



## Call for Nominations: National Skills Awards 2025

### #NSASkillsAwards2025

The National Skills Authority (NSA) is inviting all the relevant organisations and institutions implementing the National Skills Development Plan (NSDP) to participate in the National Skills Awards. The National Skills Awards 2025 will be held under the theme ***“Celebrating and Recognizing Excellence, Outstanding Achievements and contribution towards realisation of the National Skills Development Agenda”***.

The prestigious awards ceremony will be held on 30 January 2025.

The objectives of the National Skills Awards are to:

- Celebrate the successes of skills development initiatives,
- Showcase best practices in skills development,
- Recognize and reward outstanding achievements in skills development, and
- Promote a culture of excellence in skills development.

### **WHO SHOULD APPLY**

The following stakeholders should apply:

- Community-Based Organisations, Non-Profit Organisations and Non-Governmental Organisations,
- Federations,
- Individuals,
- Labour Unions,
- Large Companies (500-1000 or more employees), medium companies (51-500 employees) and small companies (1-50 employees),
- Municipalities (District and Local),
- National and Provincial Departments,
- Public and Private Education and Training Institutions,
- SETAs, and
- State Owned Enterprises.

## **CATEGORIES FOR THE AWARDS WILL BE SECTORAL.**

The following sectors are eligible for the National Skills Awards:

<b>SECTORS</b>	<b>CONTACTS</b>
Agricultural Sector	Mandy Rutgers <a href="mailto:mandy@agriseta.co.za">mandy@agriseta.co.za</a> Tel. 012 301 5600
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Fibre Processing and Manufacturing Sector	Lindiwe Mkhize <a href="mailto:lindym@fpmseta.org.za">lindym@fpmseta.org.za</a> Tel. 011 403 1700
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Food and Beverages Sector	<p>Makatseng Mokome  <a href="mailto:MakatsengM@foodbev.co.za">MakatsengM@foodbev.co.za</a>            Tel. 011 253-7300            Telavukosi Hlongwane  <a href="mailto:TelavukosiH@foodbev.co.za">TelavukosiH@foodbev.co.za</a>            Tel. 011 253-7300</p>
Health and Welfare Sector	<p>Kamogelo Maja  <a href="mailto:KamogeloM@hwseta.org.za">KamogeloM@hwseta.org.za</a>            Tel. 011 607 6900</p>
Insurance Sector	<p>Saloshnee Govender  <a href="mailto:saloshneeg@inseta.org.za">saloshneeg@inseta.org.za</a>            Tel. 011 381 8900</p>
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Manufacturing and Engineering Related Sector	<p>Thomas Khaku  <a href="mailto:TKhaku@merseta.org.za">TKhaku@merseta.org.za</a>            Tel. 010 219 3248</p>
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Mining Sector	<p>Xolisa Njikelana  <a href="mailto:XolisaN@mqa.org.za">XolisaN@mqa.org.za</a>            Tel. 011 547 2763            Zodwa Mashinini  <a href="mailto:ZodwaM@mqa.org.za">ZodwaM@mqa.org.za</a>            Tel. 011 547 2751</p>
Public Service Sector	<p>Ms Ntombi Fomana  <a href="mailto:ntombi@pseta.org.za">ntombi@pseta.org.za</a>            Tel. 012 423 5700</p>

Safety and Security Sector	Mpho Majatladi <a href="mailto:NSANominations@sassetta.org.za">NSANominations@sassetta.org.za</a> Tel. 011 087 5555
Services Sector	Mamabele Motla <a href="mailto:Mamabelem@serviceseta.org.za">Mamabelem@serviceseta.org.za</a> Tel. 011 276 9600
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## NATIONAL SKILLS AWARDS 2025

