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ACRONYMS

AAG	Annual Average Growth
AAT(SA)	Association of Accounting Technicians South Africa
ACCA	Association for Chartered Certified Accountants
ACFESA	Association for Certified Fraud Examiners South Africa
ADRA	Association of Debt Recovery Agents
AMG	Assessor and Moderator Grant
APC	Assessment of Professional Competence
ATR	Annual Training Report
BG	Bursary Grant
CA	Chartered Accountant
CESM	Classification of Educational Subject Matter
CIGFARO	Chartered Institute of Government Finance, Auditing and Risk Officers
CIMA	Chartered Institute of Management Accountants
CPD	Continuous Professional Development
CSSA	Chartered Secretaries Southern Africa
CTA	Certificate in the Theory of Accounting
DHET	Department of Higher Education and Training
ETQA	Education and Training Quality Assurance
Fasset	Finance and Accounting Services Sector Education and Training Authority
HEMIS	Higher Education Management Information System
IACSA	Institute of Accounting and Commerce
ICBA	Institute of Certified Bookkeepers and Accountants
ICM	Institute of Credit Management
ICT	Information and Communication Technologies
IIASA	Institute of Internal Auditors of South Africa
ILO	International Labour Organisation
IMFO	Institute of Municipal Finance Officers
ISCO	International Standard Classification of Occupations
ITC	Initial Test of Competence
LCG	Learnership Cash Grant
LEG	Learnership Employment Grant
NC	Northern Cape
NCS	New Curriculum Statement
NLEG	Non-Pivotal Employment Grant
NLPs	Non-Levy Payers
NLRG	NSFAS Loan Repayment Grant
NQF	National Qualifications Framework
NSC	National Senior Certificate
NSFAS	National Student Financial Aid Scheme
OFO	Organising Framework for Occupations
PG	Pivotal Grant
PIVOTAL	Professional, Vocational, Technical and Academic Learning
RA	Registered Auditor
SA	South Africa
SAIBA	Southern African Institute for Business Accountants
SAICA	South African Institute for Chartered Accountants

SAIGA	Southern African Institute of Government Auditors
SAIPA	South African Institute of Professional Accountants
SAIT	South African Institute for Tax Practitioners
SARS	South African Revenue Service
SCG	Strategic Cash Grant
SDF	Skills Development Facilitator
SDL	Skills Development Levy
SETAs	Sector Education and Training Authorities
SIC	Standard Industrial Classification
SOC	Standard Occupational Classification
TVET	Technical and Vocational Education and Training
UNISA	University of South Africa
WC	Western Cape
WSP	Workplace Skills Plan

EXECUTIVE SUMMARY

In 2001 Fasset started collecting and analysing information on its sector. The main purpose of the collection of labour market information is to inform skills planning and funding decisions of the Sector Education and Training Authority (SETA) as well as to monitor transformation in the sector. Information collected from 2000/2001 to 2018/2019 is presented in this report including organisations' participation in the levy-grant system, employment trends and skills shortages. Most of the information is collected through the Mandatory Grant applications submitted by employers to Fasset.

Supply data are collected on elements of the education and training system that have a direct bearing on the supply of skills to the sector. This includes the National Senior Certificate exams, student output from Technical and Vocational Education and Training (TVET) colleges, student output from universities and universities of technology, skills formation in the workplace and trends in professional body membership.

Fasset's sector is demarcated according to the Standard Industrial Classification (SIC) and includes 16 SIC codes. Fasset has grouped these SIC codes into seven subsectors i.e. Investment Entities and Trusts and Company Secretarial Services; Stockbroking and Financial Markets; Development Organisations; Accounting, Bookkeeping, Auditing and Tax Services; Activities Auxiliary to Financial Intermediation; Business and Management Consulting Services; and the South African Revenue Service (SARS) and Government Departments.

The grant system consists of two components: mandatory grants and discretionary grants. Mandatory grants consist of grants payable upon the submission by organisations of Workplace Skills Plans (WSPs) and Annual Training Reports (ATRs). These grants are mandatory as the SETAs are obliged to pay the grant to organisations that apply and meet the grant requirements. However, SETAs can structure discretionary grants in accordance with the industry needs and requirements.

Since the inception of Fasset, the discretionary grants have undergone a number of changes. Initially, the Strategic Cash Grant (SCG) was introduced in 2005/2006. All organisations (small, medium and large) were eligible for the SCG, and the criteria was reviewed annually in accordance with industry needs and sector priorities. In 2011/2012, the criteria for the SCG was changed to only be payable in respect of Black African learners and Disabled learners.

During 2012/2013, the SCG was discontinued and the Learnership Cash Grant (LCG) and the PIVOTAL Grant was introduced. Only small organisations (less than 50 employees) were eligible for the SCG, while medium (50-149 employees) and large (150 or more employees) organisations were eligible for the PIVOTAL Grant. The criteria introduced in 2011/2012 were still relevant.

In 2016/2017, the LCG and PIVOTAL Grant was discontinued, and three new grants were introduced, i.e. Learnership Employment Grant (LEG), Bursary Grant (BG) and Non-PIVOTAL Learner Employment Grant (NLEG). All organisations (small, medium and large) are eligible for these grants. In 2017/2018, the criteria for these grants were changed, and at present, all grants are payable in respect of Black African Learners, Disabled Learners, and Coloured African Learners residing and working in the Northern Cape and Western Cape.

Fasset started in 2000/2001 with almost 7 600 levy paying organisations, that paid R22 million in Skills Development Levies (SDL). The levy payers dropped sharply to 3 200 in 2007 when the levy threshold was lifted. However, the levy payers increased again slowly and by 2016/2017, a total of approximately 7 100 organisations paid the SDL and the levy amount for that year totalled R445 million. In 2018/2019 the number of levy payers increased to 8 589 organisations and the levy amount totalled R577 million.

In 2000/2001, 13% of the levy paying organisations participated in the Mandatory Grant system. Participation reached its peak in 2006/2007 with 55% organisations claiming mandatory grants. The high percentage was the result of the lifting of the levy threshold to a payroll of R500 000 per year i.e. the number of levy paying organisations dropped while the number of organisations that claimed grants remained more or less unchanged. From 2009/2010 to 2014/2015 the number of organisations that claimed mandatory grants dropped but increased again during the 2015/2016 to 2018/2019 period.

Over the total period the organisations that claimed mandatory grants paid more than 60% of the total SDL received by Fasset. Over the review period there was always better participation from the medium and larger organisations than from small organisations.

A number of organisations participate in discretionary grants. As mentioned earlier, the discretionary grants have undergone a number of changes over the years. In 2018/2019, the number of beneficiary learners and pay-outs were recorded as follows:

- **LEG:** 1 797 learners, R 73.6 million
- **BG:** 588 learners, R23.4 million
- **NLEG:** 348 learners, R17.1 million

In 2009/2010 Fasset started the Assessor and Moderator Grant (AMG) for individuals who undertook training to become registered as assessors and / or moderators. The AMG (now discontinued) covers the costs of training and the assessment of individuals against certain unit standards. From 2010/2011 to 2013/2014 (the last year of the AMG) a total of R951 740 was paid to 309 participants.

The National Student Financial Aid Scheme (NSFAS) Loan Repayment Grant was introduced in 2012/2013 to ensure the retention of learners on learnerships with Fasset employers. The NSFAS Loan Repayment Grant is meant to relieve African Black learners and people with disabilities from the debt burden so that they can continue and complete their learnerships. In 2012/2013, 186 learners benefitted from this grant and received R2.1 million to pay their study loans. After a drop in 2013/2014, the number of beneficiaries increased to 143 in 2014/2015 and R4.3 million was paid out. In 2015/2016 the uptake of this grant soared to 410 beneficiaries and a total grant pay-out of R12.5 million. In 2018/2019 a total number of 353 beneficiaries benefitted from R9.1 million grants paid out. Most of the beneficiaries were enrolled for the Chartered Accountant Auditing learnership.

Since 2000/2001 total employment increased annually from 82 811 to 175 969 in 2019 at an average annual growth rate (AAG) of 5%. Gauteng remains the province with the largest share of employment since 2000/2001. The Western Cape has the second largest share, followed by KwaZulu-Natal. The subsector Accounting, Bookkeeping, Auditing and Tax services, has the largest number of employees in the sector (33%).

From 2000/2001 to 2018/2019, the employment profile of the sector changed from predominantly white to predominantly Black¹. In 2000/2001 Black employees constituted 40% of the employees in the sector and by 2018/2019 this figure had increased to 66%.

Fasset's sector has historically been female-dominated. In 2000/2001 54% of the workers in the sector were female and by 2016/2017 this figure had increased to 58% before decreasing to 55% in 2016/2017. In 2018/2019 females represented 57% of workers the sector.

From 2011/2012, the demand for managers and professionals were higher than for occupation groups such as technicians and associate professionals, clerical support workers and elementary occupations. An average decrease of 1% per year for elementary occupations were recorded in the sector since 2011/2012.

The majority of employees in the sector are employed as managers, professionals, technicians and associated professionals and clerical support workers. Professionals are the largest occupation group in the sector. In 2018/2019 professionals constituted 32% of total employment.

Professional body membership is highly regarded in the Fasset sector and the majority of professionals belong to a professional body. The South African Institute of Chartered Accountants (SAICA) is the professional body with the largest membership in the sector and Chartered Accountants CA(SA)s are generally sought after in the market. In 2019, 38 % of SAICA's members were black and 30% were female, indicating that the development of

¹ Including African, Indian/Asian and coloured people.

black professionals within the sector is still a challenge. SAICA also makes provision for trainee membership and in 2019 49% of its trainees were black and 53% were female.

This report notes that the Association for Accounting Technicians South Africa AAT(SA) and The South African Institute of Chartered Accountants (SAICA) are one body, however, they report separately in terms of the statistics. AAT(SA) report on data concerning Accounting Technicians while SAICA specifically report on Chartered Accountants CA(SA) and Associate General Accountant (AGA).

In terms of membership numbers, SAIPA appears to be the professional body with the second largest full membership whilst CIMA has the largest student trainee membership as reported. In terms of reporting on student trainee membership, only one professional body, namely; Association of Debt Recovery Agents (ADRA) do not report on trainee membership numbers.

Various training options are available to those who are interested in a career in the sector. Grade 12 Mathematics is a prerequisite for tertiary studies in most of the study fields relevant to the sector. From 2008 to 2018 the number of matriculants who wrote Grade 12 Mathematics (new curriculum) and achieved a 40% or more pass, with variation throughout the 10-year period, dropped. The decrease in Grade 12 mathematics has a negative effect on the skills pipeline that feeds into the sector.

In 2019 the Department of Basic Education changed the reporting criteria per subject from above 40% to above 30%. This resulted in a challenge with comparatively looking at and analysing the achievement over a period of time. The Department has however since 2015 commenced with reporting on enrolment per subject. The purpose of this was to measure enrolment over a period of time.

In 2019 around 409 000 learners achieved Grade 12, this is 81% of those who wrote the exams for NSC qualification. Since 2015, there has been a steady decrease in the number of learners enrolled for and achieved Mathematics and Accounting as entry level programmes. In 2019, it is recorded that 256338 learners enrolled for Mathematics, while only 139961 achieved it at 30% and more. Similarly, 91 581 learners wrote Accounting in 2019, and only 71800 are recorded to have achieved with 30% and more. This indicates towards the narrowing of the pipeline of new entrants into Accounting and related fields.

Statistics on under-graduate and post-graduate qualifications in the broad study fields "Accounting" and "Other business and commerce" were obtained from the Department of Higher Education and Training's (DHET) Higher Education Management Information System (HEMIS) database. Two types of qualifications were relevant at National Qualifications Framework (NQF) Level 8: postgraduate diplomas and honours degrees. From 2001 to 2018, both qualifications showed an increase in numbers although not to the same extent as first degrees.

The completion of a SAICA accredited postgraduate Certificate in the Theory of Accounting (CTA) programme or equivalent on NQF level 8 is needed for access to the first of two of SAICA's qualifying examinations. Until 2014, less than half of the students who enrolled for the CTA completed the qualification successfully. From 2002 to 2015, the number of enrolments decreased but the total pass rate increased to 51%. A large increase in enrolments was observed in 2016. The increase in the CTA enrolments is due to the increase of enrolments at UNISA into the CTA level 2 programme in 2016. In 2016, more Africans but fewer coloureds, Indians and whites sat the exam than in 2002.

From 2001 to 2019, SAICA's Part I and APC (formerly Part II) exams showed increases in the number of enrolments. The Part I exam showed an increase in African and female enrolments and passes, but the number of white and male enrolments and passes decreased. In 2019, Whites had the most success in both exams and female passes exceeded male passes for both exams

Since its introduction, the APC candidate enrolments have steadily increased. In 2019, the highest number of candidates to date enrolled in the APC examinations. i.e. 3 560 candidates. In terms of achievements, only 2 024 (57%) achieved a pass. This the lowest achievement since the 2014 and a 12% decreased from 2018-2019

Of all Fasset's learnerships, the Chartered Accountant: Auditing learnership had the highest number of successful completions since 2000/2001. Of total learnership enrolments, 49 830 were successfully completed, while the completion rate for the Chartered Accountant: Auditing learnership was 71%.

Fasset's lifelong learning training events are skills development initiatives to assist smaller employers in the sector to keep up-to-date with sector developments. From 2006/2007 to 2018/2019, Fasset offered 184 860 learning opportunities to people in the financial sector.

Most of the skills shortages (or scarce skills) reported in the sector related to a lack of professional financial skills such as accountants, external auditors and financial investment advisors. Graduate trainees who had completed their CTAs (NQF level 8), especially African and disabled candidates were specifically in short supply.

In conclusion, Fasset progressed in many aspects since its establishment in March 2000. Over the nineteen-year review period the Seta experienced growth in levy income, which is related to growth in employment. At the same time the sector transformed from being predominantly white to being predominantly black².

² African, coloured and Indian.

1 INTRODUCTION

Fasset is the Sector Education and Training Authority (SETA) for the Finance and Accounting Services Sector. The organisation was established in March 2000 in terms of the Skills Development Act (Act 97 of 1998). In 2001 Fasset started collecting and analysing information on its sector and has continued doing so ever since. The reason for the collection of labour market information is to inform skills planning and funding decisions of the SETA. The information also serves to monitor transformation in the sector.

The purpose of this report is to combine and analyse information collected over the years in order to present an overall picture of what has happened in the Fasset sector over the period 2000/2001 to 2018/2019 in terms of employers' participation in the levy-grant system, employment trends and skills shortages. Most of this information is collected through the annual Mandatory Grant applications submitted by employers to Fasset.

In addition, Fasset has also been monitoring the supply side of the labour market. The key elements of the education and training system that have a direct bearing on the supply of skills to the sector are the National Senior Certificate exams, student output from Technical and Vocational Education and Training (TVET) colleges, student output from universities and universities of technology, skills formation in the workplace and trends in professional body membership. This information is also presented in this report.

Where possible, information is given for the entire period from 2000/2001 to 2018/2019. However, some of the indicators used cannot be given for the whole period because of changes in the grant system or because of changes in the grant application formats. In these instances, only the most recent years are provided.

The mandatory grant applications represent only a certain percentage of the employees in the sector and the percentage varies from year to year as grant submission rates vary. In order to compensate for employees not represented in the Mandatory Grant applications and for variations in submission rates, the employment profile data received in every year was weighted and, in this way, extrapolated to sectoral totals. This was done by using the levy amount paid as a proxy for employment. Weighting was done separately for each of the subsectors, because of wage differentials that occur between subsectors. Annexure A provides more detail about the weighting process and the weights applied to the data.

Fasset's sector is demarcated according to the Standard Industrial Classification (SIC), an economic classification system that is used in the National Accounts and in several of Statistics South Africa's surveys. The sector includes 16 SIC codes at the five-digit level. To simplify the analysis Fasset has grouped the SIC codes into seven subsectors. The SIC codes, the economic activities that they represent and the clustering of SIC codes into subsectors are depicted in Table 1-1.

Table 1-1 Subsector demarcation

SIC Code	SIC Description	Subsector
81904 88103	Investment Entities & Trusts Company Secretary Services	Investment Entities & Trusts & Company Secretary Services
83110 83120 83121 88102	Administration of Financial Markets Security-dealing Activities Stockbroking Asset Portfolio Management	Stockbroking & Financial Markets
83180	Development Corporations & Organisations	Development Organisations
88101 88120 88121 88122 88123	Tax Services Accounting, Bookkeeping & Auditing Activities Tax Consultancy Activities of Accountants & Auditors registered in terms of the Public Accountants & Auditors Act Activities of Cost & Management Accountants Bookkeeping Activities, including Relevant Data Processing & Tabulating Activities	Accounting, Bookkeeping, Auditing & Tax Services
83190	Activities Auxiliary to Financial Intermediation	Activities Auxiliary to Financial Intermediation
88140	Business & Management Consulting Services	Business & Management Consulting Services
91108 9110E	South African Revenue Service (SARS) National Treasury Provincial Treasuries	SARS & Government Departments

Chapter 2 of this report focuses on organisations in the sectors' participation in the levy-grant system. Participation in the system has two sides: on the hand it refers to the payment of the SDL and on the other it refers to the claiming of grants – both mandatory and discretionary grants. Chapter 3 provides a profile of the sector. In Chapter 4 trends in education and training relevant to the sector are discussed. Chapter 5 deals with skills shortages (also known as scarce skills) in the sector. Some of the key conclusions emanating from this trend analysis are presented in the final chapter of this report.

2 PARTICIPATION IN THE LEVY-GRANT SYSTEM

2.1 INTRODUCTION

In this chapter the participation of organisations in the levy-grant system administered by Fasset from the financial year 2000/2001 to 2018/2019 is analysed.

The diagram below illustrates Fasset's funding structure, based on the levy-grant system, as stipulated in the SETA Grant Regulations, 2012.

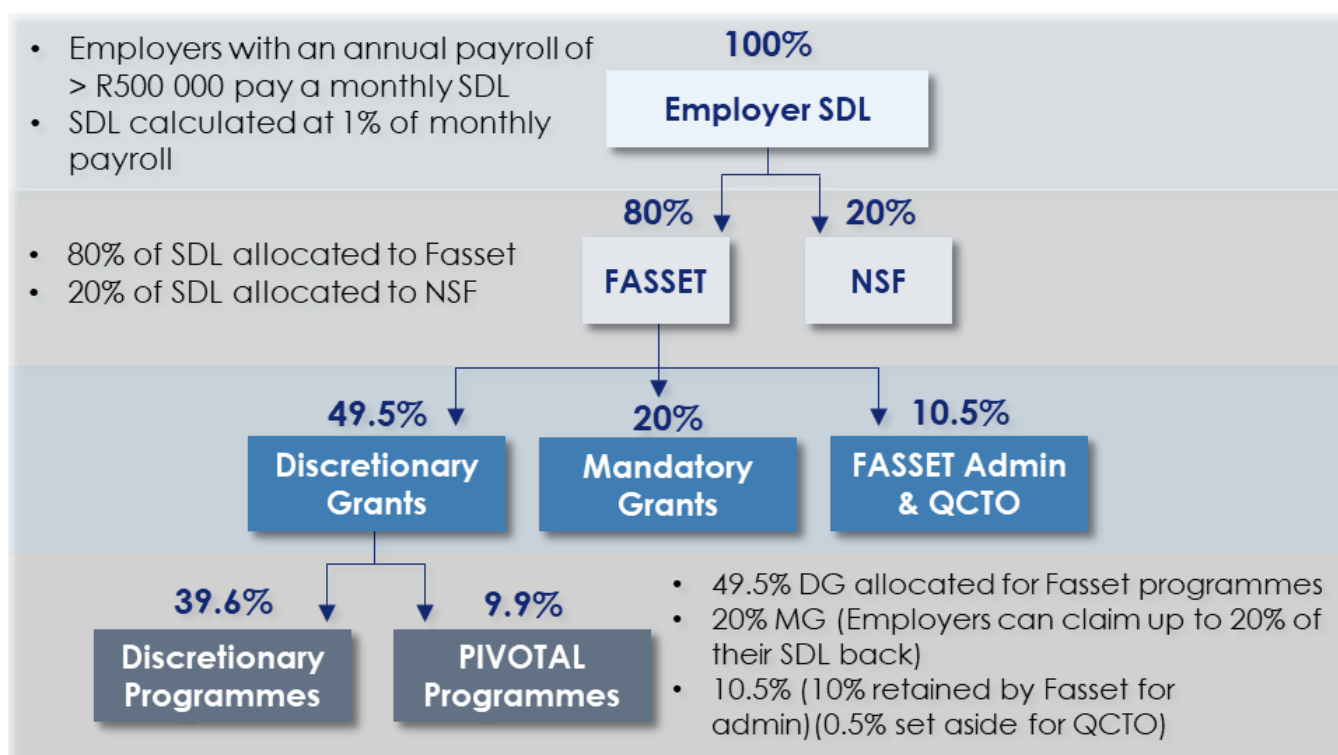


Figure 2-1: Fasset's funding structure

As the name suggests the system consists of two components:

1. the **income side** (for the SETAs) consisting of the **skills development levy** (SDL) paid by organisations in the sector
2. the **grant side** consisting of **moneys paid to organisations** that claim back portions of their SDL by **applying for the grants** offered by the SETA.

