



SAIPA Project Beneficiary Tracer Study

By Fasset Research Department

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List of Acronyms

CPD	-	Continuous Professional Development
CIA	-	Certified Internal Auditor
CTA	-	Theory of Accounting
CIMA	-	The Chartered Institute of Management Accountants
FASSET	-	Finance and Accounting Services SETA
PA	-	Professional Accountant
PE	-	Professional Evaluation
SAIPA	-	South African Institute of Professional Accountants
SARS	-	South African Revenue Services
SASSA	-	South African Social Security Agency
ROI	-	Return on Investment
RPL	-	Recognition of Prior Learning

1. Introduction and background

This report presents the findings of the Fasset SAIPA Achiever Project beneficiaries research. The SAIPA Achiever Project is aimed at supporting Black trainees that have completed the SAIPA learnership in the past three years but have not attempted the SAIPA Professional Evaluation (PE). The project also aims to support learners who have attempted the Professional Evaluation but were unsuccessful.

The Professional Evaluation is the final test of competence to assess the trainee prior to admission to the Professional Accountant (PA) designation. The support which Fasset offers to the beneficiaries is in a form of:

- Learning materials
- Lectures of the core competency areas
- Mock exams
- Techniques of balancing work, exams and life

1.1 Literature review

The rationale behind the Fasset SAIPA Achiever project is that previous research studies found that potential trainees are not taking the PE or failing it due to the following reasons:

- The gap between the academic studies and the PE is too long (3 years) and trainees are out of touch with the theoretical and academic demands of the PE
- Lack of learning resources e.g textbooks and other tools required to prepare for the PE
- Lack of funds to attend the preparatory course for the PE
- Lack of funds to pay the PE admission fee
- Lack of self-discipline to self-study
- Trainee is in a remote area and doesn't have access to facilities such as the internet and computers outside of working hours
- Lack of support from the employer to attend training during working hours and no training being available after hours
- Inability by trainees to integrate the practical to theoretical concepts

1.2 Purpose of the study

The aim of the study was to track and trace FASSET SAIPA Project beneficiaries and to ascertain their career development and the impact the programme has had on their professional development

1.3 Objectives of the study

- To establish if the beneficiaries have passed/completed PE exams
- To establish the impact of the Fasset SAIPA Project for professional development;
- To establish if the beneficiaries have achieved any SAIPA designation.

1.4 Motivation for the study

The results of the SAIPA Tracer Study is important for FASSET to measure the Return on Investment (ROI) and most importantly to demonstrate the successes of the FASSET funded Professional Body Programme.

1.5 Research questions

- Did the beneficiaries complete/pass the board exams?
- Did the beneficiaries complete the learnership/practicals?
- Did the programme improve the skills and knowledge of the beneficiaries?
- Did the programme facilitate career advancement?
- Did the programme facilitate admission to the SAIPA (Professional Accountant) designation?

1.6 Limitations applicable to this study

The survey was limited to all beneficiaries who entered the programme from 2016 to 2018, whether they have successfully completed or not.

1.7 Structure of the report

The report is presented into four chapters as outlined below:

Chapter 1: Introduction and Background

Chapter 2: Research Methodology

Chapter 3: Presentation of the Results

Chapter 4: Conclusion and Recommendations

2. Research Methodology

The study used a mixed method approach, in the form of a survey. *Survey research* is a commonly used method of collecting information about a population of interest. It is one of the most important areas of measurement in applied social *research*. The broad area of *survey research* encompasses any measurement procedures that involve asking questions about respondents (Research connections, 2018).

2.1 Research strategy

The advantages of the survey method are that surveys are a cost-effective and efficient means of gathering information about a population (Babbie, 2011). Survey makes it possible to accurately estimate the characteristics of a target population without having to interview all members of the population. Survey is particularly useful when the population of interest is very large or dispersed across a large geographic area (Research connections, 2018).

2.2 Data collection process

An online survey tool (Survey Monkey) was used to collect data. The survey opened on the on the 3rd of October and closed on the 1st of November 2019. An automatic reminder was set for the 17th of October. Two more reminder were manually sent on the 28th and 31st of October. More responses are seen for the day the survey opened and the days of the reminders. The response rate is as seen on the figure below.

Responses Volume

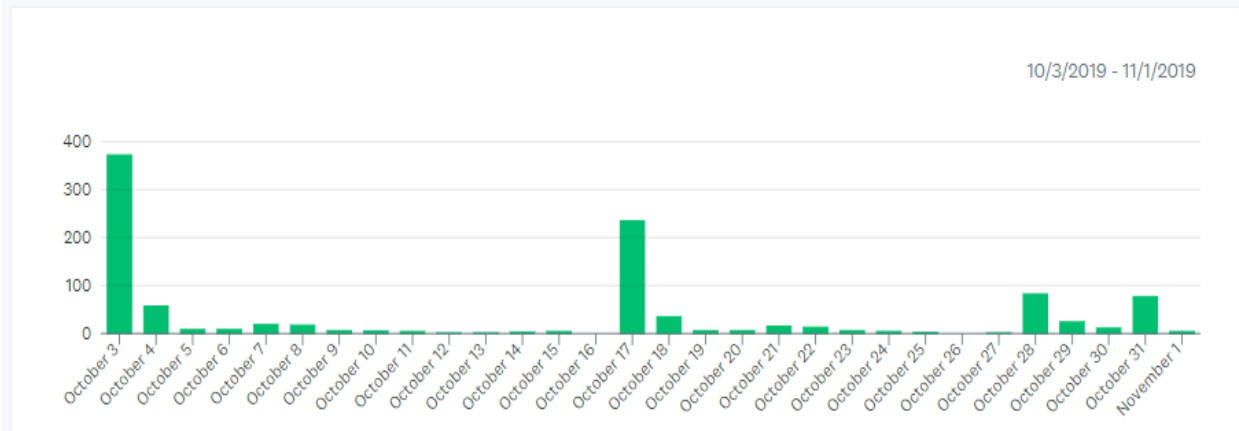


Figure 1: Response Volume

The figure above presents the volume of response from the date the survey opened to the date it was closed. As can be seen, majority of the responses were received on the first day. More responses came through on the 17, this was due to an automatic reminder sent to the respondents. Two more reminders were sent on the 28th and the 31st of October due to the manual reminders sent to the respondents.

2.3 Data analysis

The survey data was quality assured and cleansed to ensure completeness of data thereafter, descriptive statistics and themes were used to present the data.

2.4 Sampling method

The research used the probability sampling method. All beneficiaries had an equal and independent chance of being included in the sample. The survey link was sent to all SAIPA beneficiaries on Fasset database. The sampling frame consisted of 1793 beneficiaries. A sample of 1026 beneficiaries which is 57.2% of the sampling frame was obtained. It is known that a minimum of 20% response rate is deemed representative for an online survey.

3. Presentation of the results

The section below presents the findings of this study categorized according to research questions and identified themes

3.1 Demographics

3.1.1 Gender

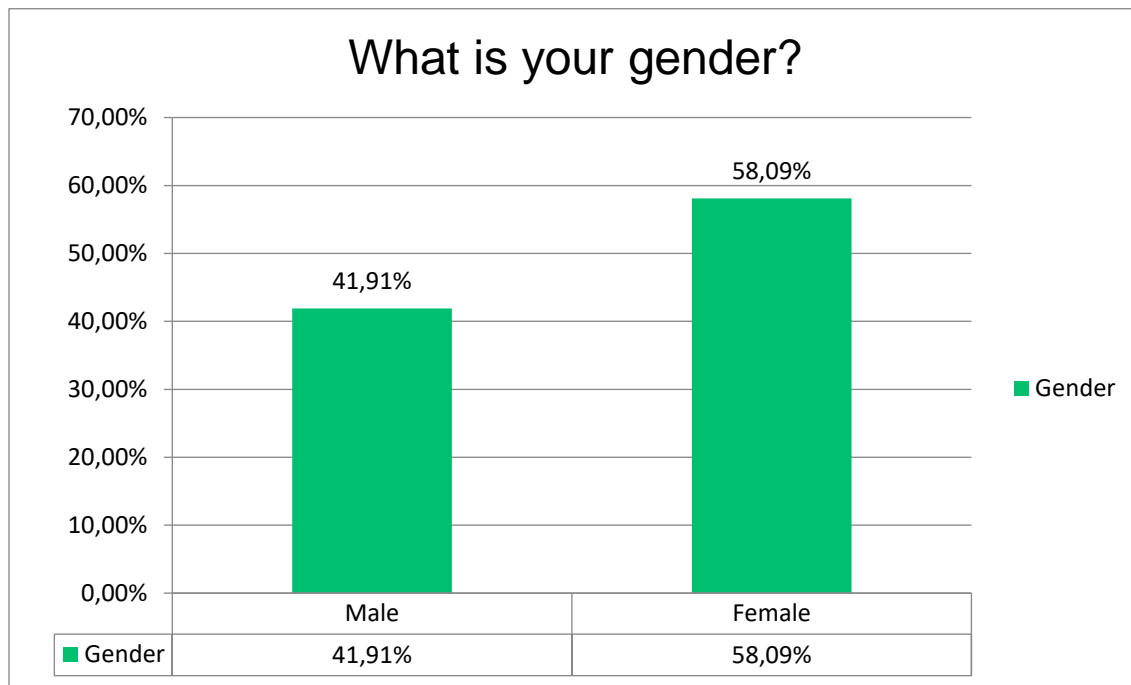


Figure 2: Distribution by Gender

The figure above present distribution of beneficiaries per gender of the beneficiaries. It indicates that majority of the respondents were female

3.1.2 Age

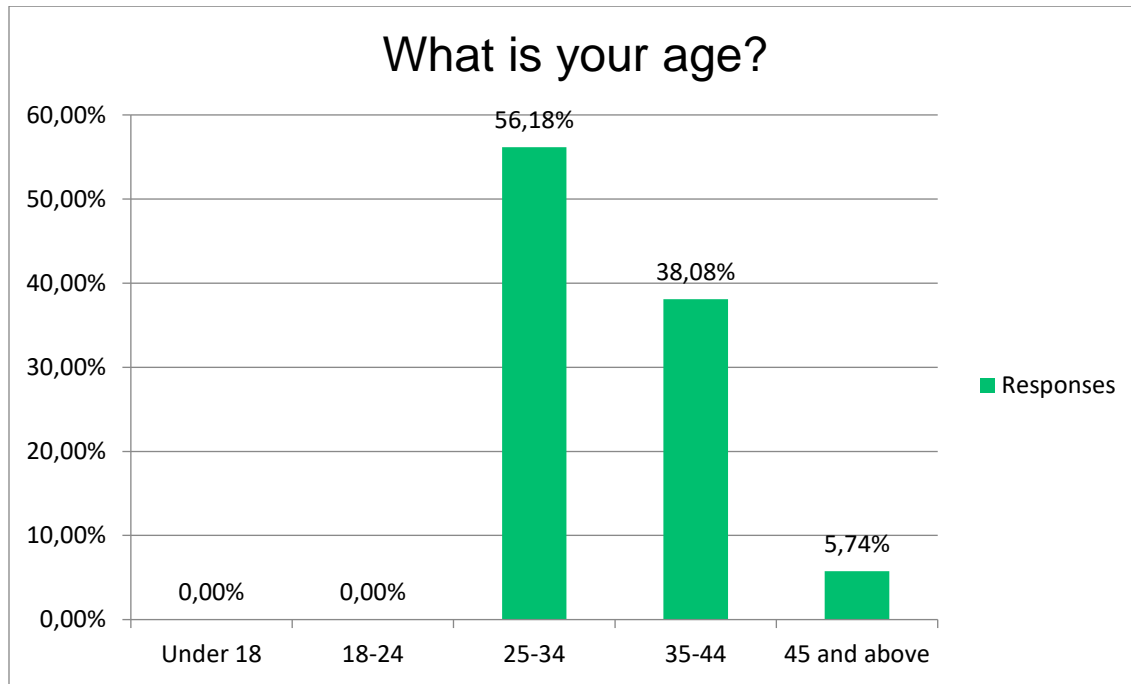


Figure 3: Distribution by Age

Figure 3 above present the distribution of beneficiaries per age groups. The figure indicate that majority of the respondents were youth (between 25 and 34 years) with minority being above 45 years. There were no beneficiaries below 24 years of age.