### National Skills Awards – Summary of Award Categories

Awards	NSDP Outcome	Description	Nomination and Measurement Criteria
<p><b>CATEGORY 1:</b>  <b>Best occupation in high demand programme:</b></p> <ol style="list-style-type: none"> <li>1. <b><u>Best high-level programme</u></b></li> <li>2. <b><u>Best intermediate-level programme</u></b></li> <li>3. <b><u>Best elementary level programme</u></b></li> <li>4. <b><u>Best priority occupation programme</u></b></li> </ol>	<p>Outcome 1: Identify and increase the production of occupations in high demand</p>	<p>Occupations in high demand improve the responsiveness of the post school education and training system to the needs of the economy and to the broader developmental objectives of the country, and priority occupations in hard to fill vacancies advance South Africa's developmental needs. This award has four sub-categories:</p> <ol style="list-style-type: none"> <li>1. <b><u>Best professional development programme (high-level skill)</u></b></li> <li>2. <b><u>Best artisan development programme (intermediate skills)</u></b></li> <li>3. <b><u>Best elementary development programme (elementary skill)</u></b></li> <li>4. <b><u>Best priority qualifications programme</u></b></li> </ol>	<p>Each sector may submit a nomination/s in each of the sub-categories.</p> <p><b>Criteria:</b></p> <ol style="list-style-type: none"> <li>1. <b><u>Training support and mentorship</u></b></li> <li>2. <b><u>Innovation</u></b></li> <li>3. <b><u>Industry partnerships</u></b></li> <li>4. <b><u>Learner throughput</u></b></li> <li>5. <b><u>Programme impact</u></b></li> <li>6. <b><u>OIHD (demand relative to sector)</u></b></li> <li>7. <b><u>Priority occupation/hard to fill vacancy</u></b></li> <li>8. <b><u>Aligned to demographics (race, gender, disability)</u></b></li> <li>9. <b><u>Unemployed learners</u></b></li> <li>10. <b><u>Rural reach</u></b></li> <li>11. <b><u>Research and analysis to identify OIHD</u></b></li> </ol>

Awards	NSDP Outcome	Description	Nomination and Measurement Criteria
			<p><b>12. <u>Targeted training programme responsive to OIHD</u></b></p> <p><b>13. <u>Collaboration and partnerships (government, industry, education institutions and professional bodies)</u></b></p>
<p><b>Category 2: Best workplace-based learning programme:</b></p> <p><b>5. <u>Best university/employer programme</u></b></p> <p><b>6. <u>Best TVET College/employer programme</u></b></p> <p><b>7. <u>Best Community College/employer programme</u></b></p> <p><b>8. <u>Best Private Training Provider/ Employer programme</u></b></p>	<p>Outcome 2: Link education and the workplace</p>	<p>WBL prepares students and graduates for the world of work and/or allows them to complete their qualification and/or provides graduates with work experience and/or exposes TVET lecturers to the workplace. WBL is a key feature of education and training institutions that 'train for employment'. This award has four sub-categories:</p> <p><b>1. <u>Best university / employer programme in a high-level skill (manager/professional)</u></b></p> <p><b>2. <u>Best TVET / employer programme in an intermediate-level skill (artisan)</u></b></p>	<p>Each sector may submit a nomination/s in each of the sub-categories.</p> <p><b>Criteria:</b></p> <p><b>1. <u>Training support and mentorship</u></b></p> <p><b>2. <u>Innovation</u></b></p> <p><b>3. <u>Industry partnerships</u></b></p> <p><b>4. <u>Learner throughput</u></b></p> <p><b>5. <u>Programme impact</u></b></p> <p><b>6. <u>OIHD (demand relative to sector)</u></b></p> <p><b>7. <u>Priority occupation/hard to fill vacancy</u></b></p>

