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OF THE REPUBLIC OF SOUTH AFRICA

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**PARLIAMENT**  
OF THE REPUBLIC OF SOUTH AFRICA

Pre-budget Brief:  
Skills development and training brief



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## 1. Purpose

The purpose of the pre-budget skills development funding brief is to identify the different funding streams for tertiary education and training. This identification could assist with possible interventions to improve the efficiency and effectiveness of the allocation of funds towards tertiary education. It should be noted that due to the diversity of all the funding sources, in government, the identified funding towards training and development in this brief might not be complete.

## 2. Background

Tertiary education is mainly funded through the National Department of Education and Training (DHET), but government also funds several other training and development programmes for employees and non-employee beneficiaries. Government departments provide bursaries and training and development programmes for employees and non-employees. Several departments also transfer funds to other institutions to provide training on behalf of government. Over time government created the National Student Financial Aid Scheme (NSFAS), Sector Education and Training Authorities (SETAs), a National Skills Fund, etc.

In addition to the economic situation in the country that puts pressure on the availability of funding, student protests have highlighted structural weaknesses in the student funding model. Other challenges such as the lack of coordination, duplication and monitoring and evaluation of the impact of the funds, have also been identified as challenges.

To be able to address the challenges faced by the tertiary education system an important consideration is to review the current practices, to possibly centralise funding for bursaries, eliminate duplication and to ensure continuous monitoring and evaluation of the different education and training funding streams. The focus of this brief is not to review the student funding model, but rather to identify the different government funding streams for tertiary education and training and development programmes.

## 3. Funding initiatives by national departments

National departments provide bursaries for employees and non-employees. National departments also fund other institutions to provide sector specific training programmes.

### 3.1. National departments: Bursaries and other training and development initiatives

Table 1 shows that national departments allocated R115.6 million in 2022/23 and R127.4 million in 2023/24 towards bursaries for employees. National departments allocated R1224.1 million in 2022/23 and R1177.6 million in 2023/24 for Training and development initiatives. Although the table only reflects a selection of departments it should be noted that all departments allocated funds towards internal bursaries and training and development initiatives. Not all departments allocate funds towards bursaries for non-employees.

Table 1: Allocations for Bursaries: Employees, Training and development and Bursaries: Non-employees for a selection of National Departments in 2022/23 and 2023/24

Votes	Bursaries: Employees		Training and Development		Bursaries: Non-employee	
	Revised estimate	Original budget	Revised estimate	Original budget	Revised estimate	Original budget
	2022/23	2023/24	2022/23	2023/24	2022/23	2023/24
Health	507	568	7 056	7 843		
Basic Education	600	769	28 408	34 803		
Agriculture, Land Reform and Rural Development	10 336	9 940	64 506	120 460	31 199	32 104
Cooperative Governance	2 332	2 000	108 444	240 280		
Defence			290 489	187 165		
Forestry, Fisheries and the Environment	8 168	7 045	119 070	30 126	4 750	
Higher Education and Training	843	840	50 028	50 733		
Justice and Constitutional Development	8 895	17 508	50 958	52 086		
Military Veterans	599	600	28 246	37 962		
National Treasury	7 104	8 309	7 217	4 609	2 096	2 303
Parliament	3 160	3 172	45 174	35 248		
Police	10 635	10 665	50 870	51 058		
Public Works and Infrastructure	1 113	1 152	4 674	6 721	6 100	6 371
Statistics South Africa	1 821	2 605	9 799	16 300		
Tourism	1 883	2 562	137 250	140 772	3 816	3 782
Trade, Industry and Competition	6 339	6 473	4 551	7 367		
Transport	3 477	3 351	9 761	8 470	12 776	12 815
Water and Sanitation	6 624	7 292	23 039	32 443	21 898	27 040
<b>Total Votes</b>	<b>115 599</b>	<b>127 395</b>	<b>1 224 095</b>	<b>1 177 549</b>	<b>93 107</b>	<b>95 560</b>

Source: National Treasury database

The Department of Justice and Constitutional Development allocated the highest amount, amounting to R17.5 million for bursaries in 2022/23 and Cooperative Governance allocated the highest amount for training and development of R240.3 million in 2023/24. Agriculture, Land Reform and Rural Development almost doubled the training and development budget from R64.5 million in 2022/23 to R120.5 million in 2023/24. The same scenario is noted in Cooperative Governance where the budget increased from R108.4 million in 2022/23 to R240.3 million in 2023/24.

