Vote 16

Higher Education and Training

Budget summary

		2010)/11		2011/12	2012/13	
	Total to be	Current	Transfers and	Payments for			
R million	appropriated	payments	subsidies	capital assets	Total	Total	
MTEF allocation							
Administration	100.5	99.9	0.1	0.5	106.1	115.7	
Human Resource Development, Planning and Monitoring Coordination	26.0	25.2	0.4	0.3	28.8	31.9	
University Education	19 534.7	30.8	19 503.5	0.4	21 681.9	23 209.2	
Vocational and Continuing Education and Training	3 891.2	118.1	3 772.7	0.4	4 100.4	4 305.8	
Skills Development	168.3	108.4	51.7	8.2	187.5	193.6	
Subtotal	23 720.7	382.4	23 328.4	9.8	26 104.6	27 856.1	
Direct charge against the National Revenue Fund							
Sector education and training authorities	6 739.4	6 739.4	-	_	7 319.0	7 684.9	
National Skills Fund	1 684.8	1 684.8	-	_	1 829.7	1 921.2	
Total expenditure estimates	32 144.9	8 806.7	23 328.4	9.8	35 253.3	37 462.3	
Executive authority	Minister of Higher	Education and Tra	aining				
Accounting officer	Director-General of Higher Education and Training						
Website address	www.education.go	v.za					

The Estimates of National Expenditure booklets for individual votes are available on <u>www.treasury.gov.za</u>. They provide more comprehensive coverage of vote specific information, particularly about goods and services, transfers, public entities and lower level institutional information.

Aim

The aim of the Department of Higher Education and Training is to develop and support a quality higher and vocational education sector, and promote access to higher and vocational education and skills development training opportunities.

Programme purposes

Programme 1: Administration

Purpose: Overall management and administration of the department.

Programme 2: Human Resource Development, Planning and Monitoring Coordination

Purpose: Strategic direction in the development, implementation and monitoring of departmental policies. Coordinate activities in relation to the human resource development strategy for South Africa.

Programme 3: University Education

Purpose: Develop and coordinate policy and regulatory frameworks for an effective and efficient university education system. Financial support to universities, the National Student Financial Aid Scheme and the National Institute for Higher Education.

Programme 4: Vocational and Continuing Education and Training

Purpose: Plan, develop, evaluate, monitor and maintain national policy, programmes and systems for vocational and continuing education and training, including further education and training colleges and post-literacy adult education.

Programme 5: Skills Development

Purpose: Promote and monitor the national skills development strategy.

Strategic overview: 2006/07 - 2012/13

The new department

The Department of Higher Education and Training was created by a presidential proclamation in July 2009. The presidential mandate, which assigns legislation previously administered by the departments of education and labour, requires the Department of Higher Education and Training to create a single and coherent post-school education and training system that is structured to meet the aspirations of youth and adults.

In the period 2006/07 to 2009/10, the work that is now the responsibility of the Department of Higher Education and Training was taken forward separately in the strategic plans of the departments of education and labour, with funds appropriated for that purpose and complemented by funds raised by the skills levy. The Department of Higher Education and Training will present its first strategic plan and budget in 2010/11.

The bringing together of all legislation governing higher education and training into one department is an important development: while building on the work done by the Department of Labour and the former Department of Education, it will enable the integration of education and training and create new possibilities for tracking skills demand and steering responsive education and training systems. The location of the sub-systems of further education and training colleges, universities, and occupational learning and work training centres into one department allows for maximising coordination among these components of the learning delivery system. It presents an opportunity for skills development strategies within the larger unified higher education and training system to be reconceptualised with potentially positive developments on the post-school education and training system. These skills development initiatives are directed by the national human resource development strategy.

Strategic overview of functions in the Department of Higher Education and Training previously administered by the former Department of Education

New human resource development strategy for South Africa

Over the medium term, the department aims to support key government policies through activities that contribute to the growth and development of the economy, increase the ability of the economy to create employment, address the needs of the vulnerable and poor, promote social security in contributing to poverty alleviation, and address racial and gender inequality. The second human resource development strategy for South Africa, which was introduced in April 2009, will be a key vehicle for meeting these goals. The first national human resource development strategy was adopted jointly by the ministers of education and labour in 2001 for a five-year period. Leadership of the strategy was subsequently transferred from the Department of Labour to the former Department of Education. The new strategy embraces the lessons learnt from the implementation of the first strategy and will be led by the deputy president. The department will provide the secretariat and research base for the new strategy. The strategy will provide the guiding framework for the national skills development strategy, which guides the work of the sector education and training authorities and the National Skills Fund and determines the allocation of skills levies.

Transforming higher education

Following the adoption of the national plan for higher education in 2001, the key focus over the past few years has been transformation. This has involved: the restructuring of the higher education landscape (including the establishment of the national institutes for higher education in Mpumalanga and Northern Cape); a review of university funding; the introduction of a new funding framework and improvements in linking planning, funding

and quality assurance; and a review of the efficacy of the National Student Financial Aid Scheme, which is currently under way. From 2006/07 to 2009/10, universities received significant investment in the form of earmarked grants, particularly to improve institutional infrastructure for teaching, learning and student residences, as well as to improve academic efficiency.

Focus over the medium term

The department continuously assesses the appropriateness of its regulatory framework for the university subsystem and is currently finalising the review of the regulatory framework for private institutions, to simplify registration processes without a loss of efficacy. In this context, the focus over the medium term will be to review existing legislation where appropriate, in particular the regulations and procedures for the registration of private universities.

In addition, revised policies and criteria for the use of research and teaching development grants are being developed.

The department will continue to assist institutions with capacity building and to support student representative councils, with a particular focus on improving the efficacy of institutional forums, following a systematic review of these forums.

A framework is being developed for the internationalisation of the university sub-system, aimed at improving the utilisation of international opportunities and assistance to other countries, with an emphasis on the African continent.

Existing initiatives in relation to institutional support will continue to ensure the provision of quality graduates required for the country's social and economic development. This will be managed through the refinement of the enrolment planning process through targeting and strategies developed in the new human resource development strategy for South Africa and the national skills development strategy, continued support to and development of the National Institute for Higher Education, and the monitoring of institutional equity, access, diversity and outputs. Emphasis will also be placed on improving all-round institutional efficiency and articulation between the further education and training colleges and the rest of the higher education system.

Increased funding for teacher education

The teacher education system has received increased funding over the past three years through the Funza Lushaka bursary fund administered by the National Student Financial Aid Scheme. Additional support in the form of earmarked grants was provided to strengthen the capacity of education faculties and schools in 2009 to reverse the decline in the number of newly qualified teachers after the incorporation of teacher education into universities in 2001. A task team is currently working on a national plan for strengthening the capacity of higher education and training institutions to develop quality teachers in greater numbers as the teacher education subsystem needs to grow significantly to meet the supply needs of the basic education system.

Growing the further education and training college sub-system

The further education and training college sub-system has grown and changed over the last 15 years and further changes are anticipated over the medium term, most notably the transfer of responsibility for the colleges from provinces to the national sphere. Until the legislative framework for the shift has been finalised, the sub-system will be funded through a schedule 4 conditional grant. As part of the development of the further education and training college sector, the 50 colleges were recapitalised, modern curricula were developed and implemented, student support and tracking services were developed and credible and reliable examinations were delivered. Key policy developments were: regulations for the registration of private further education and training institutions; funding norms and standards for further education and training colleges; a national policy on the conduct, administration and management of the assessment of the national certificate (vocational); subject assessment guidelines for national certificate (vocational) levels 2, 3 and 4; and a plan for further education and training. Over the medium term, an increase in the number of young people and adults accessing continuing education at technical and vocational centres is planned so that an inclusive growth path for youth and adults for further education and training colleges is supported.

Strategic overview of functions in the Department of Higher Education and Training previously administered by the Department of Labour

Skills development

The Skills Development Amendment Act (2008) was promulgated in December 2008, and provides the framework for government's various skills development functions. These functions, previously administered by the Department of Labour, include oversight of the National Skills Fund, coordination of the sector education and training authorities, oversight of the Institute for the National Development of Learnerships Employment Skills and Labour Assessments, and coordinating the work of the Quality Council for Trades and Occupations.

Over the medium term, the Department of Higher Education and Training has prioritised improving the provision and alignment of the support of the sector education and training authorities and the National Skills Fund to universities and colleges. It has also prioritised the strengthening of the National Skills Authority to ensure that it has the necessary leadership and administrative, policy and research capacity for it to perform its advisory role to the minister. A further priority is aligning the work of the National Skills Authority with the new human resource development strategy for South Africa in order to guide the National Skills Fund and the sector education and training authorities.

Savings and cost effective service delivery

Although the Department of Higher Education and Training is a newly established department, efficiency savings of R1.2 million in 2011/12 and R1.6 million in 2012/13, on items such as travel and subsistence, advertising costs, venues and facilities, and inventory, have been identified across all programmes.