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Awards	NSDP Outcome	Description	Nomination and Measurement Criteria
		<p>3. <b><u>Best community college / employer programme in an elementary level skill</u></b></p> <p>4. <b><u>Best private training provider / employer programme in high level or intermediate skills</u></b></p>	<p>8. <b><u>Employment equity (race, gender, disability)</u></b></p> <p>9. <b><u>Unemployed learners</u></b></p> <p>10. <b><u>Rural reach</u></b></p> <p>11. <b><u>Infrastructure and Resources (availability of modern facilities, equipment and technology)</u></b></p> <p>12. <b><u>Employment rates</u></b></p> <p>13. <b><u>Community engagement (outreach programmes, partnership, sustainable practices and contributing to local economy)</u></b></p>
<p><b>Category 3:</b>  <b>Best workplace training:</b></p> <p>9. <b><u>Best workplace training in a large organisation (501 +)</u></b></p> <p>10. <b><u>Best workplace training in a medium organisation workplace training (51-500)</u></b></p>	<p>Outcome 3: Improve the level of skills in the South African workforce</p>	<p>Workplace training of workers already in employment improves productivity, helps achieve transformation and addresses skills imbalances in the workforce in particular and the labour market in general. This award has three sub-categories:</p> <p>1. <b><u>Best large organisation programme</u></b></p>	<p>Each sector may submit a nomination/s in each of the sub-categories.</p> <p><b>Criteria</b></p> <p>1. <b><u>Funding and bursaries</u></b></p> <p>2. <b><u>Innovation</u></b></p>

Awards	NSDP Outcome	Description	Nomination and Measurement Criteria
<p><b>11. <u>Best workplace training in a small organisation workplace training (1-49)</u></b></p>		<p><b>2. <u>Best medium organisation programme</u></b></p> <p><b>3. <u>Best small organisation programme</u></b></p>	<p><b>3. <u>Alignment to occupation developments and demands</u></b></p> <p><b>4. <u>Post training support</u></b></p> <p><b>5. <u>Transformation</u></b></p> <p><b>6. <u>Employees reached</u></b></p> <p><b>7. <u>Employee profile (race, gender, disability)</u></b></p> <p><b>8. <u>Employee impact</u></b></p> <p><b>9. <u>Comprehensive reskilling and upskilling programmes</u></b></p> <p><b>10. <u>On the Job training and mentorship</u></b></p> <p><b>11. <u>Mentorship and coaching</u></b></p> <p><b>12. <u>Talent Management</u></b></p>
<p><b>Category 4:</b> <b>Best occupational development programme:</b></p> <p><b>12. <u>Best professional development programme (high-level occupation)</u></b></p>	<p>Outcome 4: Increase access to occupationally directed programmes</p>	<p>Occupationally directed programmes support the country's socio-economic development goals by helping the workforce keep pace with the skills required to remain competitive in an increasingly knowledge-based economy. This award has two sub-categories:</p>	<p>Each sector may submit a nomination/s in each of the sub-categories.</p> <p><b>Criteria</b></p> <p><b>1. <u>Bursaries / grants awarded</u></b></p>



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Awards	NSDP Outcome	Description	Nomination and Measurement Criteria
<b>13. <u>Best artisan development programme (intermediate-level occupation)</u></b>		<ol style="list-style-type: none"> <li>1. <b><u>Best high-level occupation (professional) provider</u></b></li> <li>2. <b><u>Best intermediate-level occupation (artisan) provider</u></b></li> </ol>	<ol style="list-style-type: none"> <li>2. <b><u>Recognition of prior learning</u></b></li> <li>3. <b><u>Innovation</u></b></li> <li>4. <b><u>Industry partnerships</u></b></li> <li>5. <b><u>Learner throughput</u></b></li> <li>6. <b><u>Programme impact</u></b></li> <li>7. <b><u>OIHD (demand relative to sector)</u></b></li> <li>8. <b><u>Priority occupation/hard to fill vacancy</u></b></li> <li>9. <b><u>Employment equity (race, gender, disability)</u></b></li> <li>10. <b><u>Unemployed learners</u></b></li> <li>11. <b><u>Rural reach</u></b></li> <li>12. <b><u>Quality of Education and Training (all programmes offered are accredited, curriculum is up to date and aligned with industry standards and professional requirements)</u></b></li> </ol>