Levy-paying organisations include all organisations that fall within the levy threshold and consequently pay the SDL to Fasset. The levy threshold refers to a threshold set by Government from time to time to determine which organisations are obliged to pay the SDL and which organisations are exempt. In the 2000/2001 financial year the SDL was phased in and employers only had to pay 0.5% of their total payrolls. From 2001/2002 onwards the full 1% levy was payable.

The grant system consists of two components: mandatory grants and discretionary grants:

- **Mandatory grants** consist of grants payable upon the submission by organisations of WSPs and ATRs. These grants are mandatory in the sense that the SETAs are obliged to pay the grant to organisations that apply and meet the grant requirements irrespective of the skills development areas for which the organisations utilise the grant moneys.
- Contrary to mandatory grants, SETAs can structure **discretionary grants** to suit the specific needs of their sectors.

The levy-grant system underwent a few major changes over the years. The most important of these are the following:

- When the levy-grant system was introduced in 2000/2001, the threshold was set at R250 000 per year. That means that all organisations with a total payroll of R250 000 per year or more had to pay the SDL. In 2006 this amount was raised to R500 000 per year. The threshold is set in nominal terms and apart from the once-off change, it has never been adjusted for inflation.
- In the first years of the system the WSP and ATR grants were two separate grants. However, in 2005 they were consolidated and became a single mandatory grant.
- From the beginning of the system up to 2013 organisations could claim back 50% of their SDL through the mandatory grants. On 3 December 2012 new funding regulations were promulgated with implementation starting on 1 April 2013. The new regulations lowered the amount available for mandatory grants to 20%.

All these changes had an effect on the total grant system and on organisations' participation in the system. Chapter 2 is divided into three sections: The first deals with levy paying organisations and levy payments, the second focuses on the claiming of mandatory grants and the third section deals with the claiming of discretionary grants.

Participation in the grant system is viewed from different perspectives: the total amounts available for and paid in respect of grants; participation in the specific grants; participation of organisations from different size categories; and participation of organisations in the different subsectors.

2.2 LEVY PAYING ORGANISATIONS

Fasset started in 2000/2001 with almost 7 600 levy paying organisations (Figure 2-1). This number increased slightly in the following year and stayed in the region of 8 000 up to 2005/2006. In 2006/2007 when the levy threshold was lifted to a payroll of R500 000 per annum, the number of levy paying organisations dropped by almost 5 000 organisations. That means that the sector includes a very large number of small organisations and one-person practices that, at that time, had salary bills between R250 000 and R500 000. The fact that these organisations still exist in the sector is evident from the numbers from 2006/2007 and onwards. Because the levy threshold was not adjusted for inflation, the small organisations systematically crept back into the levy-payer group. In the 2016/2017 financial year the number of levy payers was only 473 short of the original number with which Fasset started in 2000/2001. The number of levy payers increased to 8 589 in the 2018/2019 financial year.

The levy amounts depicted in Figure 2-1 are nominal values and as could be expected, it increased steadily over the eighteen-year period under review.

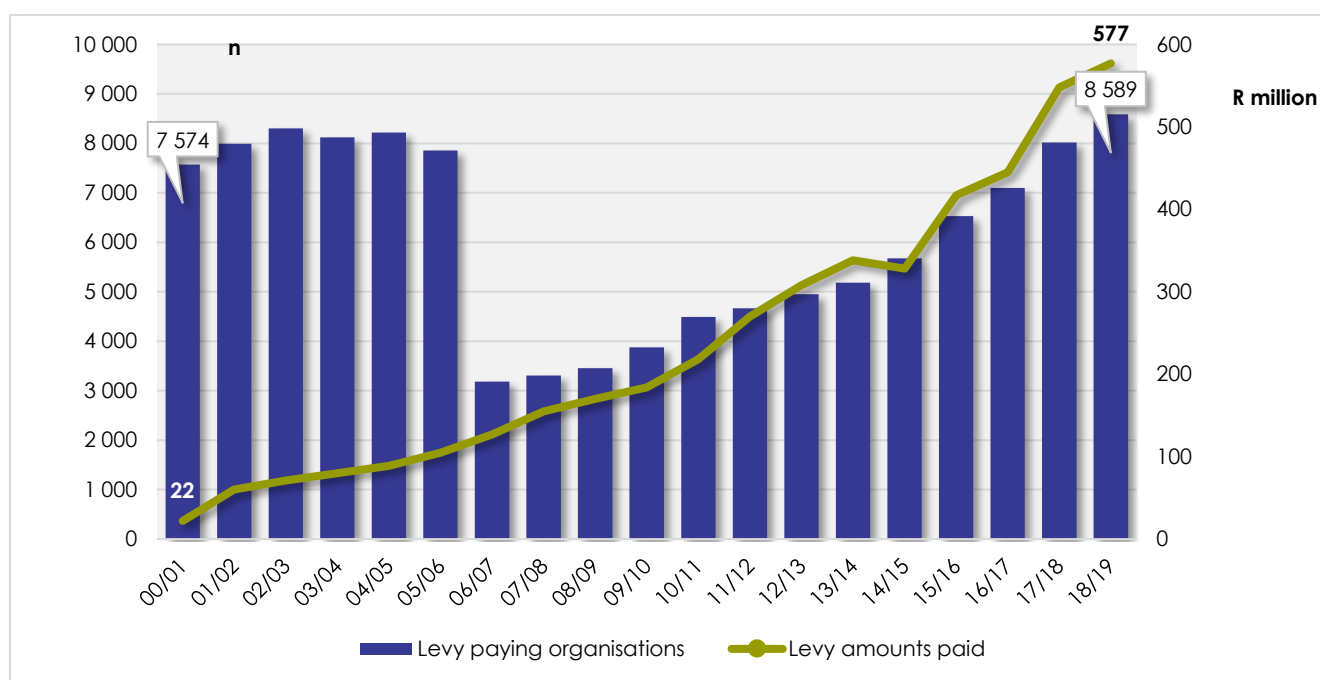


Figure 2-2: Number of levy paying organisations and levy amounts paid: 2000/01–2018/19

2.3 PARTICIPATION IN THE MANDATORY GRANT SYSTEM

The extent to which organisations in Fasset's sector participated in the Mandatory Grant system is illustrated in Table 2-1. Column A indicates the total number of levy-paying organisations in each year and column B the total levy amount paid by all these organisations. Column C indicates the number of organisations that participated in the Mandatory Grant system while Column D expresses the number of organisations that claimed mandatory grants as a percentage of the levy paying organisations in that year. Column E indicates the total levy amounts paid by the organisations that claimed mandatory grants and Column F expresses their levy amount as a percentage of the total levy amounts paid to Fasset in that year. It is this last column that is the most important because it indicates to what extent the organisations that claimed mandatory grants (and therefore submitted employment profiles to Fasset) represent the workforce in the sector.

In 2000/2001 only 13% of the levy paying organisations participated in the Mandatory Grant system. This increased to 22% in 2001/2002. From 2001/2002 to 2005/2006 the participation rates increased marginally. In 2006/2007 the participation rate spiked to 55%. However, this was the result of the lifting of the levy threshold and the fact that the number of levy-paying organisations dropped to just more than 3 000 while the number of organisations that claimed mandatory grants remained more or less the same. In 2006/2007 to 2008/2009 the number of organisations that claimed and the participation rates levelled off. But from 2009/2010 to 2014/2015 the actual number of organisations that claimed as well as the participation rates dropped. Between 2015/2016 and 2018/2019 the number of organisations that claimed mandatory grants increased although the participation rate dropped slightly.

Through all the years since 2001/2002 the organisations that claimed mandatory grants paid more than 60% of the total SDL received by Fasset. It therefore stands to reason that they represented more than 60% of the employees in the sector. In some of the years this percentage went up to 84% or 85%. In the last eight years the percentage dropped from 78% to 60%. Despite this drop these organisations still contributed more than two thirds of the total levy and most probably employ more than two thirds of the workers in the sector.

Table 2-1 Levy paying organisations and organisations that claimed mandatory grants: 2000/01-2018/19

Year	Levy-paying organisations		Organisations that claimed mandatory grants			
	A	B	C	D	E	F
	Number of organisations	R (mill) levies paid	N	% of levy payers	Levies paid R mil	% of levies
2000/2001	7 574	22	985	13	12	53
2001/2002	7 992	60	1 778	22	40	66
2002/2003	8 303	71	2 024	24	48	67
2003/2004	8 123	80	2 253	28	59	74
2004/2005	8 218	89	2 453	30	66	75
2005/2006	7 853	105	2 077	26	79	75
2006/2007	3 184	127	1 754	55	107	84
2007/2008	3 306	155	1 746	53	129	84
2008/2009	3 453	170	1 790	52	144	85
2009/2010	3 879	184	1 415	36	150	81
2010/2011	4 492	218	1 084	24	162	74
2011/2012	4 666	270	990	21	211	78
2012/2013	4 947	308	995	20	215	70
2013/2014	5 185	338	909	18	241	71
2014/2015	5 676	328	900	16	221	67
2015/2016	6 529	417	1 001	15	275	66
2016/2017	7 101	445	1 058	15	296	66
2017/2018	8 019	548	1 113	14	343	63
2018/2019	8 589	577	1 088	13	347	60

Source: Fasset data system 2019.

Table 2-2 provides detailed information on levy paying organisations and organisations that participated in the mandatory grants between 2000/2001 and 2018/2019. In this table organisations are grouped according to the levy amounts paid in a particular year. Small organisations are those that paid less than R10 000. Medium sized organisations are those that paid between R10 000 and R99 999. Large organisations are those that paid R100 000 or more. The table also includes information on the number of organisations in each size category that submitted mandatory grant applications in that year and the levy amounts paid by them. The table illustrates the fact that there was throughout all the years much better participation from the medium and large organisations than from the small ones.

Table 2-2 Levy paying organisations and organisations that claimed mandatory grants according to levy size: 2000/01 – 2018/19

Year	Size of Levies*																	
	Small				Medium				Large				Total					
	Levy payers		Grant participants		Levy payers		Grant participants		Levy payers		Grant participants		Levy payers		Grant participants			
	N	R (Mil)	N	R (Mil)	N	R (Mil)	N	R (Mil)	N	R (Mil)	N	R (Mil)	N	R (Mil)	N	R (Mil)	% of Levy payers	% of levies
00/01	7 341	6.0	883	1.2	203	5.3	78	2.4	30	10.2	24	7.9	7 574	21.5	985	11.5	13	53
01/02	7 377	10.7	1 484	3.3	541	14.3	241	6.9	74	35.5	53	29.8	7 992	60.5	1 778	40.0	22	66
02/03	7 579	11.8	1 661	4.3	632	17.1	302	8.2	92	42.6	61	35.7	8 303	71.4	2 024	48.2	24	67
03/04	7 360	13.2	1 850	5.2	665	17.2	323	8.3	98	49.1	80	45.3	8 123	79.6	2 253	58.8	28	74
04/05	7 374	14.3	1 976	5.5	743	19.4	399	10.6	101	55.2	78	50.1	8 218	88.9	2 453	66.3	30	75
05/06	6 888	11.4	1 494	4.9	834	21.6	482	12.5	131	72.4	101	61.1	7 853	105.5	2 077	78.6	26	75
06/07	2 038	8.8	972	5.1	990	26.5	664	18.0	156	92.0	118	83.7	3 184	127.4	1 754	106.8	55	84
07/08	1 969	8.7	848	4.8	1 149	31.9	755	21.9	188	114.0	143	102.7	3 306	154.5	1 746	129.5	53	84
08/09	1 973	7.9	779	4.5	1 274	35.8	851	24.9	206	126.3	160	114.4	3 453	170.0	1 790	143.7	52	85
09/10	2 308	8.8	496	2.8	1 348	36.5	739	22.0	223	138.6	180	125.0	3 879	183.9	1 415	149.8	36	81
10/11	2 744	10.9	319	1.9	1 510	40.9	582	18.6	238	166.6	183	141.2	4 492	218.3	1 084	161.7	24	74
11/12	2 777	10.9	240	1.5	1 627	44.3	562	18.2	262	214.5	188	191.6	4 666	269.8	990	211.3	21	78
12/13	2 792	12.2	223	1.4	1 862	51.3	578	18.7	293	244.6	194	195.0	4 947	308.0	995	215.1	20	70
13/14	2 831	12.6	184	1.2	2 040	57.5	539	18.8	314	267.8	186	220.6	5 185	337.8	909	240.5	18	71
14/15	3 065	13.8	153	1.0	2 279	64.2	546	19.1	332	249.7	201	200.9	5 676	327.7	900	220.9	16	67
15/16	3 146	14.5	149	1	2 947	85.6	584	21.5	436	316.6	268	252.2	6 529	416.7	1 001	274.5	15	66
16/17	3 484	16.5	194	0.9	3 149	92.4	579	22.3	468	336.2	285	272.3	7 101	445.1	1 058	295.5	15	66
17/18	3 799	22.4	132	1.1	3 678	136.7	662	33.4	542	388.7	319	308.2	8 019	548.1	1 113	342.6	14	63
18/19	3 915	23.5	118	0.9	4 048	151.5	646	33.0	626	402.5	324	314.5	8 589	577.4	1 088	348.4	13	60

*Small: Less than R10 000; Medium: R10 000 to R99 999; Large: R100 000 and more. Source: Fasset data system 2019.

Table 2-3 indicates the participation of organisations in the mandatory grants according to the employment size of the organisation. From 2001/2002 to 2008/2009 participation increased considerably, largely due to an increase in the participation of small organisations. In 2008/2009 participation reached a peak with 1 790 organisations claiming mandatory grants. The number of small organisations (49 and less employees) that submitted mandatory grant applications remained quite high from 2001/2002 to 2009/2010, followed by a substantial drop in 2010/2011. Since then the participation gradually decreased before increasing to 937 organisations in 2016/2017. In 2018/2019, approximately 870 small organisations claimed mandatory grants. The number of medium and large organisations showed an average annual increase of 5% and 4% respectively.

From 2000/2001 to 2018/2019 the total levy contributions (nominal value) from the organisations that claimed mandatory grants increased from R11.5 million to R348.4 million at an average annual rate of nearly 21% (Table 2-3).

Table 2-3 Organisations that claimed mandatory grants according to employment size: 2000/01 – 2018/19

Year	Employment size						Total	
	Small		Medium		Large			
	N	R (Mil)	N	R (Mil)	N	R (Mil)	N	R (Mil)
2000/2001	825	1.7	61	1.7	44	8.1	930	11.5
2001/2002	1 661	8.9	81	8.1	36	23.0	1 778	40.0
2002/2003	1 919	13.0	69	7.6	36	27.6	2 024	48.2
2003/2004	2 144	15.3	73	9.9	36	33.6	2 253	58.8
2004/2005	2 346	17.8	65	10.8	42	37.7	2 453	66.3
2005/2006	1 942	21.0	89	11.9	46	45.7	2 077	78.6
2006/2007	1 557	25.4	133	17.2	64	64.2	1 754	106.8
2007/2008	1 547	31.6	140	22.1	59	75.8	1 746	129.5
2008/2009	1 581	33.6	141	28.6	68	81.6	1 790	143.7
2009/2010	1 187	28.4	154	29.5	74	92.0	1 415	149.8
2010/2011	887	28.3	125	24.3	72	109.1	1 084	161.7
2011/2012	813	36.7	117	31.0	60	143.6	990	211.3
2012/2013	831	34.5	101	25.4	63	155.3	995	215.1
2013/2014	751	37.9	99	24.6	59	178.0	909	240.5
2014/2015	733	36.9	100	24.7	67	159.3	900	220.9
2015/2016	788	52.8	134	40.2	79	181.5	1 001	274.5
2016/2017	937	54	134	40.4	87	200.6	1 158	295.5
2017/2018	887	78.6	143	54.3	83	209.7	1 113	342.6
2018/2019	870	80.6	135	47.4	83	220.4	1 088	348.4
AAG (%)	0.3		5		4		1	

*Small: Fewer than 50 employees; Medium: 50 to 149 employees; Large: 150 & more employees.

Source: Fasset data system 2019.

2.4 PARTICIPATION IN THE DISCRETIONARY GRANTS

The Fasset Discretionary Grants have undergone a number of changes since Fasset's inception. This relates to both the type of grants as well as eligibility criteria for these grants. The following diagram depicts the different Discretionary Grants over time:



Figure 2-3: Discretionary Grant evolution

2.4.1 Strategic Cash Grant (SCG)

From 2005/2006 to 2012/2013 organisations registered with Fasset could claim back 30% of their levies through the Strategic Cash Grant (SCG).

Specific areas were determined to be of strategic importance to Fasset's sector and the SCG was allocated to initiatives that cover these strategic areas. The criteria for the SCG changed annually, depending on the priorities of the sector at that time.

Over the years only a small number of medium and large organisations claimed this grant. The last year of the SCG was 2012/2013 (1 April 2012-31 March 2013). The SCG was replaced with the PIVOTAL Grant in 2013/2014 for medium and large organisations.

Table 2-4 SCG: Participating organisations and pay-outs, 2005/06 – 2012/13

Year	Organisations	Amount paid
	N	Rand (Mil)
2005/2006	44	22.3
2006/2007	30	9.5
2007/2008	45	8.4
2008/2009	37	14.9
2009/2010	47	13.0
2010/2011	37	16.3
2011/2012	31	18.1
2012/2013	41	17.1
Total		119.5

Source: Fasset data system 2015.

2.4.2 Learnership Cash Grant (LCG) and the Learnership Employment Grant (LEG)

The Learnership Cash Grant (LCG), which was discontinued in 2016/2017, paid for specific learners enrolled on learnerships in the sector. The grant was only available to small organisations (fewer than 50 employees) in the sector. In 2012/2013, the LCG criteria was adjusted and it was only payable in respect of Black African learners. Over the years only a small number of employers claimed these grants. Since 2011/2012, when the grants were limited to Black African learners, the number of learners for whom the LCG was claimed dropped dramatically.

Table 2-5 LCG/LEG: Participating organisations, learners and pay-outs, 2007/08 – 2018/09 (small organisations)

Year	Organisations	Learners	Amount paid
	N	N	Rand (Mil)
2007/2008	145	409	11.0
2008/2009	214	643	17.1
2009/2010	217	576	14.6
2010/2011	165	500	6.5
2011/2012	112	269	3.2
2012/2013	101	209	4.1
2013/2014	74	174	3.5
2014/2015	89	256	4.9
2015/2016	88	253	4.9
*2016/2017	41	134	4
2017/2018	92	1 063	31.5
2018/2019	127	276	11.3
Total			105.3

*The LCG Grant was replaced by the Learner Employment Grant (LEG) in 2016/2017.

Source: Fasset data system 2019.

During 2016/2017, after the LCG was discontinued, it was replaced by the Learner Employment Grant (LEG). While all organisation (small, medium and large) are eligible for the Grant, Table 2-5 above only include small companies that participated in the LEG, for continuity in reporting.

The LCG, as well as the LEG, was only available to all Black African learners and Disabled learners. After the introduction of the LEG, the criteria were changed in 2017/2018 to also include Coloured African learners residing and employed in the Northern Cape (NC) and Western Cape (WC). This change explains the large uptake in the number of learners from 2016/2017 to 2018/2019.

The data for 2018/2019 shows the number of approved grant claims for all small companies (0-49 employees) who meet the requirements (this includes Non-Levy Payers (NLP) with an annual payroll of less than R500 000 as well as levy payers with an annual payroll of R500 000 or more).

2.4.3 PIVOTAL Grants and LEG

In 2012/2013 the PIVOTAL Grant (a new Discretionary Grant) was introduced to replace the SCG for medium and large organisations (only medium and large organisations were eligible for the PIVOTAL Grant). The grant was capped at 49.5% of the SDL, and only payable in respect of Black African learners and Disabled learners. **This grant was discontinued in 2016/2017.**

Companies could claim for the following PIVOTAL programmes:

- Specific learners who have registered on or completed learnerships
- Academic and professional study to specific employed and unemployed learners who have successfully completed a course of study at recognised institutions or professional bodies.
- Quality-Assured and Structured Workplace Experience where specific learners entered or completed full-time, on-the-job training (excluding learnerships).

Table 2-6 PIVOTAL Grant: Participants and pay-outs 2013/14 – 2014/15

Year	Organisations	Learners	Amount paid
	N	N	Rand (Mil)
2013/2014	99	1 162	48.7
2014/2015	49	1 618	34.9
2015/2016	25	1 408	27.8

Source: Fasset data system 2016.

In 2016/2017 the PIVOTAL grant was discontinued and replaced by three separate grants (Learnership Employment Grant (LEG), Bursary Grant (BG) and the Non-PIVOTAL Learner Employment Grant (NLEG) for all employers (small, medium and large).

Initially, during its introduction year, the three grants were only available for Black African learners and Disabled learners. In 2017/2018 this was changed to also include Coloured African learners residing and employed in the Western Cape and Northern Cape.

The number organisations who participated in each of the three grant schemes, the learners who benefitted from each of the grants, and the grant pay-outs are presented in three splits for each grant type in tables 2-7 to 2-9. The data refers to only **medium and large** organisations.

Table 2-7 Learner Employment Grant (LEG) Participants and pay-outs 2013/14 – 2018/19 (medium and large organisations)

Year	Organisations	Learners	Amount paid
	N	N	Rand (Mil)
2013/2014	65	1 695	28.2
2014/2015	30	1 015	19.3
2015/2016	23	1 290	23
*2016/2017	45	1 099	32.4
2017/2018	35	1 085	31.7
2018/2019	61	1 521	62.3

*The PG Learnerships was replaced by the Learner Employment Grant (LEG) in 2017.