Selected performance indicators

Indicator	Programme		Past		Current		Projections	
	-	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13
Number of students enrolled in higher	University	741 000	761 100	799 000	815 000	816 400	836 810	869 000
education institutions per year	Education							
Proportion of higher education	University	29:30:41	28:30:42	28:29:43	29:29:43	30:33:37	30:33:37	30:28:42
enrolments in science, engineering	Education							
and technology: business: humanities								
Number of higher education	University	124 000	126 900	133 000	137 100	141 900	147 576	158 700
graduates per year	Education							
Number of new artisans registered	Skills	0	4 304	17 228	12 600	*	*	*
or training by sector education and	Development							
raining authorities								
Number of trained artisans	Skills	7 905	9 000	8 337	12 000	*	*	*
participating in trade tests at the	Development							
nstitute for the National								
Development of Learnerships,								
Employment Skills and Labour								
Assessments per year								
Percentage pass rate of participants	Skills	40% (3 192)	35% (1 575)	41% (3 418)	45%	50%	*	*
n trade tests per year	Development							

Table 16.1 Higher Education and Training

* Subject to revised national skills development strategy targets which still need to be finalised

Expenditure estimates

Table 16.2 Higher Education and Training

Programme				Adjusted	Revised			
	Aud	dited outcome		appropriation	estimate	Medium-term	expenditure e	stimate
R million	2006/07	2007/08	2008/09	2009/10)	2010/11	2011/12	2012/13
1. Administration	67.6	73.2	90.9	104.3	103.4	100.5	106.1	115.7
2. Human Resource Development, Planning and Monitoring Coordination	21.9	24.7	24.4	29.2	28.2	26.0	28.8	31.9
3. University Education	11 991.8	13 239.0	15 409.7	17 149.1	17 148.2	19 534.7	21 681.9	23 209.2
4. Vocational and Continuing Education and Training	2 100.7	2 543.4	3 110.3	3 260.2	3 263.0	3 891.2	4 100.4	4 305.8
5. Skills Development	110.3	117.1	130.5	153.8	139.1	168.3	187.5	193.6
Subtotal	14 292.2	15 997.3	18 765.9	20 696.6	20 681.8	23 720.7	26 104.6	27 856.1
Direct charge against the National Revenue Fund	5 328.4	6 284.3	7 234.1	7 750.0	7 750.0	8 424.2	9 148.7	9 606.1
Sector education and training authorities	4 262.7	5 027.4	5 787.3	6 200.0	6 200.0	6 739.4	7 319.0	7 684.9
National Skills Fund	1 065.7	1 256.9	1 446.8	1 550.0	1 550.0	1 684.8	1 829.7	1 921.2
Total	19 620.6	22 281.7	26 000.0	28 446.6	28 431.8	32 144.9	35 253.3	37 462.3
Change to 2009 Budget estimate				10 689.3	10 674.5	12 386.3	13 638.2	14 766.3
Economic classification								
Current payments	278.0	273.9	318.7	343.4	328.7	382.4	419.1	443.5
Compensation of employees	131.7	146.2	174.8	203.3	203.6	228.9	245.8	261.1
Goods and services	146.2	127.6	143.9	140.1	125.1	153.5	173.3	182.3
of which:								
Computer services	23.3	23.3	20.0	17.5	17.5	33.8	33.8	35.9
Agency and support / outsourced services	25.0	12.0	7.0	4.0	4.0	5.1	12.0	12.1
Lease payments	12.7	12.8	4.2	42.7	42.7	25.7	26.8	28.2
Travel and subsistence	28.4	31.5	35.8	23.0	25.3	42.5	45.9	48.4
Transfers and subsidies	19 321.2	21 986.5	25 676.3	28 092.1	28 092.1	31 752.7	34 828.2	37 012.6
Provinces and municipalities	1 973.8	2 435.3	3 005.8	3 168.3	3 168.3	3 772.7	3 972.0	4 169.1
Departmental agencies and accounts	6 359.4	7 606.9	8 872.3	9 624.4	9 624.4	10 462.8	11 553.1	12 190.2
Universities and technikons	10 985.7	11 941.5	13 797.4	15 297.2	15 297.2	17 516.7	19 302.7	20 652.9
Foreign governments and international organisations	0.3	0.4	0.4	0.4	0.4	0.4	0.5	0.5
Households	1.9	2.5	0.3	1.7	1.7	-	-	-
Payments for capital assets	10.6	4.9	4.9	11.1	11.1	9.8	6.0	6.2
Buildings and other fixed structures	3.3	-	0.6	3.0	3.0	-	-	-
Machinery and equipment	7.2	4.8	4.1	8.0	8.0	9.8	5.9	6.2
Software and other intangible assets	0.0	0.1	0.2	0.1	0.1	0.1	0.1	0.1
Payments for financial assets	10.9	16.4	0.1	-	-	-	-	-
Total	19 620.6	22 281.7	26 000.0	28 446.6	28 431.8	32 144.9	35 253.3	37 462.3

Expenditure trends

Excluding direct charges against the National Revenue Fund, expenditure increased from R14.3 billion in 2006/07 to R20.7 billion in 2009/10, at an average annual rate of 13.1 per cent, and is expected to grow at an average annual rate of 10.4 per cent over the medium term to reach R27.9 billion. Increases for both periods are mainly due to increases in the higher education subsidy, and for the National Student Financial Aid Scheme.

In 2009/10, the department was split from the former Department of Education, and it took on some functions formerly carried out by the Department of Labour. There is an increase of 126.5 per cent in payments for capital assets in 2009/10 as capital assets were bought as part of the set up costs of the new department. Over the

medium term, expenditure on this item is expected to decrease at an average annual rate of 17.6 per cent as the department's expenditure on capital assets will primarily be for maintenance.

Spending is dominated by the *University Education* programme, which comprises an average of 82.9 per cent of total expenditure annually over the medium term. Expenditure in this subprogramme consists mainly of transfers to higher education institutions and the National Student Financial Aid Scheme.

The department will also administer the further education and training colleges conditional grant, which will allow the department to oversee the shift of the further education and training college function from the provincial to national sphere. R10.6 billion over the MTEF period is shifted to the department from the equitable share for this purpose and an additional R1.3 billion is added to this new grant to improve the delivery of programmes at these colleges. This sees the grant allocation growing by an average annual rate of 9.6 per cent over the medium term from R3.2 billion in 2009/10 to R4.2 billion in 2012/13.

The department receives additional allocations over the MTEF period of R421.1 million, R761.3 million and R1 249 million, mainly for:

- higher education institutions (R300 million in 2011/12 and R700 million in 2012/13)
- the National Student Financial Aid Scheme to provide additional financial assistance to poor students at higher education institutions (R57.6 million in 2012/13)
- funding for the newly established department (R20 million, R30 million and R40 million)
- adjustments for compensation of employees (R1.2 million, R1.3 million and R1.4 million)
- addition to the new further education and training colleges conditional grant (R400 million, R430 million and R450 million).

Infrastructure spending

In the past, universities assisted with infrastructure projects through contributions to universities' interest and redemption payments on loans obtained from financial institutions. While the department continues to honour these agreements, a new funding model for infrastructure delivery was introduced in 2008/09 in which the department co-funds approved infrastructure projects.

Departmental receipts

Departmental receipts are not significant and arise mainly from the repayment of government loans by higher education institutions. Departmental receipts totalling R6.6 million are expected for 2009/10 and are projected to increase to R7 million in 2012/13.

Table	16.3	De	partmental	receipts
				1000.010

				Adjusted	Revised			
	Aud	ited outcome		estimate	estimate	Medium-ter	m receipts es	timate
R thousand	2006/07	2007/08	2008/09	2009/1	10	2010/11	2011/12	2012/13
Departmental receipts	6 185	6 873	6 744	6 522	6 570	6 890	6 983	7 001
Sales of goods and services produced by department	629	694	834	530	910	849	889	907
Sales of scrap, waste, arms and other used current goods	2	-	28	60	20	40	43	43
Interest, dividends and rent on land	4 155	4 037	4 101	4 162	3 902	4 118	4 114	4 106
Sales of capital assets	94	12	-	-	3	-	-	-
Transactions in financial assets and liabilities	1 305	2 130	1 781	1 770	1 735	1 883	1 937	1 945
Total	6 185	6 873	6 744	6 522	6 570	6 890	6 983	7 001

Programme 1: Administration

Expenditure estimates

Table 16.4 Administration

Subprogramme				Adjusted			
	Aud	lited outcome		appropriation	Medium-tern	n expenditure est	imate
R million	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13
Minister ¹	0.5	0.6	0.8	1.5	1.8	1.9	2.0
Management	18.6	22.5	25.8	25.2	25.4	27.0	30.1
Corporate Services	39.6	41.1	54.7	66.2	47.8	50.1	55.1
Office Accommodation	8.8	9.0	9.6	11.4	25.6	27.1	28.5
Total	67.6	73.2	90.9	104.3	100.5	106.1	115.7
Change to 2009 Budget estimate				0.9	12.7	13.7	18.9

1. From 2008/09, the current payments relating to the total remuneration package of political office bearers are shown, before this, only salary and car allowance are included. Administrative and other subprogramme expenditure may in addition include payments for capital assets as well as transfers and subsidies.

