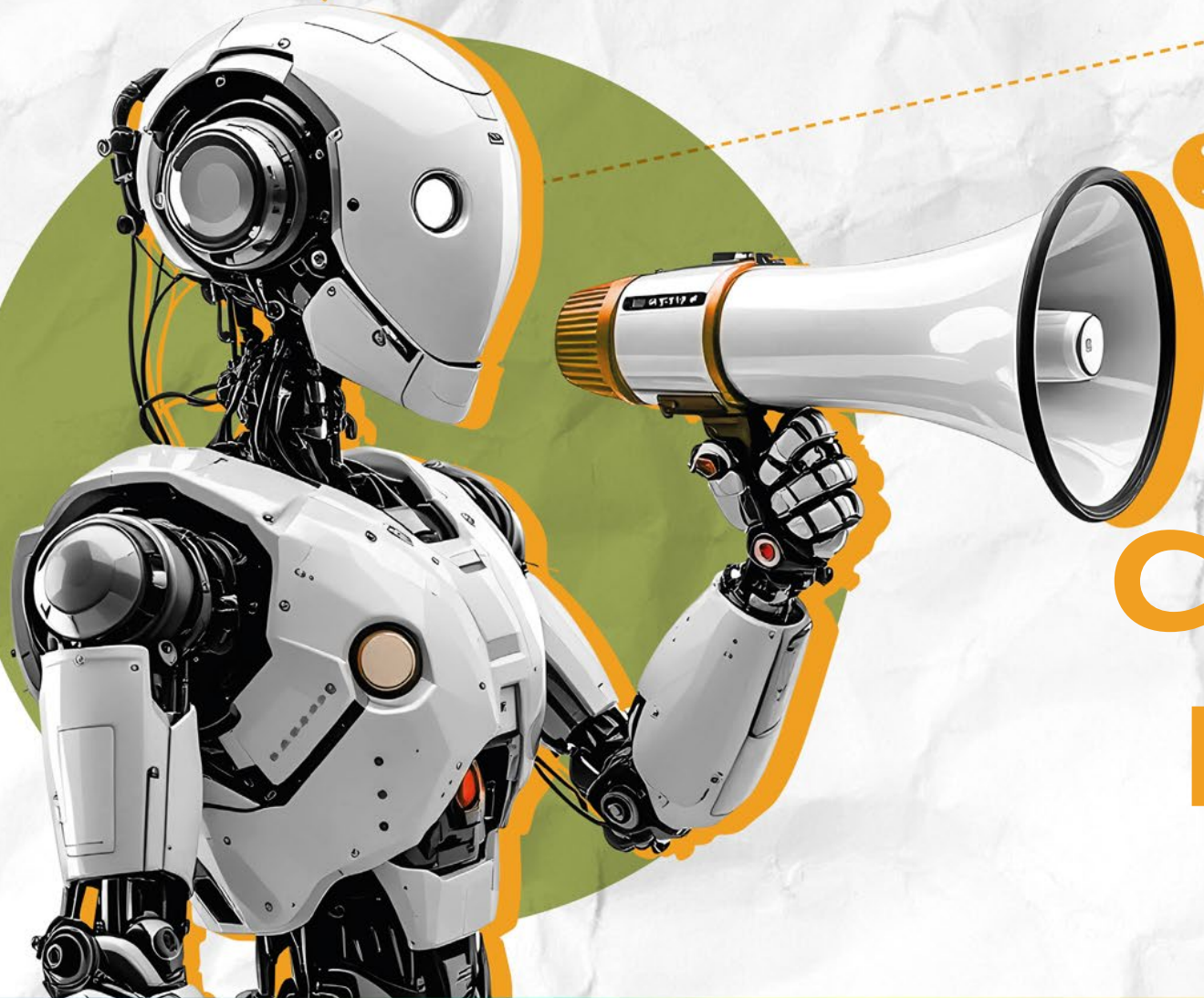
Cost Driver	Description	Cost per learner	Documentary requirements (POE)
Stipends	Monthly fees paid to learners as part of their participation in the programme.	R 6 000.00 per month.  R 144 000.00 for 24 month programme	<ul style="list-style-type: none"> <li>• This is pro – rated. i.e. deduction to will be made if learner is absent from class.</li> <li>• Stakeholder are required to ensure that learners are registered for Income Tax.</li> <li>• Payslips and proof payment are required monthly for payments made.</li> <li>• Stakeholders are encouraged to have a payroll system to ensure ease of reporting.</li> </ul>
UIF	Unemployment Insurance Fund (1 % of learner stipend)	R 60.00 per month  R 1 440.00 per month for programme.	<ul style="list-style-type: none"> <li>• Stakeholders are required to withhold 1% of monthly stipend as UIF.</li> <li>• Payment to be made to SARS by 7<sup>th</sup> day of month following the Stipend payment.</li> </ul>

# INTERNSHIP – 24 MONTHS

Cost Driver	Description	Cost per learner	Documentary requirements (POE)
COIDA	Compensation of Occupational Injury on Duty – Employers must ensure that they can prove that there’s coverage for learners entering the programme.	R 30.00 per month  R 720.00 per month for programme.	<ul style="list-style-type: none"> <li>• COIDA filing takes place once a year, so stakeholders have to provide evidence of learner coverage.</li> <li>• The amount for COIDA will be advanced in line with stipend payments.</li> </ul>



**Q&A????**



# CONTACT DETAILS

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# THANK YOU