Source: Fasset data system 2019.

Table 2-7 reflects data for the Learner Employment Grant (LEG) for medium (50-149 employees) and large organisations (150 or more employees), previously referred to as the PIVOTAL Grant learnership grant before 2016/2017.

Table 2-8 Bursary Grant (BG) Participants and pay-outs 2013/14 – 2018/19

Year	Organisations	Learners	Amount paid
	N	N	Rand (Mil)
2013/2014	30	879	19.2
2014/2015	22	565	11.9
2015/2016	26	610	14
*2016/2017	29	489	17.1
2017/2018	17	338	11.3
2018/2019	27	588	23.4

*The PG Bursaries was replaced by the Bursary Grant (BG) in 2017.

Source: Fasset data system 2019.

The Bursary Grant (BG) incentivises employers who financially assists unemployed learners in full-time studies to complete their tertiary studies. Qualifications linked scarce skills are a criteria. The data recorded for 2018/2019 reflects that 588 learners from 27 organisations were approved for grants claimed.

Table 2-9 Non-Pivotal Learner Employment Grant (NLEG) Participants and pay-outs 2013/14 – 2018/19

Year	Organisations	Learners	Amount paid
	N	N	Rand (Mil)
2013/2014	4	23	0.1
2014/2015	7	28	0.26
**2015/2016			
*2016/2017	23	219	6.5
2017/2018	16	172	5.0
2018/2019	12	348	17.1

*The PG Internships was replaced by the Non-Pivotal Learner Employment Grant (NLEG) in 2017.

**2016 is not included; grant was discontinued, but reintroduced in 2017.

Source: Fasset data system 2019.

Table 2-9 accounts for both unemployed learners in internships (1-year minimum) and those offered permanent employment. Only qualifications linked to the latest sector scarce skills list are eligible. In 2018/2019, 12 medium-to-large size organisations were approved NLEG claims for 348 learners with about R17.1 million paid out.

2.4.4 Assessor and Moderator Grant (AMG)

In 2009/2010 Fasset decided to offer a grant to individuals who undertook training to become registered as assessors and / or moderators. The AMG covers the costs of training and the assessment of individuals against certain unit standards. After completion participants will be allowed to register as an assessor or moderator for unit standards and qualifications within the Fasset Education and Training Quality Assurance (ETQA) scope. From 2011/2012 to 2014/2015 (the last year that Fasset offered the grant) a total of R951 740 was paid out as AMG's to 309 participants (Table 2-8).

Table 2-8 AMG: Participants and pay-outs 2011/12 – 2014/15

Year	Assessor		Moderator		Total	Total grant amount
	Female	Male	Female	Male		
	N	N	N	N		
2011/2012	8	3	5	1	17	From 145
2012/2013	37	30	9	5	81	R298 509
2013/2014	42	30	2	3	77	R291 674
2014/2015	62	72			134	R298 992
Total	149	135	16	9	309	R951 740

Source: Fasset data system 2015.

2.4.5 National Student Financial Aid Scheme (NSFAS) Loan Repayment Grant

This grant was introduced in 2012/2013 to ensure the retention of learners on learnerships with Fasset employers. Experience had taught that many of the learners who enter Fasset learnerships owe large amounts to the NSFAS and discontinue their learnerships to take up higher paying jobs outside the Fasset sector so that they can repay their loans. The NSFAS Loan Repayment Grant is meant to relieve the learners from that debt burden so that they can continue with their learnerships and reach full professional status. As with all other discretionary funding, the grant is available to African learners, Coloured learners in the Western and Northern Cape and people with disabilities.

In 2013/2014 a total of 186 learners benefited from this grant and a total amount of R2.1 million was paid towards the learners' study loans. In 2014/2015 the number of grant beneficiaries dropped to 79 and less than R1 million was paid out. In 2015/2016 the number of beneficiaries increased to 143 and R4.3 million was paid out.

The 2016/17 financial year saw a sharp increase in the uptake of this particular discretionary grant. The number of grant beneficiaries shot up to 410 and the grant pay-outs to R12.5 million. In 2018/2019 approximately R9.4 million was paid out in NSFAS Loan Repayment Grants to a total number of 357 beneficiaries.

Table 2-9 NSFAS Loan Repayment Grant: Participants and pay-outs 2014- 2019

	Chartered Accountant: Auditing	Post Grad. Diploma: Prof. Accountant in Practice	Post Grad. Prof. Qualification: Prof. Accountant in Business	Prof. Qualification: Chartered Certified Accountant	General Internal Auditor	Prof. Qualification: Chartered Management Accountant	Internal Audit Technician	Total
2013/14	113	63	6		3		1	186
	R1 273 004	R728 427	R80 000		R35 000		R8 748	R2 125 179
2014/15	36	40	1		2			79
	R419 954	R497 957	R16 687		R20 000			R954 598
2015/16	109	31	1	2				143
	R3 490 974	R763 171	R25 127	R32 894				R4 312 166
2016/17	321	80	1	3		2	3	410
	R10 187 046	R2 122 265	R9 466	R100 000		R33 106	R80 000	R12 531 883
2017/18	300	52		1			2	355
	R8 098 700	R1 295 924		R20 000			R27 747	R9 442 371
2018/19	306	48	3					357
	R8 330 529	R1 045 009	R22 717					R9 398 256

Source: Fasset data system 2019.

2.5 CONCLUSIONS

The grant system consists of two components: mandatory grants and discretionary grants. Mandatory grants include grants payable upon the submission by organisations of WSPs and ATRs. These grants are mandatory as the SETAs are obliged to pay the grant to organisations that apply and meet the grant requirements. However, SETAs can structure discretionary grants to suit the specific needs of their sectors.

Fasset started in 2000/2001 with almost 7 600 levy paying organisations, that paid R22 million skills development levies (SDL). For the 2018/2019 financial period, a total of 8 589 organisations participated in the levy-grant system and the SDL for that year totalled R577 million³.

In 2000/2001 13% of the levy paying organisations participated in the Mandatory Grant system. Participation reached a peak in 2006/2007 with 55% of organisations in the sector claiming mandatory grants. However, this figure was strongly influenced by the lifting of the levy threshold to a payroll of R500 000 per year. As a result of this change the number of levy paying organisations dropped while the number of organisations that claimed

³ Levy amounts are given in nominal terms and increased steadily over the total period under review.

the Mandatory Grant remained more or less unchanged. From 2008/2009 to 2013/2014 the actual number of organisations that claimed mandatory grants as well as the participation rates dropped but both increased again in 2014/2015 and 2015/2016. This can be attributed, to a large extent, to the reduction of the Mandatory Grant from 50% to 20%.

Over the total period under review the organisations that claimed mandatory grants paid more than 60% of the total SDL received by Fasset. As the SDL is directly related to the salary bill it is fair to assume that these organisations employ more than 60% of the workers in the sector and that the employee information that was submitted to Fasset as part of the WSPs represented more than 60% of the workers.

Over the review period there was always better participation from the medium and large organisations than from small organisations.

Since the inception of Fasset, the discretionary grants have undergone a number of changes. Initially, the Strategic Cash Grant (SCG) was introduced in 2005/2006. All organisations (small, medium and large) were eligible for the SCG, and the criteria was reviewed annually in accordance with industry needs and sector priorities. In 2011/2012, the criteria for the SCG was changed to only be payable in respect of Black African n and Disabled n.

During 2012/2013, the SCG was discontinued and the Learnership Cash Grant (LCG) and the PIVOTAL Grant was introduced. Only small organisations (less than 50 employees) were eligible for the SCG, while medium (50-149 employees) and large (150 or more employees) organisations were eligible for the PIVOTAL Grant. The criteria introduced in 2011/2012 were still relevant.

In 2016/2017, the LCG and PIVOTAL Grant was discontinued, and three new grants were introduced, i.e. Learnership Employment Grant (LEG), Bursary Grant (BG) and Non-PIVOTAL Learner Employment Grant (NLEG). All organisations (small, medium and large) are eligible for these grants. In 2017/2018, the criteria for these grants were changed, and at present, all grants are payable in respect of Black African N, Disabled N, and Coloured African N residing and working in the Northern Cape and Western Cape.

Only a small number of organisations participate in discretionary grants. As mentioned earlier, the discretionary grants have undergone a number of changes over the years. In 2018/2019, the number of beneficiary n and pay-outs were recorded as follows:

- **LEG:** 1 797 learners, R 73.6 million
- **BG:** 588 learners, R23.4 million
- **NLEG:** 348 learners, R17.1 million

The AMG was introduced in 2009/2010 and from 2011/2012 to 2014/2015 a total of R951 740 grant money was paid to 309 participants.

The NSFAS Loan Repayment Grant was introduced in 2013/2014 to ensure the retention of n on Learnerships with Fasset employers. The uptake of this grant was also relatively low. In 2013/2014, 186 n benefited from this grant and a total grant amount of R2.1 million was paid out to study loans, mainly for the Chartered Accountant Auditing Learnership. In 2014/2015 the number of grant beneficiaries dropped to 79 and less than R1 million was paid out.

However, an increase in n and pay-outs was reported in 2015/2016, 143 n received the grant with over R4m paid out in claims. Participation in the NSFAS Loan Repayment Grant significantly increased in 2016/2017 with 410 n benefitting and R12.5m paid out. In the year under review, the number of grant beneficiaries dropped again to 353 n with over R9.1m paid out in claims. The majority of recipients across the years to-date were enrolled in Chartered Accountant: Auditing or the Post Graduate Diploma: Professional Accountant in Practice programmes.

3 PROFILE OF THE SECTOR

3.1 INTRODUCTION

This chapter describes the profile of the workers employed in the Fasset sector and changes in the profile based on the WSP information submitted from 2000/2001 to 2018/2019. The figures presented in this chapter portrays the situation as at the time at which the WSP information was prepared for and submitted into the Fasset data collection system.

The chapter starts with estimates of total employment in the sector. This is followed by the provincial- and the subsector distribution of employees and the race and gender breakdown. Finally, employment is discussed in terms of OFO occupational groups with further analysis of managers, professionals, technicians and associate professionals and clerical support workers.

From 2000/2001 to 2007/2008 Fasset classified employees according to the Standard Occupational Classification (SOC) main occupational groups (eight groups). In 2005/2006 the Department of Labour introduced the Organising Framework for Occupations (OFO) and required SETAs to change to this system. At that time the OFO had nine occupational groups that differed from those of the SOC. Fasset introduced the OFO in 2008/2009.

However, in 2009/2010 the DHET (who had taken over responsibility for the SETAs) changed the structure of the OFO in order to align it to the International Standard Classification of Occupations (ISCO) used by the International Labour Organisation (ILO). The changes in the occupational classification had a major impact on Fasset's ability to track changes in the occupational groups. These changes especially impacted on the reporting of trainee accountants and auditors in the data – one of the relatively large occupational groupings in the sector. The different classification systems allocated them to different major groups.

In this chapter only the 2017 version of the OFO is used in the tables that give occupational breakdowns. The information in these tables is also limited to the years since the introduction of the new format.

3.2 TOTAL EMPLOYMENT

Estimates of total employment in Fasset from 2000/2001 to 2018/2019 are shown in Figure 3-1. Employment in the first year of review was estimated at 82 811. From 2002/2003 to 2010/2011 employment increased steadily and reached 129 408 in April 2010/2011. In 2011/2012 employment dropped to 119 300 before increasing to 135 191 in 2012/2013. Employment increased to 144 772 in 2015/2016 before decreasing to 140 240 in 2016/2017. Total employment recorded for 2019 was 175 969. Employment grew at an average annual growth rate (AAG) of 5% over the 18-year period.

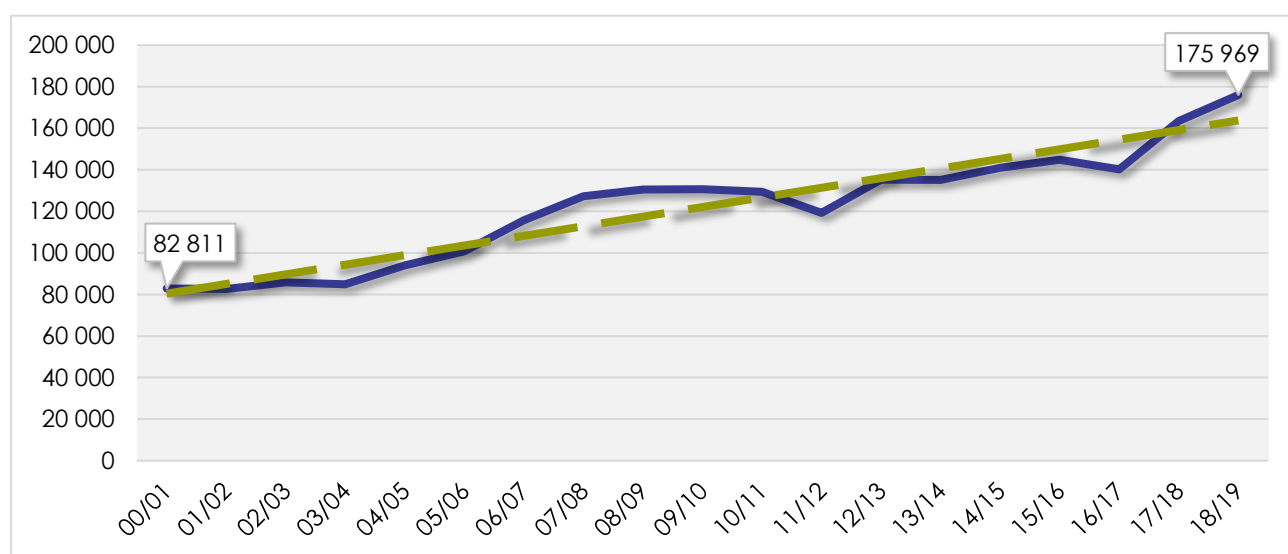


Figure 3-1 Total employment: 2000/01 – 2018/2019

Source: Fasset data system 2019.

3.3 PROVINCIAL DISTRIBUTION

Table 3-1 shows the provincial distribution of employees in the Finance and Accounting Services Sector from 2000/2001 to 2018/2019. Gauteng was the province with the largest proportion of employees in all the years of the review period. In 2018/2019, Gauteng held 48% share of employment, while the Western Cape had the second largest share of employment at 19%. KwaZulu-Natal comprised 10% of total employment. The North West, Mpumalanga, Free State, Limpopo and Eastern Cape housed between 1% and 7% of the employees in the sector. The Northern Cape had the smallest share of employment over the review period.

Table 3-1 Employment by province: 2000/01 – 2018/19

	EC	FS	GP	KZN	MP	NC	LP	NW	WC	Unknown	Total
Year	%	%	%	%	%	%	%	%	%	%	%
2000/2001	6	2	56	14	2	1	1	2	16	0	100
2001/2002	4	3	56	9	2	1	1	3	22	0	100
2002/2003	5	3	54	11	3	1	1	2	21	0	100
2003/2004	5	3	52	11	3	1	2	2	22	0	100
2004/2005	5	3	52	11	2	1	1	3	22	0	100
2005/2006	5	3	55	10	2	1	2	3	21	0	100
2006/2007	4	3	53	10	3	1	2	3	22	0	100
2007/2008	5	4	51	11	3	1	1	3	21	0	100
2008/2009	5	3	51	11	2	1	2	3	21	0	100
2009/2010	6	3	51	11	2	1	2	3	21	0	100
2010/2011	5	3	52	11	2	1	2	4	20	0	100
2011/2012	5	3	54	10	2	1	2	3	21	0	100
2012/2013	5	3	53	8	2	2	4	1	21	0	100
2013/2014	4	2	53	7	1	2	3	1	19	10*	100
2014/2015	4	2	57	8	2	2	2	1	21	0	100
2015/2016	4	2	57	8	2	2	2	1	22	0	100
2016/2017	4	2	56	8	3	2	2	1	22	0	100
2017/2018	4	2	51	7	2	1	3	1	29	0	100
2018/2019	5	3	48	10	4	1	7	2	19	0.6	100

*The large percentage of records without provincial allocation can be ascribed to poor data quality of the 2013/2014 submissions. In 2016/2017 Fasset converted to a new data collection system whereby employers had to submit individual records instead of summary data.

Source: Fasset data system 2019.

3.4 SUBSECTOR, RACE AND GENDER

Fasset's sector is grouped into seven subsectors: Investment Entities and Trusts and Company Secretarial Services; Stockbroking and Financial Markets; Development Organisations; Accounting, Bookkeeping, Auditing and Tax Services; Activities Auxiliary to Financial Intermediation; Business and Management Consulting Services and SARS and Government Departments. Estimated employment per subsector from 2001/2002 to 2018/2019 is depicted in Table 3-2, together with each subsectors' share (%) of total employment in that year. Although employment figures at subsector level fluctuated over the time period, the consistent growth of all the subsectors is evident.

The subsector Accounting, Bookkeeping, Auditing and Tax services is by far the largest subsector, accounting for over 58 000 of employment in 2018/2019. In the period 2001/2002 to 2005/2006 it employed more than half of the sector's workforce. However, its share in sectoral employment declined. This is the result of the more rapid growth of the other subsectors.

Business and Management Consulting Services is the second largest subsector over the 17-year period, holding approximately 17% of the sector's workforce. Stockbroking and Financial Markets has seen considerable growth in 2017/2018, and in 2018/2019 it had approximately 25 422 workers. This sector is the third largest sector in terms of employment. SARS, the largest organisation in the Fasset sector, did not submit WSP information before

2007/2008. Therefore, the subsector SARS and Government Departments' growth was only calculated from 2007/2008 onwards.

The population group and gender distribution of employees can be seen in Table 3-3. In 2018/2019 the Fasset sector employed 77 754 Africans, 24 854 Coloureds, 13 466 Indians and 53 023 Whites. In total, Black (African, coloured and Indian) employees constituted 66% of the sector's employees. From 2002 to 2018/2019 African employees' share of employment increased from 20% to 44%, coloureds from 9% to 14%. The share of Indians dropped from 8% to 7% for the period, and whites' share decreased from 60% in 2001/2002 to 30% in 2018/2019. From 2012/2013 onwards Fasset also collected information on the employment of foreigners. In 2019, 4% of the employees in the sector were foreign nationals.

The majority of workers in the sector is women. In 2018/2019 the sector employed 101 073 females - 57% of the sector's employees were female. The predominance of women in the sector is not new. Females were in the majority in 2001/2002 and their share in employment increased from 54% in 2001/2002 to 58% in 2015/2016 before decreasing to 55% in 2016/2017.

Table 3-3 shows the distribution of the employment by race and gender in more detail. From 2001/2002 to 2018/2019 African females showed the largest increase in numbers: from 8 651 in 2001/2002 to 46 548 in 2018/2019. In contrast, white females increased only marginally from 26 548 in 2001/2002 to 28 294 in 2018/2019.

Table 3-2 Employment by subsector: 2001/02 – 2018/19

Year	Investment Entities & Trusts & Company Secretarial Services		Stockbroking & Financial Markets		Development Organisations		Accounting, Bookkeeping, Auditing & Tax Services		Activities Auxiliary to Financial Intermediation		Business & Management Consulting Services		SARS* & Government Departments		Unknown		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
2001/02	7 029	9	9 379	11	1 294	2	44 960	54	11 306	14	7 873	10	790	1			82 632	100
2002/03	6 976	8	8 708	10	1 383	2	49 549	58	10 374	12	8 891	10					85 881	100
2003/04	7 141	8	7 674	9	1 831	2	50 183	59	7 592	9	9 837	12	570	1			84 828	100
2004/05	7 507	8	8 085	9	1 629	2	53 133	57	10 682	11	11 208	12	1 770	2			94 015	100
2005/06	5 804	6	10 185	10	1 776	2	54 247	54	9 436	9	17 636	18	1 637	2			100 722	100
2006/07	8 142	7	17 169	15	2 060	2	54 981	48	12 033	10	19 274	17	2 055	2			115 715	100
2007/08	8 439	7	14 418	11	2 144	2	53 822	42	11 181	9	21 222	17	15 978	13			127 204	100
2008/09	8 980	7	14 817	11	2 174	2	55 707	43	11 873	9	20 468	16	16 471	13			130 490	100
2009/10	9 026	7	14 890	11	2 104	2	52 954	41	12 491	10	22 129	17	17 121	13			130 716	100
2010/11	9 054	7	14 285	11	1 950	2	58 387	45	11 280	9	18 505	14	15 947	12			129 408	100
2011/12	10 479	9	12 292	10	1 886	2	48 491	41	10 694	9	19 995	17	15 464	13			119 300	100
2012/13	7 828	6	12 467	9	2 333	2	49 351	37	19 648	15	26 258	19	17 306	13			135 191	100
2013/14	11 189	8	12 080	9	1 716	1	62 460	46	11 022	8	22 354	17	14 247	11			135 068	100
2014/15	12 924	9	17 362	12	2 254	2	55 335	39	12 201	9	23 497	17	17 391	12			140 963	100
2015/16	11 984	8	16 739	12	1 548	1	56 971	39	15 497	11	27 341	19	14 692	10			144 772	100
2016/17	13 885	10	18 389	13	2 735	2	52 252	37	14 788	11	21 010	15	16 684	12	497	0	140 240	100
2017/18	11 623	7	24 189	15	5 216	3	55 523	34	21 830	13	27 034	17	17 443	11	644	0	163 503	100
2018/19	10 282	6	25 422	14	5 167	3	58 211	33	22 595	13	29 748	17	17 442	10	7 102	4	175 969	100
AAG (%)	2		6		8		2		4		8		20				5	

*SARS, the largest organisation in the sector, only submit employment figures since 2008.Source: Fasset data system 2019.