Economic classification							
Current payments	60.4	62.5	89.7	101.3	99.9	105.5	115.1
Compensation of employees	23.9	27.2	33.5	38.1	39.3	42.3	48.3
Goods and services	36.4	35.3	56.2	63.1	60.6	63.2	66.8
of which:							
Computer services	6.8	7.2	6.9	7.4	15.4	16.0	17.3
Agency and support / outsourced services	0.3	0.7	1.0	0.1	0.5	0.5	0.5
Lease payments	9.1	8.9	0.7	36.7	22.2	23.2	24.3
Travel and subsistence	4.9	6.6	7.3	5.8	6.7	7.0	7.4
Transfers and subsidies	0.8	0.8	0.2	1.2	0.1	0.2	0.2
Departmental agencies and accounts	0.1	0.1	0.1	0.1	0.1	0.2	0.2
Households	0.7	0.7	0.1	1.1	-	-	-
Payments for capital assets	1.3	1.5	1.0	1.8	0.5	0.4	0.4
Machinery and equipment	1.3	1.4	1.0	1.8	0.5	0.4	0.4
Payments for financial assets	5.1	8.4	-	-	-	-	-
Total	67.6	73.2	90.9	104.3	100.5	106.1	115.7

Expenditure trends

Expenditure increased at an average annual rate of 15.6 per cent, from R67.6 million in 2006/07 to R104.3 million in 2009/10. It is expected to increase further over the medium term, at an average annual rate of 3.5 per cent to reach R115.7 million in 2012/13.

Programme 2: Human Resource Development, Planning and Monitoring Coordination

- *Human Resource Development, Strategic Planning and Coordination* provides strategic direction in the development, implementation and monitoring of departmental policies, and coordinates activities in relation to the national human resource development strategy. Funding is mainly used for projects, compensation of employees and other personnel related costs.
- *Planning, Information, Monitoring and Evaluation Coordination* monitors and evaluates policy outputs of the department and coordinates research in the fields of higher education and training. It also ensures that education policies and legislation are developed into well functioning systems, and promotes the development and operation of higher education and training information systems. Funding is mainly used for compensation of employees and other related personnel costs.

- *International Relations* develops, promotes and renders international relations and supports the United Nations Educational, Scientific and Cultural Organisation in the higher education sub-system. It also manages, monitors and reports on international donor grant funding. Funding is mainly used for international delegations hosted by the minister, transfers to international organisations, compensation of employees and other related personnel costs.
- *Legal and Legislative Services* manages the legal and legislative services of the department. Funding is mainly used for compensation of employees and other personnel related costs.
- *Social Inclusion in Education* promotes access to and participation by all learners in higher education and training programmes. Funding is mainly used for compensation of employees and other related personnel costs.

Objectives and measures

- Increase the ability of the economy to create employment by ensuring the finalisation of the restructured human resource development strategy for South Africa, including setting up and supporting the Human Resource Development Council by March 2011.
- Improve educational planning by ensuring that a master system plan is developed to integrate all education and training information, particularly learner unit record databases, by March 2011.
- Deal with access, equity and quality issues by:
 - developing an education and training system sector plan and compiling a monitoring and evaluation report on the system by March 2012
 - establishing a well functioning social inclusion, equity and transformation unit to serve all the subsystems in the higher education and training landscape by March 2014.
- Align the legislative framework with the new department's functions and policies by amending all related legislation and regulations and promulgating new legislation and regulations to reflect the policy requirements of the higher education and training system by March 2011.

Service delivery focus

The human resource development strategy for South Africa is being revised to take into account the current economic situation, the new structure of government and government's new medium term strategic framework in order to: ensure smooth, integrated, coordinated and coherent human resource development planning; establish institutional mechanisms for coordination, integration, coherence, accountability and reporting; deal with shortcomings in labour market information; and establish effective and efficient planning capabilities for human resource development in relevant departments and entities.

An integrated education and training management information system will assist in the state being responsive to the education, training and human resource development needs of the country to enable the department to provide users with a report on the state of the system and to highlight areas of concern that may require intervention. The department will focus on developing an integrated education and training management information system that will link all education and training providers to one system in 2010/11.

The India-Brazil-South Africa exchange programme is operational and aims to improve research and postgraduate opportunities in strategic areas such as education, trade, and science and technology. South Africa will take responsibility for 2 thematic areas over the medium term: global governance and international trade and investment; and higher education. The department will also establish mechanisms for coordinating, monitoring and evaluating the policy framework on the internationalisation of higher education and training programmes in South Africa in 2010/11.

The social inclusion, equity and transformation unit in the department will monitor and support transformation processes across the higher education and training system through research and partnership development. Coherent career guidance and information services for higher education and training will also be supported during this period.

0.4

0.4

0.5

0.5

Expenditure estimates

Table 16.5 Human Resource Development, Planning and Monitoring Coordination

Subprogramme				Adjusted			
	Auc	lited outcome		appropriation	Medium-tern	n expenditure est	imate
R million	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13
Human Resource Development, Strategic	2.2	3.7	4.2	5.2	5.8	7.1	7.7
Planning and Coordination Planning, Information, Monitoring and Evaluation Coordination	3.8	5.5	6.9	8.1	5.2	5.5	6.1
International Relations	8.4	8.7	5.0	6.0	6.3	6.7	7.4
Legal and Legislative Services	1.8	2.3	3.0	3.9	3.7	4.0	4.5
Social Inclusion in Education	5.6	4.7	5.2	5.9	5.1	5.5	6.2
Total	21.9	24.7	24.4	29.2	26.0	28.8	31.9
Change to 2009 Budget estimate				1.3	3.8	4.6	6.7
Economic classification							
Current payments	21.1	23.9	23.7	28.0	25.2	28.0	31.0
Compensation of employees	9.4	11.9	15.0	18.3	19.4	20.8	22.9
Goods and services	11.7	12.0	8.7	9.7	5.9	7.2	8.1
of which:							
Computer services	0.3	0.0	0.1	1.9	0.3	0.3	0.4
Agency and support / outsourced services	1.5	2.3	2.6	0.6	0.2	0.5	1.3
Lease payments	0.2	0.6	0.1	0.0	0.0	0.0	0.0
Travel and subsistence	3.4	4.5	3.2	2.7	2.5	2.7	2.9
Transfers and subsidies	0.5	0.4	0.5	1.0	0.4	0.5	0.5
Foreign governments and international organisations	0.3	0.4	0.4	0.4	0.4	0.5	0.5
Households	0.2	-	0.1	0.6	-	-	-
Payments for capital assets	0.2	0.4	0.3	0.2	0.3	0.3	0.4
Machinery and equipment	0.2	0.4	0.1	0.2	0.3	0.3	0.4
Software and other intangible assets	-	0.0	0.1	0.0	0.0	-	-
Total	21.9	24.7	24.4	29.2	26.0	28.8	31.9
			1				
Details of selected transfers and subsidies Foreign governments and international orga	nisations						
Current	0.3	0.4	0.4	0.4	0.4	0.5	0.5

Expenditure trends

India-Brazil-South Africa Trilateral

Commission

Expenditure increased at an average annual rate of 10.1 per cent, from R21.9 million in 2006/07 to R29.2 million in 2009/10 due to the hiring of additional personnel to provide capacity to the *Human Resource Development, Strategic Planning and Monitoring Coordination* and *Planning, Information, Monitoring and Evaluation Coordination* subprogrammes. Expenditure is expected to increase at a slower average annual rate of 3 per cent over the medium term to reach R31.9 million in 2012/13.

04

0.4

0.3

The fluctuating trend in expenditure in the *International Relations* subprogramme over the 7-year period is due to the number of international events attended or hosted by the minister in particular years. The impact of the varying number of international events on expenditure is also reflected in expenditure on goods and services, which decreased from R11.7 million in 2006/07 to R8.7 million in 2008/09 mainly as a result of the hosting of the Conference of Commonwealth Education Ministers in December 2006 and the third Conference of African Ministers of Education in August 2007.

Programme 3: University Education

- University Academic Planning and Management plans and monitors the university sub-system through analysing institutional and national plans and by ensuring the maintenance of programmes and qualification mixes. Funding is mainly used for transfers to the National Student Financial Aid Scheme, the Council on Higher Education, the South African Qualifications Authority and special projects supporting the strategic plan of the department.
- University Financial Planning and Information Systems coordinates and manages the development and maintenance of universities' information systems and an appropriate funding framework for a diverse university sub-system. Funding is mainly used for projects, compensation of employees and other personnel related costs.
- University Policy and Development registers private universities and provides governance support, responds to public queries and monitors transformation, including through liaising with stakeholders in the university sub-system. Funding is mainly used for projects, compensation of employees and other personnel related costs.
- *Teacher Education* develops a responsive and comprehensive national teacher education and development system as a sub-system of the higher education and training system. It develops and maintains academic policy for teacher education qualifications, in line with the higher education qualifications framework, monitors institutions for adherence to policy, and supports policy implementation to ensure relevant curricula and a sufficient supply of well qualified teachers for all education sub-systems. Funding is mainly used for compensation of employees and other personnel related costs.
- University Subsidies transfers payments to universities. Funding is mainly used for unconditional block grant transfers, which are divided among the 23 universities and are based on research outputs, teaching inputs and outputs and contextual factors like the number of disadvantaged students enrolled at the institution.