Awards	NSDP Outcome	Description	Nomination and Measurement Criteria
			<b>13. <u>Innovation and Adaptability (new industry trends and emerging professional requirements)</u></b>
<p><b>Category 5: Best public college programme:</b></p> <p><b>14. <u>Best Technical and Vocational Education and Training College</u></b></p> <p><b>15. <u>Best Centre of Specialisation</u></b></p> <p><b>16. <u>Best Community Education and Training College</u></b></p>	<p>Outcome 5: Support the growth of the public college system</p>	<p>TVET colleges are critical pillars of the emerging post-school system and vital for social and economic development. They expand the provision of mid-level technical and occupational qualifications which articulate directly into the world of work for young people leaving the schooling system.</p> <p>CET colleges respond to the needs of communities and enable individuals to find work, start businesses, and develop sustainable livelihoods and progress into other education institutions. CETs assist community organisations, institutions, local government, individuals and local businesses to work together to develop their communities by building on existing knowledge and skills.</p> <p>This award has three sub-components:</p> <ol style="list-style-type: none"> <li>1. <b><u>Best TVET college</u></b></li> <li>2. <b><u>Best Centre of Specialisation</u></b></li> </ol>	<p>Each sector may submit a nomination/s in each of the sub-categories.</p> <p><b>Criteria</b></p> <p><b>TVET Colleges</b></p> <ol style="list-style-type: none"> <li>1. <b><u>Occupationally directed programmes</u></b></li> <li>2. <b><u>Work integrated learning</u></b></li> <li>3. <b><u>SETA offices</u></b></li> <li>4. <b><u>Lecturer work place exposure.</u></b></li> </ol> <p><b>CET Colleges</b></p> <ol style="list-style-type: none"> <li>5. <b><u>Occupationally directed programmes</u></b></li> <li>6. <b><u>AET programmes</u></b></li> </ol>

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Awards	NSDP Outcome	Description	Nomination and Measurement Criteria
		<p>3. <b><u>Best CET college</u></b></p>	<p>7. <b><u>Small business/cooperatives support</u></b></p> <p>8. <b><u>CBO, NGO &amp; NPO support</u></b></p> <p>Both:</p> <p>1. <b><u>Bursaries / grants awarded</u></b></p> <p>2. <b><u>Recognition of prior learning</u></b></p> <p>3. <b><u>Innovation</u></b></p> <p>4. <b><u>Industry partnerships</u></b></p> <p>5. <b><u>Learner throughput</u></b></p> <p>6. <b><u>Programme impact</u></b></p> <p>7. <b><u>OIHD (demand relative to sector)</u></b></p> <p>8. <b><u>Priority occupation/hard to fill vacancy</u></b></p> <p>9. <b><u>Employment equity (race, gender, disability)</u></b></p> <p>10. <b><u>Unemployed learners</u></b></p> <p>11. <b><u>Rural reach</u></b></p>

Awards	NSDP Outcome	Description	Nomination and Measurement Criteria
<p><b>Category 6:</b>  <b>Best skills development programme:</b></p> <p>17. <b><u>Best informal trader development programme</u></b></p> <p>18. <b><u>Best SMME (small and emerging enterprise) development programme</u></b></p> <p>19. <b><u>Best cooperative, NGO or NPO development programme</u></b></p>	<p>Outcome 6: Support skills development for entrepreneurship and cooperative development</p>	<p>SMMEs, informal traders and cooperatives are a crucial part of South Africa's economic growth. It is estimated that SMMEs contribute more than 30% to South Africa's GDP and absorb about 70% to 80%. Skills development for entrepreneurship and cooperative development is less about formal occupational qualifications and more about applied, peer and mentored learning and support. This award has three sub-components:</p> <ol style="list-style-type: none"> <li>1. <b><u>Best skills development programme for informal traders</u></b></li> <li>2. <b><u>Best skills development programme for SMMEs</u></b></li> <li>3. <b><u>Best skills development programme for cooperatives</u></b></li> </ol>	<p>Each sector may submit a nomination/s in each of the sub-categories.</p> <p><b>Criteria:</b></p> <ol style="list-style-type: none"> <li>1. <b><u>Training support and mentorship</u></b></li> <li>2. <b><u>Innovation</u></b></li> <li>3. <b><u>Workplace-based learning opportunities</u></b></li> <li>4. <b><u>Programme impact</u></b></li> <li>5. <b><u>Rural reach</u></b></li> <li>6. <b><u>Learner throughput</u></b></li> <li>7. <b><u>OIHD (demand relative to sector)</u></b></li> <li>8. <b><u>Priority occupation/hard to fill vacancy</u></b></li> <li>9. <b><u>Employment equity (race, gender, disability)</u></b></li> <li>10. <b><u>Unemployed learners</u></b></li> </ol>
<p><b>Category 7:</b>  <b>Best worker-initiated programme:</b></p>	<p>Outcome 7: Encourage and support worker-initiated training</p>	<p>Trade unions and their education programmes, as well as other worker-initiated training programmes, play an important role in the skilling of workers in</p>	<p>Each sector may submit a nomination/s in each of the sub-categories.</p>