Table 3-3 Employment by race and gender 2002 - 2018

Year	African				Coloured				Indian				White				Non- South African*				Total	
	Female		Male		Female		Male		Female		Male		Female		Male		Female		Male			
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
2001/02	8 651	10	7 585	9	5 570	7	2 904	4	3 896	5	3 546	4	27 113	33	23 365	28					82 632	100
2002/03	8 772	10	7 742	9	5 668	7	2 689	3	4 155	5	3 763	4	27 845	32	25 246	29					85 881	100
2003/04	8 786	10	7 587	9	5 842	7	2 525	3	4 249	5	3 788	4	27 305	32	24 745	29					84 828	100
2004/05	11 894	13	9 712	10	6 887	7	3 275	3	5 038	5	4 192	4	28 567	30	24 450	26					94 015	100
2005/06	13 672	14	12 249	12	7 606	8	3 670	4	5 699	6	4 747	5	27 470	27	25 608	25					100 722	100
2006/07	16 525	14	18 666	16	8 413	7	5 376	5	5 632	5	5 453	5	28 025	24	30 362	26					118 453	100
2007/08	21 765	17	19 851	16	10 070	8	4 848	4	6 347	5	5 292	4	32 219	25	26 813	21					127 204	100
2008/09	22 499	17	21 376	16	10 484	8	5 045	4	6 357	5	5 443	4	32 207	25	27 079	21					130 490	100
2009/10	24 594	19	20 297	16	11 566	9	5 089	4	6 386	5	5 409	4	30 768	24	26 607	20					130 716	100
2010/11	24 468	19	20 488	16	10 111	8	4 966	4	6 758	5	5 863	5	30 456	24	26 298	20					129 408	100
2011/12	22 936	19	18 472	15	10 730	9	4 817	4	6 282	5	5 174	4	27 241	23	23 647	20					119 300	100
2012/13	27 209	20	19 125	14	11 246	8	4 999	4	6 903	5	5 652	4	30 046	22	27 115	20	661	0	1 487	1	134 444	100
2013/14	21 594	16	17 667	13	9 075	7	4 422	3	6 128	5	5 247	4	29 713	22	26 174	19	775	1	1 495	1	122 289	100
2014/15	31 327	22	22 561	16	11 053	8	5 372	4	7 512	5	6 065	4	29 253	21	25 210	18	1 010	1	1 599	1	140 963	100
2015/16	34 213	24	22 029	15	11 566	8	5 605	4	7 322	5	5 770	4	27 147	19	23 523	16	3 594	2	4 004	3	144 772	100
2016/17	33 017	24	26 117	19	10 445	7	5 772	4	7 031	5	5 961	4	26 272	19	23 241	17	862	1	1 522	1	140 240	100
2017/18	40 604	25	30 382	19	12 098	7	6 691	4	7 782	5	6 372	4	30 243	18	26 438	16	1 091	1	1 802	1	163 503	100
2018/19	46 548	26	31 206	18	17 888	10	6 966	4	7 326	4	6 139	3	28 294	16	24 729	14	1 016	1	5 856	3	175 969	100
AAG (%)	10		9		7		5		4		3		0.3		0.3		6		22		5	

Foreign nationals are classified separately from 2013. In 2016 non-South African workers include people from countries all over the world, especially Europe.

Source: Fasset data system 2019.

3.5 OCCUPATION GROUPS

As indicated earlier in this report, the last changes to the OFO that impacted on major group classification were implemented by Fasset in 2011/2012. For this reason, the analysis of occupational data is limited to the period 2011/2012 to 2018/2019.

From 2011/2012 to 2018/2019 total sector employment in the sector grew on average by 5% per year. Managers increased by 4% per year, professionals by 6%. Technicians and associate professionals grew by 3% per year, Clerical support workers grew by 6% per year, while elementary occupations decreased by less than 1% per year over the same period.

In 2018/2019, 87% of employees in the sector occupied positions as managers, professionals, technicians and associate professionals and clerical support workers (Table 3-4). Thirty two percent were employed as professionals, 29% as clerical support workers, 15% as managers and 11% as technicians and associate professionals.

Finally, the four major groups (OFO) that form the majority of sector employees i.e. Managers, professionals, technicians and associate professionals and clerical support workers are further analysed in terms of population group and gender.

3.5.1 Managers

From 2011/2012 to 2018/2019, the number of African and Coloured female managers grew on average by 13% per year, respectively. The number of African males in managerial positions increased by 10% over the same period.

In 2018/2019 Africans filled 25% of managerial positions, coloureds 10%, Indians 11%, whites 51% and foreign people 2%. Of all the managers in the sector, 46% were females.

3.5.2 Professionals

The total number of professionals in the Fasset sector across population group and gender increased from 37 107 in 2011/2012 to 55 870 in 2018/2019. The average annual growth rate for professionals in the sector is 6%.

In 2018/2019, Africans' share of professional positions in the sector was 32%, coloureds 9%; Indians 12%; whites 44% and foreign people account for 3% of professionals in the sector. More than half (51%) of all professionals in 2018/2019 were females.

3.5.3 Technicians and Associate Professionals

The number of technicians and associated professionals increased from 15 351 in 2011/2012 to 18 768 in 2018/2019 at an average rate of 3% per year (Table 3-7).

For the year under review female technicians and associated professionals across all population groups show an average growth rate of 4% for the time period. In 2018/2019, African males and white females had the highest share of positions at 21% and 22% respectively. Across population groups, Africans account for 40% of positions in the occupation group, white people 38%, followed by coloured people at 15% and Indians at 7% in 2018/2019. More than half of the people in the occupation group (54%) were female.

3.5.4 Clerical Support Workers

The occupation group, clerical support workers, grew by 6% per year from 2012 to 2019, from 33 926 to 51 478 (Table 3-8). Foreign males show the highest annual increase (23% per year from 2013 to 2019).

In 2019, clerical support worker positions were filled by 52% Africans, 26% coloureds, 5% Indians and 16% whites. Female workers filled 81% of all positions in this occupation group.

Table 3-4 Employment by major OFO group 2012 - 2018

	Managers		Professionals		Technicians & Associate Professionals		Clerical Support Workers		Service & Sales Workers		Forestry, Fishery, Craft & Related Trades Workers		Plant & Machine Operators & Assemblers		Elementary Occupations		Unknown		Total	
Year	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
2011/12	20 574	17	37 107	31	15 351	13	33 926	28	4 198	4	103	0	1 136	1	6 905	6		0	119 300	100
2012/13	25 754	19	47 012	35	15 722	12	33 181	25	8 204	6	323	0	759	1	3 622	3	231	0	134 810	100
2013/14	19 814	15	47 899	35	21 765	16	36 103	27	4 541	3	339	0	932	1	3 674	3		0	135 067	100
2014/15	24 802	18	48 435	34	19 596	14	37 898	27	5 341	4	443	0	717	1	3 731	3		0	140 963	100
2015/16	22 639	16	59 629	41	16 187	11	36 592	25	4 071	3	673	0	902	1	3 224	2	855	1	144 773	100
2016/17	21 338	15	52 583	37	14 913	11	32 427	23	6 854	5	1 252	1	1 338	1	4 694	3	4 841	3	140 240	100
2017/18	25 535	16	59 715	37	18 648	11	39 963	24	7 232	4	1 001	1	1 885	1	6 463	4	3 061	2	163 503	100
2018/19	27 261	15	55 870	32	18 768	11	51 478	29	11 407	6	1 276	1	1 627	1	6 733	4	1 549	1	175 969	100
AAG %	4		6		3		6		15		43		5		0				6	

Source: Fasset data system 2019

Table 3-5 Managers by population group and gender 2012 - 2018

	African				Coloured				Indian				White				Foreign				Other		Total
Year	Female		Male		Female		Male		Female		Male		Female		Male		Female		Male				
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N
2011/12	1 419	7	1 760	9	722	4	636	3	1 061	5	1 392	7	5 363	26	8 220	40		0		0		0	20 574
2012/13	2 156	8	2 731	11	889	3	760	3	1 159	5	1 663	6	6 002	23	9 652	37	150	1	441	2	150	1	25 753
2013/14	1 351	7	1 713	9	741	4	538	3	740	4	1 132	6	4 437	22	7 495	38	186	1	381	2	1 099	6	19 814
2014/15	2 354	9	2 911	12	985	4	791	3	1 172	5	1 630	7	5 539	22	8 580	35	279	1	562	2		0	24 802
2015/16	2 904	13	2 594	11	1 655	7	923	4	1 195	5	1 193	5	4 665	21	6 792	30	213	1	506	2		0	22 639
2016/17	2 901	14	2 933	14	997	5	802	4	1 122	5	1 217	6	4 429	21	6 523	31	151	1	265	1			21 338
2017/18	3 174	12	3 306	13	1 308	5	1 036	4	1 351	5	1 450	6	5 388	21	7 888	31	172	1	348	1			25 422
2018/19	3 406	12	3 505	13	1 715	6	1 118	4	1 433	5	1 540	6	5 711	21	8 298	30	178	1	357	1			
AAG %	13		10		13		8		4		1		1		0		3*		-3*				4

*Calculated from 2013. Source: Fasset data system 2019

Table 3-6 Professionals by population group and gender 2012 - 2018

Year	African				Coloured				Indian				White				Foreign				Other		Total	
	Female		Male		Female		Male		Female		Male		Female		Male		Female		Male					
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	
2011/12	5 010	14	4 650	13	1 738	5	1 348	4	2 477	7	2 434	7	9 153	25	10 298	28		0		0		0		37 107
2012/13	7 201	15	6 060	13	2 282	5	1 701	4	2 885	6	2 735	6	11 070	24	11 964	25	368	1	551	1	195	0		47 012
2013/14	6 961	15	5 908	12	1 868	4	1 374	3	2 543	5	2 552	5	11 421	24	12 296	26	391	1	548	1	2 036	4		47 899
2014/15	8 662	18	6 963	14	2 457	5	1 810	4	2 842	6	2 671	6	10 921	23	10 849	22	519	1	742	2		0		48 435
2015/16	10 308	17	7 583	13	3 413	6	2 265	4	3 176	5	3 208	5	11 851	20	12 215	20	2 735	5	2 875	5				59 629
2016/17	9 911	19	7 653	15	2 778	5	2 091	4	3 172	6	3 311	6	10 822	21	11 489	22	514	1	842	2				52 583
2017/18	11 707	20	9 017	15	3 033	5	2 303	4	3 363	6	3 514	6	12 100	20	12 860	22	539	1	928	2				59 364
2018/19	10 309	18	7 848	14	2 968	5	2 267	4	3 290	6	3 452	6	11 657	21	12 671	23	547	1	861	2				55 870
AAG %	11		8		8		8		4		5		4		3		7*		8*					6

* Calculated from 2013. Source: Fasset data system 2019

Table 3-7 Technicians and Associate Professionals by population group and gender 2012 – 2018

Year	African				Coloured				Indian				White				Foreign				Other		Total	
	Female		Male		Female		Male		Female		Male		Female		Male		Female		Male					
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	
2011/12	2 787	18	3 037	20	1 135	7	820	5	667	4	701	5	3 211	21	2 992	19		0		0		0		15 351
2012/13	2 560	16	2 896	18	1 313	8	929	6	603	4	528	3	3 173	20	3 296	21	62	0	362	2	0	0		15 722
2013/14	3 139	14	3 245	15	1 646	8	1 203	6	1 186	5	971	4	4 538	21	4 088	19	68	0	373	2	1 309	6		21 765
2014/15	3 752	19	3 731	19	1 500	8	989	5	1 116	6	865	4	3 980	20	3 522	18	51	0	90	0		0		19 596
2015/16	3 554	22	2 593	16	1 583	10	760	5	803	5	477	3	3 511	22	2 539	16	202		167					16 187
2016/17	3 386	23	2 747	18	1 384	9	718	5	699	5	359	2	3 144	21	2 315	16	51	0	109	1				14 913
2017/18	3 970	21	3 542	19	1 616	9	907	5	806	4	433	2	4 158	22	3 023	16	78	0	118	1				18 650
2018/19	3 563	19	3 972	21	1 606	9	1 050	6	809	4	492	3	4 048	22	3 035	16	73	0	120	1				18 768
AAG %	4		4		5		4		3		-5		3		0		3*		-17*					3

* Calculated from 2013. Source: Fasset data system 2019.

Table 3-8 Clerical Support Workers by population group and gender 2012 – 2018

Year	African				Coloured				Indian				White				Foreign				Other		Total	
	Female		Male		Female		Male		Female		Male		Female		Male		Female		Male					
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	
2011/12	10 730	32	4 112	12	6 027	18	1 162	3	1 970	6	585	2	8 085	24	1 255	4		0		0		0		33 926
2012/13	10 470	32	3 630	11	5 610	17	1 045	3	1 931	6	491	1	8 517	26	1 328	4	75	0	65	0	18	0		33 181
2013/14	8 080	22	3 591	10	4 382	12	837	2	1 535	4	505	1	8 579	24	1 622	4	123	0	72	0	6 777	19		36 103
2014/15	12 810	34	5 372	14	5 217	14	1 284	3	2 204	6	785	2	8 318	22	1 677	4	135	0	95	0		0		37 898
2015/16	14 488	40	5 458	15	4 430	12	1 127	3	2 042	6	747	2	6 374	17	1 371	4	314	1	240	1		0		36 592
2016/17	12 100	37	4 850	15	4 050	12	1 119	3	1 708	5	707	2	6 415	20	1 347	4	71	0	58	0				32 427
2017/18	15 616	39	5 961	15	5 179	13	1 368	3	2 034	5	770	2	7 617	19	1 471	4	212	1	197	0				40 424
2018/19	21 162	41	5 608	11	11 660	23	1 554	3	1 926	4	732	1	6 953	14	1 435	3	221	0	226	0				51 478
AAG %	10		5		10		4		0		3		-2		2		20*		23*					6

* Calculated from 2013: Source: Fasset data system 2019.

3.6 PROFESSIONAL BODIES/ORGANISATIONS

Professional bodies are active in developing Learnerships for the Fasset sector and broader economy. These Learnerships serve as entry routes to occupations as well as to membership of the professional bodies and to the designations conferred by the professional bodies. In addition, many professional bodies set requirements for the continuous professional development (CPD) for their members in order to retain their membership and professional standing. A number of professional bodies cooperate closely with SETAs to support a range of skills development initiatives within and outside the Fasset sector.

Office bearers and delegates of professional bodies are serving members of the Fasset Management Board or have served as members. Representatives of professional bodies are also contributing to Fasset's working committees for quality assurance and Learnerships, skills planning, development projects and work-readiness programmes, as well as auditing. In this manner professional bodies share their expertise, knowledge and resources for the greater benefit of the Fasset sector.

A number of the professional bodies are also registered as employers with Fasset for purposes of payment of the SDL on their payrolls. The membership of professional bodies associated with Fasset are analysed according to race, gender and disability. Full membership is indicated in Table 3-9 and trainee membership in Table 3-10.

The data below is for professional bodies for the year 2019. Table 3-10 illustrates the student/trainee membership of professional bodies according to population group, gender and disability. Since 2019, ACFESA have made provision for reporting on student/trainee members; this has been reflected in Table 3-10.

Table 3-9 Professional Bodies: Full membership by population group, gender and disability, 2019

No	Name of Professional Institute	Acronym	African	Coloured	Indian	White	Race unknown	TOTAL*	Male	Female	Equity Unknown	Total*	Female	African	Black***	Disabled	Disabled
			N	N	N	N	N	N	N	N		N	%	%	%	N	%
1	Association for Certified Fraud Examiners South Africa	ACFESA	1883	628	628	3139	0	6278	3766	2512	0	6278	40	30	50	1	0
2	Association for Chartered Certified Accountants	ACCA	349	17	41	149	214	770	508	262	0	770	34	45	53	0	0
3	Association of Accounting Technicians South Africa	AAT(SA)	116	13	43	171	7	350	178	172	0	350	49	33	49	0	0
4	Association of Debt Recovery Agents	ADRA	40	2	20	127	0	189	142	47	0	189	25	21	33	1	1
5	Chartered Institute of Government Finance, Audit & Risk Officers	CIGFARO	1213	117	125	328	0	1783	1074	709	0	1783	40	68	82	1	0
6	Chartered Institute of Management Accountants	CIMA**	503	49	229	1281	842	2904	1964	940	0	2904	32	17	27	4	0
7	Chartered Secretaries Southern Africa	CSSA	433	60	152	1217	54	1916	1112	804	0	1916	42	23	34	0	0
8	Institute of Accounting and Commerce	IACSA	590	69	93	417	15	1184	847	337	0	1184	28	50	64	51	4
9	Institute of Certified Bookkeepers and Accountants	ICBA	1120	348	293	2196	3	3960	1490	2470	0	3960	62	28	44	55	1
10	Institute of Credit Management	ICM	786	78	396	749	3	2012	757	1255	0	2012	62	39	63	0	0
11	Institute of Internal Auditors of South Africa	IIASA	4919	368	658	1191	31	7167	3272	3895	0	7167	54	69	83	1	0
12	South African Institute for Chartered Accountants	SAICA	6961	2008	5955	32779	1798	49501	30461	19040	0	49501	38	14	30	253	1
13	South African Institute for Tax Practitioners	SAIT	1935	362	681	4830	0	7808	4171	3637	0	7808	47	25	38	46	1
14	South African Institute of Professional Accountants	SAIPA	2289	619	958	6723	57	10646	5694	4916	36	10646	46	22	36	1	0
15	Southern African Institute for Business Accountants	SAIBA	2370	206	381	741	1365	5063	3026	1785	0	4811	37	47	58	52	1
16	Southern African Institute of Government Auditors	SAIGA	373	32	41	137	0	583	312	271	0	583	46	64	77	1	0

* The difference between total and breakdown figures is due to the unknown race/gender status of some members.

* Those institutions which do not reflect the race split are those which have indicated that they do not report on it.

* ACCA imake provision for reporting on other race categories i.e. Asian – Chinese, Malay, Pakistani

* AGA Membership Statistics included under full membership for SAICA reporting

* Disabled category included into the membership reporting

*** Black (African, coloured and Indian) members.

Source: Professional bodies, 2019.

Table 3-10 Professional bodies: Student/trainee membership by race, gender and disability 2019

No	Name of Professional Institute	Acronym	African	Coloured	Indian	White	Race un-known	TOTAL*	Male	Female	Equity Un-known	Total*	Female	African	Black***	Disabled	Disabled
			N	N	N	N	N	N	N	N		N	%	%	%	N	%
1	Association for Certified Fraud Examiners South Africa	ACFESA	33	8	0	4	0	45	21	24	0	45	53	73	91	1	1
2	Association for Chartered Certified Accountants	ACCA	1859	51	243	535	513	3201	1540	1660	1	3200	52	58	67	0	0
3	Association of Accounting Technicians South Africa	AAT(SA)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1	Association of Debt Recovery Agents	ADRA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2	Chartered Institute of Government Finance, Audit & Risk Officers	CIGFARO	813	2	4	8		827	286	541	0	827	65	98	99	0	0
3	Chartered Institute of Management Accountants	CIMA*	1775	120	440	1091	6184	9610	4440	5170	0	9610	54	18	24	119	1
4	Chartered Secretaries Southern Africa	CSSA	517	69	30	152	0	768	184	584	0	768	76	67	80	0	0
8	Institute of Accounting and Commerce	IACSA	128	2	2	15	0	147	90	57	0	147	39	87	90	0	0
5	Institute of Certified Bookkeepers and Accountants	ICBA	669	208	161	1268	0	2306	253	2053	0	2306	89	29	45	25	1
10	Institute of Credit Management	ICM	111	26	27	42	0	206	34	172	0	206	83	54	80	0	0
11	Institute of Internal Auditors of South Africa	IIASA	57	1	10	29	0	97	58	39	0	97	40	59	70	1	1
6	South African Institute for Chartered Accountants	SAICA	4277	686	1321	3833	84	10201	4587	5614	0	10201	55	42	62	216	2
13	South African Institute for Tax Practitioners	SAIT	1348	103	23	819	53	2346	253	333	0	586	57	57	63	4	1
14	South African Institute of Professional Accountants	SAIPA	571	250	167	909	24	1921	735	1162	24	1897	61	30	51	2	0
7	Southern African Institute for Business Accountants	SAIBA	846	83	107	604	1869	3509	1560	1177	0	2737	43	24	30	0	0
16	Southern African Institute of Government Auditors	SAIGA	72	1	0	0	0	73	35	38	0	73	52	99	100	0	0

* The difference between total and breakdown figures is due to the unknown race/gender status of some members.

* Some Professional Bodies no longer record and report on Student/Trainee Membership.

* Disabled category included into the membership reporting

* AGA Membership Statistics included under full membership for SAICA reporting

*** Acronyms in bold comprise 2015 membership figures.

Source: Professional bodies, 2019.

3.7 CONCLUSIONS

Professional body membership is highly regarded in the Fasset sector and the majority of professionals belong to a professional body. In terms of membership, these are categorised onto full membership and student/trainee membership.