Objectives and measures

- Improve the performance and output of the university sub-system through targeted interventions (such as earmarked grants for teaching and research development, infrastructure and foundation programmes, and enrolment planning) and ongoing monitoring and evaluation over the medium term. The allocation of these grants will be based on progress reports in these areas in relation to approved project plans submitted by institutions.
- Improve the teaching and research outputs of the university sub-system through targeted interventions (such as earmarked grants for teaching and research development, infrastructure, and foundation programmes) for specific teaching and research needs over the medium term.
- Improve the governance of universities through ongoing support to university councils and other university constituencies and the ongoing monitoring and evaluation of annual reports, policies, statutes and student charters each year.
- Extend and improve university education to meet high level human resources needs and promote research and knowledge generation by monitoring and evaluating student enrolments relative to the annual enrolment targets set by the minister.
- Improve access to university education opportunities by coordinating the programmes of the national institutes for higher education in Mpumalanga and Northern Cape.
- Promote access to and support for teacher education institutions to ensure that more and better qualified teachers are provided, in line with national needs by:
 - increasing the number of institutions offering foundation phase teacher education from 13 to 18
 - increasing the intake of foundation phase teacher education students by 10 per cent each year
 - using the Funza Lushaka bursary scheme to attract academically able student teachers in national priority areas like maths, science and the foundation phase.

Service delivery focus

Year on year cohort studies of higher education students that were completed for 2004, 2005 and 2006 found that many students do not complete their studies with the average percentage of returning students at just 60 per cent. Full cohort studies over 5 years for undergraduate students on 3-year programmes will be finalised in 2011. The outcome of this process will inform the next enrolment planning cycle from 2011 to 2013. A draft teaching development policy was submitted to the minister in 2009 and the research development policy will be finalised in 2010. Both policies are aimed at improving teaching and learning at institutions, and providing funds to assist targeted interventions for improving research output.

The institutional statutes and student representative council constitutions of 3 universities were revised and reformulated in 2009/10 in accordance with the Higher Education Act (1997). In 2009, conferences, workshops and student representative council training sessions were hosted to support student participation in policy development. A charter on student rights and responsibilities was adopted at the 2009 South African Union of Students conference. The departmental programme on democracy development, civic education and the professional management of student representative council elections was implemented in 2009. Partnerships were established in 2009 with the National Youth Development Agency, SABC Education, and the Electoral Commission with a view to supporting student leadership at institutions to ensure that elections are democratic.

The department monitors the enrolment and success rate of students in science and technology, where enrolment is currently at 28 per cent of total enrolment against the targeted 30 per cent. There was an average annual increase of 6.1 per cent in the number of science and technology graduates between 2000 and 2008. Earmarked funds have been provided to universities for infrastructure development and academic efficiency since 2008/09, in part to increase the enrolment and output in scarce and critical skills areas.

The National Student Financial Aid Scheme was able to provide financial aid to more students (from 108 000 in 2006 to 130 000 in 2009). In May 2009, the ministerial committee was appointed to review the efficacy of the scheme and student financial aid submitted its report to the minister in January 2010, which will be released for public comment in March 2010. National institutes for higher education in Mpumalanga and Northern Cape are coordinating the delivery of programmes by universities in those provinces.

A policy development team was established in mid-2009 to revise existing policy on teacher education and align it with the higher education qualifications framework. New qualification types for initial professional education and training, and formal continuous professional teacher development have been selected from the framework and customised for school based teacher education. A draft policy document was developed in 2009 and will be finalised jointly with the Department of Basic Education in 2010/11.

Expenditure estimates

Table 16.6 University Education

Subprogramme				Adjusted			
	Auc	lited outcome		appropriation	Medium-tern	n expenditure est	timate
R million	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13
University - Academic Planning and	996.0	1 286.1	1 598.7	1 834.5	1 998.2	2 358.0	2 535.5
Management							
University - Financial Planning and	2.1	2.5	2.0	3.7	6.9	7.3	7.3
Information Systems							
CD: University - Financial Planning and Information Systems	-	-	_	-	1.7	1.9	1.7
University - Financial and Physical Planning	-	_	-	-	2.6	2.7	2.8
University - Management and Information Systems	2.1	2.5	2.0	3.7	2.6	2.7	2.8
University - Policy and Development	7.1	8.5	10.5	12.5	11.2	12.0	11.5
Teacher Education	0.9	0.4	1.1	1.2	1.7	1.8	2.0
CD: Teacher Education	-	-	-	_	0.5	0.5	0.6
Continuing Professional Teacher Development	-	_	_	_	0.6	0.7	0.7
Initial Teacher Education	0.9	0.4	1.1	1.2	0.6	0.7	0.7
University - Subsidies	10 985.7	11 941.5	13 797.4	15 297.2	17 516.7	19 302.7	20 652.9
Total	11 991.8	13 239.0	15 409.7	17 149.1	19 534.7	21 681.9	23 209.2
Change to 2009 Budget estimate				(350.3)	42.4	348.4	809.2

Table 16.6 University Education (continued)

Subprogramme				Adjusted					
	Aud	dited outcome		appropriation	Medium-term expenditure estimate				
R million	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13		
Economic classification									
Current payments	17.6	19.5	21.0	26.2	30.8	34.4	34.8		
Compensation of employees	12.9	13.6	14.8	18.4	22.9	24.6	24.1		
Goods and services	4.7	6.0	6.2	7.8	7.9	9.7	10.7		
of which:									
Computer services	0.4	0.0	0.1	1.3	0.3	0.4	0.5		
Agency and support / outsourced services	0.5	1.2	0.8	_	1.1	1.5	1.9		
Travel and subsistence	1.8	2.6	3.2	3.0	2.5	3.0	3.0		
Transfers and subsidies	11 974.0	13 219.2	15 388.6	17 122.6	19 503.5	21 647.0	23 173.8		
Departmental agencies and accounts	988.3	1 277.7	1 591.1	1 825.4	1 986.7	2 344.3	2 521.0		
Universities and technikons	10 985.7	11 941.5	13 797.4	15 297.2	17 516.7	19 302.7	20 652.9		
Payments for capital assets	0.2	0.2	0.1	0.2	0.4	0.5	0.5		
Machinery and equipment	0.2	0.2	0.1	0.2	0.4	0.5	0.5		
Total	11 991.8	13 239.0	15 409.7	17 149.1	19 534.7	21 681.9	23 209.2		

Details of selected transfers and subsidies

Departmental agencies and accounts							
Departmental agencies (non-business en	tities)						
Current	988.3	1 277.7	1 591.1	1 825.4	1 986.7	2 344.3	2 521.0
National Student Financial Aid Scheme	926.4	1 212.7	1 522.4	1 744.7	1 909.4	2 260.9	2 431.5
Council on Higher Education	27.9	29.3	31.2	41.7	36.0	39.6	43.5
South African Qualifications Authority	34.0	35.7	37.6	39.1	41.3	43.8	46.0
Universities and technikons							1
Current	10 895.2	11 864.0	13 742.6	15 260.2	17 484.7	19 276.7	20 630.9
University subsidies	10 895.2	11 864.0	13 742.6	15 260.2	17 484.7	19 276.7	20 630.9
Capital	90.5	77.5	54.8	37.0	32.0	26.0	22.0
University subsidies	90.5	77.5	54.8	37.0	32.0	26.0	22.0

Expenditure trends

Expenditure grew from R12 billion in 2006/07 to R17.1 billion in 2009/10, at an average annual rate of 12.7 per cent, and is expected to increase at an average annual rate of 10.6 per cent over the medium term to reach R23.2 billion. Transfer payments to higher education institutions are the programme's largest spending item. They are expected to increase at an average annual rate of 10.5 per cent over the MTEF period. The increase of 15.5 per cent in expenditure on the *University Subsidies* subprogramme in 2008/09 was due to additional allocations for subsidies to higher education institutions. The increased transfers will support the renewal of infrastructure and academic programmes in institutions to improve their graduate outputs, particularly in scarce and critical skills domains such as engineering, and other science and technology fields, and the efficiency and quality of their teaching services.

Expenditure in the *University - Financial Planning and Information Systems* subprogramme is expected to grow by 25.4 per cent over the MTEF period, due to the expansion of support to universities and other related activities over the medium term. This also accounts for the increased projected expenditure on consultants from R1.3 million in 2009/10 to R3.2 million in 2012/13.

Over the MTEF period, an average of 10.2 per cent of programme expenditure is for transfers to the National Student Financial Aid Scheme.

The increases in capital expenditure of 66.7 per cent in 2009/10 and 72.7 per cent in 2010/11 are mainly for equipment required for the establishment of the new department.

Public entity

National Student Financial Aid Scheme

Strategic overview: 2006/07 - 2012/13

The National Student Financial Aid Scheme, established in terms of the National Student Financial Aid Scheme Act (1999), is responsible for administering and allocating loans and bursaries to eligible students, developing criteria and conditions for granting loans and bursaries in consultation with the minister, raising funds, recovering loans, maintaining and analysing a database, and undertaking research for the better use of financial resources. The National Student Financial Aid Scheme also advises the minister on student financial aid in general, and performs other functions assigned to it by the minister.

The Minister of Higher Education and Training is awaiting the outcome of the review of the scheme, which will inform policy and strategic direction in the period ahead.

Savings and cost effective service delivery

Following a board decision to set the interest rate on outstanding debtor accounts on 1 April each year, the mailing of debtor account statements is no longer dependent on changes in the interest rate and it has become possible to limit the number of statement runs to once a quarter. Other smaller savings have been realised through stricter controls on travel costs, and an electronic loan agreement form is being piloted, which will reduce printing, courier and data capturing costs.

