

ANNEXURE A: FOCUS AREAS FOR DISCRETIONARY GRANT APPLICATIONS

The following table outlines the LGSETA Strategic Focus Areas and the relevant priority areas.

Table 1: LGSETA Strategic Focus Areas and Discretionary Grant Priority Areas

Strategic Focus Area	Programme Focus	Scope of Interventions
1. Enhancing Good Governance, Leadership and Management Capabilities	<ul style="list-style-type: none"> • Councillor Development Programme • Governance and Ethical leadership • Traditional Leadership Development Programme • Management Capacity Building Programme • Ethics and Fraud Prevention Strategy 	<ul style="list-style-type: none"> - Bursaries - Learnership - Skills Programmes
2. Promoting Sound Financial Management and Financial Viability	<ul style="list-style-type: none"> • Municipal Financial Management Programme • Internal Audit and Risk Management • Supply Chain Management • Unauthorised, Irregular, Fruitless and Wasteful (UIFW) • Revenue Management • Management of water losses and electricity losses • Debts management • Infrastructures assets 	<ul style="list-style-type: none"> - Bursary - Candidacy - Internship - Learnership - Skills Programme - Work Integrated Learning
3. Enhancing Infrastructure and Service Delivery	<ul style="list-style-type: none"> • Technical training on basic services (water, sanitation, electricity, and roads) • Sector Priority Occupations informed by Occupational shortages (Scarce) and skills gaps (critical skills) • 4IR including Smart Cities and digital skills 	<ul style="list-style-type: none"> • Bursary • Candidacy • Internship • Learnership • Skills Programme • Work Integrated Learning • Apprenticeship
4. Enhancing Municipal Planning	<ul style="list-style-type: none"> • Integrated Development and Planning • Ward Committee programme/IDPs • Human Resource Management/Development • Community- based Participation and Planning 	<ul style="list-style-type: none"> • Bursary • Candidacy • Skills Programme • Learnership
5. Promoting Spatial Transformation and Inclusion	<ul style="list-style-type: none"> • Targeted skills development programmes to ensure spatial transformation and inclusion 	<ul style="list-style-type: none"> • Bursary • Skills Programme

	<ul style="list-style-type: none"> Local Economic Development Programme and related economic sub-sectors 	
Additional Board Priority Areas	Programme Focus	Scope of Interventions
6. Supporting Worker Development and Worker Education	<ul style="list-style-type: none"> Capacity building programme for municipal workers in line with Local Government Key Performance Areas and Municipal Integrated Development Programme (IDP). Worker leadership development programme Worker Education programmes Worker Development programmes 	<ul style="list-style-type: none"> AET ARPL/RPL Bursary Skills Programme
7. Ensuring Business Continuity and addressing disaster management	<ul style="list-style-type: none"> Business continuity Disaster management in the following areas: <ul style="list-style-type: none"> Climate Change Natural disasters including droughts, floods, and fire Training on disaster management 	<ul style="list-style-type: none"> Bursary Internships Learnerships Skills Programme

In addition to the above, the **Table 2** outlines the top 10 LGSETA Sector Priority Occupations and intervention for DG Funding for the 2023/2024 financial year.

Table 2: LGSETA Sector Priority Occupations and Interventions for the 2023/2024

OFO Code	Occupation	Specialisation/ Alternative Title	Interventions Planned	NQF Level
2021-313201	Water Plant Operator	Water Treatment Plant Technician	National Certificate: Water and Wastewater Treatment Process Operations, ID 58951	2