Full Membership

The professional body with the largest membership is SAICA with a total of 49 501 full members, followed by SAIPA with 10 644 and SAIT with 7 808 full members. In terms of transformation of the member profile, SAICA has seen a 1% increase in their total pool of those constituting black people moving from 29% in 2018 to 30% in 2019. The total number of female members has remained steady with the total number of females registered with SAICA at 38% for the year 2018 and 2019 respectively.

Analysis of the total pool of Professional membership in 2019 totalled 102114 with 41550 (41%) of the pool constituting black members and 43 052 (42%) representing female members. This is an improvement from 2018 where the total number of black members accounted for 37% of the total professional members and women accounting for 40%. This shift is indicative of the ongoing transformation of the sector in terms of race and gender.

Trainee Membership

In terms of trainee membership, SAICA remains the professional body with the highest membership with a total of 10 201 for the year 2020. This accounts for 29% of the total pool and is indicative of SAICA's status within the profession. Comparatively, the total number of black trainees within the trainee membership pool remained static at 49% from 2018 to 2019. There has however been a drop in the total number of female trainee members from 56% of the total trainee membership pool in 2018 to 53% in 2019.

The race and gender transformation statistics for trainees are significantly higher than those of full members within the profession. This is indicative of a shift in accessibility into the profession and points towards it becoming a profession of choice.

In terms of inclusive reporting, an additional category disability has been included. This gives a picture on the accessibility, reasonable accommodations and overall inclusivity of the profession. SAICA has the most representative pool of categorised disabled members with only 1% of their total full membership based noted to the disabled.

4 TRAINING IN THE SECTOR

4.1 INTRODUCTION

This chapter focuses on the supply-side of Fasset's labour market – and more specifically on the flow of new entrants into the labour market. In terms of access to entry into the sector, a minimum of a senior certificate including Mathematics and Accounting or post-school education qualification is required. The profile of the workforce as highlighted in the previous chapter gives credence to this with Professional and Administrative positions serving as the entry point into key occupations such as that of Accountant and Auditor within the sector.

This chapter starts with information on pass rates in the senior certificate exams, with specific emphasis on Mathematics and Accounting. This is followed by an analysis of the output from the public higher education system in the two broad study fields that are most important to this sector. Although there are many professional bodies who play a role in Fasset's sector and whose qualifications are important, the development of Chartered Accountants (SA) (CA(SA)s) is a critical factor in the development and in the transformation of the sector. In all the years that Fasset has been monitoring its labour market, the demand for CAs has exceeded supply. At the same time employers constantly reported a shortage of Black CAs. As a consequence, both Fasset and SAICA had a focus on the learning pathway leading to CA status – a long and onerous pathway. The output figures at the different stages in the development of CAs are reported in this chapter.

The chapter also includes information on Fasset's Learnerships and on its lifelong learning programme.

Unfortunately, Fasset has not been able to obtain detailed information on n studying in TVET institutions from the DHET. Information available in the public domain is generic, and does not specify details such as population group, disability status and gender i.e. the characteristics that Fasset focuses on in its strategy.

4.2 NATIONAL SENIOR CERTIFICATE

The National Senior Certificate (NSC) examination of 2008 was the first examination that was based on the New Curriculum Statement (NCS), which requires all n in Grades 10 to 12 to take seven subjects. Two of these subjects must be South African languages, one of which must be the language of teaching and learning. Besides two languages, all n must take Life Orientation and either Mathematics or Mathematical Literacy. In addition to these four compulsory subjects, n must choose three subjects from a list of approved subjects. The NSC pass requirements are noted as follows:

- Must obtain at least 40% in your Home Language,
- Must obtain at least 40% in two other subjects,
- Must obtain at least 30% for four other subjects,
- Must pass at least 6 out of 7 subjects

Grade 12 Mathematics is a prerequisite for tertiary studies in most of the study fields relevant to Fasset. Grade 12 Accounting is not necessarily a prerequisite for tertiary studies in the field of accounting, however, bookkeepers and accounting clerks could be drawn from Grade 12 n with Mathematics and Accounting as subjects. It is also possible that Accounting at school level could spark n's interest in accounting as a career.

Table 4-1 indicates great variations in the number of candidates as well as the number of passes for the period 2008 - 2019. In 2019, the Department of Basic Education changed the per subject reporting changed from above 40% to above 30%. The department has however commenced reporting on candidate achievement of 30% and above on gateway programmes since 2015, this is outlined in Table 4-1-3.

The total number of n who wrote matric dropped by 2% in 2019 from 512 735 in 2018 to 504 303 in 2019. This is a more conservative drop compared to the 2016 – 2018 period where the total number of n who wrote matric decreased by 12% from 610 178 in 2016 to 534 484 in 2017 with a further drop to 512 735 (4%) in 2018. Over the same period, the number of n who achieved Grade 12 increased by 2% from 400 761 in 2018 to 409 906 in 2019. This is an overall improvement from the period 2016 – 2018 which saw a 13% decrease in the number of n who had achieved Grade 12. The number of n who wrote Mathematics in 2008 to 2019 has consistently decreased from 300 829 in 2008 to 222 034 in 2019.

In 2018, 86 876 passed Mathematics and in 2019 to 121 179. This is a marked improvement with a 28% annual increase.

Table 4-1 Grade 12 Statistics, 2008-2019

	Wrote Gr. 12		Achieved Gr. 12		Wrote Maths		Achieved Maths (40% and more)		Wrote Accounting		Achieved Accounting (40% and more)	
	N	% of Gr. 12	N	% of Gr. 12	N	% of Gr. 12	N	% of Gr. 12	N	% of Gr. 12	N	% of Gr. 12
2008	533 561	100	333 604	63	300 829	56	91 796	17	176 078	33	55 164	10
2009	552 073	100	334 718	61	301 654	55	90 699	16	174 347	32	52 743	10
2010	537 543	100	364 513	68	263 034	49	81 374	15	160 991	30	56 830	11
2011	496 090	100	348 117	70	224 635	45	67 541	14	137 903	28	49 368	10
2012	511 152	100	377 847	74	225 874	44	80 716	16	134 978	26	57 621	11
2013	562 115	100	439 764	78	324 097	58	97 790	17	145 427	26	60 311	11
2014	532 860	100	403 874	76	225 458	42	79 050	15	125 987	24	55 837	10
2015	644 536	100	455 825	71	263 903	41	84 297	13	140 474	22	50 906	8
2016	610 178	100	442 672	73	265 912	44	89 084	15	128 853	21	57 914	9
2017	534 484	100	401 435	75	245 103	46	86 098	16	103 427	19	44 041	8
2018	512 735	100	400 761	78	233 858	46	86 874	17	90 278	18	43 831	9
2019	504 303	100	409 906	81	222 034	44	121 179	24	80 110	16	62 796	12
AAG	-1%		2%		-3%		3%		-7%		1%	

* Annual Average Growth (AAG) calculated for the period 2008 - 2019

* 2019 per subject reporting changed from above 40% to above 30% by the Department of Basic Education

Source: Department of Basic Education, 2019.

Table 4-2 Grade 12 Statistics: 2010-2019 - Candidates' enrolment and performance in FASSET Gateway subjects at the 30% level and above – 2015 to 2019

	Accounting			Mathematics		
	Enrolled	Achieved	%	Enrolled	Achieved	%
2015	143 962	85 801	59,6	269 253	132 203	49,1
2016	137 808	95 777	69,5	285 406	145 842	51,1
2017	116 149	76 774	66,1	276 084	143 288	51,9
2018	104 553	75 801	72,5	270 516	156 899	58
2019	91 581	71 800	78,4	256 338	139 961	54,6
AAG %	-12%			-1%		

* 2019 per subject reporting changed from above 40% to above 30% by the Department of Basic Education

Source: Department of Basic Education, 2019.

4.3 HIGHER EDUCATION AND TRAINING

The DHET maintains the Higher Education Management Information System (HEMIS) database which provides information on the output from public universities and universities of technology. HEMIS classifies information according to the Classification of Educational Subject Matter (CESM). In 2008, the system was revised and the broad CESM category "Business, Economics and Management Studies" was disaggregated into 18 categories, compared to the 14 categories of the previous system. HEMIS collected data according to the revised categories from 2010 onwards. The information presented in this section was obtained from HEMIS and use the CESM categories and qualification categories used in this system.

4.4 NATIONAL DIPLOMAS AND FIRST DEGREES

Table 4-2 shows the total number of national diplomas, three-year first degrees and four-year first degrees awarded in Accounting by public higher education institutions over the period 2001 to 2019. The number of Accounting national diplomas awarded over the period increased by an average of 4% for the period 2001 (2 876) to 2019 (4 366). In 2017, the total number of Black people entering the profession with a National Accounting Diploma, First-Year Degree 3 years and First-Year Degree 4 years peaked at 11 088 (85%), commiserate with the overall increase in Accounting studies. This statistic decreased to a total of 10 767 Black People entering the profession in these categories in 2018; however, it still remains at 85% of the total pool of those entering the profession.

The study field called "Other Business and Commerce" includes Business Administration, Management and Operations; Business/Corporate Communications; Entrepreneurial and Small Business Operations; Finance and Financial Management Services; Human Resource Management Services; International Business; Management Sciences and Quantitative Methods; Marketing and Real Estate and Insurance. More national diplomas and first degrees were awarded in the study field than in Accounting (Table 4-3). The Three-year first degrees grew steadily at 8% per year between 2001 – 2016 and then decreased in 2017 by 15% with a further decrease of 9% seen in 2018. The Four-year degree also steadily grew at 5% for the period 2001 – 2016 with an increase of 15% seen in 2017 and smaller decreased of 2% in 2018.

Table 4-2 Accounting: National Diplomas and 1st Degrees by qualification type, population group & gender: 2001-2018

Year	Type of qualification				Race					Gender		
	National Diplomas	1st Degrees (3yrs)	1st Degrees (4yrs)	Total	African	Coloured	Indian	White	Total	Female	Male	Total
2001	2 876	3 550	440	6 866	3 142	481	761	2 481	6 865	3 448	3 417	6 865
2002	3 055	4 033	510	7 598	3 817	418	815	2 548	7 598	4 021	3 577	7 598
2003	3 420	4 646	668	8 734	4 484	549	872	2 830	8 735	4 649	4 085	8 734
2004	3 034	3 905	684	7 623	4 446	462	688	2 027	7 623	4 287	3 336	7 623
2005	2 898	3 596	1 915	8 409	4 639	518	707	2 543	8 407	4 770	3 638	8 408
2006	3 196	4 947	1 093	9 236	5 342	552	754	2 588	9 236	5 194	4 041	9 235
2007	2 920	5 707	1 142	9 769	5 648	600	972	2 548	9 768	5 515	4 253	9 768
2008	2 871	5 603	1 203	9 677	5 604	599	865	2 609	9 677	5 441	4 235	9 676
2009	3 207	5 544	1 294	10 045	6 088	650	777	2 530	10 045	5 725	4 321	10 046
2010	2 779	5 983	1 332	10 094	6 279	650	785	2 380	10 094	5 767	4 327	10 094
2011	3 102	6 198	1 049	10 349	6 690	639	859	2 161	10 349	5 977	4 372	10 349
2012	3 268	6 198	979	10 445	6 998	597	837	2 013	10 445	6 026	4 419	10 445
2013	3 271	6 366	1 078	10 715	7 146	598	868	2 103	10 715	6 180	4 535	10 715
2014	3 046	6 329	1 364	10 739	7 450	596	782	1 913	10 739	6 269	4 471	10 739
2015	3 116	7 081	1 326	11 523	8 126	637	832	1 930	11 523	6 699	4 824	11 523
2016	3 771	7 398	952	12 121	8 595	632	846	2 049	12 121	7 093	5 028	12 121
2017	4 399	7 430	1 188	13 017	9 462	665	961	1 929	13 017	7 692	5 325	13 017
2018	4 366	6 976	1 286	12 627	9 249	665	853	1 860	12 627	7 630	4 997	12 627
Total	58 595	101 490	19 504	179 588	113 205	10 508	14 834	41 042	179 585	102 383	77 201	179 584
AAG	3%	5%	13%	4%	7%	2%	1%	-1%	4%	5%	3%	4%

* Due to rounding, totals may vary.

Source: Department of Higher Education and Training, HEMIS, 2019.

Table 4-3 Other business and commerce: National Diplomas and First Degrees by qualification type, population group and gender: 2001 to 2018

Year	Type of qualification				Race					Gender		
	National Diplomas	1st Degrees (3yrs)	1st Degrees (4yrs)	Total	African	Coloured	Indian	White	Total	Female	Male	Total
2001	4 670	2 610	1 988	9 268	5 131	656	511	2 971	9 268	4 875	4 394	9 268
2002	4 943	2 976	1 920	9 839	5 257	733	655	3 194	9 839	5 305	4 534	9 839
2003	5 675	3 329	2 103	11 107	6 265	788	801	3 253	11 107	6 163	4 944	11 107
2004	5 422	2 676	2 125	10 223	6 344	705	662	2 512	10 223	5 811	4 412	10 223
2005	5 131	3 897	2 669	11 697	6 525	848	1 046	3 278	11 697	6 670	5 027	11 697
2006	5 736	4 490	2 146	12 372	7 373	890	986	3 123	12 372	7 278	5 094	12 371
2007	5 862	4 354	2 607	12 823	7 879	951	1 021	2 973	12 824	7 454	5 370	12 824
2008	6 367	4 791	2 707	13 865	8 668	1 057	1 107	3 033	13 865	8 139	5 726	13 865
2009	6 640	5 306	3 185	15 131	9 643	1 151	1 104	3 233	15 131	8 989	6 142	15 131
2010	6 371	5 880	3 595	15 846	9 866	1 183	1 121	3 677	15 847	9 314	6 533	15 847
2011	7 785	6 150	3 905	17 840	11 676	1 251	1 223	3 690	17 840	10 554	7 286	17 840
2012	7 969	6 353	4 252	18 574	12 688	1 296	1 154	3 436	18 574	11 210	7 364	18 574
2013	8 126	7 493	4 445	20 064	13 921	1 318	1 328	3 497	20 064	11 949	8 115	20 064
2014	8 083	7 407	4 332	19 822	13 893	1 350	1 263	3 315	19 821	11 716	8 106	19 822
2015	8 346	7 475	4 166	19 987	14 324	1 250	1 207	3 206	19 987	8 163	11 824	19 987
2016	7 248	8 659	3 491	19 399	13 620	1 364	1 152	3 264	19 399	13 381	6 018	19 399
2017	8 157	7 365	4 152	19 674	14 741	1 217	1 011	2 705	19 674	11 812	7 862	19 674
2018	8 399	6 733	4 053	19 185	15 180	1 143	902	1 961	19 185	11 303	7 882	19 185
Total	120 931	97 944	57 841	276 716	182 993	19 150	18 254	56 320	276 717	160 087	116 632	276 717
AAG	4%	7%	5%	5%	7%	4%	5%	-2%	5%	7%	5%	5%

* Totals in the different breakdowns may vary because of rounding of HEMIS data.

Source: Department of Higher Education and Training, HEMIS, 2019.

4.5 POST GRADUATE DIPLOMAS AND HONOURS DEGREES

Over the 2015 - 2019 period, there has been a 35% decrease in the awarding of Post-Graduate Diplomas from 527 (2001) to 319 (2018). In terms of Honour Degrees, there has been an increase in average number Honour Degrees awarded with 2009 dropping to 1 923 degrees and 2018 peaking a 4 649. The average annual increase in the awarding of Honours degrees has increased by 5, 98% overall. In 2001 the majority of the postgraduate diplomas and honours degrees in the Accounting and related fields were awarded to white people. With the transformation of the sector, this has gradually changed over time, however it has remained static for the period 2016 – 2018 with Black people forming 68% of the population group while white people accounted for 32%.

In the Commerce, business management and business administration category, there has been a significant decreased i.e. 48% in the number of postgraduate degrees completed for the period. There has however been an increase in the number of honours degrees completed for the period 2016 – 2018 with total increase of 29% over the period. Annual output of honours degrees grew from 2 167 in 2001 to 5 697 in 2018 at an average rate of 12% over the period.

Table 4-4 Accounting: Post-Graduate Diplomas and Honours Degrees by qualification type, population group and gender: 2001 to 2018

Year	Type of qualification			Race					Gender		
	Post-graduate Diplomas	Honours Degrees	Total	African	Coloured	Indian	White	Total	Female	Male	Total
	N	N	N	N	N	N	N	N	N	N	N
2001	614	2 168	2 782	431	100	381	1 870	2 782	1 223	1 559	2 782
2002	646	2 536	3 182	646	135	370	2 031	3 182	1 411	1 771	3 182
2003	677	2 513	3 190	639	131	436	1 984	3 190	1 449	1 741	3 190
2004	474	1 746	2 220	427	94	286	1 413	2 220	1 050	1 170	2 220
2005	491	2 533	3 024	649	138	397	1 840	3 024	1 453	1 571	3 024
2006	512	2 414	2 926	614	145	417	1 750	2 926	1 472	1 454	2 926
2007	617	2 301	2 918	556	150	365	1 847	2 918	1 498	1 420	2 918
2008	620	2 282	2 902	674	164	417	1 647	2 902	1 435	1 467	2 902
2009	746	1 923	2 669	707	150	377	1 435	2 669	1 348	1 321	2 669
2010	1 047	2 393	3 440	1 175	213	475	1 577	3 440	1 758	1 682	3 440
2011	941	2 496	3 437	1 193	221	484	1 539	3 437	1 734	1 703	3 437
2012	1 068	2 505	3 573	1 304	244	475	1 550	3 573	1 831	1 742	3 573
2013	1 014	2 796	3 810	1 592	237	502	1 478	3 809	2 036	1 774	3 810
2014	853	3 272	4 125	1 800	240	609	1 477	4 126	2 221	1 904	4 125
2015	974	3 610	4 584	2 237	270	591	1 486	4 584	2 080	2 504	4 584
2016	530	3 306	3 836	1 884	248	422	1 283	3 836	2 168	1 669	3 836
2017	527	3 791	4 318	2 119	281	524	1 395	4 318	2 414	1 904	4 318
2018	319	4 649	4 968	2 527	319	550	1 571	4 968	2 799	2 169	4 968
Total	12 670	49 234	61 904	21 173	3 480	8 078	29 173	61 904	31 379	30 525	61 904
AAG	-1,15%	5,98%	4,61%	13,61%	8,57%	3,96%	-0,21%	4,61%	5,99%	3,72%	4,61%

* Due to rounding, totals may vary. Source: Department of Higher Education and Training, HEMIS, 2019.

Table 4-5 Other business and commerce: Post Graduate Diplomas and First Degrees by qualification type, population group and gender: 2001 to 2018

Year	Type of qualification			Race					Gender		
	Post-graduate Diplomas	Honours Degrees	Total	African	Coloured	Indian	White	Total	Female	Male	Total
	N	N	N	N	N	N	N	N	N	N	N
2001	816	1 026	1 842	557	100	231	954	1 842	861	981	1 842
2002	989	1 003	1 992	658	113	325	896	1 992	920	1 071	1 991
2003	992	1 110	2 102	672	149	342	939	2 102	1 006	1 096	2 102
2004	885	1 246	2 131	685	141	292	1 013	2 131	1 028	1 103	2 131
2005	819	1 262	2 081	637	140	199	1 105	2 081	1 075	1 006	2 081
2006	873	1 071	1 944	652	125	197	970	1 944	1 076	868	1 944
2007	956	1 118	2 074	776	147	213	938	2 074	1 213	861	2 074
2008	892	1 188	2 080	710	150	232	988	2 080	1 123	957	2 080
2009	1 126	1 419	2 545	995	227	266	1 057	2 545	1 432	1 113	2 545
2010	1 463	2 010	3 473	1 168	267	346	1 692	3 473	1 829	1 644	3 473
2011	1 502	2 106	3 608	1 399	248	337	1 624	3 608	1 899	1 709	3 608
2012	1 923	1 981	3 904	1 569	268	339	1 728	3 904	2 062	1 842	3 904
2013	1 593	3 068	4 661	2 203	309	452	1 697	4 661	2 550	2 111	4 661
2014	1 995	3 159	5 154	2 604	352	487	1 711	5 154	2 816	2 339	5 155
2015	2 095	2 906	5 001	2 625	307	520	1 549	5 001	2 297	2 704	5 001
2016	2 376	4 069	6 445	3 350	377	603	2 116	6 445	3 653	2 792	6 445
2017	1 465	5 152	6 617	3 653	377	653	1 934	6 617	3 468	3 150	6 617
2018	1 131	5 697	6 828	4 307	415	631	1 475	6 828	3 564	3 264	6 828
Total	23 891	40 591	64 482	29 219	4 212	6 665	24 386	64 482	33 872	30 611	64 482
AAG	4%	12%	9%	14%	10%	7%	4%	9%	10%	8%	9%

Source: Department of Higher Education and Training, HEMIS, 2019.

4.6 MASTERS' AND DOCTORAL DEGREES

Table 4-6 shows the number of Masters' and Doctoral degrees awarded by public higher education institutions in South Africa from 2001 to 2018. The number of masters' graduates in Accounting fluctuated between 2001 and 2007, however, it has seen a steady increase since 2012 with a record number of 270 master degrees achieved in 2018. The data received from DHET, 2016 indicated that there was a slight decrease in the Masters' Degree: Commerce, Business management and Business Administration, however, this decreased for the period 2017 (2 504) to 2018 (2 375).

