

30 March 2020

TRAINING OF LEARNERS AND EMPLOYERS OBLIGATIONS

The Sector Education and Training Authorities (SETAs) has communicated with employers and others stakeholders on operational arrangements, grant submission and suspension of training of learners during the COVID-19 pandemic. The RMI remains very conscious that SMMEs will be affected on two levels. Firstly, as businesses when the economy slows down, and secondly, as suppliers of products and services during this period.

The dispensation created by Government for employers in South Africa in the skills environment is commendable. Qualifying employers benefit from an array of delivery methods to qualify an individual; inclusive participation on SETA structures; mandatory and discretionary grants as well as SARS deduction for learner/apprentices allowances. The benefits are underpinned by honouring obligations and abiding to rules and regulations.

The RMI recommends the following actions during shutdown:

- Stay engaged with and read all communication from your SETA;
- Stay focussed on meeting and abide to deadlines, including but not limited to the looming Mandatory grant submission deadline. This submission tie the employer Workplace Skills Plan and Annual Training Report together. Should you not be able to meet the end of April 2020 deadline due to COVID-19 lockdown, apply timeously to your SETA i.e. by initiating the grant and submit an extension request on the merSETA NSDMS.
- Inform your SETA of suspension of training of learners. Set out, as comprehensively as possible, the program details i.e. accredited skills program, learnership, apprenticeship, part – and full occupational qualification; the learner/apprentice details and in the event of working through a provider, the provider details.

The two predominant SETAs the RMI membership is engaged with are the merSETA and W&R SETA (for fuel dealers/service stations). Both these SETAs are progressive and can be commended for their arrangements amidst the COVID-19 pandemic. Employers, actively participating in training and skills development, regardless of levy paying or not, know the SETA they are a client of.

The RMI remains committed to servicing members during this time and encourages members to remain positive. Training and skills development related matters can be addressed to the RMI National Director Training, Louis van Huyssteen, at louis.vanhuysteen@rmi.org.za. Kindly copy your Association Director and Regional Manager in training related communication.

The RMI staff will endeavour to collectively service our valued members to the best of our ability during this time.