# DISCRETIONARY GRANT CRITERIA, GUIDELINES AND FUNDING FRAMEWORK 2027/28

| | |
|---|---|
| DOCUMENT REF: | COO/DG-CGF/001 |
| VERSION NO: | 01/2027 |
| POLICY OWNER: | PROJECTS MANAGEMENT |
| NAME AND DESIGNATION OF THE AUTHOR | NANA MNGOMA<br>PROJECTS MANAGER |
| NAME AND DESIGNATION OF THE LINE EXECUTIVE MANAGER | SHIVANTHINI NAGALINGAM-POTTER<br>CHIEF OPERATIONS OFFICER |
| SIGNATURE OF THE LINE EXECUTIVE MANAGER AND DATE | 29 October 2026 |
| NAME AND DESIGNATION OF THE RECOMMENDING OFFICIAL | BONTLE LERUMO<br>CHIEF EXECUTIVE OFFICER |
| SIGNATURE OF THE RECOMMENDING OFFICIAL AND DATE | 29.10.2026 |
| NAME OF APPROVAL AUTHORITY | DR KENNEDY MAIMELA |
| SIGNATURE OF APPROVAL AUTHORITY | |
| DATE OF APPROVAL | 29 October 2026 |
| EFFECTIVE DATE | 01 November 2026 |

## 1. INTRODUCTION

1.1. A Discretionary Grant (DG) is funding that is made available for training initiatives that take forward the goals of the PSETA (Public Service Sector Education and Training Authority) Sector Skills Plan (SSP), objectives of the National Skills Development Plan and the Service Level Agreement (SLA) as signed with the Department of Higher Education and Training (DHET) and as laid down in the SETA (Sector Education and Training Authority) Grant Regulations.

1.2. There is limited funding available for the DG, therefore the PSETA:

1.2.1. Invites applications for these DG from eligible, registered organisations and employers in the Public Service sector.

1.2.2. Would consider applications that assist the PSETA to achieve the SLA targets as signed with DHET.

1.2.3. Preference for funding will be given to Public Service-related education and training interventions and where applicants are willing to co-fund.

1.2.4. Will evaluate the applications received and approve funding for those that meet the terms of reference or specifications.

1.2.5. Will monitor and evaluate the implementation of the Discretionary Grant Projects.

1.3. In accordance with SETA Grant Regulations R990 of 3 December 2012 regarding monies received by a SETA and related matters, PSETA can allocate DG:

1.3.1. To commission research in the sector in accordance with the SSP and research guidelines prepared by the relevant PSETA department;

1.3.2. To fund the development of guidelines and the training of sector specialists or skills development facilitators;

1.3.3. Promote learning programmes that include work experience by:

(i). Identifying workplaces for practical work experience,

(ii). Supporting the development of learning material,

(iii). Improving the facilitation and assessment of learning,

(iv). Performing any quality assurance functions delegated to it by the Quality Council for Trades and Occupations (QCTO).

(v). Developing a Quality Management System (QMS) of the SETA

1.3.4. To a skills development provider or employer in respect of a learner who enters a learning programme to acquire scarce and critical skills.

1.3.5. To fund an employer who provides work experience and mentoring opportunities to learners in sector relevant programmes;

1.3.6. To fund an employer who provides work-integrated learning (WIL) to learners who need work exposure to complete qualifications relevant to the Public Service sector.

1.3.7. To fund an education and training provider or an institution responsible for the implementation of the learning interventions in support of the National Skills Development Plan;

1.3.8. To fund SETA constituency capacity building initiatives and promotion of skills development in the sector;

1.3.9. To fund a lead employer contemplated in regulation 3(4) of the Learnership Regulations;

1.3.10. To fund an employer for learning programmes registered under a different SETA;

1.3.11. To fund an employer in respect of sector skills priorities.

1.3.12. To fund lecturer or employees work experience;

1.3.13. To procure resources that will allow for the implementation of programmes funded through Discretionary grants and any other relevant funder.

## 2. ELIGIBLE APPLICANTS FOR A DISCRETIONARY GRANT

2.1. The SETA Grant Regulations R990 of 3 December 2012 allow for the following categories of organisations to apply for a Grant:

2.1.1. A public or private education and training institution;

2.1.2. Public Service Sector employers;

2.1.3. Employers within the Public Service Sector are not required to pay skills development levy in terms of the Skills Development Levies Act;

2.1.4. Non-levy paying entities;

2.1.5. All PSETA levy-paying employers who have submitted their Workplace Skills Plan (WSP) within the prescribed time frames and in the prescribed format.