Selected performance indicators

Table 16.7 National Student Financial Aid Scheme

Indicator	Past		Current		Projections		
	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13
Number of students assisted in higher education per year ¹	108 416	113 616	118 450	130 000	140 000	150 000	165 000
Pass rate (number of courses passed by loan recipients) ²	73%	75%	77%	76%	75%	75%	75%
Funds recovered from previous loan recipients per year	R390 million	R479 million	R555 million	R526 million	R560 million	R578 million	R632 million
Total number of Funza Lushaka bursary recipients ³	-	-	5 189	8 542	9 240	9 795	10 380
Total number of further education and training bursary recipients	-	12 283	35 355	30 920	54 060	57 300	60 730

1. Recipients of awards from all sources of funding

2. The National Student financial Aid Scheme's pass rate is a reported figure from each higher education institution, which provides a breakdown of the number of courses a student enrolled for in a particular year, and the number of courses passed in that year. It does not provide an indication of progression and does not correlate with progression rates, as students may pass more than 50 per cent of their courses but these may not necessarily be credit bearing, weighted or major courses that contribute to progression to the next academic year.

3. Bursaries for students studying to become teachers

Service delivery focus

The number of students assisted with National Student Financial Aid Scheme funding increased by 6.3 per cent, from 106 852 in 2005/06 to 113 616 in 2007/08. There were 107 900 beneficiaries in the 2008 academic year.

Funds recovered from the repayment of loans increased from R329 million in 2005/06 to R479 million in 2007/08 and to R555 million in 2008/09 as the scheme improved its debt recovery and collection strategy.

In its outreach and advocacy efforts, the scheme uses various media to raise awareness about its services. These include distributing pamphlets and posters to schools, further education and training colleges and universities, and print and broadcast media campaigns in 2008 and 2009. Another key outreach platform is career exhibitions hosted by universities, where partnerships with the event organisers have been critical. The scheme is also undertaking a research project in 2010 aimed at reviewing the effectiveness of the non-government organisation partnership model as a way of creating awareness in schools and communities.

Expenditure estimates

Table 16.8 National Student Financial Aid Scheme: Programme information

R million	Auc	lited outcome		Revised estimate	Mediu		
	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13
Student Bursaries -HEIs	407.8	612.4	855.7	1 367.2	1 339.6	1 641.5	1 757.3
Student Bursaries - FET Colleges	_	65.3	219.0	300.0	318.0	337.1	353.9
Other programmes	34.5	263.3	356.9	506.5	623.1	319.9	737.7
Total expense	442.2	941.0	1 431.6	2 173.7	2 280.7	2 298.4	2 848.9

Statement of financial	Auc	lited outcome		Revised estimate	Mediu	m-term estimate	
performance R million	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13
Revenue							
Non-tax revenue	332.1	411.2	590.1	643.4	709.7	780.7	858.5
Interest on investments and student loans	332.1	411.2	590.1	643.4	709.7	780.7	858.5
Transfers received	1 153.3	1 507.3	1 969.5	2 501.5	2 710.8	3 091.3	3 245.9
Total revenue	1 485.4	1 918.5	2 559.6	3 144.9	3 420.5	3 872.0	4 104.4
Expenses							
Current expense	34.5	263.3	356.9	386.5	414.5	80.1	462.5
Compensation of employees	10.8	13.1	16.7	19.6	26.8	30.1	33.1
Goods and services	22.3	250.8	339.2	369.3	389.9	53.2	432.0
Depreciation	1.3	(0.6)	1.0	(2.4)	(2.3)	(3.2)	(2.6)
Transfers and subsidies	407.8	677.8	1 074.7	1 787.2	1 866.2	2 218.3	2 386.4
Total expenses	442.2	941.0	1 431.6	2 173.7	2 280.7	2 298.4	2 848.9
Surplus / (Deficit)	1 043.1	977.5	1 128.1	971.2	1 139.9	1 573.5	1 255.5

Expenditure trends

Transfers from the Department of Higher Education and Training to the National Student Financial Aid Scheme are expected to be R1.9 billion in 2010/11, R2.3 billion in 2011/12 and R2.4 billion in 2012/13. These transfers include allocations for further education and training college bursaries (R318 million, R337.1 million and R353.9 million) and transfers from the Department of Basic Education for the Funza Lushaka bursaries (R424 million, R449.4 million, R471.9 million).

Total expenditure grew at an average annual rate of 70 per cent, from R442.2 million in 2006/07 to R2.2 billion in 2009/10, mainly due to the allocation of additional funds for student financial aid and bursaries. Over the medium term, expenditure is expected to increase at an average annual rate of 9.4 per cent to reach R2.8 billion in 2012/13, most of which is for student financial aid and bursaries. The increase in expenditure in goods and services from R22.3 million in 2006/07 to R251.5 million in 2007/08 was due mainly to no provision having been made for doubtful debt as well as a significant increase in irrecoverable debts in 2006/07. From 2007/08, the National Student Financial Aid Scheme started to improve its debt collection methods, which meant a reduction in irrecoverable debts.

The surplus reflected for each year is as a result of donor funds received at the beginning of the academic year for student financial aid. These funds are disbursed during the academic year, which extends into the new financial year, thus contributing to the surplus. The surplus is also a result of recovered funds from loan repayments and interest received. These funds are allocated in the following year as there is no certainty on the amount that will be recovered from previous loanees in a given year.

Programme 4: Vocational and Continuing Education and Training

- *Planning and Institutional Support* provides the framework, coordination and support to further education and training colleges for the efficient and effective management, governance and delivery of vocational and occupational programmes, and manages the further education and training colleges conditional grant to provinces. It also regulates the provision of education and training by private education institutions offering qualifications in the further education and training band of the national qualifications framework. Funding consists mainly of transfers to the 50 further education and training colleges for their operational expenditure.
- *Programmes and Qualifications* develops and maintains high quality vocational education and training programmes, provides for implementing the student support services framework, and provides leadership and support for training and developing lecturers to ensure quality delivery of programmes in colleges. In addition it supports the education of post-school adults pursuing general education and training certificates and the national senior certificate qualifications. Funding is mainly used for compensation of employees and related personnel costs.

Objectives and measures

- Ensure the continued relevance of further education and training college programmes by supporting the development of a diverse range of high quality and responsive vocational education and training qualifications and programmes over the MTEF period through consultation with relevant role players.
- Improve the quality of the delivery of programmes at further education and training colleges by providing leadership in the training and support of lecturers over the MTEF period.
- Ensure quality provision of education and training programmes and qualifications by private education institutions by regulating the provision of programmes offered by these institutions in 2009/10.
- Increase the youth and adult participation, retention and throughput rates in the vocational and occupational programmes by initiating and supporting interventions that address these issues in the next three years.
- Improve the linkages between colleges, industry and universities of technology by facilitating and supporting partnerships between them over the medium term.

Service delivery focus

The department is responsible for post-literacy adult education and training to form part of the single national post-school education and training system. The report of a committee established to review adult education and training, tabled for the minister's consideration in 2008, accepted that adult education and training required restructuring. A steering committee was then established to oversee the process of developing an alternative national senior certificate for candidates out of school. A draft qualification document was developed and working groups have been established to develop the curriculum for these candidates over the MTEF period.

Work over the medium term will focus on implementing the recommendations of the ministerial committee, including: revising the curriculum and qualifications at adult basic education and training level 4; developing appropriate learning support materials; and developing a costing model for the delivering of adult education and training programmes while considering potential synergies of this sub-system's location in the Department of Higher Education and Training.

In 2008 and 2009, further education and training colleges were supported to implement the first phase of the student support services framework, including development and training on the student support services manual, which is aimed at facilitating the framework's implementation. All colleges were provided with mathematics and mathematical literacy workbooks and computers as support materials. Colleges were trained on the administration and management of the further education and training college bursary scheme, enabling them to award bursaries to 50 per cent of students who enrolled in national certificate (vocational) programmes. Profiling colleges and college programmes was done through developing and distributing a guide to opportunities for further learning and placing advertorials in national and local newspapers. In the medium term, the department will focus on sustaining interventions for increasing access and retaining college staff, and improving the quality of courses and throughput of students. 14 high quality and responsive national certificate (vocational) programmes are offered and supported in colleges. To enhance the quality of delivery, textbooks

are screened and catalogues of approved textbooks are generated for the 3 levels of subjects. To support teaching and learning and improve student performances, additional training was delivered to lecturers offering new programmes, mathematics and mathematical literacy, physical science, and assessment tasks in 2009.

257 private further education and training colleges were registered in 2009 and a monitoring and compliance report on provisionally registered private colleges was finalised. In 2009, 5 information sharing meetings were held to brief the private colleges about developments in and changes to the educational landscape and their implications, and included distributing updated information booklets on frequently asked questions about the registration of private further education and training colleges.

Over the past 5 years, the adult basic education and training system has reached 200 000 adult learners. In 2008, 1 484 learners achieved the full general education and training certificate qualification for adult learners and 41 866 achieved learning area certificates.