In addition to bursaries for employees, departments also transfer funds to households to support non-employees in the form of bursaries. The total amount allocated towards bursaries for non-employees are R93.1 million in 2022/23 and increased to R95.6 million in 2023/24. The largest numbers for non-employee bursaries are allocated in Agriculture, Land Reform and Rural Development and Water and Sanitation. Other departments, not shown in the table, that allocated funds for non-employee bursaries are Human Settlements and Sports, Arts and Culture.

### 3.2. National departments (excluding Education): Transfers to government entities

Table 2 shows public entities that receive transfers from national departments that include a proportion for training and development.

Table 2: Transfers to public entities with a training and development component

Department	Entity	Adjusted appropriation	Medium-term expenditure estimate		
		2022/23	2023/24	2024/25	2025/26
R'million					
Cooperative Governance	Municipal Infrastructure Support Agency	400.2	354.50	367.20	383.60
Government Communication and Information System	Media Development and Diversity Agency	139.6	102.9	100.1	102.8
Public Works and Infrastructure	Council for the Built Environment	58.4	58.7	61.3	64.1
Social Development	National Development Agency	274.3	222.2	232.2	242.6
Women, Youth and Persons with Disabilities	National Youth Development Agency	1 174.1	880.3	588.8	618.0
Agriculture, Land Reform and Rural Development	Perishable Products Export Control Board	588.3	689.9	702.8	717.2
Communication and Digital Technologies	National Electronic Media Institute of South Africa	102.7	114.2	127.4	133.2
Sport, Arts and Culture	Performing Arts Institutions	526.2	574.0	528.3	555.7
Trade, Industry and Competition	National Film and Video Foundation	153.0	160.8	160.9	166.5
	National Metrology Institute of South Africa	221.1	210.2	220.3	231.0
Total		3 637.9	3 013.2	2 722.1	2 831.1

Source National Treasury

### 3.3. National departments: Transfers to Provinces and Municipalities for Conditional grants

Table 3 shows conditional grants to provinces and municipalities with identified training components. In some instances, the sole purpose of the conditional grant is for training and development while others have allocated specific percentages according to a framework as per the schedules to the Division of Revenue Act (DORA). These frameworks are complex and makes monitoring of spending and performance difficult.

Table 3: Conditional grants with training components

R million	2022/23 Revised estimate	2023/24	2024/25	2025/26	MTEF total
<b>Provincial government</b>					
Comprehensive agricultural support programme	1 599	1 626	1 777	1 825	5 228
Land care programme grant: poverty relief and infrastructure development	85	86	90	94	271
HIV and AIDS (life skills education) grant	242	242	253	264	758
Learners with profound intellectual disabilities grant	256	260	272	284	817
Maths, science and technology grant	425	433	453	473	1 358
Health: Human resources and training grant	5 449	5 479	5 367	5 607	16 452
Mass participation and sport development grant	604	604	631	659	1 894
<b>Local government</b>					
Infrastructure skills development	159	160	167	175	501
Local government financial management	566	569	594	621	1 783

Source: National Treasury: 2023 Budget Review

#### 3.3.1. The training components of the listed conditional grants

Most of the conditional grants have a training and development component and, in many instances, also pays for compensation of employees. The training components of specific conditional grants are listed below.