3.1.3 Race

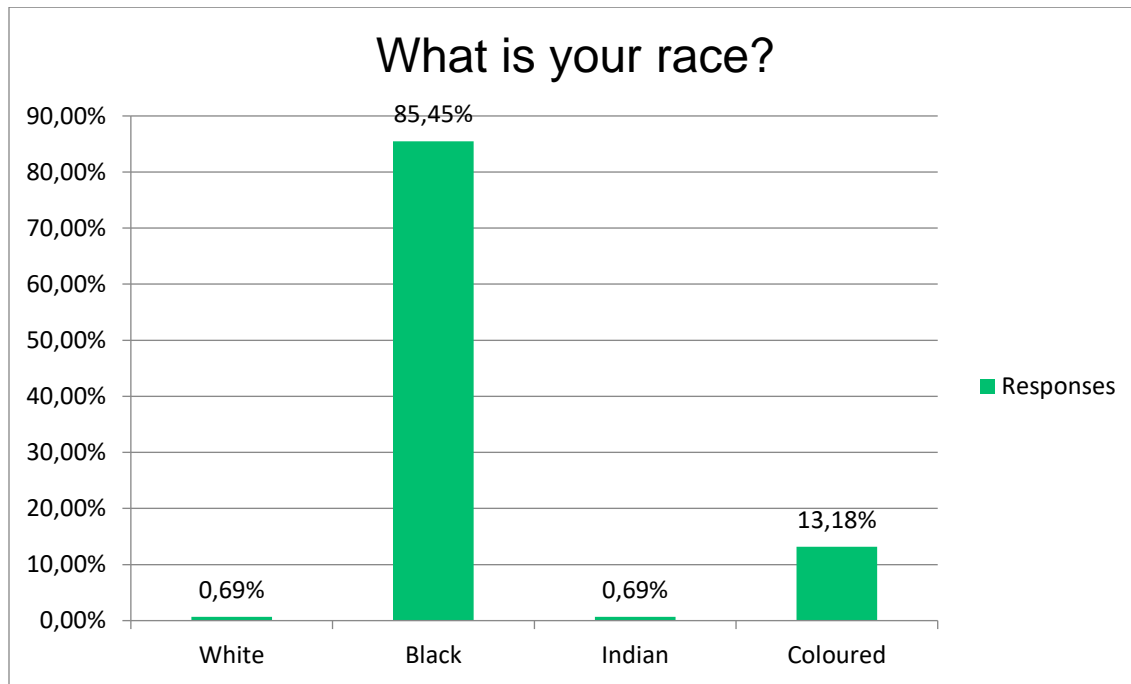


Figure 4: Distribution by Race

The figure above presents the racial distribution of the beneficiaries. Majority of the respondents were black, followed by coloured. There is equal distribution of beneficiaries who are white and Indians

3.1.4 Disability Status

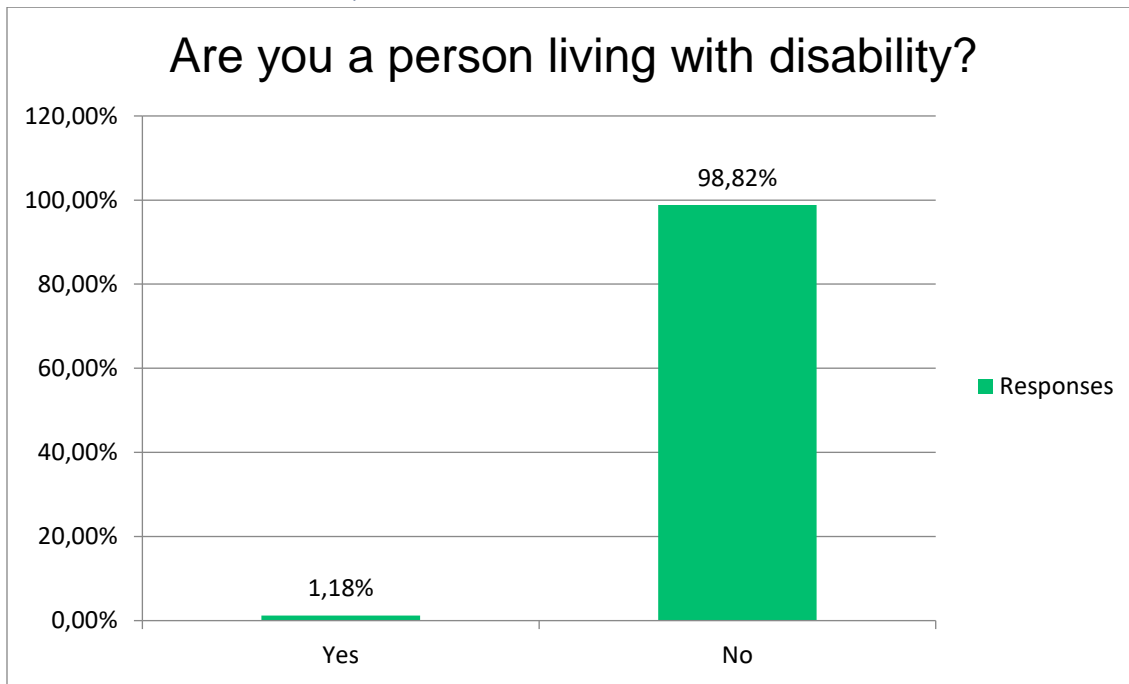


Figure 5: Distribution by PLWD

Figure 5 above presents distribution of participants according to disability status. The data indicate that 1% of the participants were persons living with disabilities.

3.1.4.1 Nature of disability

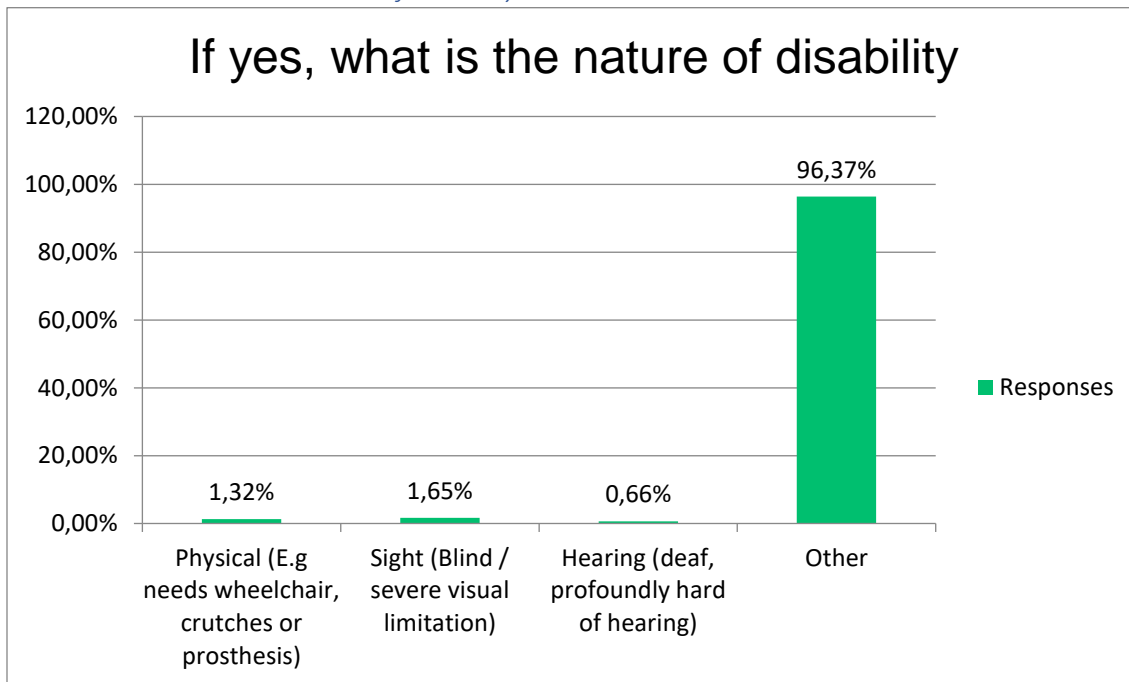


Figure 6: Distribution by nature of disability

The figure above present distribution of participants according to nature of disability. Majority of the participants indicated other nature of disability.

3.1.5 Current geographical location

Atlantis	1	Groblershoop	1
Australia, Armidale, NSW	1	Hammanskraal	1
Barkly West	1	Heidelberg	2
Bela-Bela	2	Hennenman	1
Bellville	3	Hillcrest	1
Bloemfontein	31	Hoedspruit	1
Blouberg	1	Howick	1
Boegoeberg	1	JHB	268
Boshof	1	Kathu	3
Botshabelo	1	Kempton Park	8
Brackenfell	2	Kimberley	60
Burgersfort	1	Knysna	1
Bushbuckridge	1	Kokstad	3
Calvinia	1	Koster	1
Cape Town	119	Kuils River	2
Carnarvon	1	Kuruman	8
Carolina	3	Kwa- Duguza	1
Centurion	12	KwaMhlanga	1
Colesberg	1	Kwa-Zulu Natal	2
Concordia	1	Lephalale	2
Danielskuil	1	Lusikisiki	1
De Aar	5	Luxembourg	1
Delmas Mpumalanga	1	Mafikeng	4
Dolphin Coast	1	Makhado	1
Douglas	1	Malamulele	1
Durban	89	Malelane	1
Eastern cape	1	Malmesbury	1
Eersterivier	1	Meyerton	2
Emalahleni	11	Middelburg	3
Empangeni	1	Midrand	19
Ermelo	1	Mmabatho	1
Esikhawini	1	Mount Frere	1
Estcourt	1	Mthatha	2
Evaton	1	Mtubatuba	1
Free state	1	Muizenberg	1
George	1	Nelspruit	6
Goodwood	1	Olifantshoek	1
Grahamstown	1	Paarl	2

Pietermaritzburg	11	Tzaneen	1
Pinetown	3	Uitenhage	1
Polokwane	13	Upington	11
Port Elizabeth	6	Vereeniging	12
Port Shepstone	1	Vlaklaagte Bb	1
Potchefstroom	3	Vryheid	1
Pretoria	136	Warrenton	1
Qwaqwa	1	Welkom	1
Reitz	1	Wellington	5
Residensia	1	Wolmaransstad	1
Richards Bay	4		
RUSTENBURG	8		
Secunda	1		
Somerset West	3		
Springbok	1		
Stanger	1		
Stellenbosch	5		
Strand	1		
THEUNISSEN	1		
Thohoyandou	2		
Trompsburg	4		

Table 1: Distribution by geographical distribution

Table 1 above presents geographical distribution of beneficiaries according to cities/towns they currently live in. As can be seen majority of the participants live in Johannesburg, followed by Pretoria and Cape Town. Makes Gauteng province to have majority of the participants.

3.1.6 Highest qualification

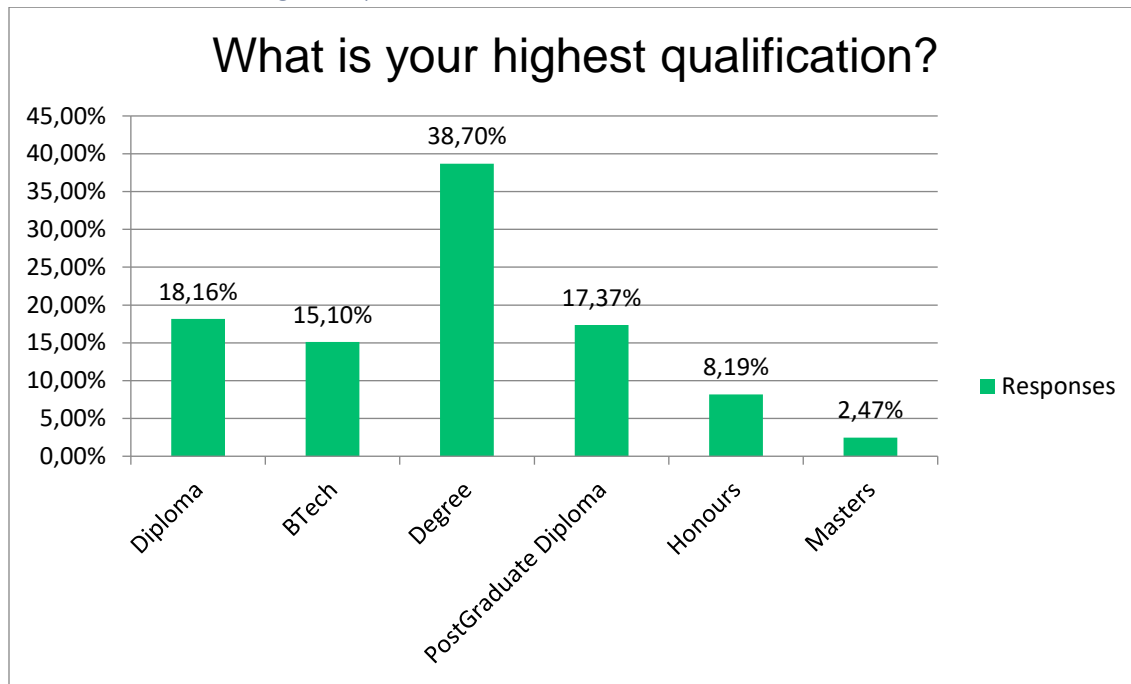


Figure 7: Distribution by highest qualification obtained

The figure above indicates that majority of the respondents possess bachelor's degree, followed by diplomas and Postgraduate diploma