Expenditure estimates

Table 16.10 Vocational and Continuing Education and Training

Subprogramme				Adjusted			
	Auc	lited outcome		appropriation	Medium-tern	n expenditure est	imate
R million	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13
Planning and Institutional Support	2 025.6	2 459.2	3 015.6	3 179.2	3 787.1	3 988.9	4 185.9
Programmes and Qualifications	75.1	84.2	94.7	81.1	104.0	111.5	119.8
Total	2 100.7	2 543.4	3 110.3	3 260.2	3 891.2	4 100.4	4 305.8
Change to 2009 Budget estimate				3 133.5	3 734.9	3 935.3	4 131.8
Economic classification							
Current payments	119.7	98.9	104.0	91.2	118.1	127.9	136.3
Compensation of employees	43.8	46.6	61.4	62.3	74.6	80.4	85.1
Goods and services	75.9	52.3	42.5	28.9	43.6	47.5	51.2
of which:							
Computer services	15.7	16.0	5.6	6.5	7.9	8.4	8.7
Agency and support / outsourced services	22.5	6.9	2.5	2.0	1.1	1.5	1.8
Lease payments	2.8	2.9	2.9	2.8	2.7	2.8	2.8
Travel and subsistence	14.8	14.3	17.6	8.3	21.6	23.4	25.1
Transfers and subsidies	1 974.6	2 435.8	3 005.9	3 168.4	3 772.7	3 972.0	4 169.1
Provinces and municipalities	1 973.8	2 435.3	3 005.8	3 168.3	3 772.7	3 972.0	4 169.1
Households	0.8	0.5	0.0	0.0	-	-	-
Payments for capital assets	0.6	0.8	0.4	0.7	0.4	0.5	0.4
Machinery and equipment	0.6	0.8	0.4	0.7	0.4	0.5	0.4
Payments for financial assets	5.8	8.0	0.1	-	-	-	_
Total	2 100.7	2 543.4	3 110.3	3 260.2	3 891.2	4 100.4	4 305.8
Details of selected transfers and subsidies				, , , , , , , , , , , , , , , , , , ,			
Provinces and municipalities							
Provinces							
Provincial Revenue Funds							
Current	1 973.7	2 435.3	3 005.8	3 168.3	3 772.7	3 972.0	4 169.1
Further Education and Training College	470.0	631.1	795.2	_	-	-	_

Grant

Sector Recapitalisation Grant Further Education and Training Colleges

1 503.7

1 804.2

2 210.7

3 168.3

3 772.7

3 972.0

4 169.1

Expenditure trends

Expenditure increased at an average annual rate of 15.8 per cent, from R2.1 billion in 2006/07 to R3.3 billion in 2009/10. Expenditure is expected to increase over the medium term, at an average annual rate of 9.7 per cent, to reach R4.3 billion. This is due to the introduction of the further education and training colleges conditional grant to facilitate the shift of responsibility for colleges from the provinces to the national department. This is reflected in the average annual increase of 9.6 per cent in the *Planning and Institutional Support* subprogramme over the medium term, and in the 50.9 per cent increase in projected expenditure on goods and services in 2010/11, mainly to carry out the necessary oversight required for the conditional grant.

The expenditure on the *Programmes and Qualifications* subprogramme in 2009/10 is projected to decline by 14.4 per cent because funds were shifted away from examination related activities. This is corrected in 2010/11, when the subprogramme is expected to grow by 28.2 per cent, and is expected to continue to grow to ensure that the department is able to meet its responsibilities for setting up and implementing the national curriculum statement examinations.

Programme 5: Skills Development

- *SETA Coordination* supports, monitors and reports on implementation of the national skills development strategy at sectoral level through establishing and managing the performance of service level agreements with sector education and training authorities. Funding is mainly used for compensation of employees and other personnel related costs.
- *National Skills Development Services* transfers funds to the National Skills Fund and manages projects identified in the national skills development strategy as national priorities and other projects related to achieving the purposes of the Skills Development Act (1998) as determined by the director-general of the Department of Higher Education and Training.
 - *INDLELA* manages and coordinates national artisan development including monitoring the improvement of artisan trade assessment and moderation, and specialised technical training. Funding is used for compensation of employees and other personnel related costs, to run the institute, and to upgrade equipment.
- *Quality Development and Promotion* coordinates the work of the Quality Council for Trades and Occupations to develop, register and quality assure the implementation of qualifications and standards for occupationally based learning across all sectors of the economy. Funding is mainly used for compensation of employees and other personnel related costs.

Objectives and measures

- Improve skills development by achieving the targets contained in the extended national skills development strategy II in 2010/11.
- Improve skills development planning and matching by securing the adoption of the national skills development strategy III and its alignment with the human resource development strategy for South Africa in 2010/11.
- Achieve the annual targets derived from the national skills development strategy III, once they have been developed, annually from 2011/12 to 2014/15.
- Improve the skill levels of workers by aligning the work of the sector education and training authorities and the national skills framework to the targets contained in the national skills development strategy III.
- Ensure that skills development objectives are achieved by continually monitoring and evaluating the delivery of targets contained in the national skills development strategy II and III.
- Restructure the sector education and training authority landscape over the medium term. to enhance the performance of the authorities.

Service delivery focus

The second phase of the national skills development strategy, from 2005 to 2010, has been extended for an additional year to allow for its alignment with the human resource development strategy for South Africa.

In the first half of 2009/10, 2 207 new workers were trained through workplace skills development support programme grants compared to 2 069 in 2008/09, of which 88 per cent were black and 38 per cent female. In 2008/09, 73 438 unemployed learners of a targeted 40 000 were trained in adult basic education and training learning programmes and in the first half of 2009/10, 55 672 learners were trained against a targeted 40 000. 93 425 learners in these programmes are now enrolled through funding from the National Skills Fund, representing a 93 per cent achievement towards the target of 100 000 learners by March 2010.

Copies of the updated master scarce and critical skills list were distributed in 2008/09 to various stakeholders including sector development facilitators and sector specialists. In 2008/09, 103 296 workers against a target of 56 506 workers were trained in learnerships, apprenticeships and other scarce and critical skills programmes, exceeding the target by 83 per cent. In comparison, from April to September 2009, 53 800 workers were trained in learnerships, apprentices and critical skills programmes against a target of 36 398. By mid-2009/10, 3 050 learners were placed for experience locally and internationally against a target of 17 817 compared to 13 148 learners placed for experience locally and internationally against a target of 9 088 in 2008/09. In 2008/09, 3 900 young people were trained in new venture creation, of which 68 per cent had sustainable businesses that lasted beyond 12 months.

The third phase of the national skills development strategy will be adopted in 2010 and its targets will steer service delivery from 2011 to 2015. The efficiency and effectiveness of the sector education and training authorities and of the National Skills Fund will be monitored. The sector education training authorities landscape will be reviewed over the medium term to improve their functioning and the outputs they deliver.

Expenditure estimates

Subprogramme	_			Adjusted			
	Auc	lited outcome		appropriation	Medium-tern	n expenditure est	imate
R million	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13
SETA Coordination	58.7	55.9	65.1	74.1	76.0	85.6	89.1
National Skills Development Services	51.5	60.4	63.7	65.9	73.0	82.8	87.3
Quality Development and Promotion	-	0.8	1.8	13.8	19.3	19.0	17.2
Total	110.3	117.1	130.5	153.8	168.3	187.5	193.6
Change to 2009 Budget estimate				153.8	168.3	187.5	193.6
Economic classification							
Current payments	59.2	69.1	80.4	96.8	108.4	123.3	126.2
Compensation of employees	41.7	46.9	50.1	66.2	72.7	77.7	80.7
Goods and services	17.5	22.2	30.3	30.6	35.6	45.6	45.5
of which:							
Computer services	0.1	-	7.4	0.4	10.0	8.7	9.0
Agency and support / outsourced services	0.3	0.9	0.1	1.3	2.3	8.0	6.6
Lease payments	0.5	0.4	0.5	3.0	0.7	0.7	0.7
Travel and subsistence	3.4	3.4	4.4	3.2	9.1	9.9	10.0
Transfers and subsidies	42.9	46.0	47.1	49.0	51.7	59.9	62.9
Departmental agencies and accounts	42.7	44.8	46.9	49.0	51.7	59.9	62.9
Households	0.2	1.2	0.1	_	-	_	-
Payments for capital assets	8.1	2.0	3.1	8.1	8.2	4.3	4.5
Buildings and other fixed structures	3.3	_	0.6	3.0	_	_	-
Machinery and equipment	4.8	2.0	2.4	5.1	8.1	4.2	4.4
Software and other intangible assets	-	-	_	_	0.1	0.1	0.1
Total	110.3	117.1	130.5	153.8	168.3	187.5	193.6

Table 16.11 Skills Development

	Aud	lited outcome		Adjusted appropriation	Medium-tern	Medium-term expenditure estimate		
R million	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13	
Details of selected transfers and subsid	ies							
Departmental agencies and accounts								
Departmental agencies (non-business e	ntities)							
Current	42.7	44.8	46.9	49.0	51.7	59.9	62.9	
National Skills Fund	42.7	44.8	46.9	49.0	51.7	59.9	62.9	

Expenditure trends

Expenditure increased at an average annual rate of 11.7 per cent, from R110.3 million in 2006/07 to R153.8 million in 2009/10. Expenditure is expected to increase to R193.6 million over the medium term, at the slower average annual rate of 8 per cent. Between 2006/07 and 2009/10, spending on compensation of employees grew at an average annual rate of 17.8 per cent due to annual cost of living salary adjustments. Growth over the medium term is expected to average 9.2 per cent annually.

Payments for capital assets increases by 161.3 per cent in 2009/10 due to an allocation for upgrading of buildings and security systems at the Institute for the National Development of Learnerships Employment Skills and Labour Assessments. Goods and services spending is expected to grow by 16.5 per cent from 2009/10 to 2010/11 due to an increase in spending on travel and subsistence, from R3.2 million in 2009/10 to R9.1 million in 2010/11. This is where the funds transferred from the Department of Labour for corporate services functions have been allocated until the department finalises their specific use.