#### Agriculture, Land Reform and Rural Development

##### Comprehensive Agricultural Support Programme Grant

At least six per cent of the project allocation must be spent on training and capacity building of farmers, and four per cent can be used for mentorship programme.

### **Land Care Programme Grant: Poverty Relief and Infrastructure Development**

Conduct training for farmers and officials on soil fertility and testing, veld survey tools and veld management

### **Basic Education**

#### **HIV and AIDS (Life Skills Education) Grant**

Training and development (15 per cent)

#### **Learners with Profound Intellectual Disabilities Grant**

Training of caregivers (9 per cent)

#### **Maths, Science and Technology Grant**

Teacher support is provided to all identified teachers in line with provincial needs in support of curriculum delivery. Teacher training or development should be based on a structured programme, which must be submitted to the transferring department as and when required.

### **Health**

#### **Human Resources and Training Grant**

To contribute to the implementation of the national human resource plan for health through the clinical training and supervision of health science trainees in designated public health facilities in South Africa. The training component must prioritise all registrar posts and the balance of the allocation may be utilised for specialist (supervisors) and other approved categories.

Total allocation is 2023/24: R5.5 billion; 2024/25: R5.4 billion and 2025/26: R5.6 billion of which

- Training Component – 2023/24: R2.8 billion; 2024/25: R2.9 billion and 2025/26: R3 billion
- Statutory Human Resources Component – 2023/24: R2.7 billion; 2024/25: R2.5 billion and 2025/26: R2.6 billion

### **Cultural Affairs and Sport**

#### **Mass Participation and Sport Development Grant**

- *School sport: 40 per cent*
  - 10 per cent for training of people to deliver school sport (Subsequent to the ring-fencing of R10 million for other purposes)
- *Community sport and active recreation: 39 per cent*
  - *Active recreation: 19 per cent*
    - 15 per cent for training (Subsequent to the ring-fencing of R3 million for other purposes)
  - *Club development: 20 per cent*
    - 15 per cent for accredited training in sport administration, team management, coaching and technical officiating
- *Sport academies: 9 per cent*
  - 15 per cent training

### **National Treasury**

#### **Infrastructure Skills Development Grant**



The purpose of the grant is to recruit unemployed graduates into municipalities to be trained and professionally registered as per the requirements of the relevant statutory councils within the built environment. Municipalities must prepare a structured training plan, indicating how graduates will be exposed to suitable projects, to ensure that graduates achieve competencies in relevant activities and are developed professionally to meet the outcome(s) requirements for professional registration.

#### Local Government Financial Management Grant

The purpose of the grant is to support the training of municipal financial management officials working towards attaining the minimum competencies, as regulated in Government Gazette 29967 of June 2007 amended through Gazette 41996 of October 2018.

#### 4. National Department of Higher Education and Training (DHET): Transfers to other institutions

The main purpose of the DHET is to develop and support quality higher and vocational education. The Department is further responsible to promote access to higher education, vocational education and skills development training opportunities.

The Department transfers, on average (over the 2023 MTEF), 91.2 per cent of its budget to other institutions to assist with the implementation of their mandate. Table 4 shows the transfers from the National Department of Higher Education and Training to support other institutions that are responsible for the implementation of government education policies and regulatory frameworks.

The total amount transferred was estimated at R119.6 billion in 2022/23 and is estimated to increase to R138.7 billion in 2025/26. The largest amounts are allocated towards the National Student Financial Aid Scheme (NSFAS), Sector Education and Training Authorities (SETAs) and higher education institutions.