3.2 Beneficiary Progress

3.2.1 Year which the exams were written

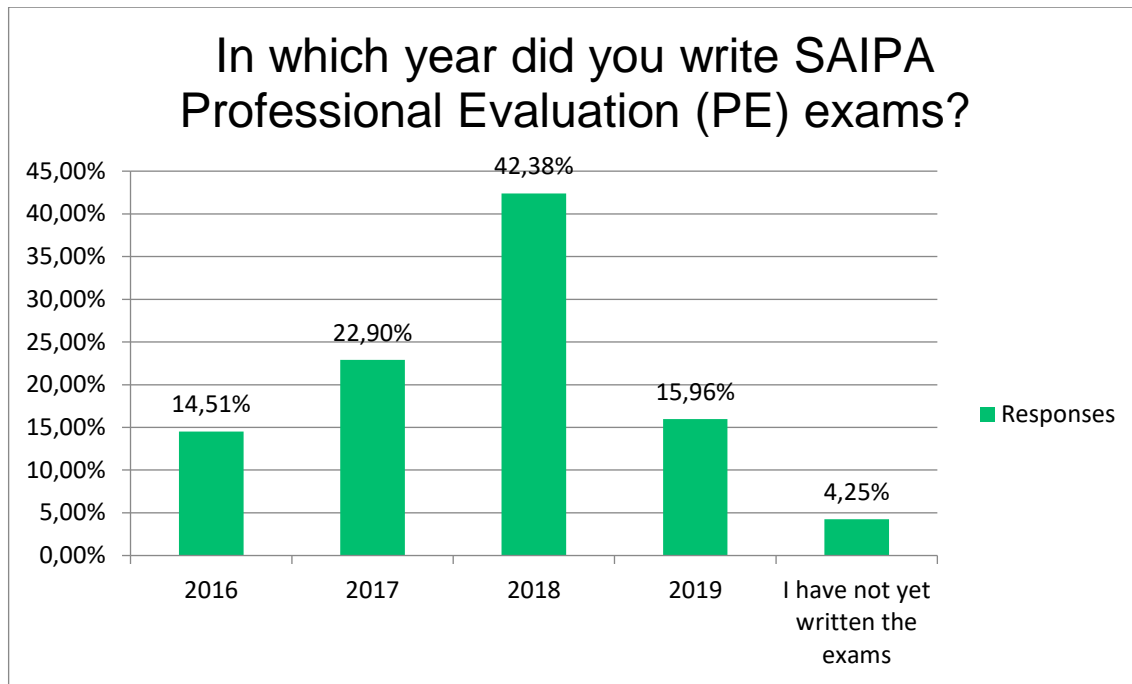
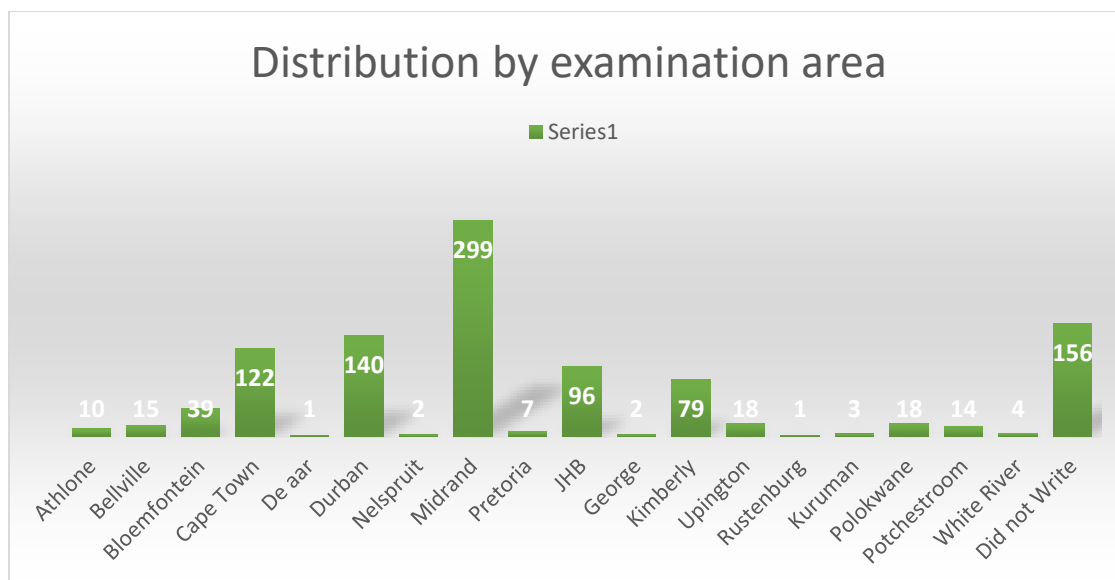


Figure 8: Distribution by year beneficiaries wrote PE

The data presents present the distribution of beneficiaries according to the year they wrote their PE exams. As can be seen, 40% of the participants wrote the exams in 2018.

3.2.2 Area where exams were written



The figure above present distribution of the participants according to the area they wrote the exams. Majority of the participants wrote their exams in Midrand.

3.2.3 Distribution by exam results

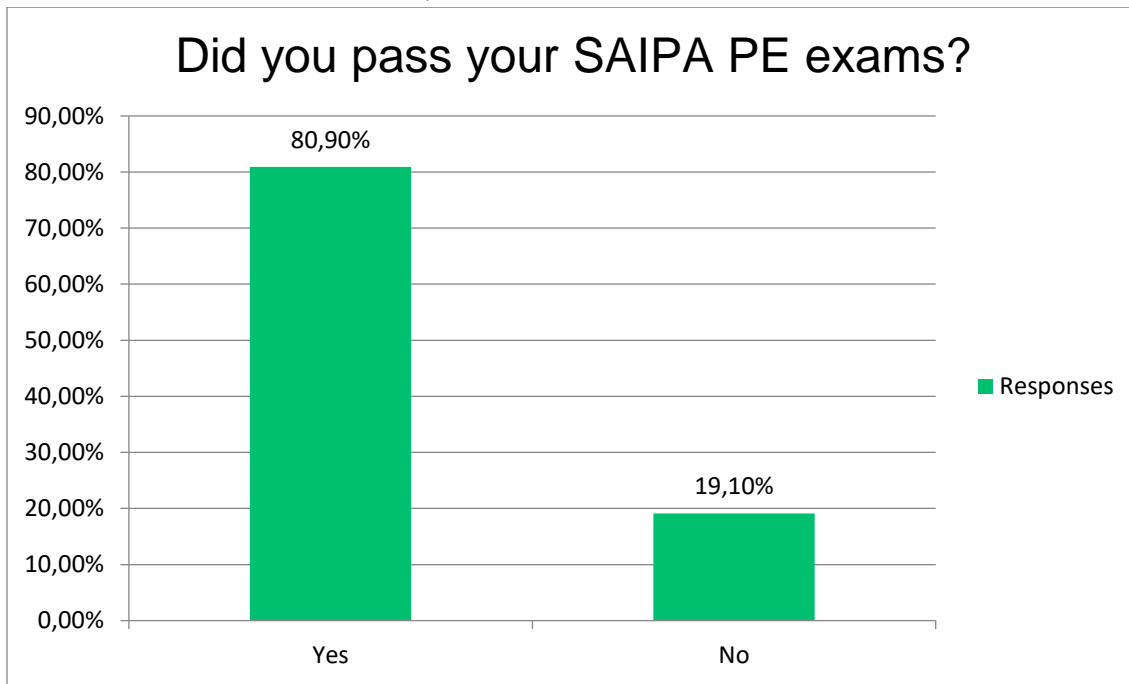


Figure 9: Distribution by Exam results

The figure above presents distribution of the participants according to examination results. The data indicate that 80% of the participants have passed their PE exams.

3.2.4 Distribution by completion of practical/Learnership

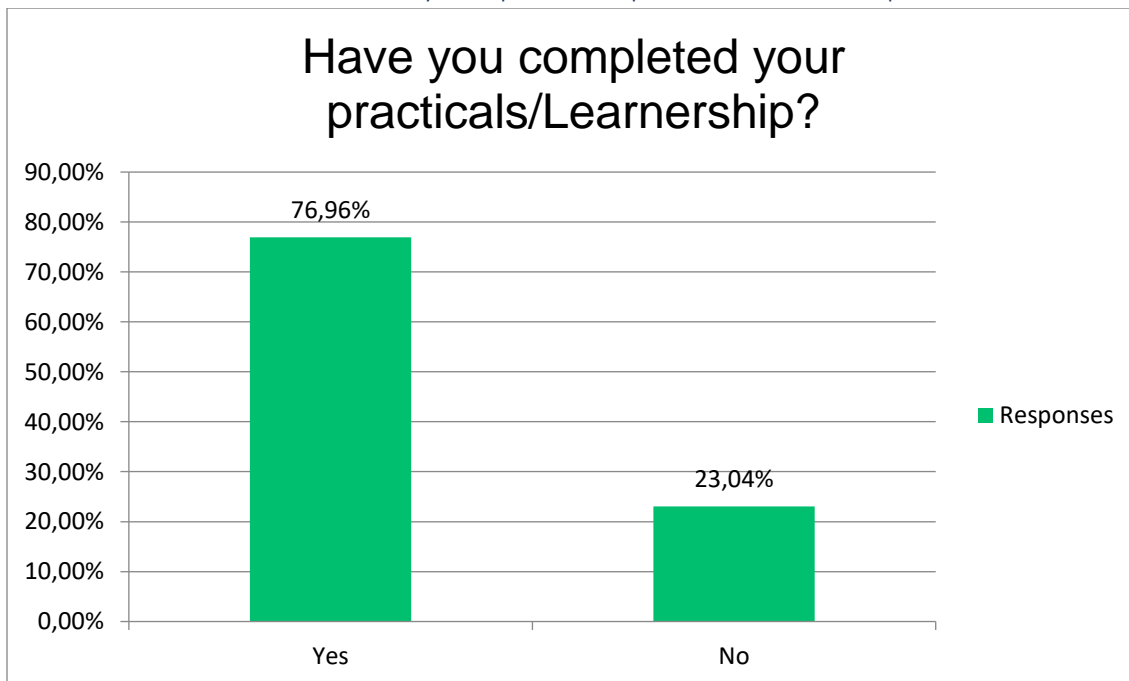


Figure 10: Distribution by completion of Practicals/Learnership

The data above present distribution of the participants according to those who have completed learnership or practicals. Majority of the participants (77%) have completed their learnerships.

3.2.5 Distribution by beneficiaries who achieved designation

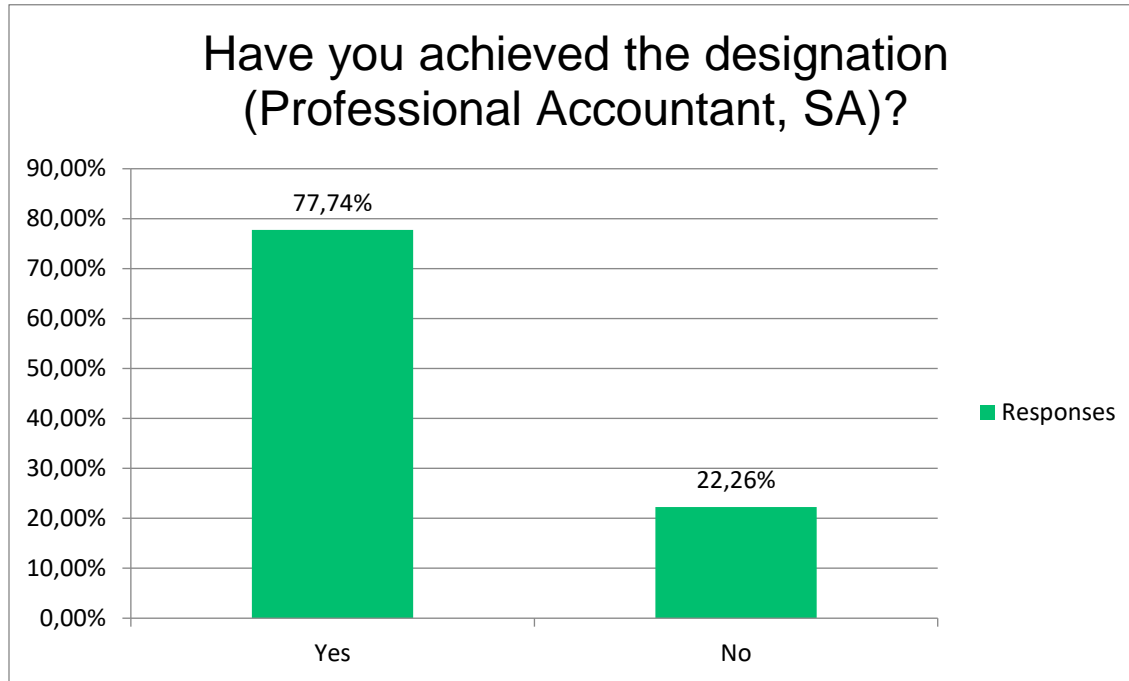


Figure 11: Distribution by achievement of PA designation

The figure above present distribution of the beneficiaries according to achievement of SAIPA designation. The data indicate that 78% have achieved the PA designation.