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Awards	NSDP Outcome	Description	Nomination and Measurement Criteria
<p><b>20. <u>Best worker-initiated programme in a large organisation (501 +)</u></b></p> <p><b>21. <u>Best worker-initiated programme in a medium organisation (51-500)</u></b></p> <p><b>22. <u>Best worker-initiated programme in a small organisation (1-49)</u></b></p>		<p>broader sectoral policy and capacity to effectively engage in the workplace and broader economy. This award has three sub-categories:</p> <ol style="list-style-type: none"> <li>1. <b><u>Best worker-initiated programme in a large organisation</u></b></li> <li>2. <b><u>Best worker-initiated programme in a medium organisation</u></b></li> <li>3. <b><u>Best worker-initiated programme in a small organisation</u></b></li> </ol>	<p><b>Criteria:</b></p> <ol style="list-style-type: none"> <li>1. <b><u>Training support and mentorship</u></b></li> <li>2. <b><u>Innovation</u></b></li> <li>3. <b><u>Learning integration</u></b></li> <li>4. <b><u>Programme impact</u></b></li> <li>5. <b><u>Rural reach</u></b></li> <li>6. <b><u>Learner throughput</u></b></li> <li>7. <b><u>OIHD (demand relative to sector)</u></b></li> <li>8. <b><u>Priority occupation/hard to fill vacancy</u></b></li> <li>9. <b><u>Employment equity (race, gender, disability)</u></b></li> </ol>
<p><b>Category 8:</b></p> <p><b>Best career and vocational guidance programme:</b></p> <p><b>23. <u>Best urban/ rural career and vocational guidance programme</u></b></p>	<p>Outcome 8: Support career development services</p>	<p>The NSDP sees career development services as a key component to each and every person being able to embrace their full potential. Career development services (including material) must be accessible to all especially in rural areas and targeted beneficiaries and must prioritise sector and government priorities. This award has no sub-categories:</p>	<p>Each sector may submit a nomination/s in each of the sub-categories.</p> <p>Criteria:</p> <ol style="list-style-type: none"> <li>1. <b><u>Sector and government priorities prioritisation, OIHD (demand relative to sector),</u></b></li> </ol>

Awards	NSDP Outcome	Description	Nomination and Measurement Criteria
			<ol style="list-style-type: none"> <li>2. <u>Priority occupation/hard to fill vacancy</u></li> <li>3. <u>Accessibility to all especially in rural areas and targeted beneficiaries.</u></li> <li>4. <u>Innovation</u></li> <li>5. <u>Technology platforms</u></li> <li>6. <u>Employment equity (race, gender, disability)</u></li> <li>7. <u>Comprehensive Curriculum (programmes including tools for self – assessment, emerging fields and high demand occupations)</u></li> <li>8. <u>Flexible delivery methods (including online, in person and hybrid options)</u></li> <li>9. <u>Employment rates, job satisfaction and career progression</u></li> </ol>