Table 4: Transfers from the Department of Higher Education and Training

R'000	Audited outcome			Adjusted appropriation	Medium-term expenditure estimate			Average growth rate (%)	Average: Expenditure/Total (%)
	2019/20	2020/21	2021/22		2022/23	2023/24	2024/25		
<b>Departmental agencies and accounts</b>									
<b>Current of which:</b>	<b>49 384 932</b>	<b>47 840 159</b>	<b>58 115 446</b>	<b>67 462 570</b>	<b>71 431 146</b>	<b>77 138 103</b>	<b>81 511 944</b>	<b>8.7%</b>	<b>55.6%</b>
National Student Financial Aid Scheme	30 541 878	34 841 768	38 307 391	45 428 405	47 628 839	51 626 955	53 939 843	9.9%	37.14%
National Student Financial Aid Scheme: Administration	280 588	293 645	367 782	366 562	318 548	332 709	347 469	3.6%	0.28%
Education, Training and Development Practices Sector	16 914	19 991	18 079	21 338	21 477	22 442	23 448	5.6%	0.02%
Education and Training Authority									
Public Service Sector Education and Training Authority	112 304	118 516	120 082	123 972	121 961	127 449	133 159	2.9%	0.11%
National Skills Fund	3 656 769	2 472 600	3 902 322	4 347 627	4 715 392	4 963 130	5 339 369	6.5%	3.61%
Sector education and training authorities	14 627 075	9 940 374	15 209 288	16 990 510	18 421 567	19 852 514	21 506 328	6.6%	14.32%
<b>Non-profit institutions</b>									
<b>Current</b>	<b>205 812</b>	<b>225 620</b>	<b>282 845</b>	<b>275 464</b>	<b>279 033</b>	<b>291 236</b>	<b>304 283</b>	<b>6.7%</b>	<b>0.23%</b>
Community education and training colleges	150 835	156 812	206 779	215 151	211 641	221 144	231 051	7.4%	0.17%
<b>Higher education institutions</b>									
<b>Current</b>	<b>42 407 789</b>	<b>45 282 096</b>	<b>46 253 955</b>	<b>47 404 376</b>	<b>48 721 713</b>	<b>50 805 800</b>	<b>53 081 911</b>	<b>3.8%</b>	<b>41.03%</b>
<b>Capital</b>	<b>5 156 117</b>	<b>3 103 326</b>	<b>1 978 009</b>	<b>4 443 407</b>	<b>1 214 845</b>	<b>5 457 889</b>	<b>3 830 720</b>	<b>-4.8%</b>	<b>3.09%</b>
<b>Total</b>	<b>97 176 431</b>	<b>96 478 361</b>	<b>106 658 146</b>	<b>119 607 193</b>	<b>121 651 029</b>	<b>133 697 512</b>	<b>138 733 543</b>	<b>6.1%</b>	<b>100.00%</b>

Source: National Treasury, 2023 Budget



#### **4.1. National Student Financial Aid Scheme (NSFAS)**

The transfer to the NSFAS is the largest transfer from the DHET to departmental agencies and accounts, amounting to R47.9 billion in 2023/24. In addition to funding received from the Department of Higher Education and Training, the NSFAS also administers funding from other institutions, such as the National Skills Fund, Sector Education and Training Authorities, other government entities and private donors.

Due to the administrative responsibility of NSFAS of this large investment of government and other institutions, funding the education sector, it is important that oversight bodies such as Parliament ensure that the entity adheres to all public finance legislation and regulations to ensure effective and efficient use of government resources. In addition to good governance, the entity should focus on strengthening and delivering relevant priority skills to South Africa's labour market.

Sector Skills Plans (SSP) or the critical skills list (142 occupations) as per the gazetted Critical Skills List (No. 49402, Government Gazette, 03 OCTOBER 2023) are aligned with national strategies and plans of government, particularly the National Development Plan (NDP), Sectoral Master Plans and the Economic Reconstruction and Recovery Plan (ERRP).

Annexure A to this brief provides a list of priority skills for a selection of SETAs. A separate brief on NSFAS has been circulated to Members of Parliament (MPs).