Over the sixteen-year period, there has been an increase in both the Accounting related Doctoral Degree and Doctoral Commence, business management and business administration degrees. In 2016 the highest number of Accounting Doctoral Degrees were recorded (27) with the Doctoral Commence, business management and business administration also peaking (195). This grow slowed in the period 2017 – 2018 with the Doctoral Accounting degrees decreasing to 20 in 2017 and a further 17 in 2018. In addition this the Doctoral Commerce and Business degrees also decreased from 292 in 2017 to 266 in 2018.

Table 4-6 Accounting and other business and commerce: Master's and Doctoral Degrees 2001 to 2018

Year	Masters degrees: Accounting & related fields	Masters degrees: Commerce, business management & business administration fields	Doctoral degrees: Accounting & related fields	Doctoral degrees: Commerce, business management & business administration fields
2001	66	1 472	6	20
2002	124	1 453	2	40
2003	88	1 449	10	53
2004	230	1 050	4	54
2005*	134	1 384	2	48
2006	175	1 332	5	43
2007	244	1 506	11	58
2008	178	1 388	9	68
2009	182	1 349	4	58
2010	123	1 648	7	63
2011	147	1 925	5	82
2012	189	1 982	6	102
2013	199	1 919	6	102
2014	207	1 990	9	119
2015	220	2 167	12	173
2016	218	2 128	27	195
2017	261	2 504	20	292
2018	270	2 375	17	266
Total	3 255	31 020	162	1 836
AAG	16%	4%	38%	19%

* Including Universities of Technology. Source: Department of Higher Education and Training, HEMIS, 2019.

4.7 PROFESSIONAL TRAINING OF CA(SA)S

An undergraduate qualification at a SAICA-accredited university is the first step towards becoming a chartered accountant. This is followed by the completion of a SAICA-accredited postgraduate Certificate in the Theory of Accounting (CTA) programme or equivalent on NQF level 8 that allows access into the first of two qualifying examinations: SAICA's Initial Test of Competence (ITC) previously known as Part I of the Qualifying Examination. Previously this was followed by a Part II examination. This was replaced in 2014 by the Assessment of Professional Competence (APC).

4.7.1 Theory of Accounting (CTA) programme

Figure 4-1 portrays the total number of CTA enrolments and completions from 2002 to 2018. There is a significant difference between the number of enrolments versus completions in every year for the period 2002 – 2014. There is an increase in completions in 2015 with an all-time high of 51% of completions, however, is could be attributed to the fact the total number of enrolments decreased by 10%.

Notwithstanding the sharp increase in enrolments from 4 899 in 2015 to 8 341 in 2016, there was a further increase of enrolments to 8405 in 2017. Completions in 2017 also drastically increased from 2 517 in 2016 to 3 604 in 2017. This equates to 43% achievement in this year and an over-all 13% increase from 2016.

A total of 109 031 CTA enrolments were recorded since 2002. Of these 40 337 (37%) were African, 6 679 (6%) coloured, 17 935 (16%) Indian and 40 667 (37%) were white, while 54 136 (50%) were female and 54 895 (50%) male.

Table 4-7 shows the population group distribution in more detail. In 2018, enrolments decreased by 8% across all race profiles with White enrolments reducing by 9% for the period 2017 to 2018.

With the decrease in enrolments, the number of successful passes has also decreased. In 2017, 23% of Blacks, 33% of Coloured, 32% of Indians and 48% of Whites successfully completed the CTA exam. Although the number of

female and male enrolments for CTA dropped from 2002 to 2015, a drastic increase in enrolments was seen in 2016. The increase in the CTA enrolments is due to the increase of enrolments at UNISA into the CTA level 2 programme in 2016. The CTA enrolments increased again in 2017 (8 405) across gender, however, it dropped by 8% (685) in 2018.

The number of female completions for the period 2016 – 2017 showed an increase over the from 1 382 to 1 656. Male completions also increased for the review period from 1 135 to 1 408 in 2017 (Table 4-8).

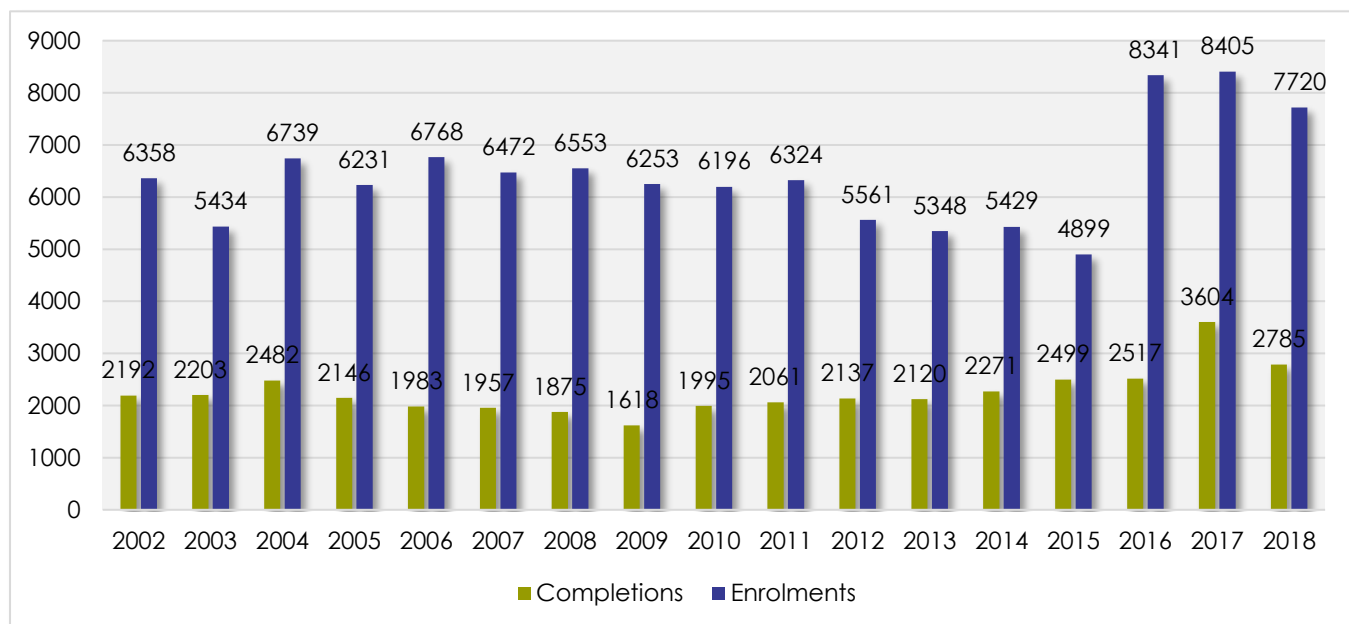


Figure 4-1: CTA Programme Enrolments and Completions, 2002-2018

Table 4-3: CTA Programme Enrolments and Completions, 2002-2018

Status	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Completions	2 192	2 203	2 482	2 146	1 983	1 957	1 875	1 618	1 995	2 061	2 137	2 120	2 271	2 499	2 517	3 604	2 785
Enrolments	6 358	5 434	6 739	6 231	6 768	6 472	6 553	6 253	6 196	6 324	5 561	5 348	5 429	4 899	8 341	8 405	7 720

Source: SAICA database, 2018.

Table 4-4 CTA programme: Enrolments and completions according to population group 2002 - 2018

Race	Status		2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
African	Enrolments	N	1 636	1 401	1 912	1 862	1 981	1 915	2 013	2 114	2 157	2 453	2 259	2 152	2 174	2 018	4 036	4 221	4 033
	Completions	N	300	371	428	351	299	320	326	323	442	520	602	617	720	788	818	1 187	
	Pass rate	%	18	26	22	19	15	17	16	15	20	21	27	29	33	39	20	28	0
Coloured	Enrolments	N	386	248	371	350	400	414	386	390	391	430	384	364	339	283	566	502	493
	Completions	N	102	79	98	111	103	110	110	93	122	151	162	142	144	134	171	187	
	Pass rate	%	26	32	26	32	26	27	28	24	31	35	42	39	42	47	30	37	0
Indian	Enrolments	N	1 050	1 010	1 119	1 108	1 227	1 139	1 272	1 187	1 148	1 067	892	904	885	692	1 192	1 085	958
	Completions	N	337	391	343	296	331	289	329	303	358	313	310	339	419	368	354	427	
	Pass rate	%	32	39	31	27	27	25	26	26	31	29	35	38	47	53	30	39	0
White	Enrolments	N	3 286	2 775	3 337	2 911	2 956	2 824	2 620	2 305	2 267	2 193	1 844	1 660	1 694	1 610	2 239	2 175	1 971
	Completions	N	1 453	1 362	1 613	1 388	1 250	1 238	1 110	899	1 073	1 077	1 063	1 022	988	1 030	1 023	1 152	
	Pass rate	%	44	49	48	48	42	44	42	39	47	49	58	62	58	64	46	53	0
Non SA Citizens*	Enrolments	N					204	180	262	257	233	181	182	268	337	296	308	422	265
	Completions	N					59	47	78	75	72	67	83	130	164	179	151	209	
	Pass rate	%					29	26	30	29	31	37	46	49	49	60	49	50	0
Total	Enrolments	N	6 358	5 434	6 739	6 231	6 768	6 472	6 553	6 253	6 196	6 324	5 561	5 348	5 429	4 899	8 341	8 405	7 720
	Completions	N	2 192	2 203	2 482	2 146	1 983	1 957	1 875	1 618	1 995	2 061	2 137	2 120	2 271	2 499	2 517	3 162	0
	Pass rate	%	34	41	37	34	30	31	30	27	33	34	40	42	45	51	30	38	0

* No data on non-South African citizens before 2006. Population group unknown.

** Categorisation by race not yet finalised for 2018.

Source: SAICA database, 2019.

Table 4-7-1 CTA programme: Enrolments and completions according to gender 2002 – 2018

Gender	Registration		2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Female	Enrolments	N	2743	1516	3145	2963	3347	3243	3302	3116	3092	3147	2799	2753	2842	2585	4552	4 644	4 347
	Completions	N	1004	706	1167	1056	1070	1019	971	830	1045	1041	1116	1141	1288	1334	1382	1 656	
	Pass rate	%	37	47	37	36	32	31	29	27	34	33	40	41	45	52	30	36	0
Male	Enrolments	N	3615	3918	3594	3268	3421	3229	3251	3137	3104	3177	2762	2595	2587	2314	3789	3 761	3 373
	Completions	N	1188	1497	1315	1090	972	985	982	863	1022	1087	1104	1109	1147	1165	1135	1 408	
	Pass rate	%	33	38	37	33	28	31	30	28	33	34	40	43	44	50	30	37	0
Total	Enrolments	N	6358	5434	6739	6231	6768	6472	6553	6253	6196	6324	5561	5348	5429	4899	8341	8 405	7 720
	Completions	N	2192	2203	2482	2146	2042	2004	1953	1693	2067	2128	2220	2250	2435	2499	2517	3 064	
	Pass rate	%	34	41	37	34	30	31	30	27	33	34	40	42	45	51	30	36	0

* Categorisation by gender not yet finalised to 2018.

Source: SAICA database, 2018.

4.7.2 Part I and APC examinations

The qualifying exam in the CA qualification is split into two parts: the Initial Test of Competence (ITC) previously known as Part I of the qualifying exam (or QE1), is followed by the Assessment of Professional Competence (APC) previously known as Part 2 of the qualifying exam (or QE2).

The Part I exam (ITC) is the standard setting exam which is written after the completion of an accredited CTA programme and is an assessment of core technical competence. The APC assesses professional competence. To qualify for this final assessment, candidates must have successfully completed the ITC, 20 months of a registered training contract and a professional programme.

This section starts with a discussion of the Part I and APC exams in terms of total enrolments, total passes and pass rates. This is followed by an analysis by race and gender of candidates.

From 2002 to 2019, the number of enrolments for the Part I exam increased on average by 2% and passes also averaged at 2% over the period (Figure 4-8). In 2019 a total of 4 623 candidates wrote the exam with 2 5762 (60%) passing. This is a decrease of 10% from 2018. The number of candidates who wrote the exam increased by 12% to 4 623 in 2019.

Since its introduction, the APC candidate enrolments have steadily increased. In 2019, the highest number of candidates to date enrolled in the APC examinations. i.e. 3 560 candidates. In terms of achievements, only 2 024 (57%) achieved a pass. This the lowest achievement since the 2014 and a 12% decreased from 2018-2019.

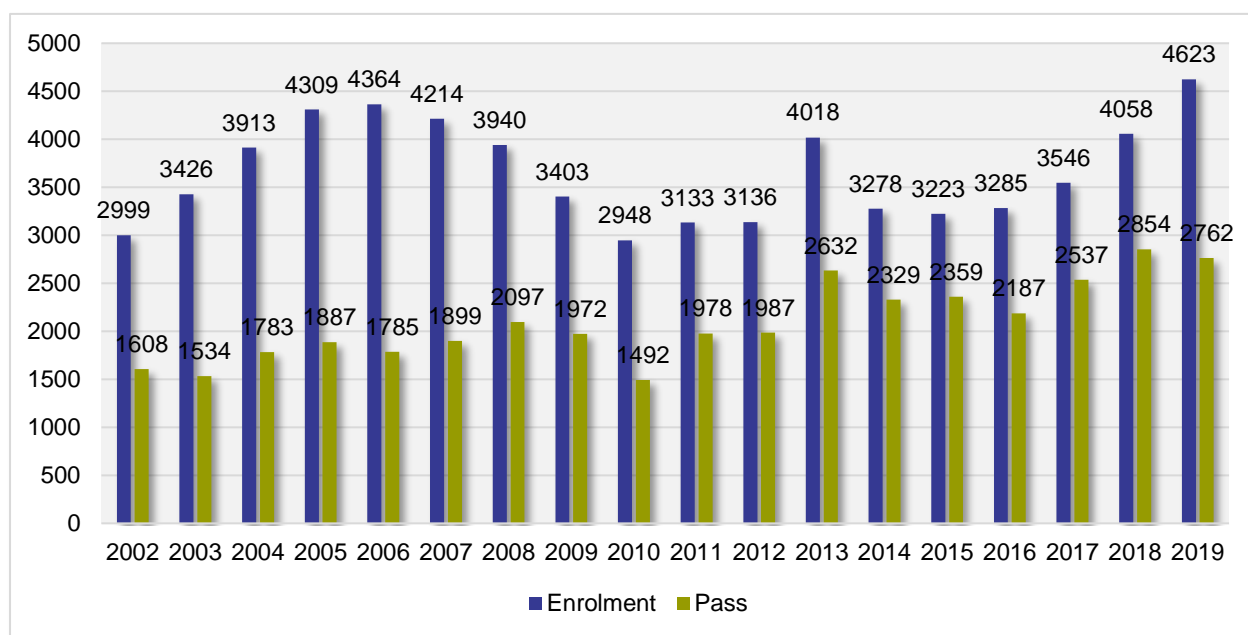


Figure 4-2: Part I exam: Enrolments and passes, 2002-2019

Table 4-5: Part I exam: Enrolments and passes, 2002-2019

Year	Enrolment	Pass
2002	2 999	1 608
2003	3 426	1 534
2004	3 913	1 783
2005	4 309	1 887
2006	4 364	1 785
2007	4 214	1 899
2008	3 940	2 097
2009	3 403	1 972
2010	2 948	1 492
2011	3 133	1 978
2012	3 136	1 987
2013	4 018	2 632
2014	3 278	2 329
2015	3 223	2 359
2016	3 285	2 187
2017	3 546	2 537
2018	4 058	2 854
2019	4 623	2 762
AAG	2	2

Table 4-9 shows a racial breakdown of enrolments for the Part I exam from 2010 to 2019. In total, 34 185 candidates enrolled since 2010 for the first exam. The demographic split saw 35% of these were African, 7% coloured, 18 % Indian and 40% white and 1% unprofiled.

The overall number of candidates across the racial pool decreased from 2018 (4 058) to 2019 (3 560).

Table 4-9 Part I exam: Enrolments by population group: 2010- 2019

Year	African	Coloured	Indian	White	Other	TOTAL
2010	702	181	600	1 451	14	2 948
2011	749	202	618	1 537	27	3 133
2012	854	218	622	1 416	26	3 136
2013	1 242	315	808	1 637	16	4 018
2014	1 083	238	557	1 390	10	3 278
2015	1 184	211	601	1 206	21	3 223
2016	1 307	203	552	1 215	8	3 285
2017	1 466	254	565	1 222	39	3 546
2018	1 843	261	607	1 333	14	4 058
2019	2 267	280	627	1 434	15	4 623
Total	12 697	2 363	6 157	13 841	190	35 248
% of TOTAL	36	7	17	39	1	100
AAG (%)	11	3	-1	-1	-31	4

Source: SAICA database, 2019.

A significant change took place in 2014 when the Assessment of Professional Competence (APC) replaced the Part II Financial Management and Public Practice Examinations (PPEs) and enrolments is therefore only reported for the years 2014 and 2019 (Table 4-10).

In total, 34 185 candidates enrolled for the APC since 2010 - 36% of these were African, 7% coloured, 17% Indian and 39% white and 1% with an unclassified race. African candidates who enrolled for the APC increased on average by 11% from 702 in 2010 to 2267 in 2019.

Table 4-10 Successful completion of the Part I exam by population: 2010- 2019

Year		African	Coloured	Indian	White	Other*	Total
2010	N	323	88	248	833	0	1 492
	%	22	6	17	56	0	100
2011	N	411	119	319	1 129		1 978
	%	21	6	16	57	0	100
2012	N	483	125	323	1 056	0	1 987
	%	24	6	16	53	0	100
2013	N	802	194	453	1 175	8	2 632
	%	30	7	17	45	0	100
2014	N	738	154	359	1 070	8	2 329
	%	32	7	15	46	0	100
2015	N	797	131	432	982	17	2 359
	%	34	6	18	42	1	100
2016	N	737	122	320	1004	4	2 187
	%	34	6	15	46	0	100
2017	N	935	179	382	1012	29	2 537
	%	37	7	15	40	1	100
2018	N	1135	177	424	1106	12	2 854
	%	40	6	15	39	0	100
2019	N	1098	150	384	1120	10	2 762
	%	38	5	13	39	0	100
AAG	%	23	6	7	3	9	

Source: SAICA database, 2019.

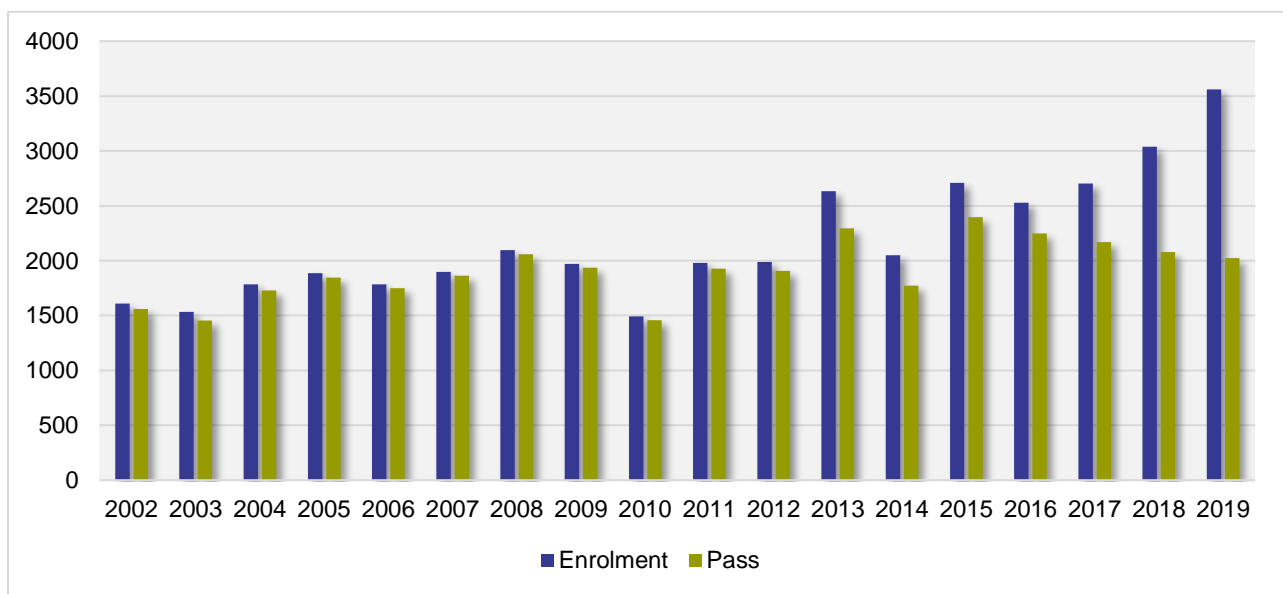


Figure 4-3: Part II (APC) exam: Enrolments and passes, 2002-2019

Table 4-6: Part II (APC) exam: Enrolments and passes, 2002-2019

Year	Enrolment	Pass
2002	1 608	1 558
2003	1 534	1 455
2004	1 783	1 730
2005	1 887	1 845
2006	1 785	1 748
2007	1 899	1 864
2008	2 097	2 057
2009	1 972	1 935
2010	1 492	1 458
2011	1 978	1 928
2012	1 987	1 907
2013	2 632	2 295
2014	2 050	1 773
2015	2 709	2 396
2016	2 529	2 247
2017	2 703	2 168
2018	3 037	2 080
2019	3 560	2 024
AAG	3	0

Table 4-11 APC Part II exam: Enrolments by population group: 2014- 2019

Year	African	Coloured	Indian	White	Other	TOTAL
2014	581	141	310	1 005	13	2 050
2015	959	179	395	1 157	19	2 709
2016	872	141	461	1 035	20	2 529
2017	1 021	181	395	1 102	4	2 703
2018	1 219	212	461	1 142	3	3 037
2019	1 639	206	496	1 216	3	3 560
Total	6 291	1 060	2 518	6 657	62	16 588
% of TOTAL	38	6	15	40	0	
AAG (%)	17	6	8	3	-79	

Source: SAICA database, 2019.