3.2.6 Distribution by duration before achieving designation

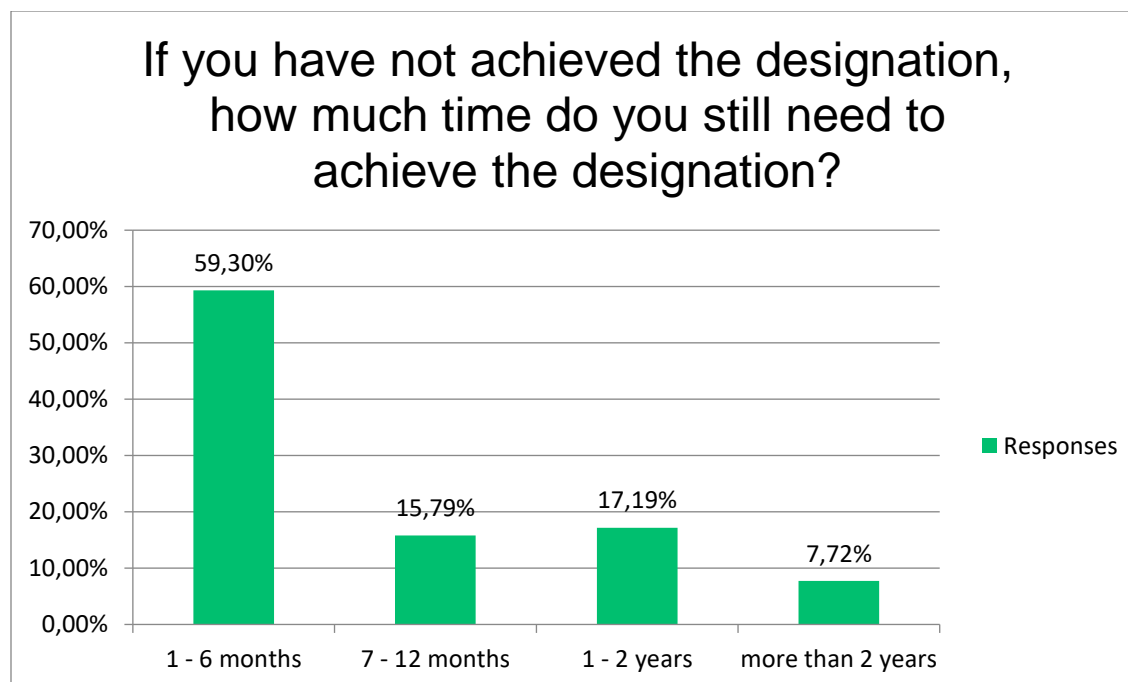


Figure 12: Distribution by duration before achieving PA designation

Figure 12 above present distribution of participants according to time needed to complete the programme. The data indicate that 60% of the participants will have completed the programme in 6 months while 16% still needs 7 to 12 months to complete.

3.2.7 Distribution by beneficiaries who are furthering studies

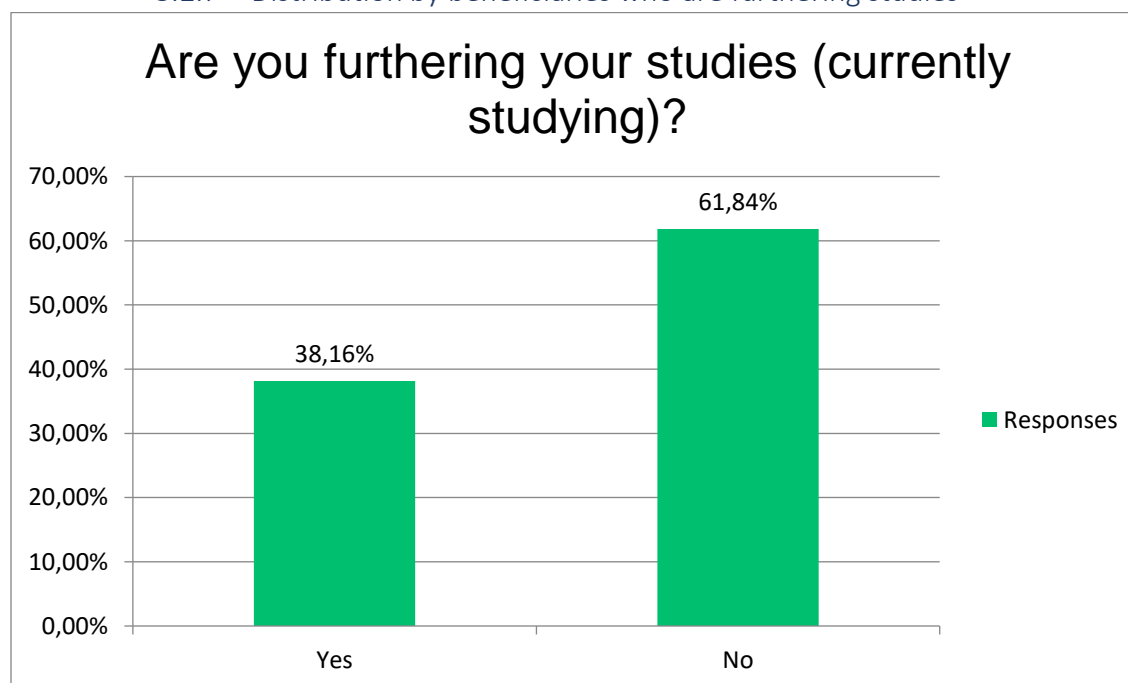


Figure 13: Distribution by beneficiaries furthering studies

Figure 13 above present the distribution of participants according to those who are furthering their studies. The data indicate that 38% of the participants are currently studying.

3.2.8 Distribution by field of study

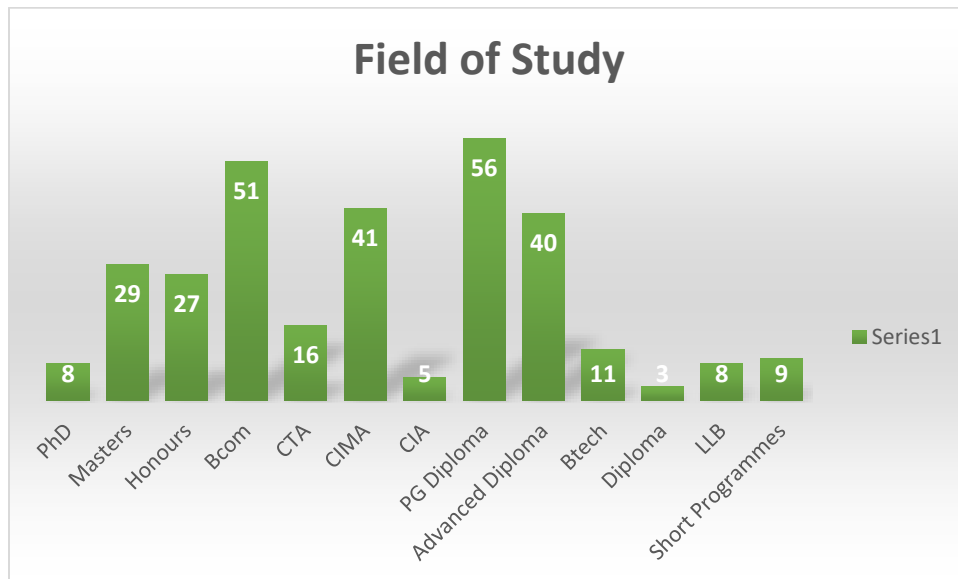


Figure 14: Distribution by field of study

The figure above present distribution of participants by field of study. The data presented indicate that majority of the participants who are studying are pursuing a Post Graduate diploma, followed by CTA and BCom degree.

3.2.9 Distribution by employment status

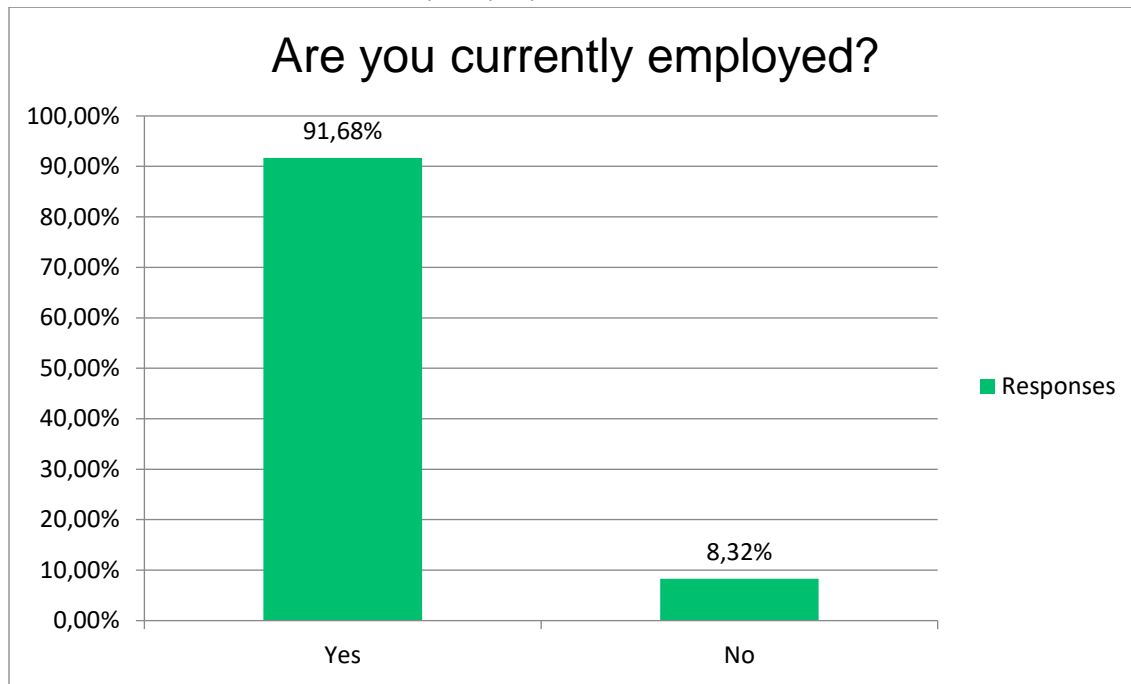


Figure 15: Distribution by employment status

The figure above present distribution of the beneficiaries by employment status. The data presented indicates that more than 90% of the participants are employed.