#### **4.2. Sector Education and Training Authorities (SETAs)**

The Skills Development Act, 1998 (Act nr. 97 of 1998) mandates SETAs (21) to fund:

- Skills development
- Implement national, sector and workplace strategies to develop and improve skills in the South African workforce
- Learnerships that lead to recognised occupational qualifications

The transfer to the SETA is the second largest transfer to an institution from the NDHET amounting to R18.4 billion in 2023/24.

The authority focuses on strengthening and delivering relevant priority skills to South Africa's labour market, with particular emphasis on partnering with TVET colleges, universities and the market. SETAs do not provide learnerships and internships directly to the public. They facilitate the creation of learnerships and internships with employers. But some SETAs do publish lists of accredited courses and lists of Providers on their websites.

The authorities derive the bulk of their revenue through the skills development levy, which is collected from employers by the South African Revenue Service and transferred as a direct charge against the National Revenue Fund. Revenue from the levy is set to constitute approximately 90.0 per cent of total revenue over the medium term. It is projected to increase at an average annual rate of 6.6 per cent, from R16.9 billion in 2022/23 to R21.5 billion in 2025/26. The remainder (10%) is expected to be generated through interest on investments.

#### **4.3. National Skills Fund**

The National Skills Fund, funds projects identified in the national skills development strategy as national priorities, projects related to the achievement of the purposes of the Skills Development Act, 1998 (Act nr. 97 of 1998) and any activity undertaken by the minister to achieve a national standard of good practice in skills development.

The transfer to the National Skills Fund is the third largest transfer from the NDHET to another institution amounting to R4.7 billion in 2023/24. The fund is set to derive 88 per cent (R15 billion) of its revenue over the medium term through the skills development levy and 12 per cent (R2.1 billion) from interest earned on investments held at the Public Investment Corporation. The skills development levy is collected from employers by the South African Revenue Service and transferred to the fund as a direct charge against the National Revenue Fund. Transfers from the levy are projected to increase at an average annual rate of 7.1 per cent, from R4.3 billion in 2022/23 to R5.3 billion in 2025/26.

Table 5: National Skills Fund, actual and estimated expenditure and revenue between 2019/20 and 2025/26

	Audited outcome			Revised estimate	Medium-term expenditure estimate			Average growth rate (%)	Average: Expenditure/ Total (%)
R million	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26	2022/23 - 2025/26	
Administration	197.4	250.4	201.5	264.2	275.1	288.6	302.2	4.6%	6.6%
Skills development funding	2 535.3	1 020.3	4 256.7	3 188.7	3 390.6	3 606.1	3 836.3	6.4%	81.3%
PSET system improvement funding	37.0	660.6	231.9	500.9	510.4	525.9	542.0	2.7%	12.1%
<b>Total</b>	<b>2 769.7</b>	<b>1 931.3</b>	<b>4 690.2</b>	<b>3 953.8</b>	<b>4 176.1</b>	<b>4 420.6</b>	<b>4 680.5</b>	<b>5.8%</b>	<b>100.0%</b>
<b>Statement of financial performance</b>									
	Audited outcome			Revised estimate	Medium-term expenditure estimate			Average growth rate (%)	Average: Expenditure/ Total (%)
R million	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26	2022/23 - 2025/26	
<b>Revenue</b>									
<b>Non-tax revenue</b>	<b>601.9</b>	<b>439.0</b>	<b>447.6</b>	<b>568.1</b>	<b>624.9</b>	<b>693.6</b>	<b>769.9</b>	<b>10.7%</b>	<b>12.0%</b>
Other non-tax revenue	601.9	439.0	447.6	568.1	624.9	693.6	769.9	10.7%	12.0%
<b>Transfers received</b>	<b>3 660.3</b>	<b>2 472.6</b>	<b>3 905.3</b>	<b>4 347.6</b>	<b>4 715.4</b>	<b>4 963.1</b>	<b>5 339.4</b>	<b>7.1%</b>	<b>88.0%</b>
<b>Total revenue</b>	<b>4 262.2</b>	<b>2 911.6</b>	<b>4 352.9</b>	<b>4 915.7</b>	<b>5 340.2</b>	<b>5 656.7</b>	<b>6 109.3</b>	<b>7.5%</b>	<b>100.0%</b>
<b>Expenses</b>									
<b>Current expenses</b>	<b>149.0</b>	<b>211.4</b>	<b>153.3</b>	<b>201.7</b>	<b>209.9</b>	<b>220.0</b>	<b>230.2</b>	<b>4.5%</b>	<b>5.0%</b>
Compensation of employees	81.8	90.8	93.3	131.8	138.4	145.4	152.6	5.0%	3.3%
Goods and services	63.8	117.4	57.0	66.4	67.8	70.8	73.6	3.5%	1.6%
Depreciation	3.4	3.2	3.0	3.5	3.7	3.8	4.0	5.0%	0.1%
<b>Transfers and subsidies</b>	<b>2 620.6</b>	<b>1 720.0</b>	<b>4 536.8</b>	<b>3 752.1</b>	<b>3 966.3</b>	<b>4 200.6</b>	<b>4 450.3</b>	<b>5.9%</b>	<b>95.0%</b>
<b>Total expenses</b>	<b>2 769.7</b>	<b>1 931.3</b>	<b>4 690.2</b>	<b>3 953.8</b>	<b>4 176.1</b>	<b>4 420.6</b>	<b>4 680.5</b>	<b>5.8%</b>	<b>100.0%</b>
<b>Surplus/(Deficit)</b>	<b>1 492.5</b>	<b>980.2</b>	<b>(337.3)</b>	<b>961.8</b>	<b>1 164.1</b>	<b>1 236.1</b>	<b>1 428.7</b>	<b>14.1%</b>	

