 Province of the

EASTERN CAPE

EDUCATION

**DIRECTORATE SENIOR CURRICULUM MANAGEMENT (SEN-FET)**

**HOME SCHOOLING SELF-STUDY WORKSHEET ANSWER SHEET**

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| **SUBJECT** | **BUSINESS STUDIES** | **GRADE** | **12** | **DATE** | **07/04/2020** |
| **TOPIC** | **BUSINESS ENVIRONMENT MARKS: 40** | **TERM 1****REVISION** | **X** | **TERM 2 CONTENT** | (Please tick) |

**QUESTION 1: BUSINESS ENVIRONMENTS (LEGISLATION)**

 1.1 **Introduction**

- The Skills Development Act, 1998 (Act 97 of 1998) (SDA) was developed in response to the demand for redress and equity. √

- The SDA is the integral part of the National Skills Development Strategy that aims to link learning to the demands of the world of work and enables employers/employees to become more productive and competitive. √

- Learnerships are theoretical and practical training opportunities that can lead to a recognised occupational qualification. √

 Any other relevant introduction related to SETA and the SDA. (2 x 1) (2)

1.2 **Role of SETA**

- Develop skills plans in line with the National Skills Development Strategy. √√

- Draw up skills development plans for their specific economic sectors. √√

- Approve workplace skills plans and annual training reports. √√

- Allocate grants to employers, education and training providers. √√

- Pay out grants to companies that comply with the requirements of the Skills Development Act. √√

- Monitor/Evaluate the actual training by service providers. √√

- Promote and establish learnerships. √√

- Register learnership agreements/learning programmes. √√

- Provide training material/programmes for skills development facilitators. √√

- Provide accreditation for skills development facilitators. √√

- Oversee training in different sectors of the South African economy. √√

- Promote learnerships and learning programmes by identifying suitable workplaces for practical work experience. √√

- Collect levies and pay out grants as required. √√

- Report to the Director General. √√

- Supply the required skills mix for public investments programme. √√

- Liaise with National Skills Authority. √√

Any other relevant answer related to the role of SETAs. Max. (12)

1.3 **Differences between National Skills Development Strategy and Human Resources Development Strategy**

|  |  |
| --- | --- |
| **NATIONAL SKILLS DEVELOPMENT STRATEGY** | **HUMAN RESOURCES DEVELOPMENT STRATEG** |
| - Encourages good quality training in the workplace √ to ensure ongoing development of skills. √ | - Addresses skills shortages √ in the South African workforce. √ |
| - Provides for the participation of government, √ organised business and labour. √ | - Aims at achieving faster economic growth/ higher employment levels √ and reduced levels of poverty. √ |
| - Improves social development √ through economic development. √ | - Promotes social development and social justice √ which helps to alleviate poverty. √ |
| - Indicates how Sector Education and Training Authorities (SETAs) √ should use the money allocated form the Skills Development Levy. √ | - Develops short term √ and long term workforce skills. √ |
| - Improves access √ to training programmes. √ | - Improves the supply √ of skills. √ |
| - Provides career/vocational guidance/training centres. √ | - Increases employee participation √ in lifelong learning. √ |
| Any other relevant answer related to the National Skills Development Strategy. | Any other relevant answer related to the Human Resources Development Strategy. |

**NOTE: 1. The answer does not have to be in tabular format but differences must be clear.**

 **2. Allocate a maximum of SIX (6) marks if distinction is not clear. / Mark either National Skills Development Strategy or Human Resources Development Strategy only.** Max. (12)

1.4 **Purpose of the Skills Development Act (SDA)**

- Develops the skills of people in South Africa √ in order to improve productivity. √

- Invests √ in education and training of workers. √ - Encourages businesses √ to improve the skills of their workers. √

- Improves the chances of getting a job √ for previously disadvantaged people. √

- Redresses imbalances of the past √ through education and training. √

- Provides for the implementation of strategies √ on a national, sector and workplace basis. √

- Provides funds for skills development √ through the levy-grant scheme and a National Skills Fund. √

- Encourages workers to participate √ in learning programmes. √

Any other relevant answer related to the purpose of the SDA. Max. (10)

1.5 **Impact of the Skills Development Act Employees**

 **Positives/Advantages**

- Higher skilled employees √ have a better standard of living. √

- Improves work prospects √ and labour mobility. √

- Increases self-esteem √ when learnerships are completed. √

- Promotes self-employment √ and entrepreneurship. √

- More employment opportunities for new entrants √ who find it difficult to be employed. √

- Encourages on-going √ skills development and learning. √

- Employees have the opportunity √ to acquire new skills/qualifications/work experience. √

- Improves the quality of life of employees √ resulting in higher job satisfaction/ morale. √

Any other relevant answer related to the positive impact of the SDA on employees.

**AND/OR**

**Negatives/Disadvantages**

- Some employees may not be interested in skills development √ and may perceive skills development programmes as a waste of time. √

- Employees are expected to acquire practical work experience and attend education/training programmes, √ which may increase their stress levels/work load. √

- Skills programmes may not always address training needs of employees, √ so it may discourage them from attending other training programmes in future. √

- Employees may not be credited by SETA √ when attending certain work- shops. √

- Accumulation of credits may not be transferable/recognised √ by the relevant stakeholders. √

Any other relevant answer related to the negative impact of the SDA on employees. Max. (12)

**1.6 Conclusion**

- The SDA plays an important role in ensuring that the workforce is skilled and contributes to productivity and the economic growth of the country. √√

- The SDA enables businesses to improve the skills of their employees and this increases employee morale/reduces staff turnover. √√

Any other relevant conclusion related to SETA and the SDA. **(Any 1 x 2)** **(2)** Max. (2)

 **[40]**

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|  **BREAKDOWN OF MARKS ALLOCATION** |
| **Details** | **Maximum** | **Total** |
| Introduction | **2** | **Max.32** |
| Role of SETA | **12** |
| Differences between National Skills Development Strategy and Human Resources Development Strategy | **12** |
| Purpose of SDA | **10** |
| Impact of SDA on employees | **12** |
| Conclusion | **2** |
| **INSIGHT** |  | **8** |
| Layout | **2** |
| Analysis | **2** |
| Synthesis | **2** |
| Originality/Examples | **2** |  |
| **TOTAL MARKS** |  | **40** |

**LASO – For each component:**

Allocate 2 marks if all requirements are met.

Allocate 1 mark if some requirements are met.

Allocate 0 markswhere requirements are not met at all