



"Developing Skills. Serving Society"



ANNUAL GENERAL MEETING

PRESENTATION ON THE 2024/25 DRAFT ANNUAL PERFORMANCE PLAN (APP)

17 November 2023

DRAFT 2024/25 APP

EXTERNAL MANDATES



The CETA considered the following priorities in drafting performance plans for the year ahead:

- a) Medium Term Strategic Framework (MTSF 2019-2024).
- b) National Skills Development Plan 2030.
- c) District Development Model.
- d) Support for Small and Medium Enterprises.
- e) SONA TVET Student Placement Targets.
- f) Fourth Industrial Revolution (4IR) Skills Needs.
- g) Economic Reconstruction and Recovery Plan (ERRP) Skills Interventions.
- h) Presidential Youth Employment Service (YES) Programme.

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INTERNAL MANDATE – ROADMAP (5-YEAR STRATEGIC PLAN) NSDP 2030

YEAR 1

ADMINISTRATION
PERIOD AND COVID-19
– PERFORMANCE
ACHIEVEMENT OF 22%
FOR 2020/21 FY

YEAR 2

02 FEBRUARY 2022
– END OF THE
CETA
ADMINISTRATION -
PERFORMANCE
**ACHIEVEMENT OF
62% FOR THE
2021/22 FY**

YEAR 3

PERFORMANCE
**ACHIEVEMENT OF
82% FOR THE 2022/23
FY**

YEAR 4 - CURRENT

AA PERFORMANCE
TARGET OF A
MINIMUM OF 90%
ACHIEVEMENT
AGAINST
PREDETERMINED
OBJECTIVES FOR THE
2023/24 FY APP

YEAR 5

AA PERFORMANCE
TARGET OF:
**1. A MINIMUM OF 95%
ACHIEVEMENT
AGAINST
PREDETERMINED
OBJECTIVES FOR THE
2024/25 FY APP**
**2. CLEAN AUDIT
OUTCOME**

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INTERNAL MANDATE – STRATEGIC GOALS



The strategic goals were revised as follows and informed this update:

- **STRATEGIC GOAL 1:** A sustainable high performing CETA, anchored on Clean Governance and Administration.
- **STRATEGIC GOAL 2:** Ensure credible skills planning and reporting based on research, technology and innovation in the construction sector.
- **STRATEGIC GOAL 3:** Implement skills development programmes that prioritise critical and scarce skills linked to the current and future of work for the construction sector
- **STRATEGIC GOAL 4:** To implement capacitated quality assurance processes that will enhance construction sector competitiveness and delivery of quality skills and training.
- **STRATEGIC GOAL 5:** Enhanced stakeholder relations and CETA brand positioning

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APP PROGRAMME 1 – ADMINISTRATION

1. Strategic Objective and Purpose

- i. To provide strategic leadership, effective governance, effective and efficient operational management and support services to the CETA.
- ii. Enhanced reputation of the CETA through public relations and marketing activities.

2. Total Number of Indicators = 02

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APP PROGRAMME 1 – ADMINISTRATION, CONT.



| Output Indicators | 2024/25 Targets |
|---|------------------------------|
| 1.1. Improved controls and audit outcomes | Clean Audit Opinion |
| 1.2. Effective and enhanced stakeholder relations with improved CETA brand and reputation | Stakeholder Survey Conducted |

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APP PROGRAMME 2 – SKILLS PLANNING AND REPORTING

1. Strategic Objective and Purpose:

- i. To ensure a credible mechanism for skills planning and reporting in the construction sector.
- ii. To ensure effective planning to address the skills priorities in the sector.
- iii. To ensure relevant and applicable research on skills priorities in the sector.

2. Total Number of Indicators = 05

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APP PROGRAMME 2 – SKILLS PLANNING AND REPORTING, CONT.

| Output Indicators | 2024/25 Targets |
|--|-----------------|
| Number of WSPs and ATRs approved for small firms | 1465 |
| Number of WSPs and ATRs approved for medium firms | 450 |
| Number of WSPs and ATRs approved for large firms | 230 |
| SDF workshop per annum on WSP and ATR compilation and submission | 09 |
| Quarterly Monitoring Reports (QMR) are submitted to DHET and validation reports are kept | 04 |
| Perform at least one research activity to enhance skill development in the sector | 01 |

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APP PROGRAMME 3 – LEARNING PROGRAMMES AND PROJECTS

1. Strategic Objective and Purpose:

- i. To address skills priorities within the construction sector.**
- ii. To ensure the skills needs in the sector are addressed with adequately skilled workforce.**
- iii. To address transformation challenges within the built environment through increasing access to built environment professions for individuals from previously disadvantaged groups.**
- iv. Greater access by marginalised communities to skills development through infrastructural support.**
- v. A vibrant civil society engagement in skills development within the construction sector.**
- vi. Strengthened collaboration and partnerships for skills development in the construction sector.**
- vii. An increased pool of skilled and competent graduates to enter the construction sector.**
- viii. Increased knowledge and interest in construction careers.**
- ix. Increased throughput of learners on accredited construction programmes through a strengthened certification process.**

2. Total Number of Indicators = 31

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APP PROGRAMME 3 – LEARNING PROGRAMMES AND PROJECTS, CONT.