Source: National Treasury

## 5. Provincial Departments: Bursaries and training and development

Table 6 and 7 show the audited outcomes and estimated expenditure on bursaries for employees and training and development for the provincial level of government. The revised estimate for employee bursaries increases from R349.6 million in 2022/23 to R429.2 million in 2025/26. The largest amount is allocated in the Eastern Cape towards bursaries in the education and health sectors. Provinces also transfers funds to households towards tertiary education in the form of bursaries.

Table 6: Provincial Bursaries for employees as reflected in the 2023 budgets

Province	Audited outcome	Audited outcome	Audited outcome	Revised estimate	Revised baseline	Revised baseline	Indicative baseline
R'000	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26
Eastern Cape	118 380	147 256	105 795	96 977	139 992	149 549	151 402
Free State	18 494	17 113	20 999	29 748	30 787	32 123	33 474
Gauteng	46 547	47 970	67 403	84 575	94 713	90 374	95 902
KwaZulu Natal	25 046	16 861	18 140	28 241	31 229	32 969	34 452
Limpopo	43 015	31 844	41 193	38 523	40 009	42 892	45 175
Mpumalanga	24 460	24 553	25 950	21 025	10 000	10 000	10 000
Northern Cape	7 322	6 896	5 281	8 318	9 053	8 761	9 222
North West	13 509	11 515	10 763	16 094	17 277	17 028	17 810
Western Cape	25 670	22 521	22 905	26 122	26 853	27 469	28 729
Total	322 443	326 529	318 429	349 623	399 913	411 165	426 166

Source: National Treasury database

The revised estimate for training and development increases from R17.1 million in 2022/23 to R55.6 million in 2025/26. The largest amount is allocated over the 2023 MTEF is in Gauteng, towards training in the health sector.

