



# SKILLS FOR THE FUTURE: SCHOLARS FUNDING WINDOW FOR THE 2021 ACADEMIC YEAR GUIDELINES





## 1. BANKSETA CONTEXT

The Banking Sector Education and Training Authority (BANKSETA) is a statutory body established through the Skills Development Act of 1998 to support transformation and people development through partnerships and to enable stakeholders to advance the national and global position of the broader banking and alternative banking sector.

The reference to the national and global position of the sector reinforces the view that the BANKSETA is sector-driven and that it focuses on people development as a methodology for further advancing the position of the banking industry both locally and abroad.

The BANKSETA is responsible for:

- The identification of priority skills in the sector;
- The distribution of mandatory grants to qualifying registered companies;
- The distribution of discretionary grants that will benefit the sector at large as well as beneficiaries within the sector;
- The implementation of quality assurance processes that will enhance and ensure quality provision of training; and
- Supporting the implementation of applicable national strategic objectives as identified in the National Skills Development Strategy (NSDS).

Therefore, one of the strategic focus areas of BANKSETA includes **capacity-building of scholars through programme called Skills for the Future.**

## 2. BACKGROUND AND PURPOSE OF SKILLS FOR THE FUTURE FUNDING WINDOW

This document provides guidelines for evaluation and approval of proposals submitted in response to the BANKSETA's Skills for the Future Funding Window for the 2021 academic year in schools.

Skills for the Future project aims to provide an opportunity to economically disadvantaged black rural scholars to acquire the demand driven skills such as digital literacy and ICT to enable them



to gain entrance in HEI to pursue careers that supports the scarce and critical skills required in the Banking and Alternative Banking Sector in line with BANKSETA Sector Skills Plan and to increase the chances of employability to respond to the urgent need of 4<sup>th</sup> Industrial Revolution (Known as 4IR) to local and global banking sector.

Therefore, BANKSETA invites applications from Public Universities or Universities of Technology to offer

1. Digital Literacy Programme that incorporates ICT skills,
2. Work Readiness Programme and Career counselling programme to economically disadvantaged Grade 12 scholars in rural communities of Limpopo and Eastern Cape in South Africa.

The rationale for the project is to provide an opportunity to address Digitisation and Technology as one of the key drivers of change that impacts the broader Banking sector, and to bridge the shortage of scarce and critical skills national and globally by increasing the pool of talented and qualified scholars and graduates in the field of Digitisation and ICT, where employers can select from.

- **The higher education institution will be expected to coordinate and facilitate this project by identifying the appropriate rural schools in their area,**
- **Provide tutors and centres to effectively implement this project within Eastern Cape and Limpopo province.**
- **The project implementation will be limited to four (4) centres/schools, two in each Province with the number of 50 Learners per centre/school.**

### **3. MINIMUM QUALIFYING CRITERIA**

Applicants, are required to meet these basic requirements, in order to apply for this funding window:



### 3.1 Eligibility Criteria

- Applicant MUST be an accredited, Public University / University of Technology based in South Africa
- Applicants MUST provide a valid tax clearance certificate

### 3.2 Evaluation Criteria

#### Ability to deliver (30%)

- Proven previous track record to implement the project of a similar nature. The proposal must include solid evidence of previous practical experience in implementing the project of similar nature with success and provide traceable three (3) contactable references for tracking purposes.
- Applicants MUST have the administration, project and contract management capacity and mechanisms in place to deliver electronic and hard copy data and information as required by BANKSETA for the purposes of reporting, BANKSETA will provide the reporting templates.
- An Institution must have the financial capability and internal resources to manage the project and oversee delivery of programme for unemployed learners.
- Quality of applications and adherence to guidelines
- The proposal must clearly indicate the Province/s centre/s including rural schools where the project will be implemented – target area for this pilot programme is Eastern Cape and Limpopo

#### Content of programme and implementation strategy (30%)

- The application links to the BANKSETA scarce and critical skills list specifically in ICT
- Applicants need to show how schools / learners will be selected and existing partnerships with schools where applicable
- Applicants must submit an outline of the programme in ICT to equip the learners with an understanding of ICT as a field of study after grade 12
- Applicants must also submit an outline of work readiness programme that includes career counselling aspects they will utilise to better equip scholars to make informed decision in selecting career choices that are critical at higher education level and also



to increase the chances of employability. All of this must be linked to the programme and the ICT streams available in the market that they can choose from and institutions where these can be offered as well as bursaries available in the market.