## NATIONAL SKILLS AWARDS 2025

Awards	NSDP Outcome	Description	Nomination and Measurement Criteria
<p><b>Category 9:</b>  <b>Most Outstanding SETA: NSA Chairperson's award for recognition of most outstanding SETA.</b></p>		<p>This award is given in recognition for the most outstanding performance by a SETA towards the achievement of the NSDP 2030 outcomes falling within the 2022/23 and 2023/24 performance cycle.</p>	<p>SETAs submit an application for this award. Measurement criteria include:</p> <ol style="list-style-type: none"> <li>1. <b><u>Performance against targets</u></b></li> <li>2. <b><u>Governance</u></b></li> <li>3. <b><u>Financial sustainability</u></b></li> <li>4. <b><u>Management / Corporate Services</u></b></li> <li>5. <b><u>Collaboration / Partnerships</u></b></li> <li>6. <b><u>Innovation / Creativity</u></b></li> <li>7. <b><u>Accessibility of information</u></b></li> <li>8. <b><u>Employment rate (including higher productivity and successful career placement)</u></b></li> <li>9. <b><u>Positive feedback from stakeholders, including employers, trainees, and education institutions.</u></b></li> </ol>

Awards	NSDP Outcome	Description	Nomination and Measurement Criteria
			<p><b>10. <u>Best practice that has significantly impacted skills development (including adoption of new technologies and methodologies in training and education).</u></b></p>
<p><b>Category 10. Minister’s award for recognition of most outstanding individual</b></p>		<p>This award is given in recognition for the most outstanding performance by an individual towards the achievement of the NSDP 2030 outcomes falling within the 2022/23 and 2023/24 performance cycle.</p>	<p>Skills development stakeholders nominate individuals for this award. Measurement criteria include:</p> <ol style="list-style-type: none"> <li>1. <b><u>Skills development participation</u></b></li> <li>2. <b><u>Accomplishments</u></b></li> <li>3. <b><u>Community involvement</u></b></li> <li>4. <b><u>Leadership</u></b></li> <li>5. <b><u>Ethics And integrity</u></b></li> </ol>
<p><b>Category 11. NSA award for most innovative skills development stakeholder</b></p>		<p>This award is given by the NSA to the most innovative skills development stakeholders in, respectively, gold, silver and bronze. The award recognises outstanding innovations and unique features of programmes that substantially</p>	<p>The winners of this award are drawn from the winners in categories 1 – 8 of the awards based on an evaluation of reported innovations and unique features of</p>



## NATIONAL SKILLS AWARDS 2025

Awards	NSDP Outcome	Description	Nomination and Measurement Criteria
		benefit the skill development system and its beneficiaries and lead to the exceptional achievement of NSDP outcomes and outputs.	programmes and partnerships by the NSA.

## **APPLICATION PROCESS**

- a) For categories 1 – 8 with awards 1- 23, applications must be submitted/forwarded to the relevant Sector Education and Training Authority (SETA) in the relevant sector.
- b) For categories 9 - 11 applications must be submitted to the National Skills Authority at [NSAHotline@dhet.gov.za](mailto:NSAHotline@dhet.gov.za).
- c) Non-levy payers, CBOs and NGOs will submit to the SETA with which they are associated.
- d) Application forms for completion to participate will be accessible at all SETAs or can be downloaded from the Website: [www.nationalskillsauthority.org.za](http://www.nationalskillsauthority.org.za) or [www.dhet.gov.za](http://www.dhet.gov.za) (**useful links>call for nominations**).

**The closing date for applications is 04 October 2024.**

## **ENQUIRIES**

Contact Person: Mr. Fhedzisani Mashau

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Email: [NSAHotline@dhet.gov.za](mailto:NSAHotline@dhet.gov.za)

Twitter: <https://mobile.twitter.com/SkillsAuthority>

Facebook: <https://www.facebook.com/nationalskillsauthority>

***Don't miss this opportunity to be recognized and celebrate excellence in skills development! Nominate now!***