		Wastewater Plant Operator	Further Education and Training Certificate: Water and Wastewater Treatment Process Control Supervision, ID 61709/Occupational Certificate: Water Process Controller, ID 102255	4
			RPL: Occupational Certificate: Water Process Controller, ID 102255	3
			Skills Programmes	2 to 5
2021-214201	Civil Engineer	Water and Wastewater Engineer Construction Engineer Transportation and Urban Planning Engineer Civil Engineering Technologist	Bursary: Bachelor of Engineering: Civil Engineering specialising in: - Environmental Engineering - Construction Management - Water - Transport - Urban Engineering	7
2021-215202	Information Technologist		Bursary: Bachelor of Information Technology	7
			Bursary: Bachelor of Computer Science	8
			Certificate: Information Technology	6
2021-831302	Drainage, Sewerage and Storm Water Worker	Hydro Contract Worker	FETC: Supervision of Civil Engineering Construction Processes: Water and Waste Water	4
2021-335913	Building Inspector	Building Site Inspector	Certificate: Building and Construction Management	6
2021-642601	Plumber	Water Plumber	Apprenticeship: Plumber	4
			Occupational Certificate: Plumber	4
2021-213302	Environmental Health Officer	Environmental Health Officer	National Diploma: Environmental Health	6
		Environmental Advisor	Bursary: Bachelor of Environmental Health	8
		Environmental Officer	Occupational Certificate: Environmental Science Technician	6
2021-671101	Electrician	Construction Electrician	Apprenticeship: Electrician	2 to 4
		Electrician (Engineering)	Electrical Engineering	2
		Electrician (General)	Electrical Engineering	3
			Electrical Engineering	4
2021-311203	Town Planning Technician	Town Planning Research Technician	Bursary and Internship: Bachelor of Technology in Town and Regional Planning	6

			Certificate: Municipal Integrated Development Planning	6
2021-132401	Supply Chain Manager	Procurement Manager	Bursary: Bachelor: Supply Chain Management	7
			Bursary: Bachelor of Accounting Hons	8
			Skills Programmes: SCM in Service Delivery Areas	5 to 6

In addition, the Table 3 outlines the top 10 LGSETA Sector Priority Occupations and interventions for DG Funding for the 2024/2025 financial year.

Table 3: LGSETA Sector Priority Occupations and Interventions for the 2024/2025

OFO Code	Occupation	Specialisation/ Alternative Title	Intervention Planned by the SETA
2021-313203	Water Process Controller		Learnership: Further Education and Training Certificate: Water and Wastewater Treatment Process Control Supervision, ID 61709/Occupational Certificate: Water Process Controller, ID 102255
			Learnership: National Certificate in Wastewater Treatment Operations (ID58951)
			RPL: Occupational Certificate: Water Process Controller, ID 102255
			Skills Programmes
2021-133105	Information Technology Manager	Information Technology Manager	Bursary: Bachelor of Computer Science
			Bursary: Bachelor of Information Technology
			Bursary: Certificate: Information Technology
2021-214202	Civil Engineering Technologist	Water and Wastewater Technologist	Bachelor of Engineering Technology or related qualification
		Transportation and Urban Planner Technologist	
		Construction Technologist	
2021-642601	Plumber	Water Plumber Plumbing Contractor	RPL: Plumbing Apprenticeship: Plumbing
2021-311301	Electrical Engineering Technician	Electrical Engineering Technical Officer	Further Education and Training Certificate: Electrical Engineering
		Heavy Current Electrical Technician	National Certificate: Electrical Engineering
			Further Education and Training Certificate: Electrical Engineering
2021-671101	Electrician	Electrician (Engineering)	RPL: Electrician
		Electrician (General)	RPL: Electrician
		Construction Electrician	Apprenticeship: Electrician

2021-216401-1	Urban and Regional Planner	Town Planner, Traffic and Transport Planner Land Use Planner Land Development Planner Community / Country / District Planner	Bachelor of Town and Regional Planning
			Bursary and Internship: Bachelor of Technology in Town and Regional Planning
			Bursary Certificate: Municipal Integrated Development Planning
2021-132401	Supply Chain Manager	Procurement Manager Supply Lead Manager	Bursary: Bachelor of Accounting Hons
			Bursary: Bachelor of Commerce: Supply Chain Management
			Skills Programmes: SCM in Service Delivery Areas
2021-111203-5	Municipal Manager	Local Authority Manager	Bursary: Bachelor's Degree in Public Administration/ Business Administration
			Bursary or Skills Programme: Higher Certificate in Municipal Management and Governance (SAQA ID No. 102206) or relevant qualification
			Certificate in Municipal Financial Management (SAQA ID No. 48965)
2021-132104	Engineering Manager	Engineering Maintenance Manager (inclusive of Water and Wastewater and Construction)	Bursary: Master of Engineering in Engineering Management (SAQA ID
			Bursary: Post Graduate Diploma: Engineering Management (SAQA ID 14002/118420) or related qualification