- Applicant must submit a clear and detailed Quality Management Plan (QMP) and Project Implementation Plan.

### **Learner support including learning aids and exit strategy (40%)**

- Learning support and exit strategy support offered to enable the learner to understand the alternatives available in the ICT industry after grade 12
- Applicants must clearly outline the specification of the software and the recommended suitable reasonably priced Tablet that will enable the software to work effectively and the cost of the tablet for each student
- The provider must indicate how the specific recommended software will address the business needs and scarce skills identified for the broader banking and microfinance sector in line with 4IR – **innovation is key**

### **3.3 Allocation Criteria**

The intention is not to contract with one institution but to ensure an equitable spread of support to the two identified provinces. BANKSETA will thus allocate funds in a fair and equitable manner taking into account the following:

- **Overall Project Costs** - Applicant must submit a detailed project costs that includes the cost for software, tablets, tutors, the actual cost per learner (including transportation, meals and stationery), work readiness programme etc. Each item must be clearly marked and costed. Please use BANKSETA application form to detail the overall costs for the project.



### 3.3 Submission Requirements

- University Executives are required to submit the proposal/s on behalf of the HE Institution. In all instances, the relevant designated and mandated contact person of the institution should authorise the proposal on behalf of the said Institution.
- Applications and other project related documents are to be submitted on BANKSETA templates, and as per the correct submission process. Failure to do so will result in disqualification of the application.
- Applications and queries must be sent via email to the **Eastern Cape Regional Manager, Nobuzwe Mangcu** at [NobuzweM@bankseta.org.za](mailto:NobuzweM@bankseta.org.za) and Busisiwe Nkosana at [BusisiweN@bankseta.org.za](mailto:BusisiweN@bankseta.org.za)
- Early submissions are encouraged; **NO late submissions will be accepted.**
- The Skills for Future Funding Window opens on **Friday, 9<sup>th</sup> October 2020** and closes on **Wednesday, 25<sup>th</sup> November 2020 at 16h30.**
- Incomplete, unsigned application forms will be disqualified without further requests for outstanding information.
- Applicants must keep hardcopy, and electronic copy for their internal use and backup purposes.
- BANKSETA email capacity is 10 Mb. If applicants have a problem with email delivery, then break the email into parts and label accordingly.

#### Application limitations:

- One (1) application per institution indicating the number of Centres and or Schools where the Skills for Future project will be implemented for 2021 academic year
- Selection of Scholars must be based on the following equity requirements: 85% Black, 54% Female and 4% Disabled; as well as learners that are studying IT, Mathematics, Accounting and or Science. This must be linked to the entrance criteria at the institutions of higher learning to study towards an ICT related qualification.



## 5. BANKSETA FUNDING APPROACH

BANKSETA reserves the right to approve/ decline applications, without any preference given to any applicant, and to apply a formula to equitably distribute funding per category, based on the availability of funds and to reallocate funds from undersubscribed categories.

## 6. LEARNER SUPPORT

The BANKSETA encourages that universities establish a learner support programme that is designed particularly for BANKSETA students.

The holistic programme must include the following elements:

- ICT related programme
- Dedicated module tutors
- Professional counselling
- Mentorship
- Sufficient administrative support
- Leadership and social skills
- Language of learning delivery that does not create a barrier to learning

## 8. INVOICING AND FUNDS DISBURSEMENT PROCESS

- The approved applicant and BANKSETA will sign a Memorandum of Agreement (MoA) to formalize the application and to agree to the disbursement schedule (in line with the specific application).
- Payments are made after delivery of performance information and meeting the quality expectations as per the disbursement schedule in the MoA.
- The final invoice will be paid subject to all the project deliverables being met.
- This project includes a monitoring conducted by BANKSETA.
- Approved applicants should inform BANKSETA at all times of any possible risks to the project and how these risks will be mitigated.



## 9. DISCLAIMER, TERMINATION AND BREACH

- ✓ In all instances, BANKSETA reserves the right to approve/decline funding and payments at its discretion.
- ✓ The BANKSETA reserves the right to verify, monitor and audit any of the above approved grants during the implementation period or thereafter, by a designated BANKSETA representative.
- ✓ The BANKSETA may withhold grants or recover any grants paid to an Institution if it is found that the grants allocated are not being used for the purpose for which the grant was intended.
- ✓ Non - compliance will lead to immediate termination of the agreement. The Contracting party will, due to non-compliance, have neither right to any grants or disbursements nor any other right out of this agreement.