3.2.10 Distribution by Positions occupied

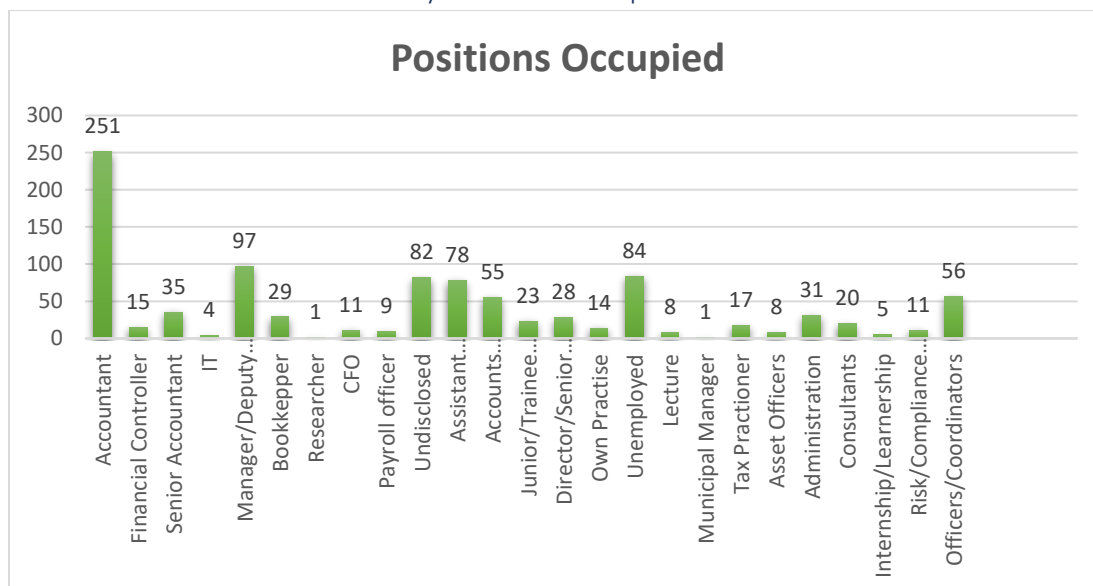


Figure 16: Distribution by positions occupied

The figure above presents the distribution of participants by positions occupied. As can be seen above, majority of the participants have occupied Accountant positions. The data also indicates that participants also included

- 2 CEOs,
- 11 CFOs and
- 1 Municipal Manager.
- 14 participants indicated that they opened their own practice.

3.2.11 Distribution by current employers

1609 group		Aquila Business Consulting (Pty) Ltd
58 fleet		Árbol Grande Business Solutions
7Arrows Security (Pty)Ltd		Ariston Global (Pty) Ltd
AB 350 Pty Ltd		Armada Business Accountant
Ab InBev		ARMS Audit
ABACWANINGI BUSINESS SOLUTIONS		Armscor
Abnormal		Artisan Training Institute (Pty) Ltd
Abreal Property management		AS Auditors Incorporated
Absa		Atlegang Business Consulting
Accensis Inc		ATM Consulting
Accenture South Africa		Auditor General SA
Accuity Financial Solutions		Avbob
ACREDO CONSULTING		B Kooverjee and Company
Actom (Pty) Ltd		Babcock International
Adcorp		Barloworld Equipment
ADI Investment		Bayport Financial Services
Advtech Resourcing		BDO Business Services and Advisory
AEC AMERSHAM		BDV Platinum Audit Services Inc.
AEL Intelligent Blasting		Beekman Management Services
AEP Energy Africa Limited		Benmarc Enviromental
AFGRI		Bennett J CC
Africa's Best 350 (Pty) Ltd		Benson and Son
Afriline Civils		Bentel Associates International
AGAPE Chatered Accountants Inc		BFG Services Pty Ltd
Agricultural research council		Bibi Cash and Carry Supermarket
AHA Kathu Hotel		Bic South Africa
Aids Foundation of south Africa		Bidvest
Akani Retirement Fund Administrators		Blackiq
ALE Heavylift SA		Blue Sky Accounting
Alexander Forbes Financial Services		Bonakude consulting
Alma Casa Financial Services		bonline SA (Pty) Ltd
Am Investments		Borwood Communucations
Ambleown Financial Services		Bowman Gilfillan Inc
Amcor Flexibles		Bp
Amdec Property Development		Brand Van Niekerk & Co Inc.
American International School of Cape Town		broadreach consulting llc
Amphakamalele		Broll Property
Anderson Transport		Brunt Botha & Co Accountants
Andiswa Gowa Practice		Bryte Insurance Company
Anova Health Institute		BSN Medicals
APAC Consulting		BVSA Malmesbury

Cajee Razak & Associates	Delta Q S
Camalus Developments (Pty) Ltd	Department of Agriculture
Canvas Compliance	Department of Correctional Services
Cape Trans Property Investments	Department of Cultural Affairs and Sport
Capespan Farms	Department of Education
Capitec Bank	Department of Employment and Labour
cargo carriers	Department of Environmental affairs
Cecil Kilpin & Co	Department of Health
Cell C Limited	Department of Justice and Constitutional Development
Center for Communication Impact	Department of Rural Development And Land Reform
Centlec (SOC) Ltd	Department of Social Development
Chartered Accountants (Pty) Ltd	Department of Transport
Chemonics International Incorporated	Department of Treasury
Chief Albert Luthuli Municipality	Department of Water and Sanitation
Cipc	Department Sports, Arts and Culture
Citadel Investment Services	Dept of Economic Development
City of Cape Town	Derivco
City of Ekurhuleni	DGMT
City of Johannesburg	DHET
City of Johannesburg Metropolitan Municipality	DIAL THE BOOKKEEPERS T/A BIZXCEL KUILS RIVER
City of Tshwane Metropolitan Municipality	Diamond Realisations (South Africa) (Pty) Ltd
Clicks Group Ltd	Digby Wells Environmental
CLV GROUP	Digicall
Coastal Accounting	Dimension Data Advanced Infrastructure
Coca-cola	Dischem
Colenbrander Incorporated	Discovery
CONCO	Dixie and Visser CC
Confiance accountants	Donaldson Filtration
Conlog Pty Ltd	Dragonfly Africa Tours
constantly insurance	DRDLR
Construction industry Development Board	DTE Projects
Correctional services	Dumezweni Accountants
CP&B	Durban Transport
Croy Business Services	DURBAN UNIVERSITY OF TECHNOLOGY
CSX Customer Services	Dynamic Visual Technologies (Pty) Ltd
Ctrack	E4
DAFF	Edge Growth Business Development
Daly Credit Corporation	Education department
Datatec Limited	Education Labour Relations Council
Dawid kruiper municipality	Educor
De Beers Benefit Society	efin services

Ekurhuleni west colege	Fred Footwear
Electro City Cc	Free State Gambling, Liquor & Tourism Authority
EMA Cape Town (Pty) Ltd	Free State Treasury
Emfuleni Local Municipality	Freelance
Emiyoli Consultants (Pty) Ltd	FSCA
EMS Credit Pty Ltd	Fugro Survey Africa (Pty) Ltd
Emthanjeni Local Municipality	G H Accounting (Pty) Ltd
eNetworks	Gagasi FM
Engen Petroleum Limited	Galbraith Rushby Inc
EOH Mthombo (Pty) Ltd	Gamagara local municipality
Epicco Accounting and Advisory	Gasegonyana Local Municipality
Epoch Resources	Gauteng Department of Health
Egstra	Gauteng Provincial Legislature
Equity Accounting CC	Gauteng Provincial Treasury
Ernst & Young Advisory Services (Pty) Ltd	Gedeelte 68 Rooipoort Pty Ltd
EscongweniBph Engineers	Giza Technologies
Eskom Holdings	Glen21 Entertainment
Estee Lauder	Gochi Trading
Ethekwini Minucipality	Goverment Employees Medical Schemes
eThongweni arts and craft	GPAA
Eukon engineering	Grace Bible Church
Everest Financial Services (Pty) Ltd	GRAND GAMING KZN
Excellerate JHI (Pty) Ltd	Grandmark International
Excellerate Property Services	GREAT RETURN INVESTMENTS
Execu-Move CC	Greater Kokstad Municipality
Fantique trade 726	Greiner Foam International
Fedics - Tsebo Group	Grindlay Export Corporation
Feltex Automotive (Pty) Ltd	Grindrod
Fezi Auditors and Consultants	Growthpoint
Fibre Geeks	GTC Employee Benefits
First Rand	Guardiar South Africa (Pty) Ltd
First Trust Business Solutions	GWK LTD
first trust Business solutions	Hans du Plessis Accountants
Fleet Africa	Hantam Municipality
FNB	HARSCO Metals Illanga (Pty) Ltd
Focus Project Management	Hello Group
Food Lovers Market	HGG Financial Group
Foodcorp (Pty) Ltd	Higher education and training
Fortax CC	His Mercy Consulting Services (Pty) Ltd
Frances Baard District Municipality	HLB Barnett Chown Proprietary Limited
FRANKR	Honey fashions

Horizon Capital	Khais-Ma Local Municipality
Hr Lithographic Printers	Khato civils
Htb Consulting	Khomola Professional Accountants
Huletts	KIC SA
HW Accounting Services	KLT Automation and Tubular (SA) Pty Ltd
IBASA	KNYSNA MUNICIPALITY
ICASA	Kopanong Local Municipality
Icebolethu Funerals (Pty) Ltd	Kophela Trading CC
IDC	Kreston Johannesburg Inc.
IDF Capital	Kreston KZN
IEC	Kreston-NW
Ikageng Consultants (Pty) Ltd	Kudiabor Investment
Ilab pty Ltd	KwaZulu-Natal Treasury
iLembe District Municipality	LA Retail Holdings
Imani Business Advisory Services (Pty) Ltd	Lagab Financial Services
Impendium Pty Ltd	LeapFrog Investments
Imperial CPG	Ledbury Accounting services
Impuma Group	Legal Practitioners Fidelity Fund
INDUSTRIAL DEVELOPMENT CORPORATION	Letlaka Media
Ingonyama Trust Board	Letsati Finance and Loan
Ingquza Hill Local Municipality	LGSETA
Inhep Electronics	Lifeco UnLtd SA
Inkomba Verification Agency	Light Fibre Infrastructure
Interwil Wood Products	Lilane Property Investments
ISIPHO ESIHLE ACCOUNTANT (PTY) LTD	Limpopo gambling board
iThemba Alcohol and Drug Rehabilitation Clinic	Limpopo Provincial Treasury
Ivanhoe Mine SA	Lovedale College
IWMI-SA	loveLife
JB Marks Local Municipality	Lund & Kieck Inc
JCICC Network	Magalieswater
JHB 101 Group	Malunga Tax Consultants
Joe Morolong Local Municipality	MANITOU SA GROUP
John Taolo Gaetsewe District Municipality	Maritz & Fleming
JTC Group Pty Ltd (Fund Administrators)	Masango Sanyane Inc
Kapa Bokoni Trading and Projects 10 CC	Masemanzi Mining Holdings
Kareeberg local municipality	masilonyana local municipality
Karelse Rekenmeesters	MASINGITA GROUP ADMINISTRATORS
Kaycee Business Consultants cc	Massbuild
KCE	Massdiscounters
Kgatelopele Local Municipality	Matsieng consulting
Kgetlengrivier Local Municipality	Mazars Cape Town

MBB Services International	Multotec
MBH Financial Services CC	Munich Reinsurance
MBS ACCOUNTING SERVICES	Munsoft (Pty) Ltd
Mcdonald Steel	Muss
Mdledle Incorporated	Mustek
Media Development and Diversity Agency	NAKO Group
Mediclinic	Nama Khoi Municipality
Merafong City Local Municipality	National Construction Incubator Trust
Meso Group	National Department of Home Affairs
Metica Invest (Pty) Ltd	National Medical Supplies
Metropolitan Health	National Treasury
MGI Bass Gordon	National Youth Development Agency
Midvaal LocalMunicipality	NBI
Mining House	NC DEPARTMENT OF EDUCATION
Mining Qualification Authority (SETA)	NC Provincial Treasury
Minor Hotels	Ndlovu Accounting and Business Consulting
Mix Telematics	Nedbank
Miya Mdluli Investments	Nedgroup Trust (Pty) Ltd
Mmazwi Civil and Construction Services	NEF
MNF Consulting	Negota Group
MODI MINING	Nelson Accountants
Mogale City Local Municipality	Netcare
Mol Pro Consulting	Newend Professional Services
Moloi	Nexia SAB &T
Momentum Metropolitan Group	Ngubane & co
Moore Cape Town Inc.	Nilaflex
Morar Incorporated	Nkangala District Municipality
Mott Macdonald	NMT Capital
Mowana Properties	Norcross SA
Mpact Operations	North West Gambling Board
Mpumalanga provincial legislature	North West Provincial Treasury
Mpumalanga Provincial Treasury	North West Tourism Board
Mpungose Incorporated and Associates	northern cape department of education
Mrwebi Auditors and Accountants	Northern Cape Department of Health
M-Squared Accountants	Northern Cape Department Roads and Public Works
Msunduzi municipality	Northern Cape Health
MT Mtimandze Project and Consulting (PTY) Ltd	Northern Cape Provincial Legislature
MTM Professional Accountant (SA)	Northern Cape Provincial Treasury
MTN	North-West University
Muedo Consulting Services	Norton rosefulbright
Multitrade Distributors (Pty) Ltd	NSM Capital