From 2014 to 2019 the number of Part II exam enrolments increased from 2050 to 3560 at an average annual rate of 10% (Table 4-11). A total of 6291 candidates enrolled for the APC Part II exam since its inception, 38% are African, 6% are Coloured, 15% are Indian, 40% are white. The number of African candidates who enrolled increased by 2% for the period 2018 to 2019.

Table 4-12 Successful completion of the Part II exam by population group: 2014- 2019

Year		African	Coloured	Indian	White	Other*	Total
2014	N	446	124	272	920	11	1 773
	%	25	7	15	52	1	100
2015	N	773	154	359	1 091	19	2 396
	%	32	6	15	46	1	100
2016	N	872	141	461	1 035	20	2 529
	%	34	6	18	41	1	100
2017	N	708	145	332	979	4	2 168
	%	33	7	15	45	0	100
2018	N	581	154	358	984	3	2 080
	%	27	7	17	45	0	96

2019	N	705	104	327	886	2	2024
	%	35	5	16	44	0	100
AAG	%	5	-6	1	-1	-87	

*Non-South African and unknown race candidates.

Source: SAICA database, 2019.

From 2014 to 2019 the number of Part II exam passes grew from 1 773 to 2 024 at an average annual rate of 2% (Table 4-12). In 2014, only 25% of passes were achieved by Africans and 52% by white people, compared to 25% and 44% respectively in 2019.

Table 4-13 Successful completion of the APC Part II exam by gender group: 2014- 2016

Year		Total	
		N	%
2014	Female	881	50
	Male	892	50
	Total	1 773	100
2015	Female	1 232	51
	Male	1 164	49
	Total	2 396	100
2016	Female	1 150	51
	Male	1 097	49
	Total	2 247	100
2017	Female	1 452	54%
	Male	1 251	46%
	Total	2 703	100%
2018	Female	1 635	54%
	Male	1 402	46%
	Total	3 037	100%
2019	Female	1 074	53%
	Male	950	47%
	Total	2 024	100%
AAG (%)	Female	0%	
	Male	-1%	
	Total	-1%	

*Non-South African and unknown race candidates.

Source: SAICA database, 2019.

Total female passes for the APC Part II exam increased from 881 in 2014 to 1074 in 2019 and male passes increased from 892 in 2014 to 950 in 2019. The female's share of the pool increased from 450% in 2014 to 53% in 2019 (Table 4-13). This shows gender transformation in a profession and field which has been predominately male orientated.

4.8 LEARNERSHIPS

A Learnership is a workplace-based education and training programme leading to an NQF registered qualification. Learnerships are based on a legally binding agreement between an employer, a learner and a training provider. Employers' roles are to provide the workplace exposure and mentorship needed by n. Most of the professional body qualifications in the sector are achieved through Learnerships.

Since 2001, the majority of all completed Fasset Learnerships were for the Chartered Accountant: Auditing qualification, which is administered by SAICA and which forms part of the CA learning pathway described in the previous section. Other Learnerships included in the statistics are, for example, the TVET Certificate: Debt Recovery (NQF level 4), the National Certificate: Business Administration Services (NQF level 2), the Post Graduate Diploma: Professional Accountant in Practice (NQF level 8) and the Certificate: Public Sector Accounting (NQF level 4).

First, this section focusses on the total number of enrolments and completions from 2001 to 2017. This is followed by the numbers according to NQF level. Finally, the Chartered Accountant: Auditing (NQF level 7) Learnership is discussed in more detail.

Figure 4-4 displays the number of enrolments and completions from 2001/2002 – 2018/2019. Of the 85 585 enrolments recorded for Fasset Learnerships, 49 830 (58%) were completed.

The professional character of the sector is specifically evident in Table 4-15: The majority of Learnerships offered were at NQF levels 7 and 8. Total enrolments increased at an average rate of 4% per year from 3 073 in 2002/2003 to 5 406 in 2018/2019, while completions have an average growth rate of 2% per year from 2 343 to 3 404 over the review period.

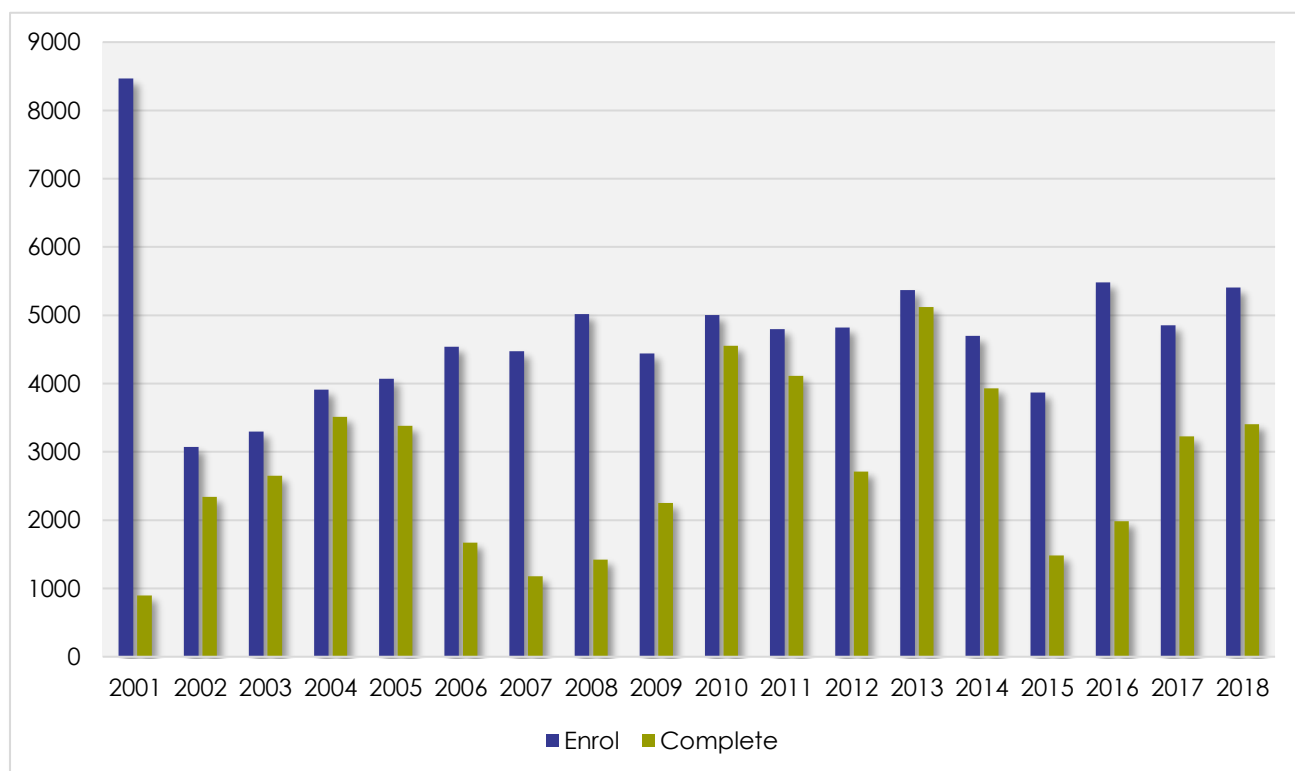


Figure 4-4 Learnerships 2001 - 2018: Total enrolments and completions

Source: Fasset database, 2018.

Table 4-7 Enrolments and completions according to NQF level: 2001 – 2018

Year	NQF level 1		NQF level 2		NQF level 3		NQF level 4		NQF level 5		NQF level 6		NQF levels 7 and 8*		Total	
	Enrol	Complete	Enrol	Complete	Enrol	Complete	Enrol	Complete	Enrol	Complete	Enrol	Complete	Enrol	Complete	Enrol	Complete
2001/02									2				8 466	896	8 468	896
2002/03													3 073	2 343	3 073	2 343
2003/04					7		20		4		2		3 264	2 652	3 297	2 652
2004/05					9		25	5	6		7		3 864	3 508	3 911	3 513
2005/06					33		213	47	45	4	39		3 739	3 331	4 069	3 382
2006/07			163		23	4	29	2	79	1	76	7	4 169	1 658	4 539	1 672
2007/08			2		7	2	146	1	110	2	28	12	4 182	1 159	4 475	1 176
2008/09			345		476	5	41	33	132	12	61		3 963	1 371	5 018	1 421
2009/10			116		28	135	154	85	106	7	23	6	4 012	2 018	4 439	2 251
2010/11			102	3	17	117	88	150	178	8	41	2	4 575	4 271	5 001	4 551
2011/12			23	8	97	2	109	59	247	19	99	3	4 220	3 474	4 795	4 112
2012/13			28		68	1	293	153	238	16	74	11	4 118	2 530	4 819	2 711
2013/14	1		381	104	149		506	8	127	7	51	7	4 152	4 996	5 367	5 122
2014/15	70		130	216	137	11	96	164	104	70	43	16	4 120	3 453	4 700	3 930
2015/16	68	2	82		33	39	82	21	398	238	27	3	3 181	1 181	3 871	1 484
2016/17	1		45		93	42	306	55	52	37	17		4 969	1 788	5 483	1 985
2017/18	17		236	131	81		427	85	27	15	23		4 043	2 994	4 854	3 225
2018/19	57	8	60	2	195	84	312	260	267	36	45	111	4 470	2 903	5 406	3 404
Total	214	10	1713	464	1 453	442	2 847	1 128	2 122	472	656	178	76 580	46 526	85 585	49 830

*The National Qualifications Framework Act No 67 of 2008 became operational in 2011. This act changed the NQF levels from 8 to 10. This change had a significant effect on the Level 7 and 8 Learnerships. Most were changed from Level 7 to 8. In order to retain the time series, these two levels are combined in this table. Source: Fasset database, 2019.

From 2002 to 2018, enrolments for the Chartered Accountant: Auditing Learnership represented 73% of all Learnership enrolments and 90% of all passes in the sector. Learnership results for this Learnership are further analysed and discussed by population group and gender.

Over the 15-year period 63 173 candidates enrolled for the Chartered Accountant: Auditing Learnership, while 45 054 candidates completed (passed) the Learnership (Table 4-16). Of the enrolments 32 012 were female and 31 161 were male. Of the passes 22 374 were female and 22 680 were male.

The total group of n who enrolled on this Learnership from 2001 to 2018 comprised 48% black people (African, coloured and Indian) (Table 4-18).

Table 4-8 Chartered Accountant: Auditing: Total enrolments and completions by population group and gender, 2002 – 2018

Registration Status	African		Coloured		Indian		White		Total		TOTAL
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Enrolled (N)	9 282	7 886	2 064	1 683	4 826	4 625	15 840	16 967	32 012	31 161	63 173
Completed (N)	5 569	4 961	1 358	1 124	3 619	3 514	11 828	13 081	22 374	22 680	45 054
Success rate %	60	63	66	67	75	76	75	77	70	73	71

Source: Fasset database, 2019.

Table 4-9 Chartered Accountant: Auditing: Enrolments by population group and gender 2001 - 2018

Year	African				Coloured				Indian				White				Total				TOTAL	
	Female		Male		Female		Male		Female		Male		Female		Male		Female		Male			
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
*2001/02	463	6	549	7	155	2	141	2	528	6	583	7	2 652	33	3 067	38	3 798	47	4 340	53	8 138	100
2002/01	166	6	182	7	56	2	55	2	195	7	191	7	879	33	963	36	1 296	48	1 391	52	2 687	100
2003/04	238	8	238	8	59	2	59	2	230	8	178	6	920	32	919	32	1 447	51	1 394	49	2 841	100
2004/05	269	9	271	9	68	2	59	2	236	8	232	8	831	29	944	32	1 404	48	1 506	52	2 910	100
2005/06	386	12	336	11	99	3	73	2	228	7	215	7	897	28	935	30	1 610	51	1 559	49	3 169	100
2006/07	451	12	410	11	134	4	79	2	273	7	283	8	986	27	1 062	29	1 844	50	1 834	50	3 678	100
2007/08	482	13	515	14	108	3	94	3	292	8	286	8	922	25	987	27	1 804	49	1 882	51	3 686	100
2008/09	525	16	447	13	104	3	87	3	258	8	268	8	831	25	850	25	1 718	51	1 652	49	3 370	100
2009/10	462	14	417	12	114	3	101	3	280	8	289	9	835	25	878	26	1 691	50	1 685	50	3 376	100
2010/11	563	15	485	13	141	4	121	3	334	9	317	8	938	24	978	25	1 976	51	1 901	49	3 877	100
2011/12	552	15	538	15	150	4	106	3	259	7	266	7	834	23	868	24	1 795	50	1 778	50	3 573	100
2012/13	623	18	541	16	129	4	129	4	277	8	260	8	677	20	795	23	1 706	50	1 725	50	3 431	100
2013/14	690	20	546	16	159	5	114	3	252	7	249	7	663	19	731	21	1 764	52	1 640	48	3 404	100
2014/15	475	19	400	16	86	4	61	2	187	8	140	6	557	23	551	22	1 305	53	1 152	47	2 457	100
2015/16	586	22	426	16	105	4	78	3	250	9	181	7	522	20	505	19	1 463	55	1 190	45	2 653	100
2016/17	705	22	456	14	141	4	104	3	233	7	212	7	662	21	668	21	1 741	55	1 440	45	3 181	100
2017/18	756	23	479	14	121	4	116	3	268	8	237	7	686	20	689	21	1 831	55	1 521	45	3 352	100
2018/19	890	26	650	19	135	4	106	3	246	7	238	7	548	16	577	17	1 819	54	1 571	46	3 390	100
Total	9 282	15	7 886	12	2 064	3	1 683	3	4 826	8	4 625	7	15 840	25	16 967	27	32 012	51	31 161	49	63 173	100

*The enrolment numbers for 2001 are relatively high compared to the subsequent years. That is because all the articles that were served under the old regime were converted into Learnerships in 2001 when the Learnership system was introduced.

Source: Fasset database, 2018.

Table 4-10 Chartered Accountant: Auditing: Completions: by population group and gender 2001 - 2018

Year	African				Coloured				Indian				White				Total				TOTAL	
	Female		Male		Female		Male		Female		Male		Female		Male		Female		Male			
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
*2001/02	63	7	47	5	19	2	12	1	59	7	40	5	308	36	312	36	449	52	411	48	860	100
2002/01	134	6	133	6	40	2	55	2	148	7	173	8	689	30	894	39	1 011	45	1 255	55	2 266	100
2003/04	138	5	164	6	47	2	47	2	200	8	186	7	845	33	938	37	1 230	48	1 335	52	2 565	100
2004/05	226	7	288	8	80	2	59	2	271	8	279	8	1 045	30	1 194	35	1 622	47	1 820	53	3 442	100
2005/06	238	7	225	7	72	2	58	2	229	7	251	8	1 037	32	1 154	35	1 576	48	1 688	52	3 264	100
2006/07	103	6	120	7	51	3	36	2	123	8	129	8	490	30	579	35	767	47	864	53	1 631	100
2007/08	105	9	85	8	19	2	18	2	84	8	87	8	338	30	377	34	546	49	567	51	1 113	100
2008/09	119	9	137	10	37	3	36	3	99	7	93	7	360	27	443	33	615	46	709	54	1 324	100
2009/10	188	9	162	8	67	3	43	2	130	7	147	7	603	30	658	33	988	49	1 010	51	1 998	100
2010/11	503	12	504	12	144	3	103	2	369	9	345	8	1 116	26	1 175	28	2 132	50	2 127	50	4 259	100
2011/12	497	14	435	13	90	3	83	2	270	8	287	8	883	26	911	26	1 740	50	1 716	50	3 456	100
2012/13	304	12	269	11	70	3	74	3	238	10	225	9	617	25	697	28	1 229	49	1 265	51	2 494	100
2013/14	703	14	660	13	180	4	158	3	448	9	440	9	1 074	22	1 257	26	2 405	49	2 515	51	4 920	100
2014/15	532	16	476	15	121	4	96	3	254	8	240	7	770	24	781	24	1 677	51	1 593	49	3 270	100
2015/16	257	22	202	18	44	4	39	3	107	9	89	8	206	18	199	17	614	54	529	46	1 143	100
2016/17	333	19	262	15	78	4	48	3	151	9	111	6	385	22	392	22	947	54	813	46	1 760	100
2017/18	526	20	396	15	95	4	80	3	217	8	215	8	514	20	543	21	1 352	52	1 234	48	2 586	100
2018/19	600	22	396	15	104	4	79	3	222	8	177	7	548	20	577	21	1 474	55	1 229	45	2 703	100
Total	5 569	12	4 961	11	1 358	3	1 124	2	3 619	8	3 514	8	11 828	26	13 081	29	22 374	50	22 680	50	45 054	100

Source: Fasset database, 2018.

4.9 LIFELONG LEARNING

Fasset's lifelong learning events are skills development initiatives to assist smaller employers in the sector to keep up-to-date with sector developments. Certificates of attendance are given to people participating in these events.

The lifelong learning events are one of Fasset's most popular interventions, and since 2007-2017 a total of 153 917 individuals have benefitted from these events (Table 4-19). Of these, 58 321 (38%) were for budget and tax updates and 35 757 (23%) were for soft skills training. All in all, the participation in lifelong learning opportunities increased from 6 174 in 2007 to 23 848 in 2015. Participation in the lifelong learning events declined to 16 636 in 2016 and showed a further decrease to 8 693 in 2017.

During the 2018/19 financial year, Fasset's ability to host the targeted number of sessions was hampered by a shortage of suitably experienced African Black-owned training providers to deliver the workshops. As a result, only 1 743 individuals benefitted from lifelong learning sessions (1 299 attended business presentation and public speaking and 444 attended balanced scorecard essentials). To this end, Fasset introduced a new initiative to incentivise employers and professional bodies to implement workshops and seminars at their own costs. Employers can claim R750 per employee that registered and attended any 'lifelong learning training initiative'.

With the Training Initiative Incentive, a reported 29 200 delegates attended a training workshop or seminar in the 2018/19 financial year.

Table 4-11 Lifelong learning: Number of beneficiaries by type of event 2007 – 2018

Lifelong learning																								
Year	Budget & Tax update		Compliance & Legislation		Assessor & Moderator		Soft Skills		Management & Leadership		Change & Diversity		Global Trends		SDF		Recruitment & Selection		Training Initiative Incentive		Other		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Unknown					241	4	1 560	57	942	34						0							2 743	100
2007/08	3 264	53	858	9			1 422	23	436	7					177	3					17		6 174	100
2008/09	3 388	36	2 512	20	168	1	2 057	22	746	8					158	2	363	4					9 392	100
2009/10	4 379	35	1 600	16	46		1 425	11	1 454	12	355	3	968	8	204	2					2 060	16	12 491	100
2010/11	4 079	40	2 015	17	78	1	1 824	18	1 397	14	350	3			202	2					355	3	10 300	100
2011/12	4 599	38	3 577	23			1 905	16	530	4			635	5	285	2	376	3			85	1	11 992	100
2012/13	5 257	34	2 189	22			5 144	33	1 851	12			636	4		0					333	2	15 410	100
2013/14			2 639	10					5 937	61	1 073	11				0					131	1	9 780	100
2014/15	10 434	39	2 211	2			10 296	39	917	3						0					2 600	10	26 458	100
2015/16	7 765	33	3 372	14			5 565	23	4 768	20											2 378	10	23 848	100
2016/17	7 982	48	2 627	16			3 375	20	1 901	11											751	5	16 636	100
2017/18	7 174	83					1 184	14							270	3					65	1	8 693	100
2018/19																			29 200	94	1 743	6	30 943	100
Total	58 321	32	23 600	13	533	0	35 757	19	20 879	11	1 778	1	2 239	1	1 296	1	739	0	29 200	16	10 518	6	184 860	100

Source: Fasset database, 2018.

4.10 CONCLUSIONS

Grade 12 Mathematics is a prerequisite for tertiary studies in most of the study fields relevant to the sector. The number of learners who wrote mathematics from 2008 to 2019 decreased on average by 1% per year. Although accounting as matric subject is not a prerequisite for studies in accounting at tertiary level, candidates with this subject feed into occupations such as bookkeepers and accounting clerks. The number of learners who achieved 40% or more for accounting showed a marginal increase (1%) over the review period.