The following top **20 skills gaps (critical skills)** listed below and form part of discretionary grant priority areas for the **2023/2024 financial year**. These skills gaps should be addressed by relevant and appropriate interventions (skills programmes and/or qualifications):

1. **Financial Management (Including Municipal Financial Management and Reporting)**
2. **First Aid in the Workplace**
3. **Health and Wellness**
4. **Water & Wastewater Treatment**
5. **Disaster and Safety Management**
6. **Supervisory**
7. **Fire Fighting training - (Including Elementary and Advanced)**
8. **Computer Skills Training (Including End User Computing)**
9. **Customer Care/Client Services**
10. **Project Management**
11. **Occupational Health and Safety**
12. **Councillor Development**
13. **Municipal Governance**
14. **Firearms Training**
15. **Environmental Management**
16. **Law Enforcement and By-laws**
17. **Plumbing (Basic)**
18. **Adult Education and Training (AET) - ABET Levels 1, 2, 3 & 4; NQF 1 and 4**
19. **Performance Management**
20. **Conflict Management**

Further note that the following top **20 skills gaps (critical skills)** listed below form part of discretionary grant priority areas for the **2024/2025 financial year**. These skills gaps should be addressed by relevant and appropriate interventions (skills programmes and/or qualifications):

1. **Financial Management (Including Municipal Financial Management and Reporting)**
2. **First Aid in the Workplace**
3. **Health and Wellness**
4. **Supervisory**
5. **Monitoring and Evaluation**
6. **Compliance**
7. **ICT Skills**
8. **Planning Skills**
9. **Human Resource Management and Labour Relations**
10. **Management and Leadership**
11. **Fire Fighting training - (Including Elementary and Advanced)**
12. **Computer Skills Training (Including End User Computing)**
13. **Customer Care/Client Services**
14. **Project Management**
15. **Occupational Health and Safety**
16. **Councillor Development**
17. **Municipal Governance**
18. **Plumbing (Basic)**
19. **Performance Management**
20. **Conflict Management**

Furthermore, the District Development Model provides opportunities that leads to better coordination and integration between local, provincial, and national government stakeholders regarding skills planning and development. The LGSETA DDM approach is linked to the following nine broad service delivery areas, and these should be linked to relevant skills interventions, with a specific focus on those that have been prioritised. The nine broad service delivery areas are:

- Energy
- Economic Development
- Community Services
- Public Safety and Security
- Settlements and Housing
- Town and Regional Planning
- Transport, Roads, and Storm Water
- Waste and Refuse Management and
- Water and Sanitation

All skills interventions should be aligned to the eight outcomes of the National Skills Development Plan, which supports the implementation of the National Development Plan, particularly with respect to Chapter 9: and Chapter 13: The eight NSDP objectives are outlined in the Table 4 below.

Table 4: NSDP Outcomes and Description

OUTCOME	NSDP OUTCOME DESCRIPTION
Outcome 1	Identify and increase the production of occupations in high demand
Outcome 2	Linking education and workplace
Outcome 3	Improving the level of skills in the South African workforce
Outcome 4	Increase access to occupationally directed programmes
Outcome 5	Support the growth of the public college system
Outcome 6	Skills development support for entrepreneurship and cooperative development
Outcome 7	Encourage and support worker-initiated training
Outcome 8	Support career development services

In addition, the Table 5 outlines the LGSETA response to the nine Economic Reconstruction and Recovery Plan with consideration to the application of the District Development Model approach.