Numeri Accountants Inc.	PWC
NWU	Qala Quarry PTY LTD
OAS	Quartile Capital
Oceana Group	R&R Marketing
Office of the Auditor General South Africa	Raminet Technologies Pty Ltd
Office of The Chief Justice	Rand Mutual Assurance
Old Mutual Limited	Randwater
Omang Trading and Logistics	Rautenbach & Rautenbach
Outsourced Finance	RCL foods
Ovations Technologies (Pty) Ltd	Redefine Properties
Overseas Administration Management	Reliable Accountant
PACOFS	Richmond Municipality
PANAGORA GROUP	RK Consulting and Advisory Services (Pty) Ltd t/a Evolve Accounting
Parliament of South Africa	Road Accident Fund
PepsiCo	ROCK SOLID PARTNERS (PTY) LTD
Petrocam Trading	Rosebank College
PG Group	Rosstone Consulting
Pharmed pharmaceuticals	Roux & Associates Chartered Accountants
Philip Morris South Africa	RSM South Africa
PICO	Rural development
Pinnacle Protection Enterprises	Rustenburg Local Municipality
Pixley Ka Seme District Municipality	Rustenburg Local Municipality
PKF	SA Express Airways
Plascon	SABT
Polyoak packaging	SACM
Povey Mulvenna & Ass	SADTU Investment Holdings
Prasa	Sage
PREMIER MAPPING AFRICA	Salvation Army
Premier Professional Accountants	SAMWUMED
PricewaterhouseCoopers Inc.	Sanlam
Private Client Holdings	SANNE fund services
Procter and Gamble	Sanne Group
Professional Accountants and Tax Consultants	Santoriello Ho-Tong & Co.
Proforum Limpopo	Sappi
Protea Consulting	SAQA
Provincial Treasury North West	SASSA
Prume	Scarlet Sun Pty Ltd
PSG Wealth Financial Planning	SD Singh & Associates
PSTM chartered Accountants	Sean O'Connell
PUBLIC WORKS	Sebata Group Holdings
PULSE PROPERTY GROUP	Sebata Municipal Solutions

SECTION27	TET ACCOUNTANT
SEDA	The Aids Foundation of South Africa
Senne advisory and consulting services	The Beverage Company
SENSEPOST(PTY)LTD	The Building Company
Setshaba Research Centre	The Combustion group
Shoprite Checkers	The South African National Roads Agency SOC Ltd
Sigma Switchboard	Thembalitsha Foundation
Sign Edition	Tiafield Pty Ltd
SKG Properties	TISO BLACKSTAR
SM MOWLA & ASSOCIATES	Tokologo Local Municipality
SNG Grant Thornton	Topbet Power
social development	TOTAL SA (PTY) LTD
Sol Plaatje Municipality	TRADE AND INDUSTRIAL POLICY STRATEGY
Sol Plaatje Univeristy	Tradewinds Parosols
Soul city Institute	Transnational Freightlink (Pty) Ltd
South African Bone Marrow Registry	Transnet
South African Communist Party	Tri-Temp
South African National Parks	TRSA
South African Pharmacy Council	TS Volumetric Mixcer
South African Police Service	TSANTSABANE LOCAL MUNICIPALITY
South African Revenue Services	Tsebo Botlhale Consultants
South African Society of Physiotherapy	Tsebo Solutions Group
Southern African Youth Movement NGO	Tshikululu Social Investments
Sowertech (Pty) Ltd	Tshwaraganang and Associates
SPAR	Tsogo Sun Hotels
Sphere Holdings	Tssn carriers
Standard Bank SA	TTS
Stargrow	Tungrok Mining(Pty)Ltd
Statistic South Africa	Twenty4Six Financial Management
Steve Tshwete Local Municipality	Two Ships Trading 299 (Pty) Ltd
Stibium Mining South Africa	Ubuntu Local Municipality
Student Funding Department, University of KwaZulu Natal	UKZN
Sun International	Umgeni Water
SUNSPRAY FOOD INGREDIENTS (PTY) LTD	UMZIMVUBU MUNICIPALITY
Supatrade	Unemployment Insurace Fund
SUSZ South Africa (Pty) Ltd	Unibisco Biscuits SA (Pty) Ltd
Swift Silliker	Unilec SA
Switchless	UNISA
Taxi Choice	Unitrans Supply Chain Solution
Telza Pty ltd	University of Cape Town
TEMI MECHANICAL AND ELECTRICAL	University of Johannesburg

University of Limpopo	Youth for Christ (NGO)
University of Stellenbosch	Zest Fruit Pty Ltd
Urban brew studios	Zf Mgcawu district municipality
US Embassy	Zimco Group (Pty) Ltd
USAASA	Ziphakamise Cooperative Bank
Vaal University of Technology	
VH Fibre Optics	
Viacom	
Victor Khanye Local Municipality	
Vision Accounting & Financial Services	
Vodacom	
Vukani Gaming Corporation	
W.K.H. Landgrebe & Co.	
Waste Bureau SA	
Wayne Smith & Associates	
WBHO Construction	
WDB Trust	
Wendywood High School	
West Rand District Municipality	
Westcon Group	
Western Cape Education Department	
Western Cape Provincial Administration	
Western Cape Provincial Treasury	
western shoppe	
WESTFALIA FRUIT PRODUCTS	
Westoboy Reid	
Whiteleys Accountants	
Wilder Lockitch	
Willbrink outsourced enterprise	
Willis Towers Watson	
Winnpower Tyre (Pty) Ltd	
Wits Health Consortium	
WJ Mitchell and Associates	
Woolworths	
Work on contract basis for Thamani Advisory	
WorldAware Solutions	
Was	
WWFSA	
Xahumba Engineering Consulting Pty Ltd	
Xhariep District Municipality	
Xylem Water Solutions	

Table 2: List of current employers

3.2.12 Distribution by change of employment

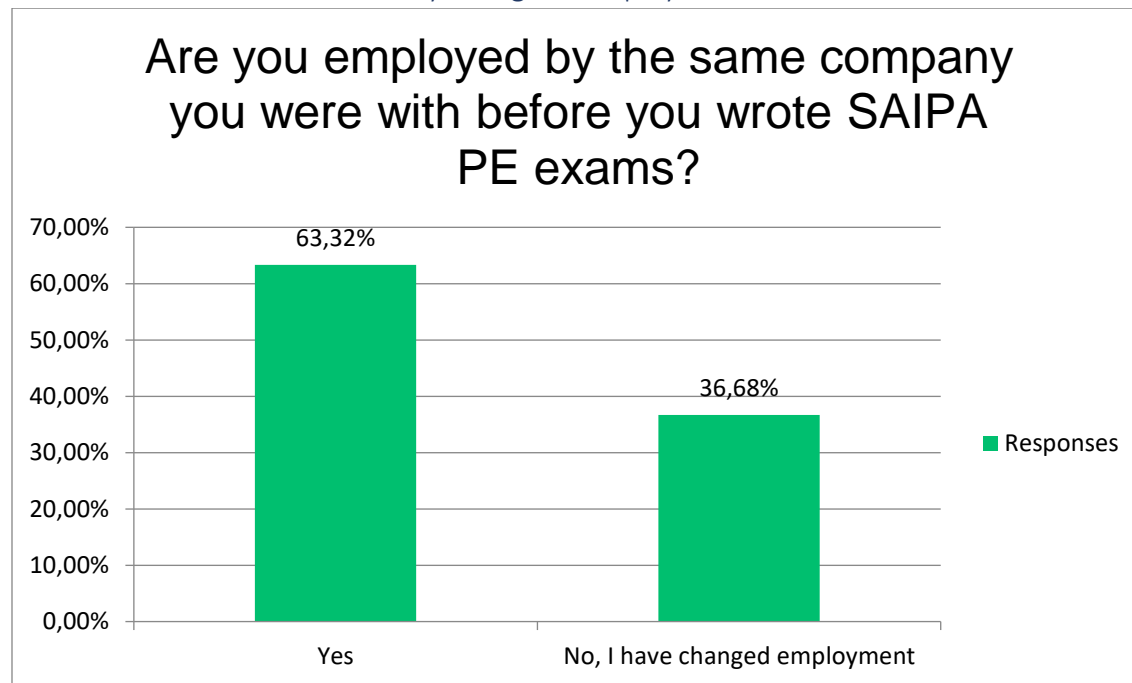


Figure 17: Distribution by change of employment

Figure 17 above present distribution of participants per career advancement. The data indicate that 63% of the beneficiaries have changed employment after completing the Fasset SAIPA project.

3.2.13 Distribution by employment sector

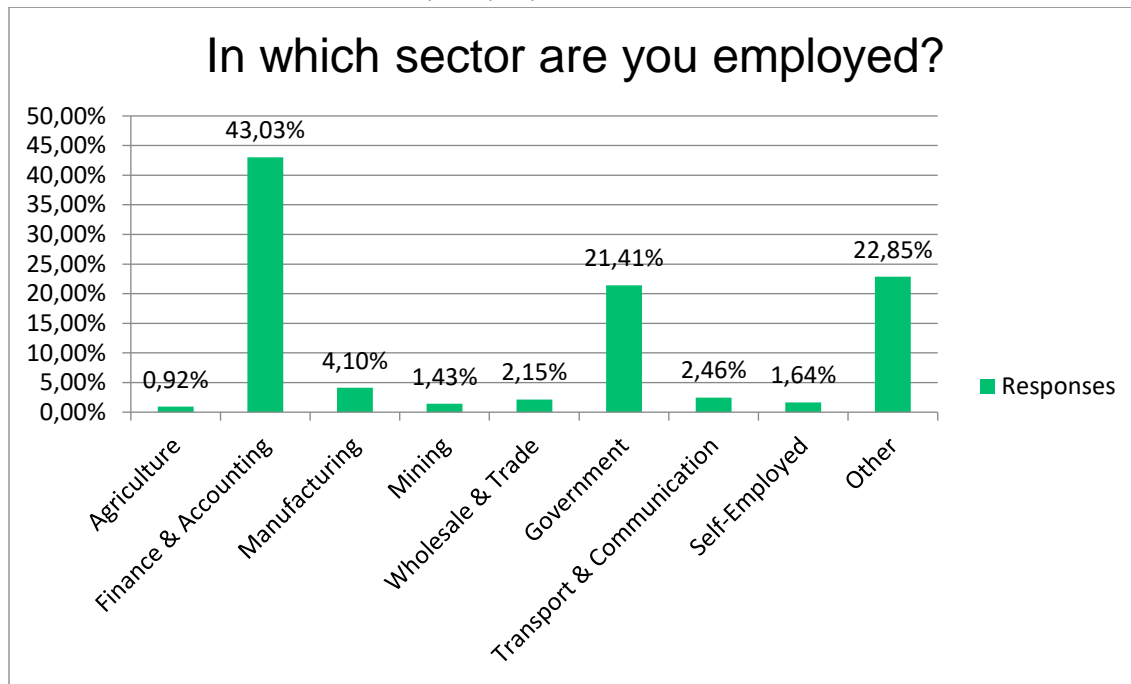


Figure 18: Distribution by employment sector

The figure above present distribution of the participants per employment sector. The data presented indicate that majority of the participants (43%) are employed in the FAS sector, followed by government (public sector) at 21%.

3.2.14 Distribution by current monthly income

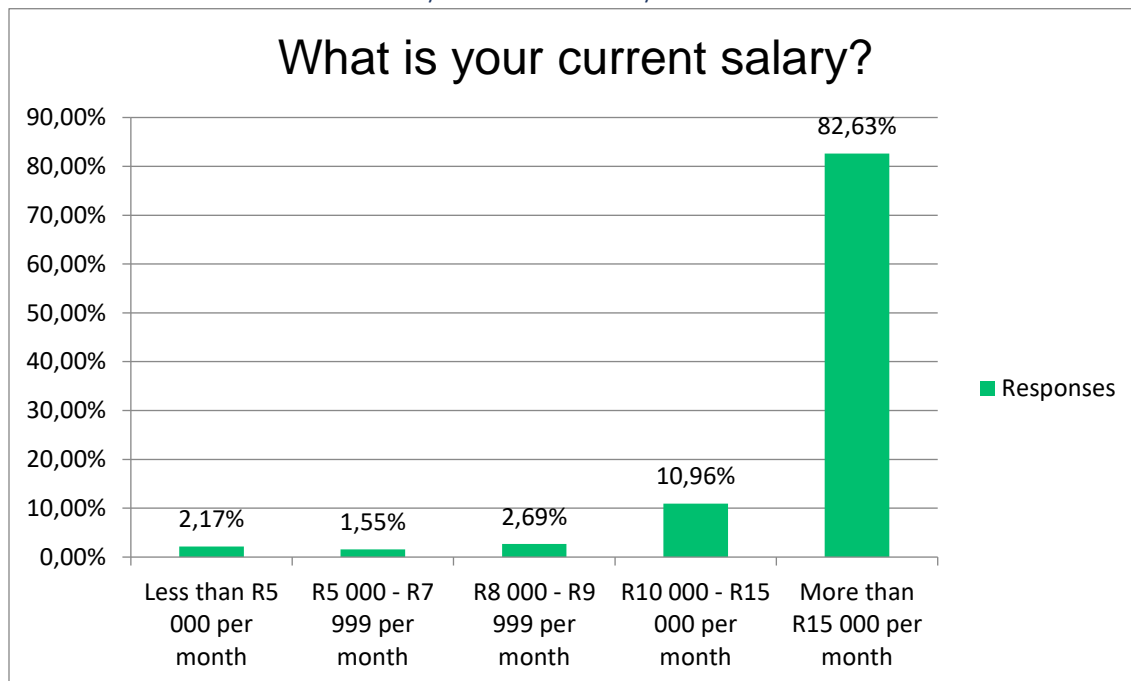


Figure 19: Distribution by average monthly income

The figure above presents the average monthly income for the participants. The data indicate that 83% of the participants earns more than R15 000 with 2% of the participants earning less than R5000.