Statistics on under-graduate and post-graduate qualifications in the broad study fields "Accounting" and "Other business and commerce" are presented in this chapter as these are the two fields from which the core of work-force in the Fasset sector are drawn. National diplomas and four-year first degrees (BTech degrees) reflect the output of universities of technology. The number of graduates who qualified with these qualifications in accounting did not increase significantly over the review period. However, stronger growth occurred in the other business and commerce field. The number of graduates with first three-year degrees in accounting doubled between 2001 and 2015 mainly because of an inflow of African graduates. Strong growth was also seen in the other business and commerce field. In both fields the gender representation also changed from an equal male-female distribution to a situation where the female graduates outnumber their male counterparts by a large margin.

The situation with regard to post graduate diplomas and honours degrees looks somewhat different from the situation described above. Growth in output from the universities was lower than that of first degrees. There was a gradual decline in the number of white candidates who qualified and a gradual increase in the number of Black graduates. By 2015 Black graduates outnumbered whites, but not to the same extent as at first degree level.

From 2001 to 2019 far more masters' and doctoral degrees were completed in the study field other business and commerce than in accounting.

The chapter includes an analysis of student output through the learning pathway that leads to the CA(SA) designation. This is the most sought-after designation in the sector and there is a notorious short supply of black CA(SA)s not only in Fasset's sector, but also in the rest of the economy. The CA(SA) designation also forms part of the learning pathway towards the Registered Auditor (RA) designation – another key occupation in the sector.

The completion of a SAICA-accredited postgraduate Theory of Accounting (CTA) programme or equivalent on NQF level 8 is needed for access to the first of two qualifying SAICA examinations. Until 2014 less than half of the candidates, who enrolled for the CTA successfully completed the qualification. A drastic increase in enrolments was seen in 2016. The increase in the CTA enrolments is due to the increase of enrolments at UNISA into the CTA level 2 programme in 2016.

From 2002 to 2019, the number of enrolments for the Part I exam increased annually. More African and female candidates participated over the review period but the number of white and male candidates dropped. In 2014, the Assessment of Professional Competence (APC) replaced the Part 2 of the qualifying exam. The APC has much higher pass rates than the Part I exam. The pass rate of whites was the highest for both exams. Female passes exceeded male passes for the first time in 2013. The number of African candidates who passed increased gradually while the number of whites decreased.

Since 2001, the majority of all Fasset learnerships that were completed were in the Chartered Accountant: Auditing (NQF level 7) learnership, which is administered by SAICA. Of the total enrolments for Fasset learnerships from 2001 to 2018, 71% were completed.

Fasset's lifelong learning training events are skills development initiatives to assist smaller employers in the sector to keep up-to-date with sector developments. From 2007 to 2018, Fasset offered 184 860 learning opportunities to people in the financial sector.

5 SCARCE SKILLS

5.1 INTRODUCTION

One of the key responsibilities of the SETAs is to monitor skills shortages – also referred to as “scarce skills”- in their respective sectors and to intervene through the available grants and through special projects to alleviate the skills shortages. In the South African context, the term scarce skills is generally used to refer to occupations in which a scarcity of qualified and experienced people is experienced. A distinction is also made between “absolute scarcity” which is a situation where people with the required skills are not available in the local labour market and “relative scarcity” where people with the required skills are available, but they don't meet other employment criteria or are not available in a particular geographical area.

The detection and monitoring of skills shortages is not a simple process. Ideally the process should include the monitoring of a variety of labour market “signals” such as:

- Difficulties experienced by employers to retain employees in the occupation owing to external demand and competition among employers to attract scarce skills;
- Difficulties experienced by employers to recruit people into positions, which results in vacancies that remain unfilled over a prolonged period of time;
- Difficulties experienced by employers with succession planning;
- Upward pressure on remuneration; and
- A lack of spare capacity in the form of unemployed people who can fill positions in the particular occupations.

The best source of information on these signals is employers and for this reason Fasset has, since the institution of the levy-grant system, required employers to provide information on scarce skills in their Mandatory Grant applications. Implicitly Fasset required employers to “read” all the labour market signals mentioned above and then to provide an opinion on the scarcity of a particular occupation.

The identification and reporting of scarce skills by employers consisted of three components. First employers had to identify the occupations in which they experienced skills shortages. Second, they had to put a numerical value to the scarce skills, and third, they had to provide a reason for or a further explanation of the shortage that they experienced. The numerical values that they were required to attach to the occupations changed over time because Fasset adapted the grant application formats in accordance to the DHET requirements. In the first years of the grant applications employers had to report on the number of long-term vacancies that they had in the occupations that they identified as scarce skills. Since 2014 they were asked to indicate the number of people that they “needed”. This need could be interpreted in several ways, but it is likely that employers continued to interpret it as the need to fill long-term vacancies.

When employers identify scarce skills, they do so according to the occupations (the fifth level) of the OFO. The analysis presented in this chapter is limited to the period 2012 to 2019. That is the period in which the newest format of the OFO was used.

5.2 SCARCE SKILLS IDENTIFIED BY EMPLOYERS

Most of the shortages reported by employers in the Fasset sector were for professionals (Table 5-1). In fact, in all five years the numerical value attached to skills shortages in the occupational group professionals constituted 80% or more of the total experienced in the sector. The actual figures varied, however, and it is not possible to establish whether the situation is improving or worsening.

Table 5-1 Scarce skills according to OFO major group: 2011/12- 2018/19*

Year	Managers		Professionals		Technicians & Associated Professionals		Clerical support workers		Service & Sales workers		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
2011/12	65	2	2 855	91	137	4	78	2			3 135	100
2012/13	38	3	1 325	90	104	7					1 467	100
2013/14	184	5	3 129	82	233	6	239	6	32	1	3 817	100
2014/15	149	5	2 260	80	232	8	146	5	24	1	2 811	100
2015/16	647	10	5 392	82	212	3	313	5	28		6 593	100
2016/17	914	18	4 116	80	54	1	63	1			5 147	100
2017/18	215	8	2 353	84	138	5	89	3			2 795	100
2018/19	410	9	4 005	86	131	3	111	2			4 657	100

* SARS did not report on scarce skills.

Source: Fasset database, 2019.

Table 5-2 lists the unit groups (at the fourth level of the OFO) in which skills shortages were identified. From this table it is clear that employers see the unit group Accountants as the occupational group in which the shortage of skills is the most pronounced.

Table 5 2: Scarce skills according to OFO unit group (four-digit level): 2011/2012 – 2018/2019

Unit Group	Description	Year							
		2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19
1112	Senior Government Officials								5
1121	Managing Directors and Chief Executives								12
1211	Finance Managers	65	38	171	141	358	669	14	23
1212	Human Resource Managers								16
1213	Policy and Planning Managers								45
1219	Business Services and Administration Managers not Elsewhere Classified						18	48	67
1221	Sales and Marketing Managers						82	63	32
1223	Research and Development Managers								3
1323	Construction Managers								3
1324	Supply, Distribution and Related Managers								3
1331	Information and Communications Technology Service Managers			11	6	99	22	24	50
1346	Financial and Insurance Services Branch Managers			2	2	11	35	13	13
1349	Professional Services Managers not Elsewhere Classified								133
1439	Services Managers not Elsewhere Classified								4
2121	Mathematicians, Actuaries and Statisticians	36	10	47	23	119	135	39	66
2141	Industrial and Production Engineers								14
2144	Mechanical Engineers								2
2149	Engineering Professionals not Elsewhere Classified								1
2152	Electronics Engineers								1
2153	Telecommunications Engineers								5
2163	Product and Garment Designers								1
2166	Graphic and Multimedia Designers						12	1	1
2411	Accountants	2 349	978	2 378	1 635	3 115	1 049	1 105	1173
2412	Financial and Investment Advisors	25	148	154	73	267	63	228	203
2413	Financial Analysts	180	20	82	86	177	121	62	72
2421	Management and Organization Analysts	167	24	157	132	453	1	114	94
2422	Policy Administration Professionals			28	26	202	108	209	191
2423	Personnel and Careers Professionals								13
2424	Training and Staff Development Professionals								7
2431	Advertising and Marketing Professionals						10	18	10
2433	Technical and Medical Sales Professionals (Excluding ICT)								1699

2434	Information and Communications Technology Sales Professionals						124	94	48
2511	Systems Analysts		30	17		138	57	107	53
2512	Software Developers	11	33	48	33	413	10	101	140
2513	Web and Multimedia Developers								18
2514	Applications Programmers			0		12	15	4	7
2519	Software and Applications Developers and Analysts not Elsewhere Classified								2
2521	Database Designers and Administrators	18	15	8	6	133	56	40	35
2522	Systems Administrators			33	36	38	28	11	2
2523	Computer Network Professionals	10	33	128	153	8	7	5	8
2529	Database and Network Professionals not Elsewhere Classified	15		6	9	20	23	66	59
2611	Lawyers								34
2622	Librarians and Related Information Professionals								16
2631	Economists	45	34	43	48	61	41	18	18
2643	Translators, Interpreters and Other Linguists								2
3118	Draughtspersons								4
3311	Securities and Finance Dealers and Brokers		46	6	2	36		5	5
3312	Credit and Loans Officers						5	3	2
3313	Accounting Associate Professionals	117	58	99	45	80	4	30	27
3314	Statistical, Mathematical and Related Associate Professionals								5
3315	Valuers and Loss Assessors								1
3324	Trade Brokers			76	73	13	1	5	4
3333	Employment Agents and Contractors								9
3334	Real Estate Agents and Property Managers								2
3339	Business Services Agents not Elsewhere Classified								5
3341	Office Supervisors	20		51	78	7		10	10
3351	Customs and Border Inspectors			1	1	0		20	20
3352	Government Tax and Excise Officials								15
3354	Government Licensing Officials			0	33				0
3411	Legal and Related Associate Professionals								21
3512	Information and Communications Technology User Support Technicians								1
3513	Computer Network and Systems Technicians						3		0
4111	General Office Clerks								1
4121	Secretaries (General)								1
4211	Bank Tellers and Related Clerks								5

4214	Debt-collectors and Related Workers			133	141	102		25	20
4222	Contact Centre Information Clerks								4
4225	Enquiry Clerks								2
4311	Accounting and Bookkeeping Clerks	78		97	5	124	63	44	65
4313	Payroll Clerks			9		21			0
4321	Stock Clerks								1
4415	Filing and Copying Clerks								2
4419	Clerical Support Workers not Elsewhere Classified								10
5231	Cashiers and Ticket Clerks			32	24	4		14	0

Source: Fasset data system, 2018.

The ten occupations with the highest numerical values (highest number of people needed) from 2013/2014 to 2018/2019 are listed in Table 5-3. The occupation "accountant" includes trainee accountants. In fact, most of the employers who identified scarce skills in this occupation indicated that they were looking for trainees – not fully qualified accountants. The reason for this is that the trainee positions have become a permanent component of the post structure in most of the accounting and auditing firms. The trainees perform certain of the lower level tasks and the firms depend on them in order to handle their business volumes. The high numbers quoted do not necessarily indicate huge shortages. Although there are some shortages, the numbers rather reflect the number of positions for first-year trainees that will open up as trainees move through the system and leave the firms where they had received training to take up employment elsewhere in the sector or outside the Fasset sector.

Table 5-2 Top ten scarce skills according to OFO occupation: 2014- 2018

OFO Code	OFO Description	Need					
		2013/14	2014/15	2015/16	2016/17	*2017/18	2018/19
241101	Accountant (General) incl. accountant/auditor/article trainees	1 412	1 601	2 530	1 049	418	441
241104	External Auditor	210	894	366	1 135	494	308
242101	Management Consultant	87	236	172	296	105	85
421401	Debt Collector	99	230	102		25	20
241301	Financial Investment Advisor	50	153	177	121	63	72
121101	Finance Manager	98	135	265	669	10	15
241202	Investment Manager	50	115	112	24	38	40
241106	Accountant in Practice	7	113	36	13	115	185
121104	Internal Audit Manager	21	103	84	45	3	7
263101	Economist	27	92	61	41	18	16

* Outliers were disregarded.

Source: Fasset data system, 2018.

The comments that employers made regarding the skills shortages that they experienced provide more insight into the nature of these shortages. Most of the employers indicated that the shortages that they experienced had to do with the demographic profiles they were looking for or with the level of specialisation or specialised skills that they needed. Private sector employers mostly indicated that they were looking for Black candidates. Interesting enough, some of the public sector employers indicated that they were specifically looking for whites – especially white men. Thus, irrespective of the population group or gender preferences that employers may have, the overall impression remains that the educational pipeline is not producing enough people – especially professionals in the accounting field.

5.3 CONCLUSIONS

The monitoring of skills shortages or scarce skills is a very important, but a complex task that all the SETAs face. The way in which Fasset has approached questions regarding scarce skills in the Mandatory Grant applications was influenced by the formats prescribed by the DHET. These prescriptions changed over time and as a result the development of time series data on scarce skills was hampered.

The monitoring of scarce skills has also been hampered by the lack of detailed information on employment in the Fasset sector. Numerical information on scarce skills (e.g. the number of vacancies or the number of people needed) in a particular occupation has to be interpreted in relation to the number of people employed in that occupation. Fasset only started to collect detailed employment information (including occupational information at the six-digit level of the OFO) from organisations in the sector in 2014. However, Fasset requires only medium and large organisations to submit occupational information on the six-digit level. This situation prevents Fasset from doing a much more in-depth analysis of scarce skills in the sector.

Despite the shortcomings in the data collection methods, the signals received through Fasset's grant applications still confirm that there are skills shortages in the field of accounting and auditing and in some other fields such as financial markets, ICT, management consulting and economics.

6 GROWTH OF THE SECTOR

6.1 LEVY-PAYING ORGANISATIONS

This report clearly shows that Fasset's sector has grown steadily over the eighteen-year period under review. Unfortunately, it is not possible to determine how the number of organisations in the sector has grown.

Fasset started in 2000/2001 with nearly 7 600 levy paying organisations. At that time the levy threshold was set at R250 000 per year. That means that all the organisations in the sector with a payroll of R250 000 per year or more were obliged to pay the SDL. However, in 2006/2007 the levy threshold was increased to R500 000 and in that year the number of levy paying organisations in the sector dropped to approximately 3 200. That means that more than half of the organisations that were originally allocated to the Fasset sector were micro organisations. The levy threshold was never adjusted for inflation after 2006/2007 and as salaries were adjusted for inflation and salary bills of organisations increased, small organisations crept back into the levy system and by 2016/2017 Fasset had 7 171 levy-paying organisations. In 2018/2019 Fasset had 8 589 levy-paying organisations on record. This increase confirms that the sector includes a large number of very small organisations.

The rate at which these organisations grow and the number that is operational but that fall below the levy threshold, is not known.

6.2 LEVY PAYMENTS

The nominal value of the levy amounts received by Fasset increased from R22 million in 2000/2001 to R445 million in 2016/2017, and R577 million in 2018/2019. The exemption of the more than 4 000 small organisations from the SDL in 2006/2007 had no effect on Fasset's levy income. In fact, the levy income continued to increase at a steady pace through the 2006/2007 period.

6.3 PARTICIPATION IN THE GRANT SYSTEM

In the first few years of the levy-grant system the number of organisations that claimed mandatory grants increased. However, in the period 2006/2007 to 2008/2009 the number levelled off and from 2009/2010 to 2018/19 the number dropped from 1 415 to 1 088. Although the number and the percentage of organisations that claimed mandatory grants fluctuated over the years, in all the years the organisations that submitted Mandatory Grant applications paid more than 60% of the SDL. It stands to reason that these organisations employed more than 60% of the workers in the sector and that the employment information that they submitted represented 60% or more of the employees in the sector.

Over all the years only a small portion of the organisations in the sector benefitted from discretionary grants. One of the reasons is that the discretionary grants are focused on very specific needs in the sector and therefore their illegibility criteria may exclude some or many of the organisations in the sector. It is also possible though that the discretionary grants are not well known and/or that employers find it to difficult and cumbersome to apply for these grants.

6.4 SECTOR EMPLOYMENT

Estimates of total sector employment increased from 82 632 in 2001/2002 to 175 969 in 2018/2019. Growth of the sector was steady over the total time period, except for 2011/2012 when employment dropped. The reason for the decline in that particular year is not clear. It happened just more than two years after the recession. One possible explanation is that Fasset's sector does not react immediately to an economic downturn. In an economic recession many organisations go under, but their need for financial services does not stop immediately. Financial services continue while organisations wind down and insolvencies are handled. It is only afterwards that the financial services contract. There is no empirical evidence that this is the case and there may be other reasons for the drop in employment in 2011/2012.

6.5 TRANSFORMATION OF THE SECTOR

Through all the years, transformation has been an important objective for the sector and for Fasset. Transformation had to take place while the sector was growing at a substantial pace. On the one hand the growth of the sector facilitated transformation as it created space for the appointment of Black people in new positions. On the other hand, the sector was left with the challenge of ensuring that the skills development pipeline produced enough Black professionals to meet the transformation targets and to meet the growing demand of the sector.

Over the seventeen-year period the sector made great strides towards transformation. While 60% of employees in the sector were white in 2001/2002, whites' share of employment decreased to 30% in 2018/2019. From 2011/2012 to 2018/2019, whites' share in managerial positions decreased from 66% to 51%. Among professionals, the profile transformed from 53% white in 2011/2012 to 44% white in 2018/2019.

African females are the group with the largest increase in the sector and African female employment in the sector grew annually by 16% from 2000/2001 to 2019.

Women were already in the majority in 2001. At that time, they formed 54% of all the employees in the sector. In 2018/2019 women represented 57% of employment in the sector.

6.6 THE SKILLS PIPELINE

Chapter 4 of this report looks at the supply-side of the labour market in so far as it influences the Fasset sector. As the sector employs large numbers of professionals and places a high value on professional body membership, the skills pipeline that needs to be monitored and influenced through various interventions is quite long. Fasset's monitoring of the skills pipeline starts at the National Senior Certificate level. Matric passes with Mathematics as subject is of critical importance to the sector because it is a prerequisite for tertiary studies in most of the study fields that feed into the sector. The figures presented in this report clearly reveal that this poses a challenge. The number of passes fluctuated in recent years and there is no discernible upward trend.

Despite this the number of people who graduated from universities with first degrees in accounting grew steadily over time. However, this growth does not continue at post graduate level. In the learning pathway towards the CA(SA) designation the CTA still poses a particular challenge – despite some improvements that occurred over the last ten years.

The progression of candidates (especially Black African candidates) through the pathway towards full professional status also remains a challenge.

6.7 CHALLENGES EXPERIENCED IN THE ANALYSIS OF TRENDS

The biggest challenge experienced in the development of trends over a wide variety of variables was caused by changes in classification systems that occurred over the seventeen-year time period. The changes include:

- The main groups of the OFO
- The levels of the NQF
- The CESM categories used by HEMIS
- The types of discretionary grants

The time series data was also influenced by changes in the SDL threshold, the grant system and in the way in which questions were asked in the mandatory grant applications.

Despite these challenges this report provides an extensive overview of developments and changes in the Fasset sector.

6.8 THE WAY FORWARD

Fasset has, since its inception in 2000, developed an electronic data system and has captured large amounts of information obtained through its different grant application and payment processes in this system. The SETA has also commissioned the systematic analysis of this information on an annual basis. This trends report is the third of its kind and it replaces the annual grant analysis report that was produced until 2014. In the preparation of this

report the raw data was revisited, to some extent standardised and where possible presented in time-series format. While the previous analysis reports were limited to information from Fasset's system itself, this report includes time series data from various other sources such as the DHET's HEMIS and information submitted to Fasset or made available to Fasset by professional bodies in the sector. The main purpose of this report is to inform the skills planning processes of the SETA and other organisations in the sector. This report will also serve as an important input document for Fasset's Sector Skills Plan.

ANNEXURE A

WEIGHTING OF MANDATORY GRANT APPLICATION DATA

The information that employers annually submit to Fasset in their Mandatory Grant applications is the only information that deals specifically with this sector. In order to compensate for variations in submission rates, the data received in every grant scheme year was weighted to a sectoral total. This was done by using the levy amount paid as a proxy for employment. Weighting was done separately for each of the subsectors, because of wage differentials that occur between subsectors. (Wage differentials are reflected in the SDL employment ratios of the different subsectors.)

In each of the subsectors the weights applied were calculated as follows:

- $\text{Weight} = \text{Levy amount paid (all organisations)} / \text{levy amount paid (organisations – WSPs approved)}$.
- $\text{Estimated employment} = (\text{Weight} * \text{WSP employment})$
- As an example, the calculations for 2017 are shown in the table below.

Weighted employment: 2018

	Column A	Column B	Column C	Column D	Column E
			A/B		C*D
Subsector	Total levy amount	Levy amount WSPs	Weight	WSP employment	Estimated employment
Accounting, Bookkeeping, Auditing & Tax Services	R164 238 599,53	R117 432 946,93	1,40	39 700	55 523
Activities auxiliary to financial intermediation	R41 830 979,48	R29 550 012,68	1,42	15 421	21 830
Business and management consulting services	R97 043 440,63	R40 254 140,44	2,41	11 214	27 034
Development Organisations	R18 669 406,00	R16 045 814,31	1,16	4 483	5 216
Investment Entities & Trust & Company Secretary Services	R96 007 710,16	R48 000 841,30	2,00	5 811	11 623
SARS & Government Department	R4 405 721,53	R3 563 855,09	1,00	17 443	17 443
Stockbroking & Financial Markets	R119 910 129,40	R85 174 095,08	1,41	17 182	24 189
Unknown	R5 948 702,79	R1 128 431,46	1,00	644	644
Total	R548 054 689,50	R341 150 137,28		111 254	163 503