## 3. TARGETED BENEFICIARIES OF DISCRETIONARY GRANT FUNDING

3.1. A Discretionary Grant is funding that is made available to support the following targeted beneficiaries:

3.1.1. Black South Africans;

3.1.2. Women;

3.1.3. Youth;

3.1.4. People with disabilities;

3.1.5. Trade Unions operating within the Public Service sector; and

3.1.6. Non-levy paying entities within the Public Service.

## 4. IMPORTANT CONSIDERATIONS

4.1 At its discretion, PSETA allocates funds to be used to fund Discretionary projects as approved by its Accounting Authority. Such projects are in line with the scope and mandate of PSETA and seek to address skills needs as identified in its Sector Skills Plan (SSP).

4.2 The PSETA learning programmes shall cater for:

4.2.1 Programmes that address the skills gaps and PIVOTAL list of skills identified in the PSETA Sector Skills Plan (SSP)

4.2.2 Theory (college or university) and practical learning in the workplace.

4.2.3 Non-PIVOTAL projects.

4.2.4 Employed and unemployed learners.

## 5. EXCLUSIONS

5.1 PSETA will not provide funding for applicants who:

5.1.1 Do not have an approved WSP for the applicable financial year or have not complied with the submission requirements of the workplace skills plan as required by the line function SETA unless such applicant is exempted in terms of Regulation 6 (15) of the Sector Education and Training Authorities (SETAs) Grant Regulations;

5.1.2 At the sole discretion of PSETA, have been deemed to have not complied with previous contractual obligations;

5.1.3 Are insolvent or being wound up, are undergoing business rescue proceedings, have entered into an arrangement with creditors, have suspended business activities, are the subject of proceedings concerning those matters, or are in any analogous situation arising from a similar procedure provided for in national legislation or regulations; and

5.1.4 Have not complied with a tax requirement as issued by the South African Revenue Service.

5.2 PSETA will not provide funding for:

5.2.1 Existing operating expenses, e.g., salaries of current employees who will undergo training.

5.2.2 Set up costs, e.g., start-up costs.

5.2.3 Capital expenditure, e.g., building costs, equipment such as computers etc.

## 6. GUIDING PRINCIPLES IN THE DEVELOPMENT OF SPECIFICATIONS

6.1 Specifications should take into consideration:

6.1.1 The developmental and transformational imperatives (Women, people with disabilities, youth and rural development).

6.1.2 Capacity to implement learning intervention within the regulated timeframes.

6.1.3 Capacity to monitor the project.

6.1.4 The programme offers academic study to selected employed and unemployed learners who will be completing a course of study at recognised institutions or professional bodies.

6.1.5 Learners in a programme would achieve a full or part qualification through the proposed skill interventions.

6.1.6 The approved learning programme must be delivered by an accredited skills development provider/institution and an approved workplace.

6.1.7 The employer's preparedness to enter into a contract of employment with a learner for the duration of the programme. The availability of a detailed plan on how the project will be executed.

6.1.8 The extent to which the application clearly indicates the cost of running the project and a detailed budget is attached and indicate the co-funding by the partner (where possible).

6.1.9 The partner must preferably identify the accredited delivery partner in the DG application.

6.1.10 The application must reflect the site of the projects where training will take place.

## 7. PROGRAMMES IMPACT

The PSETA measures the impact of its programmes in the sector. Applicants would be required to keep a record of PIVOTAL programmes progress and results on a template prescribed by the PSETA for reporting purposes.

## 8. PSETA TARGETS

Discretionary grant funding will deliver on the following PSETA targets:

8.1. Artisan Development

8.2. Bursaries

8.3. Internships

8.4. Learnerships

8.5. Recognition of Prior Learning

8.6. Skills Programmes

8.7. Work Integrated Learning

8.8. Registered occupational qualifications and part-qualifications. Programmes (Pivotal and Non-Pivotal) that lead to Professional qualifications/ certifications for the achievement of a professional designation and attainment of Continuing Professional Development (CPD) points.