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APP PROGRAMME 3 – LEARNING PROGRAMMES AND PROJECTS, CONT.

| Sub-Programme Category | | 2024/25 Targets |
|--|--|--|
| IMPLEMENTATION OF LEARNING PROGRAMMES | | Increased number of Learnerships entered and completed |
| | | Increased number of Short Skills Programmes entered and completed |
| | | Increased number of Artisans entered and completed |
| | | Number of RPL/ARPL Learners assessed through Recognition of Prior Learning |
| GRADUATE PLACEMENTS | | Increased number of Internships entered and completed |
| | | Increased number of University Student Placement entered and completed |
| | | Increase in number of Candidacy programmes entered and completed |
| BURSARIES | | Increased number of Bursaries entered (new), continuing and completed (including workers) |

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APP PROGRAMME 3 – LEARNING PROGRAMMES AND PROJECTS, CONT.

| Sub-Programme Category | 2024/25 Targets |
|--|---|
| PROVISION OF SKILLS DEVELOPMENT OPPORTUNITIES AND CENTRES | Supported skills development centres in the construction sector |
| DEVELOPMENT AND SUPPORT OF SMME's, COOPs, NGOs, CBOs AND NPOs | Co-operatives supported with training interventions and or funded |
| | SMMEs in the construction sector supported through funding and/or accreditation |
| | People trained on entrepreneurship supported to start their businesses |
| | Capacity building workshops held in Skills Development for Trade Union support |
| | NGOs supported with skills development interventions/programmes within the construction sector. |

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APP PROGRAMME 3 – LEARNING PROGRAMMES AND PROJECTS, CONT.

| Sub-Programme Category | | 2024/25 Targets |
|------------------------|---|-----------------|
| PARTNERSHIPS | SETA/TVET College partnerships supported and signed MOUs with CETA to deliver and implement skills development programmes in the construction sector. | |
| | CET partnerships established | |
| | Supported TVET Colleges | |
| | Supported CET Colleges | |
| | Partnerships with private institutions improve service delivery through skills development | |
| | Partnerships with public institutions improve service delivery through skills development | |
| | Workshop with councils within the Built Environment sector | |

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APP PROGRAMME 3 – LEARNING PROGRAMMES AND PROJECTS, CONT.

| Sub-Programme Category | | 2024/25 Targets |
|--------------------------------|--|--|
| CAREER AND VOCATIONAL GUIDANCE | | Career development exhibitions held in urban areas on occupations in high demand |
| | | Career development exhibitions held in rural areas on occupations in high demand |
| | | Trained career development practitioners |
| | | Updated career guidance booklets for the construction sector |

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APP PROGRAMME 4 – QUALITY ASSURANCE

1. Strategic Objective and Purpose

- i. Implementation of quality assurance that will enhance and ensure quality provision of training
- ii. Accredited skills training in the construction sector
- iii. Qualifications development
- iv. Increased and improved monitoring and evaluation of CETA programmes

2. Total Number of Indicators = 05

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APP PROGRAMME 4 – QUALITY ASSURANCE, CONT.

| Sub-Programme Category | | 2024/25 Targets |
|--|--|---|
| NQF PROVIDER ACCREDITATION | | Percentage of Skills development providers ultimately accredited for accreditation |
| | | A percentage of monitoring visits to the accredited SDP's |
| QUALIFICATIONS REVIEW AND DEVELOPMENT | | Design, develop and register new occupational qualifications and curriculum |
| MONITORING AND EVALUATION | | A percentage of active projects monitored, and external moderation visits conducted |
| | | % of certificate or statement of results printed /total number of certificates or statement of results due for printing |

DRAFT 2024/25 APP

APPROVAL OF THE CETA DRAFT 2024/25 STRATEGIC PLAN AND ANNUAL PERFORMANCE PLAN



The approval of the Annual Performance Plan for the 2024/25 Financial Year is supported by the following documents:

1. Update Sector Skills Plan 2024/25
2. (5-Year) Strategic Plan 2020/21 to 2024/25
3. Budget 2024/25 Financial Year
4. Materiality and Significance Framework 2024/25
5. DHET Service Level Agreement 2024/25

VISION

To be a firm pillar
for all in
construction and
nation-building.



END

THANK YOU