Table 7: Provincial Training and development allocations as reflected in the 2023 budgets

Province	Audited outcome	Audited outcome	Audited outcome	Revised estimate	Revised baseline	Revised baseline	Indicative baseline
R'000	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26
Eastern Cape	1 812	2 765	2 493	2 366	2 925	3 433	3 586
Free State	3 276	845	1 476	865	5 536	6 577	7 667
Gauteng	1 907	989	1 238	9 799	11 719	11 078	11 293
KwaZulu Natal	3 991	1 359	2 359	8 376	9 173	7 517	7 853
Limpopo	517	20	146	246	651	682	713
Mpumalanga	1 003	551	365	2 273	1 470	1 772	1 851
Northern Cape	852	1 715	1 970	7 602	15 761	16 486	17 224
North West	1 295	243	388	688	1 942	2 181	681
Western Cape	2 419	2 951	7 952	4 315	4 329	4 483	4 754
Total	17 072	11 438	18 387	36 530	53 506	54 209	55 622

Source: National Treasury database

The revised estimate for training and development increases from R678.1 million in 2022/23 to R830.2 million in 2025/26. The largest amount, allocated over the 2023 MTEF, towards transfers to households towards bursaries is in Gauteng, towards training in the health sector.

Table 8: Provincial Transfers to households: Bursaries in the health sector, as reflected in the 2023 budgets

Province	Audited outcome	Audited outcome	Audited outcome	Revised estimate	Revised baseline	Revised baseline	Indicative baseline
R'000	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26
Eastern Cape	78 852	72 023	140 465	52 406	73 160	107 816	112 646
Gauteng	256 281	121 045	72 878	309 865	330 221	330 221	330 221
KwaZulu Natal	203 023	99 650	66 015	104 701	122 190	128 195	133 938
Limpopo	124 955	126 234	79 266	77 165	91 507	76 265	79 682
Mpumalanga	42 153	38 961	27 942	29 964	31 530	32 980	34 458
Northern Cape	38 704	30 388	1 510	11 005	17 527	18 314	19 134
North West	0	0	0	42 127	30 000	52 572	62 234
Western Cape	45 948	40 427	37 255	50 860	52 879	55 311	57 855
Total Bursaries: Health	789 916	528 728	425 331	678 093	749 014	801 674	830 168

Source: National Treasury database

## 6. Conclusion

From the assessment of expenditure on bursaries, training and development and transfers to departmental agencies and accounts, households and other spheres of government, it has been found that all national and provincial departments allocate funding towards skills development, either for employees or non-employees. The data presented in the tables gives an indication of the amounts that government allocates towards skills development/tertiary education. It also gives an indication of the large number of institutions involved in training and skills development. Not all funding is, however, directly linked to bursaries or loans, but provides free training programmes to participants in programmes. The criteria for the allocation of funds within some programmes are complex and difficult to monitor.

The estimation from the funding sources identified in this brief shows that more than R80 billion has been allocated in 2023/24 towards bursaries, loans and skills development programmes. This amount excludes the transfers to universities and colleges.

## Annexure A: priority skills for a selection of SETAs

<b>1. Agriculture, Agricultural Operations, and Related Sciences</b>	Agricultural Engineer
Agricultural Scientist	Forestry Technician
Sheep Shearer	
<b>2. Architecture and the Built Environment</b>	Architect
Construction Project Manager	Land Surveyor
Quantity Surveyor	Urban and Regional Planner
<b>3. Business, Economics, and Management Studies</b>	
Actuaries and Risk Assessors	Corporate General Manager
External Auditor	Financial Investment Advisor
<b>4. Information Communication and Technology</b>	
CISCO Solution Specialist	CISCO Engineers
Solutions Architects in Telecommunications and ICT	Integrated Developers (PHP, Perl, Java )
Network Analyst	IT Security Specialist
System Integration Specialist	Enterprise Architecture
Data Centre Operations	Network Specialist (Security)
Database Specialists	Microsoft System Engineers
Network Controllers	AV Specialists (Anti-virus)
Desktop support Engineer	
<b>5. Engineering</b>	
Metallurgical Engineer	Energy Engineer
Civil Engineer	Chemical Engineer
Electrical Installation Inspector	Electrical Engineer
Geologist	Electronics Engineer
Industrial Designer	Industrial and Production Engineers
Materials Engineer	Manufacturing Managers
Mining Engineer	Mechanical Engineer
Quality Systems Manager	Production/Operations Manager
Ship's Engineer	Research and Development Manager
Electrical Engineering Technologist	Telecommunications Engineers
Mechanical Engineering Technologist	Energy Engineering Technologist
Mining Engineering Technologist	Metallurgical Engineering Technologist
Automotive Electrician	Air Conditioning and Mechanical Services Plumber
Boiler Maker	Automotive Motor Mechanic
Civil Engineering Technologist	Chemical Engineering Technologist
Electronics Engineering Technologist	Diesel Mechanic