## 9. FUNDING FRAMEWORK 2027/28

The table below outlines the funding that PSETA will allocate per learner for each of the learning interventions listed. Learning interventions implemented in a financial year will be in line with the PSETA Annual Performance Plan and SLA.

| NSDP OUTCOME | LEARNING INTERVENTION | DURATION OF INTERVENTION | FIELD OF STUDY | AMOUNT PER LEARNER |
|---|---|---|---|---|
| **1. Linking education and workplace** | Internships for the unemployed | 24 months | Business Management (Business Analyst); Communications; Data analytics (Data Scientist); Economics; Financial and Supply Chain Management (Commerce/Accounting); Governance and Public Leadership; Human Resource Management (OD, Employee Relations); Information and Communications Technology (ICT); Information Security (Cybersecurity, Website/Software Developer, Cloud Architect and ICT Systems Analysis); Internal Audit; Investigative and Forensic Accounting; Law; Marketing Management; Project and Programme Management; Public Administration/Affairs or Management; Public Development; Risk Management; Strategic Management (Policy and Strategy). | R202 128 .00[1] |
| | Learnerships for the unemployed | 12 months | Occupational Qualifications that address SSP Priorities, the Sectoral Priority Occupations and the following:<br>Occupational Certificate (OC):<br>- Diplomat<br>- General Manager: Public Service<br>- Diplomatic Mission Administrator<br>- Public Service Administrator<br>- Legislation Administrative Assistant | R104 439.00 |

[1] Stipends for NQF exit level 6,7,8

| NSDP OUTCOME | LEARNING INTERVENTION | DURATION OF INTERVENTION | FIELD OF STUDY | AMOUNT PER LEARNER |
|---|---|---|---|---|
| | | | Higher Occupational Certificate (HOC):<br>- Administrative Attaché<br>- Immigration Officer<br>- Refugee Status Determination Officer<br>- Civic Service Officer<br>Advanced Occupational Certificate (AOC):<br>- Legislation Facilitator<br>- Labour Inspector<br>- Senior Government Official<br>New Venture Creation, ICT Security/Cybersecurity; ICT Systems Analysis; Finance/Accounting; Human Resource Management; Professional Designation.<br><br>Qualifications to support the District Development Model, Presidential Youth Employment Initiatives (PYEI) and Fourth Industrial Revolution (4IR) Skills | |
| **2. Improving the level of skills in the South African workforce** | Learnerships for the employed | 12-24 months | Occupational Qualifications that address SSP Priorities, the Sectoral Priority Occupations and the following:<br>Occupational Certificate (OC):<br>- Diplomat<br>- General Manager: Public Service<br>- Diplomatic Mission Administrator<br>- Public Service Administrator<br>- Legislation Administrative Assistant | R43 960.00 |

| NSDP OUTCOME | LEARNING INTERVENTION | DURATION OF INTERVENTION | FIELD OF STUDY | AMOUNT PER LEARNER |
|---|---|---|---|---|
| | | | Higher Occupational Certificate (HOC):<br>- Administrative Attaché<br>- Immigration Officer<br>- Refugee Status Determination Officer<br>- Civic Service Officer<br>Advanced Occupational Certificate (AOC):<br>- Legislation Facilitator<br>- Labour Inspector<br>- Senior Government Official<br>Specialised Occupational Diploma: Programme Manager; ICT Security/Cybersecurity; ICT Systems Analysis; Finance/Accounting; Human Resource Management; Professional Designation. | |
| | Recognition of Prior Learning | 3-12 months | Occupational Qualifications that address SSP Priorities, the Sectoral Priority Occupations and the following:<br>Occupational Certificate (OC):<br>- Diplomat<br>- General Manager: Public Service<br>- Diplomatic Mission Administrator<br>- Public Service Administrator<br>- Legislation Administrative Assistant<br>Higher Occupational Certificate (HOC):<br>- Administrative Attaché<br>- Immigration Officer | R23 654.00 |