Table 5: LGSETA Response to Economic Reconstruction and Recovery Plan

ERRP Priority	Programme Area	Interventions
Energy Security: initiatives focusing on clean energy and energy efficiency	<ul style="list-style-type: none"> - Installation of hot water geyser (Plumbing) - Renewable energy and viable alternative programmes (Installation of solar system, wind energy and solar energy to usable energy, nuclear energy); - Energy-based technology - Climate change - Smart Cities/Communities - Innovation and Leadership 	<ul style="list-style-type: none"> - Bursary - Internship - Skills Programme
Employment Oriented Strategic Localisation and Mass Public Employment	<ul style="list-style-type: none"> - Mass Public Employment Interventions - Presidential Youth Employment Initiative (PYEI) - Provide various training programmes to EPWP beneficiaries. - Small business with focus on young entrepreneurs in the local government sector - SMMEs and Sustainability 	<ul style="list-style-type: none"> - Skills Programmes
Gender Equality and Economic Inclusion of Women: Gender Empowerment Programmes	<ul style="list-style-type: none"> - Women in Local Government - Gender Mainstreaming - Gender-Based Violence 	<ul style="list-style-type: none"> - Bursary - Internship - Skills Programmes
Infrastructure Development and Maintenance	Provision of training to Local Government workers and unemployed youth in order to increase the capacity of Local Government in the following: <ul style="list-style-type: none"> - Civil Engineers - Civil Engineering Technicians - Civil Engineering Technologist - Electrical Engineers - Electricians - Electrical Engineering Technicians - Environmental Scientist - Green Occupations: Solar Service Technicians; Wind Plant Process Controller; - Plumbing - Water Plant Operators - Water Reticulation Practitioners - Water Analyst - Water Analyst - Infrastructure Asset Maintenance Personnel - Roads and Storm water Personnel 	<ul style="list-style-type: none"> - Artisan Programme - ARPL/RPL - Apprenticeship - Candidacy - Bursary - Internship - Skills Programme - Work Integrated Learning
Macro-Economic Interventions: Financial Management and Financial Viability of the Local Government	Ensuring that Local Government has capacity to manage its finances and proper accounting and auditing taking place to improve Local Government audit outcomes through the following: <ul style="list-style-type: none"> - Property Valuation - Audit and Procurement - Municipal Finance 	<ul style="list-style-type: none"> - Bursary - Candidacy - Internship - Learnership - Skills Programme
Green Economy Interventions:	<ul style="list-style-type: none"> - Green economy - Ocean economy 	<ul style="list-style-type: none"> - Skills Programmes - Learnership
Strengthening Food Security	<ul style="list-style-type: none"> - Energy food nexus chain-irrigation and agriculture - Food security - Plant production - Farming and poultry 	<ul style="list-style-type: none"> - Bursary - Internship - Skills Programme

Tourism Recovery and Growth: Tourism Sector Human Resource Development Strategy focusing on Local Government	CBOs, NGOs, NPOs, COOPs and Small and Emerging Enterprises to increase skills development support for entrepreneur activities and the establishment of new enterprises and cooperatives.	<ul style="list-style-type: none"> - Bursary - Skills Programme
Additional LGSETA Funded Programmes		
Technical and Vocational Education and Training Colleges	LGSETA supports TVET Colleges on the following: <ul style="list-style-type: none"> - Centres of Specialisation - Bursaries for TVET Lecturers - Curriculum related to studies for managers - Skills development programmes for Lecturers - Exposure to industry related training for Lecturers 	<ul style="list-style-type: none"> - Bursary - Skills Programme
Community Education and Training	LGSETA supports CET Colleges on the following: <ul style="list-style-type: none"> - Curriculum related studies for Managers - Skills Development Programme for Lecturers - AET programmes for unemployed learners - Placement of interns for experiential learning. 	<ul style="list-style-type: none"> - Bursary - Internships - Skills Programme
High School Development Programme	LGSETA support the teaching of Extra-classes for Matric (Grade 12) on Mathematics/ Physical Science/Accounting & Technology	Capacity Building Programme