Materials Engineering Technologist	Fitter and Turner
Metal Fabricator	Mechatronics Technician
Pressure Welder	Physical and Engineering Science Technicians
Toolmaker	Structural Plaster
<b>6. Health Professionals and Related Clinical Sciences</b>	
Public Health Physician	Medical Superintendent/Public Health Manager
Hospital Pharmacist	General and Specialist Medical Practitioner
Veterinarian	Nursing Professionals
Retail Pharmacist	Registered Nurse (child and family health)
<b>7. Life and Earth Sciences</b>	Environmental Engineers
Environmental Manager	Industrial Pharmacist
Acquatic Scientist	Animal Scientist
Advanced Composites Engineering	Archaeological / Paleontological Specialist
Bioeconomist	Biochemists
Bioinformatician	Bioinformaticist
Biological Scientist	Botanical Scientist
Chemical Scientist	Computational Biologist
Environmental Scientist	Ecological Scientist
Food Scientist	Engineering Geologist
Geochemist	Geohazards Specialist
Geologist	Geophysicist
Laboratory Technologist and Technician	Marine Bioscientist
Materials Scientist	Metallurgical Scientist
Metrology	Microbiological Scientist
Polymer Scientist	Protein Scientist
Seismologist	Soil Scientist
Toxicology Scientist	Water Resource Scientist
<b>8. Professionals and Associate Professionals</b>	
Land and engineering surveyors	Electronic Engineering Technician
Materials Engineering Technologist	Electrical Engineering Technician
Safety, Health, Environment and Quality Practitioner	Draughts person
Mechanical Engineering Technician	Chemical Engineering Technician
Organisation and Methods Analyst (incl. scheduler, estimator)	Surveying Technician
Geomatics Technician	Quantity Surveying Technician
Civil Engineering Technician	Materials Engineer Nondestructive Testing (NDT)
Materials Engineering Technician – Road materials	Materials Tester
Construction Safety, Health, Environment and Quality (SHEQ) Agent/Manager/ Officer	Aeronautical Engineering
Architectural Senior Technologist	Architectural Technologist

Architectural Draughts person	Astronomer
Physicist (SKA)	Geomagnetic Physicist
Solar Physicist	Space Physicist
Plasma Physicist	Space Technologist
Space Weather Specialist	Magnetic Technology Specialist
Radar Engineering	Radio Frequency Engineering
Environmental Technologist	Industrial Engineer
Industrial Engineering Technologist	Industrial Engineering Technician
Landscape Architect	Landscape Contract Manager
Landscape Horticulturalist	Mining Technician
<b>9. Trades</b>	
Millwright	Boilermaker (for Strategic Infrastructure Projects)
Industrial Machinery Mechanic	Pipe Fitter
Double Coded Welder	Rigger
Moulder	Raise-bore Operators
Raise-bore Foreman	
<b>10. Business Process Outsourcing (BPO)</b>	Software Development Engineers and Managers
Systems Architects, Engineers and Managers	Foreign Language speakers for specialist language support and technical or sales (German, Swiss
German, Flemish, Greek, Swedish, Danish, Italian, Dutch, Spanish, Mandarin and French)	Business Analyst
Quality Analyst	Quality Assurance Specialist/Auditor
Customer Service Manager/Team Lead	