Over the medium term, the department will focus on setting up the Quality Council for Trades and Occupations and realigning this programme with the objectives of the new human resource development strategy for South Africa.

Public entities and other agencies

National Skills Fund

Strategic overview: 2006/07 - 2012/13

The National Skills Fund was established in 1999 in terms of the Skills Development Act (1998). It is funded from 20 per cent of the skills development levies collected by the South African Revenue Service. The fund's key objectives include: promoting employability and sustainable livelihoods; contributing to the development of critical skills; workplace training; and increasing the number of new entrants into the workplace. The National Skills Fund has moved from the Department of Labour to the Department of Higher Education as part of the macro-reorganisation of the state.

Key priorities for the medium term include: improving the rate of disbursement across funded projects; addressing the governance and accountability framework of the fund; accelerating the delivery of critical skills in support of key growth and development strategies such as the provincial growth and development strategies, the human resource development strategy for South Africa; and skills development priorities identified by government and the national skills development strategy.

Indicator	Programme/Activity		Past		Current	Projections		
		2006/07	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13
Number of additional unemployed people assisted to enter learning programmes	Critical skills support	41 011	57 570	17 599	9 677	18 400	12 400	12 400
Number of new learners who have completed learning programmes	Critical skills support	12 251	38 008	4 080	9 570	7 360	4 960	11 040
Number of new undergraduate bursaries awarded	Critical skills support	1 148	726	4 869	4 808	2800	2800	2 800

Selected performance indicators

Table 16.12 National Skills Fund

Table 16.12 National Skills Fund (continued)

Indicator	Programme/Activity		Past		Current		Projections	
		2006/07	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13
Number of new postgraduate bursaries awarded	Critical skills support	1 042	1 120	997	1 088	1 200	1 200	1 200
Number of new adult basic education and training learners registered by the National Skills Fund	Adult basic education and training	46 095	19 987	73 438	55 672	7 500	5 000	5 000
Number of new registered adult basic education and training learners who have completed programme	Adult basic education and training	12 748	0	27 194	15 840	37 500	2 500	2 500
Number of additional unemployed people trained from the skills development funding window	Social development initiatives	118 153	101 924	15169	0	100 000	100 000	100 000
Number of additional trained unemployed people placed in employment	Social development initiatives	90 691	71 054	8 885	0	70 000	70 000	70 000

Service delivery focus

By the end of October 2009, the National Skills Fund had distributed R537 million of the 2009/10 budget to support undergraduate and postgraduate bursaries; and learners through the strategic projects programme.

In 2008/09, the National Skills Fund funded the training of 15 169 unemployed people. Beneficiaries were drawn from key government projects such as the expanded public works programme, Working for Water and other provincial economic initiatives. 8 885 (59 per cent) were placed in projects that allowed them to consolidate skills gained through practical work. Since April 2005, a cumulative total of 338 414 people have been trained through the social development funding window. By March 2010, the National Skills Fund will have met 75 per cent of the national skills development strategy target of training 450 000 unemployed people.

The critical skills support programmes include learnerships, internships, apprenticeships and bursaries implemented primarily with sector education training authorities and provincial governments. In 2008/09, 17 599 learners were enrolled, against a targeted 16 000. Of these, only 4 080 completed programmes due to the nature of the programmes which often take longer than a year to complete. The fund has also funded 4 869 undergraduate bursaries through the National Student Financial Aid Scheme and 997 postgraduate bursaries through the National Research Fund.

The industry support programme benefited 6 156 workers in 2008/09, compared to 3 378 in 2007/08, through training grants under the incentives scheme for new investments and expansion initiatives. Since starting with the workplace skills development support programme training grants in 2005, 10 934 new workers have benefited. A further R60 million in training grants has been approved over a 3-year period and this will benefit 12 440 targeted workers.

The strategic projects programme is an implementation model that allows for the use of integrated projects to achieve goals and targets set for the National Skills Fund in the national skills development strategy. The programmes are implemented primarily in partnership with provincial governments and support their provincial growth and development strategies. In 2008/09, the programme recorded an intake of 41 834 learners in various learning programmes ranging from learnerships, internships, apprenticeships, bursaries and skills programmes. Of these, 31 803 exited the programme after completion.

Expenditure estimates

Table 16.13 National Skills Fund: Activity information

	Audited outcome Revised estimat		Revised estimate	Mediu	Medium-term estimate			Medium-term estimate	
R million	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13		
Administration/Operations	118.1	113.4	125.2	130.5	156.9	176.4	155.7		
Social Development Initiatives	258.3	303.2	149.7	646.5	863.7	950.8	833.4		
ABET	35.0	59.6	110.7	191.0	59.0	39.4	31.4		
Critical Skills Support	223.5	77.6	238.9	262.2	806.6	827.0	674.7		
Industry Support Programme	30.4	34.6	46.5	134.5	234.9	178.3	156.8		
Other	51.6	213.8	257.9	2 105.7	897.1	619.9	510.5		
Total expense	716.9	802.3	928.8	3 470.5	3 018.2	2 791.8	2 362.4		

Expenditure trends

Total revenue is projected to grow at an average annual rate of 7.2 per cent over the MTEF period, mainly due to revenue from the skills development levy, which is collected on a monthly basis by the South African Revenue Service. In 2008/09, revenue of R1.5 billion was derived from the skills development levy and the balance from interest earned from investments.

Total expenditure grew at an average annual rate of 69.2 per cent, from R716.9 million in 2006/07 to R3.5 billion in 2009/10, driven mainly by payments for skills development projects aligned with the national skills development strategy. Between 2006/07 and 2009/10, spending on compensation of employees grew at an average annual rate of 29.6 per cent due to salary adjustments. Spending over the MTEF period is expected to grow at a slower average annual rate of 12.0 per cent. Spending on transfers and subsidies paid is projected to decrease over the medium term, at an average annual rate of 13.5 per cent, from R3.3 billion in 2009/10 to R2.2 billion in 2012/13.

The projected deficits in the current year and over the MTEF period are due to an increase in the rollout of skills programmes. The National Skills Fund has adequate cash and reserves in the current year and over the MTEF period to fund these projected deficits.

Sector education and training authorities

Strategic overview: 2006/07 - 2012/13

There are currently 23 sector education and training authorities. Mandated by section 9 of the Skills Development Act (1998) to provide skills development across various economic sectors, their main objectives are: to implement sector skills plans to develop appropriate skills, to develop and register learning programmes, and to distribute skills development levy funds. The sector education and training authorities have moved from the Department of Labour to the Department of Higher Education and Training as part of the macro-reorganisation of the state.

Sector education and training authorities meet the national skills development strategy targets through a legislated service level agreement with the Department of Labour. These annual agreements are determined by the national skills development strategy's five-year target, which is also calculated in annual terms over the five-year period. The sector education and training authority sector skills plans have formed the basis for the first formally published, occupationally based national scarce skills list. The list has also been integrated into the Department of Home Affairs' processes for issuing scarce skills immigration work permits. Sector education and training authority sector skills plans are automatically uploaded through an integrated data collection process into the employment services system so that the annual national scarce skills list is efficiently updated.

The national skills development strategy for 2005 to 2010 sets targets for sector education and training authority programmes. This strategy has been extended for one year to 2011. The national skills development strategy will be revised in 2011.

Selected performance indicators

Table 16.14 Sector education and training authorities

Indicator		Past		Current	P	rojections	
	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13
Number of additional BEE small, medium and micro enterprises and cooperatives that receive skills development support	1 293	1 442	2 251	1 770	2 491	2 615	2 745
Number of additional adult basic education and training learners registered by sector education and training authorities	46 095	40 583	39 116	46 750	34 786	36 525	38 350
Number of additional adult basic education and training learners who have completed programmes	12 748	20 415	14 471	31 392	22 713	23 484	24 658
Number of additional workers assisted to enter scarce and critical skills programmes through learnerships, apprenticeships, bursaries and skills programmes	57 577	11 2100	10 3296	56 398	59 954	62 950	66 097
Number of additional workers enrolled in scarce and critical skills programmes who have completed learning programmes	21 423	71 529	108 887	35 194	36 988	38 837	40 778
Percentage of workers successfully completed learning programmes	37%	64%	79%	50%	50%	50%	50%

Table 16.14 Sector education and training authorities (continued)

Indicator		Past Curren			P	Projections		
	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13	
Number of additional unemployed people assisted to enter scarce and critical skills programmes through learnerships, apprenticeships, internships, bursaries and skills programmes	41 011	57 570	60 126	36 804	31 295	32 859	34 501	
Number of additional unemployed learners who have completed learning programmes	12 251	38 008	63 349	22 785	14 445	15 167	15 925	
Number of additional youth supported through new venture creation programmes	3 287	2 559	3 406	3 406	2 092	14 344	15 061	
Number of additional ventures sustainable 12 months after completion of the programme	755	1 791	1 475	3 408	4 215	4 425	4 646	

Service delivery focus

In 2008/09, 2 251 small BEE cooperatives were supported, exceeding the target by 288.8 per cent due to many sector education training authorities fully establishing systems to assist SMMEs. This was also reflected in the first half of 2009/10, where 1 200 small BEE cooperatives were supported, or 68 per cent of the targeted 1 770.