| NSDP OUTCOME | LEARNING INTERVENTION | DURATION OF INTERVENTION | FIELD OF STUDY | AMOUNT PER LEARNER |
|---|---|---|---|---|
| | | | - Refugee Status Determination Officer<br>- Civic Service Officer<br>Advanced Occupational Certificate (AOC):<br>- Legislation Facilitator<br>- Labour Inspector<br>- Senior Government Official<br>Specialised Occupational Diploma: Programme Manager | |
| | Skills Programmes for the employed | 1- 6 months | Leadership (ethical decision-making/Ethics), Emotional Intelligence, Change Management, Monitoring and Evaluation, Coaching and Mentoring, Financial Management, Problem Solving and Critical Thinking, Supervisory/ Management Skills (People and Performance Management), Digital Communication and Marketing, Report Writing, Communication, Etiquette, Basic Computer Skills, Basic Literacy and Numeracy, Service Delivery, Policy Formulation, Policy Compliance, Planning Risk Management, Planning Execution, Dispute Management and Negotiation, Records Management. Data Analysis, Cloud Architecture, ICT Auditing, ICT Security, Public Sector Ethics and Compliance, Stakeholder Engagement, and Citizen-Centred Service Delivery. Programme or Project Management, ICT Security, Management Development, Public Development Management, Monitoring and Evaluation; Governance and Public Leadership; Change | R8 800.00[2] |

[2] The amount allocated for Skills Programmes is based on the number of credits per Skills Programme, cost at R220 per credit and will be capped at a maximum of R8 800.00 per learner

| NSDP OUTCOME | LEARNING INTERVENTION | DURATION OF INTERVENTION | FIELD OF STUDY | AMOUNT PER LEARNER |
|---|---|---|---|---|
| | | | Management, Leadership Management, Organisational Development, Financial Management, Human Resource Management | |
| | Bursaries (Employed and Unemployed) | 12-36 months | **Postgraduate Studies**<br>Advanced Project Management; Business Management (Business Analyst); Communications; Economics; Financial Management (Commerce/Accounting); Governance and Public Leadership; Human Resource Management (OD, Employee Relations); ICT Information Security (Cybersecurity, Website/Software Developer, Cloud Architect); Information Systems (Data Scientist); Internal Audit; Investigative and Forensic Accounting; Project and Programme Management; Public Administration/Management or Affairs; Public Development; Risk Management; Strategic Management (Policy and Strategy); Research; Management; Governance/Public Leadership; Commerce and Accounting | R74000.00 |
| **3. Increase access to occupationally directed programmes** | Artisan Development (COS) | 36 months | Motor Mechanic, Diesel Mechanic, Plumber, Fitter, Electrician | R 206 290.00 |
| **4. Support the growth of the public college as an** | Work Integrated Learning for | 18 months | Business Management (Business Analyst); Communications; Economics; Financial Management (Commerce/Accounting); Human Resource Management (OD, Employee Relations); ICT Information Security (Cybersecurity, Website/Software Developer, | |

| NSDP OUTCOME | LEARNING INTERVENTION | DURATION OF INTERVENTION | FIELD OF STUDY | AMOUNT PER LEARNER |
|---|---|---|---|---|
| **institutional type, as a key provider of skills required for socio-economic development** | TVET Student Placement | | Cloud Architect, Data Scientist); Investigative and Forensic Accounting; Internal Audit; Marketing Management; Projects and Programme Management; Public Affairs/Admin or Management; Risk Management; Strategic Management (Policy and Strategy); Supply Chain Management. | R116 922.38[3] |
| | Work Integrated Learning for HET (Higher Education and Training) Student Placement | 3-6 months | Business Management (Business Analyst); Communications; Economics; Financial Management (Commerce/Accounting); Human Resource Management (OD, Employee Relations); ICT Information Security (Cybersecurity, Website/Software Developer, Cloud Architect, Data Scientist); Investigative and Forensic Accounting; Internal Audit; Marketing Management; Projects and Programme Management; Public Affairs/Admin or Management; Risk Management; Strategic Management (Policy and Strategy); Supply Chain Management. | R45 340.28[4] |
| | Professional qualifications/ certifications | 6-12 months | Professional qualifications/certifications that lead towards the achievement of a professional designation and attainment of CPD points within fields of study that address the PSETA Sector Skills Plan Priorities, the Sectoral Priority Occupations, Skills Gaps and Emerging Occupations[5] | The amount is reliant on the type of programme and will be capped at a maximum of R8 800.00[6] |

[3] Inclusive of 7.5% project administration fee

[4] Inclusive of 7.5% project administration fee

[5] Outlined in the PSETA Sector Skills Plan (SSP)

[6] In line with the amount allocated for Skills Programmes