3.2.15 Distribution by change of income

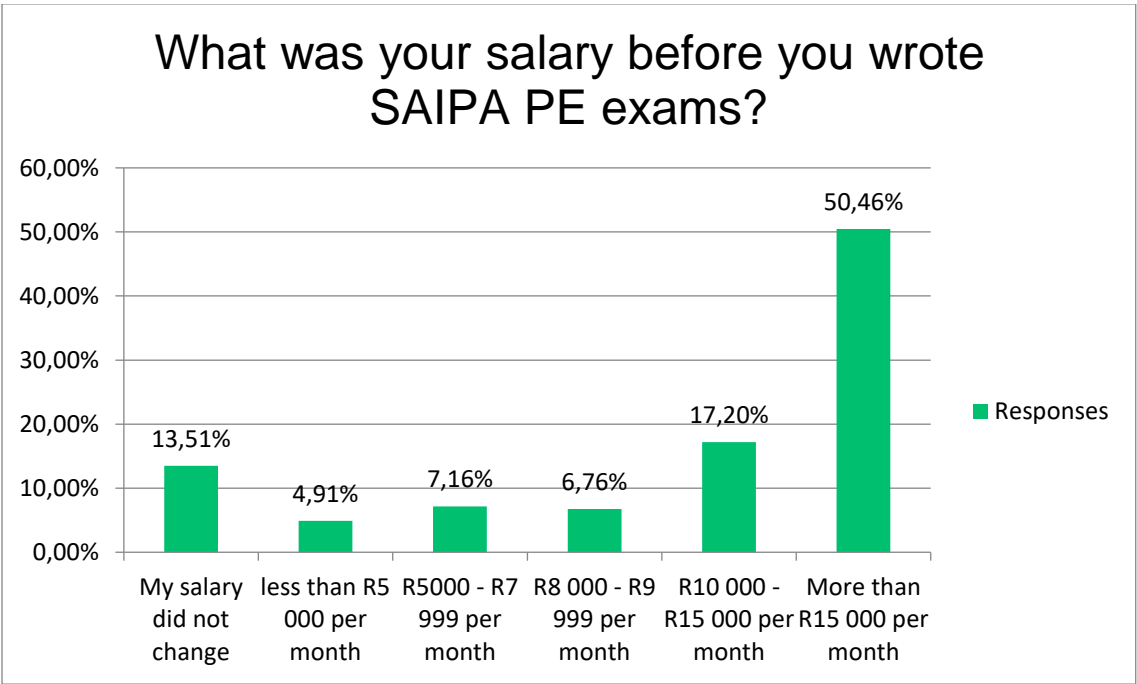


Figure 20: Distribution by improved income

Figure 20 present the distribution of the participants per monthly income before participating on Fasset SAIPA project. The data indicate that 50% of the participants earned more than R15 000 as compared to 83% currently earning more than R15 000. The data also indicate that 13% of the beneficiary’s income has not changed.

3.3 Impact of SAIPA Project on beneficiaries

3.3.1 The extent the project enhances beneficiary profession?

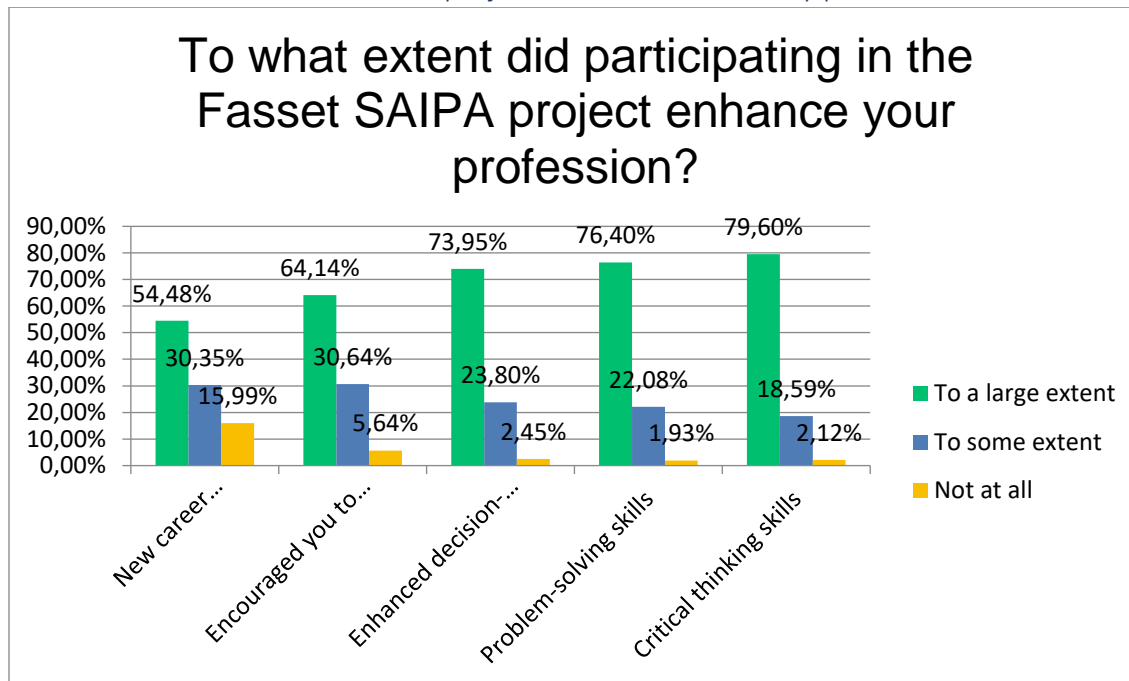


Figure 21: Distribution by beneficiary opinion on impact of SAIPA project on beneficiary skills

The figure above presents the distribution by participants opinion, on the impact of the programme on their profession. The data indicated that the majority of the participants believe the programme enhanced their critical thinking, problem solving and decision-making skills. The data also indicates that 15% of the participants believes the programme didn't enhance their career growth.

3.3.2 Impact made on beneficiaries' skills

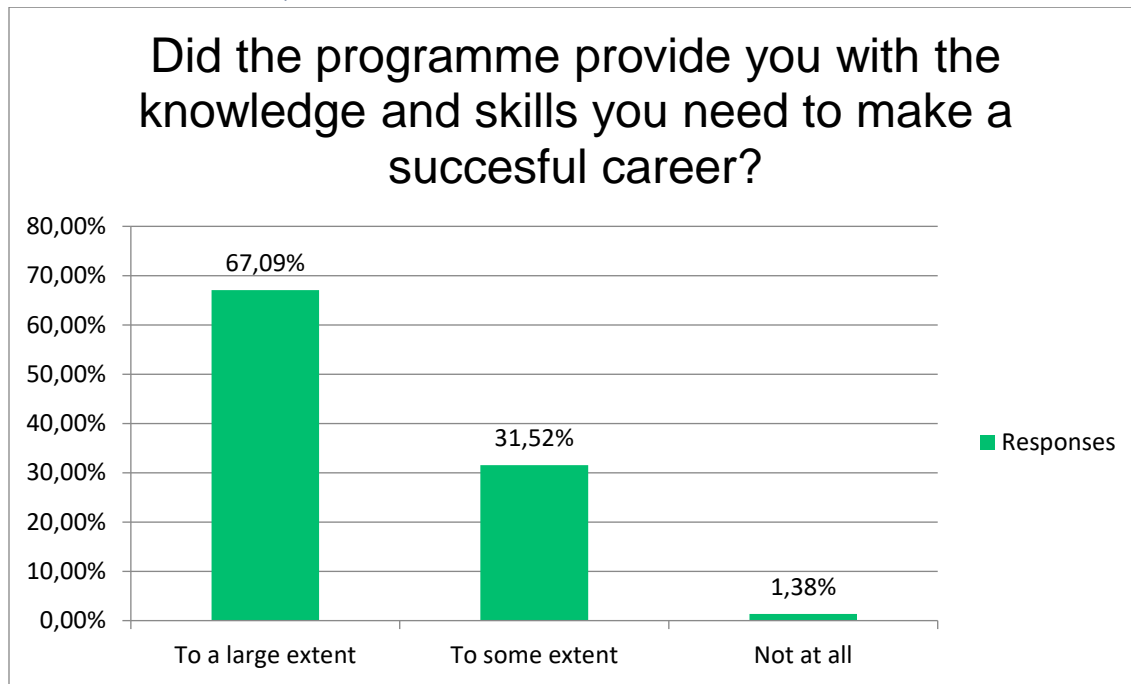


Figure 22: Distribution by opinion on knowledge & Skills required for successful career

The figure above presents the opinion of the participants on the ability of the programme to provide participants with the required skills for a successful career. The data indicates that 67% strongly believe the programme is capable, while 1% disagrees.

3.3.3 Satisfaction with skills and knowledge gained

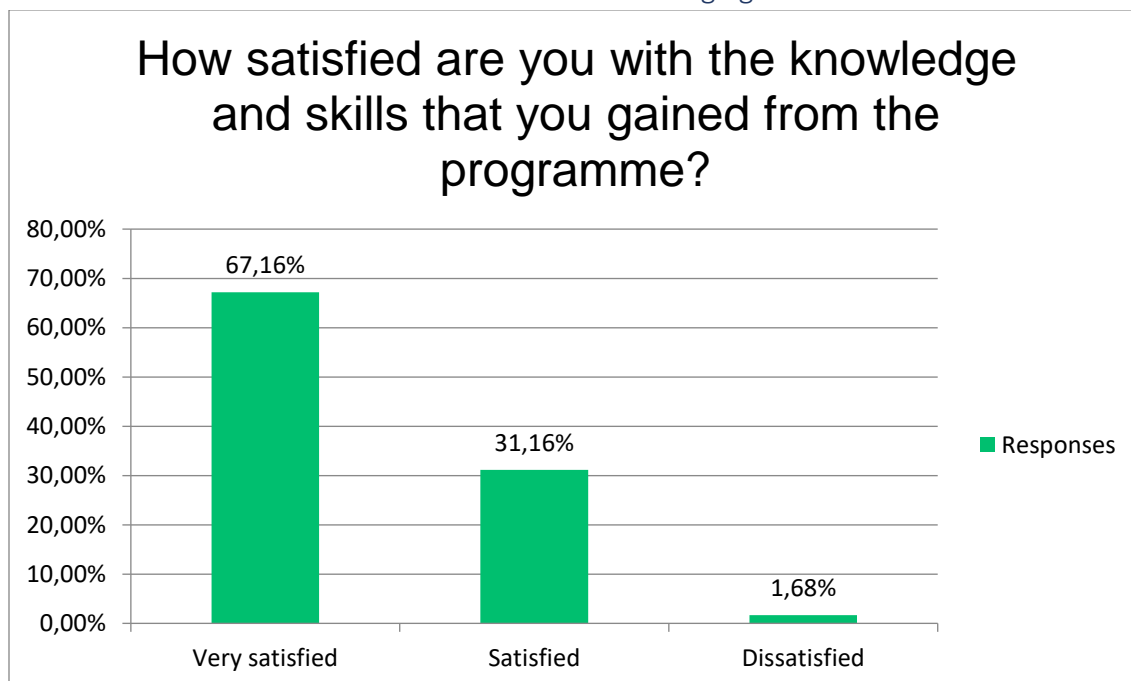


Figure 23: Distribution by beneficiary opinion on skills gained

The figure above presents the level of participant's satisfaction on the knowledge and skills gained from the programme. The data indicates that 67% are very satisfied, with 1% being dissatisfied

3.3.4 What beneficiaries found to be useful

The following are things which participants found to be useful about the programme:

- Critical application of the theory. Participants learnt new ways of doing things
- The practicality of the programme as compared to theory being taught at tertiary institutions
- The programme created a platform to network
- Classes held on weekends allowed the working class to participate on the programme
- The programme encourages active reading
- Online tests and face to face classes encouraged interactions
- Knowledgeable facilitators
- Webinars allowed for the lessons to be recorded and viewed later
- Study material and the interactive lecturing
- Obtaining a professional designation at the end of the programme
- Promote the culture of learning which will have more of an impact on growing the economy
- The online portal to improved access to information
- SAIPA LOGBOOK
- The experience gained throughout the learnership period
- New career opportunities created by participating on the programme
- Presentation of content and lectures
- Workshops as arranged by Fasset
- Financial Assistance from Fasset
- Group Studying enhanced knowledge sharing
- Writing Mock Exams prepared learners for the PE exams

3.3.5 What beneficiaries found least useful

- Beneficiaries not being able to get credited for the modules from other tertiary institutions
- Completing the programme but not being able to maintain the SAIPA membership due to the fees involved
- Having classes once in three weeks, lots of content to be absorbed in one day
- Study material not provided in time
- Other learning areas on the exam were not included on the training materials
- Feedback on class assessment was not provided
- SAIPA website wasn't useful, some webinars were saved incorrectly

- Some facilitators dwelled a lot in theory, didn't cover relevant practical for the work environment
- lots of travelling as classes are only in big cities
- Certain aspects of the log book were not sufficiently detailed
- The training focuses on private sector, government accounting not covered
- Auditing was least covered in the programme, insufficient time allocated to it
- The programme doesn't recognize prior learning (RPL), learners have to repeat all modules which they have done previously
- The group social network page was abused by other members
- Those who had not went through Learnership/practicals found that the stipend provided by employers was insufficient
- Lack of communication between SAIPA and the learners

3.3.6 Impact made to beneficiaries' personal lives

- Enhanced self confidence
- Ability to make informed decisions
- enhanced critical thinking
- ability to think independently
- ability to manage finances better
- enhanced career prospects
- communicate more effectively
- improved self-discipline
- improved listening skills
- improved time management
- more diligent
- opened opportunities to establish own firms
- created platform to realize one's full potential
- ability to comprehend more complex matters
- boosted morale and public speaking

3.3.7 Impact made to beneficiary professional lives

- Study material to refer to
- opportunity to network with peers
- obtain recognition within the industry
- motivated to study further
- adheres to profession's ethical conduct
- increased income
- secured permanent position
- earned respect and credibility within the industry
- ability to apply policies to work
- easily grasp concepts

- The PA designation
- broadened beneficiary's body of knowledge
- ability to provide credible financial advice
- ability to value and respect clients
- developed leadership skills
- kept abreast with new development within the industry

3.3.8 Will beneficiaries recommend the Fasset SAIPA programme to others?

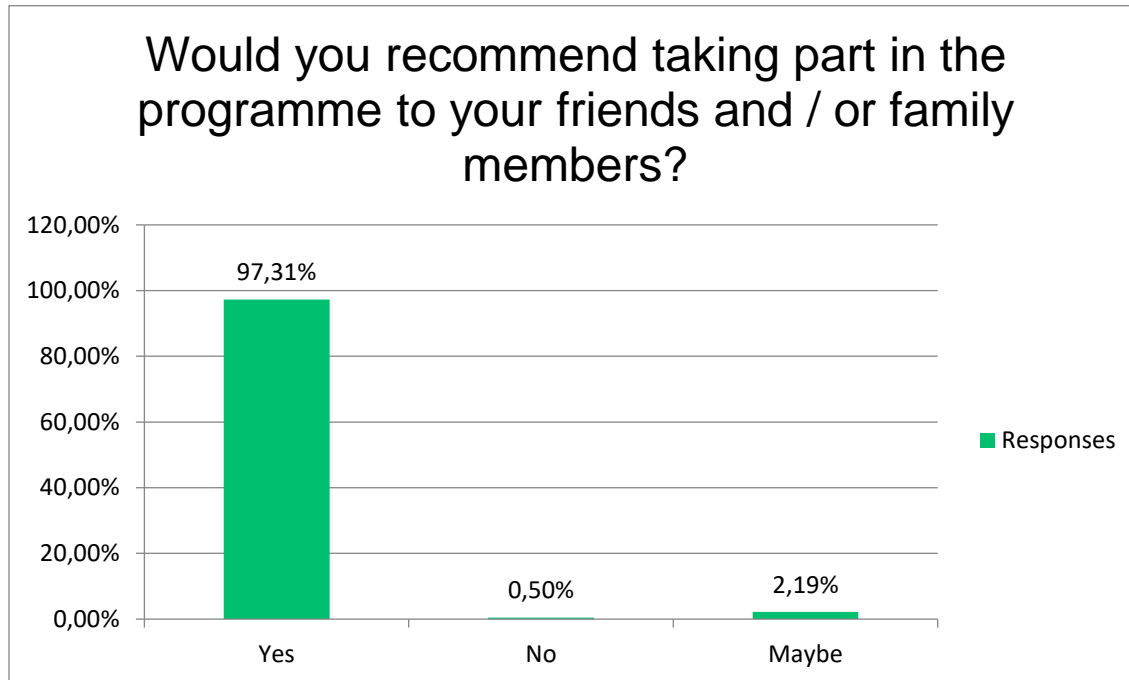


Figure 24: Distribution by beneficiaries who will recommend the programme to others

The participants were asked if they could recommend the programme to others. The data above indicate that majority of the participants (97%) are willing to recommend Fasset SAIPA project to family and friends

3.4 Negative findings

The findings indicate the following:

- FASSET communication with its beneficiaries is poor, beneficiaries indicate that they do not hear from Fasset after completing the programmes
- That Fasset programmes are not known in rural areas
- The Professional Accountant designation is not recognised as it should be. SAIPA is not doing enough for it to be recognised in the industry
- That the admin process between SAIPA and Fasset during registration is found to be a tiring one. There are lots of back and forth as a result some beneficiaries ended up paying for their fees.

- That there were delays in producing of certificates, some beneficiaries indicated that they did not receive their certificates
- That time table was not issued in time

3.5 Positive feedback

“Thank you for the programme, it was life changing”

“Best decision I have ever made. It totally changed my life”

“I am so grateful that you have helped develop my skills and knowledge. You have also funded me when I was part of the trainees at Guarantee Trust. I was also part of the students under the Thuthuka programme at University of Limpopo. Until this day, you have made a difference in my life. Today, I am a young black confident professional woman. Keep making a difference in the youth's life”

“I am very grateful for the opportunity. It changed my life in ways that I cannot begin to explain. Please continue with the work that you're doing”

“Just to thank fasset for sponsoring the programme and continue with the good work by the empowering previously disadvantaged. I have already referred 3 people who are currently busy with the programme”

“In this new age of 4thIR as Professional Accountants are needed to shape business to cope well in the challenging economy FASSET programs are very helpful in getting more Black Africans to participate in adding value to business; to our economy. The technology will definitely come with more ethical and compliance issues Future ready Accountants who will cope well in 4thIR roots from moral values, high level of business operations understanding, and I believe the FASSET program will stay relevant in shaping those kinds of work ready Accountants”

“I struggled for 8 year to register to right my EP exams. The last time I registered our company got liquidated and I could not write. Thanks to the project I can finally sit for my exams this year”

“Thank you for such amazing programme. I had referred 2 friends and they both passed their PE exams all thanks to Fasset's amazing program”

“Would like to thank Fasset for the opportunity, at some point I thought will never be able to qualify as a Professional Accountant, but they made it possible”

“I would like to express my gratitude for the opportunity you granted me. I will cherish it for the rest of my life. Thank you very much”

“Thank you for the opportunities you are affording us especially as blacks who come from seriously disadvantaged background. Please continue with the great work you are doing in advancing transformation”

“FASSET helped me achieved my dream, without your help could have not be a Professional Accountant today”

“I would like to thank you FASSET for providing financial assistance to me in order to achieve the designation of Professional Accountant (SA), without your support I would have not achieve this designation. I really have lost words for this, I am proud of you!!”

“Thank you very much to FASSET for the great opportunity, especially from a guy like me coming from a very disadvantage town of Engcobo, raised by a single parent who leave on a street vendors income. Becoming a professional was only in my imaginations but through project achiever you made my imagination become a reality. Thank you very much and keep on doing the great job in bringing equality to all South Africans especially the previously disadvantaged”

4. Conclusions and Recommendations

In conclusion, the following recommendations can be made:

- That SAIPA considers increasing the duration of the programme to be at least 12 months long
- That SAIPA consider allocating more facilitators for the programme
- That SAIPA considers reducing the size of each class.
- That Fasset enhances its monitoring strategy for the learners placed on learnerships
- That Fasset enhances its marketing strategy as the Fasset SAIPA project is not well known, especially in rural areas. Fasset to also market its programmes at tertiary level
- That the logbook be improved to address more areas
- That Fasset create a portal which links qualified Professional Accountants and other Fasset professionals to prospective employers
- That Fasset considers funding the beneficiaries of SAIPA programme for the first membership fee
- That Fasset considers integrating soft skills training to prepare the candidates for the workplace
- That SAIPA considers adding more exam centers
- That Fasset and SAIPA partner with other Institutions of Higher Learning in order to get the SAIPA qualification recognised so that candidates who intend to further their studies can be credited with the modules already completed
- That Fasset considers offering support to those who intend to establish Accounting firms, such support could include training on how to start-up a business and how to sustain a business

- That SAIPA improves its administration processes eg, sending out of study materials and timetables, time allocation for webinars and classes
- That both SAIPA and Fasset enhance communication with the learners

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The screenshot displays a Cisco Webex Meetings window. At the top, the title bar reads 'Cisco Webex Meetings' with options for 'Meeting Info', 'Hide Menu Bar', and a 'Connected' status. Below the title bar is a menu bar with 'File', 'Edit', 'Share', 'View', 'Audio & Video', 'Participant', 'Meeting', and 'Help'. A participant bar shows five names: 'Abongile Tsotsi', 'Martha Tshimole', 'Tshepo Marupeni', 'Zandile Sk... (Host)', and 'Alicia Chabalala'. The main area shows a presentation slide with the title 'Reskilling in a Digital Revolution' in bold black text. Below the title, the text reads: 'Automation does not make jobs and professions redundant. It does makes skills redundant.' followed by 'Bring everyone with. Engage.' in orange text. At the bottom of the meeting window is a toolbar with buttons for 'Unmute', 'Start video', 'Share', and a red 'X' button. To the right are 'Participants' and 'Chat' buttons. The Windows taskbar is visible at the very bottom, showing the search bar and various application icons. The system clock in the bottom right corner indicates '2:51 PM 2020/12/03'.

Cisco Webex Meetings | Meeting Info | Hide Menu Bar ^

File Edit Share View Audio & Video Participant Meeting Help

Abongile Tsotsi Me Zandile Skosana Host Ayanda Mafuleka Bongani Mathibela Tshepo Marupeni Alicia Chabalala

FASSET APP PROGRAMMES – PROGRAM 3 AND 4

ACADEMIC SUPPORT

- FASSET Bursary Scheme – Unemployed Learners accessing Bursaries in Scarce Skills areas - 1039
- Academic skills programs - 2500
- Workers accessing bursary programs - 400

INTERNSHIPS 1460

- TVET WBE 480
- HEI WIL 20
- Unemployed into internship 960

LEARNERSHIPS 5206

- Unemployed learners accessing learnerships 4896
- Workers accessing learnerships programs 310

4:09 PM 2020/12/03

Cisco Webex Meetings | Meeting Info | Hide Menu Bar ^

File Edit Share View Audio & Video Participant Meeting Help

Abongile Tsotsi Me Zandile Skosana Host Ayanda Mafuleka Bongani Mathibela Tshepo Marupeni Alicia Chabalala

FASSET APP PROGRAMMES – PROGRAM 3 AND 4

SKILLS PROGRAMMES

- Unemployed learners accessing skills programs 4495
- Workers enrolled in skills programs (including Trade Unions) 24 500
- Senior Managers receiving Management Development (Pivotal) 10
- Learners in Basic Education accessing extra English , Maths or Accounting 600

NEW PROGRAMMES 5

- Workers accessing AET programmes 50
- Higher Education Bursaries for unemployed learners to continuing 433
- CET partnership 1
- TVET bursaries (30 TVET Lecturers and 100 learners awarded)
- Unemployed Learners accessing financial literacy programs 1200

4:12 PM 2020/12/03