In 2008/09, 40 851 learners, against a target of 10 732, entered adult basic education and training programmes, of which 14 471 completed the programmes, against a target of 44 650. The numbers completing the programmes exceed the number of entrants as new entrants overlap with the previous year's intake and the throughput rate of those who complete the programmes is very poor. The design of adult basic education and training programmes will be reviewed in the national skills development strategy of 2012-2015.

Expenditure estimates

Table 16.15 Sector education and training authorities: Project information

	Audited outcome			Revised estimate	Medium-term estimate			
R million	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13	
Administration/Operations	721.6	511.3	586.9	614.6	690.4	730.8	771.8	
Discretionary Grants	860.1	937.3	1 482.8	1 886.0	1 796.4	1 843.6	1 958.1	
Mandatory Grants	1 796.0	1 949.7	2 302.5	2 409.5	2 557.6	2 748.2	2 967.2	
Skills Development and Research	184.4	112.8	138.7	378.9	264.6	244.3	263.0	
Other	739.7	773.4	804.8	975.7	1 767.7	1 735.7	1 583.3	
Total expense	4 301.9	4 284.5	5 315.8	6 264.7	7 076.7	7 302.6	7 543.4	

Table 16.16 Sector education and training authorities: Financial information

Statement of financial	Audited outcome			Revised estimate	Medium-term estimate			
performance R million	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13	
Revenue								
Non-tax revenue	308.3	465.3	656.3	426.3	370.4	321.7	329.4	
Sale of goods and services other than capital assets of which:	7.0	2.8	1.1	2.8	10.1	10.6	11.1	
Admin fees	0.9	-	-	_	-	-	-	
Sales by market establishments	5.9	2.7	0.8	2.7	10.1	10.6	11.1	
Other sales	0.2	0.2	0.3	0.1	_	-	-	
Other non-tax revenue	301.3	462.5	655.2	423.5	360.3	311.1	318.3	
Skills development levy	4 388.9	5 167.7	5 943.9	6 299.0	6 830.2	7 417.3	7 784.1	
Total revenue	4 697.2	5 633.0	6 600.2	6 725.3	7 200.5	7 739.0	8 113.5	
Expenses								
Current expense	839.5	657.6	775.3	774.0	849.9	958.4	1 013.5	
Compensation of employees	272.1	314.8	356.8	404.0	437.9	466.4	494.3	
Goods and services	544.8	316.7	387.5	343.2	387.9	468.2	494.4	
Depreciation	21.5	22.4	27.5	25.5	22.3	21.8	23.0	
Interest, dividends and rent on land	1.0	3.6	3.4	1.4	1.8	1.9	1.9	
Transfers and subsidies	3 462.4	3 627.0	4 540.5	5 490.6	6 226.8	6 344.2	6 529.9	
Total expenses	4 301.9	4 284.5	5 315.8	6 264.7	7 076.7	7 302.6	7 543.4	
Surplus / (Deficit)	395.3	1 348.5	1 284.4	460.6	123.9	436.4	570.1	

Expenditure trends

Total revenue grows at an average annual rate of 9.5 per cent over the 7-year period, from R4.7 billion in 2006/07 to R8.1 billion in 2012/13. The skills development levy collected by the South African Revenue Service accounts for an average of 95.1 per cent of total revenue over the medium term. Other non-tax revenue fluctuates between 2007/08 and 2010/11 due to fluctuations in interest earned on investments and the use of investments to fund training programmes.

Spending over the 7-year period grows at an average annual rate of 9.8 per cent, from R4.3 billion in 2006/07 to R6.3 billion in 2009/10 and R7.5 billion in 2012/13. The increase is driven mainly by payments relating to skills development programmes. Between 2006/07 and 2009/10, spending on compensation of employees grew at an average annual rate of 14.1 per cent due to higher salary adjustments, and is projected to grow at the slower average annual rate of 7 per cent over the MTEF period. Spending on goods and services decreased at an average annual rate of 14.3 per cent between 2006/07 and 2009/10, due to a decreased dependence on consultants. Over the medium term, expenditure on this item is expected to increase at an average annual rate of 12.9 per cent, due to increased spending on communications, travel and subsistence, and advertising related to marketing the revised national skills development strategy. The surpluses over the 7-year period are due to the rate of spending on skills development programmes being much lower than the skills levy collected. An average of 81.9 per cent of the levy collected is spent on skills development programmes.

Additional tables

Table 16.A Summary of expenditure trends and estimates per programme and economic classification

Programme	Appropri	ation	Audited		Appropriation		Revised
	Main	Adjusted	outcome	Main	Additional	Adjusted	estimate
R million	20	08/09	2008/09		2009/10		2009/10
1. Administration	92.9	90.7	90.9	103.4	0.9	104.3	103.4
2. Human Resource Development, Planning and Monitoring Coordination	24.4	25.9	24.4	27.8	1.3	29.2	28.2
3. University Education	15 036.7	15 420.3	15 409.7	17 138.5	10.6	17 149.1	17 148.2
 Vocational and Continuing Education and Training 	874.6	905.2	3 110.3	87.6	3 172.6	3 260.2	3 263.0
5. Skills Development	174.8	149.5	130.5	152.3	1.5	153.8	139.1
Subtotal	16 203.5	16 591.7	18 765.9	17 509.6	3 187.0	20 696.6	20 681.8
Direct charge against the National Revenue Fund	7 529.6	7 529.6	7 234.1	7 750.0	-	7 750.0	7 750.0
Sector education and training authorities	6 023.7	6 023.7	5 787.3	6 200.0	-	6 200.0	6 200.0
National Skills Fund	1 505.9	1 505.9	1 446.8	1 550.0	-	1 550.0	1 550.0
Total	23 733.1	24 121.3	26 000.0	25 259.6	3 187.0	28 446.6	28 431.8
Economic classification Current payments	335.2	323.8	318.7	336.2	7.2	343.4	328.7
Compensation of employees	176.4	174.1	174.8	193.6	9.8	203.3	203.6
Goods and services	158.7	149.7	143.9	142.6	(2.5)	140.1	125.1
Transfers and subsidies	23 383.8	23 788.9	25 676.3	24 913.0	3 179.1	28 092.1	28 092.1
Provinces and municipalities	795.0	817.2	3 005.8	_	3 168.3	3 168.3	3 168.3
Departmental agencies and accounts	9 031.8	9 167.8	8 872.3	9 615.4	9.0	9 624.4	9 624.4
Universities and technikons	13 556.6	13 803.4	13 797.4	15 297.2	-	15 297.2	15 297.2
Foreign governments and international organisations	0.4	0.4	0.4	0.4	-	0.4	0.4
Households	-	0.1	0.3	-	1.7	1.7	1.7
Payments for capital assets	14.1	8.6	4.9	10.5	0.6	11.1	11.1
Buildings and other fixed structures	3.0	1.0	0.6	3.0	_	3.0	3.0
Machinery and equipment	10.9	7.6	4.1	7.4	0.6	8.0	8.0
Software and other intangible assets	0.2	0.1	0.2	0.1	0.0	0.1	0.1
Payments for financial assets	-	-	0.1	-	-	-	-
Total	23 733.1	24 121.3	26 000.0	25 259.6	3 187.0	28 446.6	28 431.8

Table 16.B Summary of personnel numbers and compensation of employees

				Adjusted			
	Audited outcome			appropriation	Medium-term expenditure estimate		
—	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13
Permanent and full time contract employees							
Compensation (R million)	115.8	126.7	150.2	176.3	198.1	212.7	225.6
Unit cost (R million)	0.2	0.2	0.2	0.2	0.2	0.3	0.3
Administration	0.2	0.2	0.2	0.3	0.3	0.3	0.3
Human Resource Development, Planning and Monitoring Coordination	0.2	0.2	0.3	0.3	0.3	0.4	0.4
University Education	0.3	0.2	0.3	0.3	0.4	0.4	0.4
Vocational and Continuing Education and Training	0.3	0.3	0.4	0.4	0.4	0.5	0.5
Skills Development	0.1	0.1	0.1	0.2	0.2	0.2	0.2
Personnel numbers (head count)	724	757	815	796	805	805	805
Part time and temporary contract employees							
Compensation (R million)	14.6	17.8	22.3	24.5	28.0	30.1	32.3
Total for department							
Compensation (R million)	131.7	146.2	174.8	203.3	228.9	245.8	261.1
Unit cost (R million)	0.2	0.2	0.2	0.2	0.3	0.3	0.3
Personnel numbers (head count)	771	819	840	815	824	824	824

Table 16.C Summary of expenditure on training

				Adjusted			
	Audited outcome			appropriation	Medium-term expenditure estimate		
	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13
Compensation of employees (R million)	131.7	146.2	174.8	203.3	225.9	242.6	257.8
Training expenditure (R million)	1.8	2.5	2.9	1.9	2.6	2.8	2.9
Training as percentage of compensation	1.4%	1.7%	1.7%	0.9%	1.1%	1.1%	1.1%
Total number trained in department (head count)	311	335	287	134			
of which:							
Employees receiving bursaries (head count)	21	20	26	31			
Internships trained (head count)	47	62	25	19			
Households receiving bursaries (R million)	-	100.0	200.0	300.0	318.0	337.1	353.9
Households receiving bursaries (head count)	-	9 732	22 857	34 286			