

APPLICATIONS FOR DISCRETIONARY-FUNDED PROJECTS

NOVEMBER / DECEMBER 2020

This guideline outlines specific interventions to apply for when responding to the window 2 call for Discretionary Grant application notice. Each initiative stipulates the set of initiatives to be addressed and entities eligible for application. Only relevant entities' application that show capacity to deliver will be considered. Entities may apply for one or more of the interventions falling under the initiatives. All initiatives are for the benefit of the diversification and growth of mer sector and its industries (current, emerging and new).

1. PEOPLE WITH DISABILITY INITIATIVE: SPECIFIC AREAS FOR APPLICATIONS ARE:

- 1.1 Development of ergonomic policies and systems for learning (for adoption & implementation by workplaces & skills development providers).
- 1.2 Training of mentors/trainers to support training of people with disability in workplaces & skills development providers;
- 1.3 Implementation of apprenticeships, learnerships, occupationally directed skills programmes in mer workplaces and skills development providers

Target applicant/s: A national entity or consortia of entities responsible for, and or work with people with disability. The entity or consortia will be engaged to implement the programme across the country.

2. COOPERATIVES SUPPORT INITIATIVE: SPECIFIC AREAS FOR APPLICATION INCLUDE BUT NOT LIMITED TO:

- 2.1 Skills development interventions to create capacity to cooperative to participate in the supply chain of the mer sector.
- 2.2 Mentorship interventions to support cooperatives linked to mer industries to function effectively



Target applicant/s: Individual cooperatives, or, an umbrella body for cooperatives, or registered NPOs, NGOs, CBOs that actively provide skills development for the cooperative sector.

3. ANTI-GENDER BASED VIOLENCE (GBV) & ANTI-SEXUAL HARASSMENT INITIATIVE: SPECIFIC AREAS FOR APPLICATIONS INCLUDE BUT NOT LIMITED TO:

3.1 Conduct a research which includes a situational analysis of current practice and gaps, identify best practice in other sectors locally, identify best practice internationally and make recommendations for the development of a basket of support services to be implemented within the mer sector companies and learning/skills development organisations.

3.2 Develop a customised basket of support services for the mer sector on anti-gender based violence and anti-sexual harassment

3.3 Conduct awareness & education projects for the benefit of mer sector companies and learning/skills development organisations through NPOs and NGOs that provide anti-GBV/sexual harassment programmes in regions.

3.4 Establishment of a national hotline service for mer learners including apprentices that enables cases being handled at regional level through NPOs, NGOs, and CBOs that provide anti-GBV/sexual harassment support services in regions.

Target applicants: A national anti GBV/sexual harassment entity or consortia of entities or registered NPOs, NGOs, CBOs active in implementing anti GBV/sexual harassment programmes and support services.

Research component: See Annexure “Guidelines for Funded Research Projects Nov/Dec 2020, for further details and scope)

4. BLACK INDUSTRIALIST INITIATIVE: SPECIFIC AREAS FOR APPLICATIONS INCLUDE BUT NOT LIMITED TO:

4.1 General accredited management skills

4.2 Technical/engineering/manufacturing production related training and other training for skills required for operational efficiency and production efficiency.



Proposals may include funding for efficiency and productivity improvement by including partnership with HEI industrial engineering departments (involvement of students under supervision of professor/associate professor/post doc fellow in providing industrial engineering/productivity and process engineering support and advice). Companies may also partner with providers that offer productivity improvement skills. The cost to partnerships must be included in the proposal.

Target applicant/s: Black owned manufacturing companies operating in the mer sector industries/supply chain, can be in partnership with PSET E&T institutions and accredited skills development providers to implement qualifications and or skills programmes

5. GREEN SKILLS/CIRCULAR ECONOMY INITIATIVE: SPECIFIC INTERVENTIONS FOR APPLICATIONS INCLUDE BUT NOT LIMITED TO:

- 5.1 Implementation of qualifications, skills programmes, skills sets for supporting environmental friendly production processes or skills for new/emerging green businesses linked to the mer sector industries
- 5.2 Development of green friendly policies, processes, procedures, guidelines practices for production/manufacturing

Target applicant/s: PSET E&T institutions, accredited skills development providers, registered NPOs, NGOs, CBOs specialising in activities for the green economy industrial sectors, new or emerging businesses green businesses linked to merSETA sector industries.

6. DESIGNATED BLACK PEOPLE IN LEADERSHIP AND MANAGEMENT INITIATIVE: SPECIFIC INTERVENTIONS FOR APPLICATION ARE:

- 6.1 Diploma, degree, or post graduate degree courses for qualified engineers/technicians/artisans/shop floor supervisors aimed at transitioning participants to management responsibilities.
- 6.2 Leadership and management mentorship programmes which could be implemented to include the building of a portfolio of evidence for tasks completed under the guidance of a mentor.



Target applicant/s: Higher education institutions (HEIs) are eligible to apply to offer formal HEI courses.

The mentorship intervention could be a partnership between HEI/s and an entity specialising in leadership and management mentorship.

Training of designated Black females should account for the majority of the training or mentoring beneficiaries.

7. TECHNICAL AND VOCATIONAL EDUCATION AND TRAINING (TVET) COLLEGES INTERVENTION: SPECIFIC INTERVENTIONS FOR APPLICATIONS ARE:

- 7.1 TVET college support on occupational programmes through availability of equipment and workshop infrastructure.
- 7.2 Support on development of augmented reality and/or virtual reality simulation training platforms for merSETA qualifications and skills development programmes.
- 7.3 Fourth Industrial Revolution (4IR) innovation skills development facilities supported by Original Equipment Manufacturers (OEMs) on private public partnerships (PPPs).
- 7.4 Bursaries for TVET college lecturers to improve their technical or pedagogy skills through qualifications or part qualifications.
- 7.5 TVET college managers training on curriculum related studies credit bearing or non-credit bearing skills development programmes
- 7.6 TVET college lecturers support on industry exposure skills development programme or project or activity, so as to contribute to their development
- 7.7 Research into the feasibility of utilising TVET college campuses as community spaces for stimulating the growth of community-based enterprises (See Annexure Guidelines for Funded Research Projects Nov/Dec 2020, for further details and scope)

Target applicant/s: TVET Colleges, Original Equipment Manufacturers, Higher Education Institutions, merSETA companies/employer organisations w.r.t. industry exposure, research institutions, research providers



8. COMMUNITY EDUCATION AND TRAINING (CET) COLLEGE PARTNERSHIPS INTERVENTION: SPECIFIC INTERVENTION FOR APPLICATION ARE:

- 8.1 CET College lecturers supported through skills programmes to contribute to their development as lecturers – either those related to technical or discipline related to merSETA qualifications, or those related to improving their pedagogy skills.
- 8.2 CET college managers training on curriculum related studies credit bearing or non-credit bearing skills development programmes.
- 8.3 CET college support on occupationally directed programmes through availing equipment and workshop infrastructure.

Target applicant/s: Community Education and Training Colleges, TVET Colleges, Original Equipment Manufacturers, Higher Education Institutions. Partnerships and collaborations will be an added advantage.

9. RESEARCH – EVALUATION STUDIES TO ASCERTAIN THE SUCCESSES AND EFFECTS OF THE BELOW INTERVENTIONS:

- 9.1 Lecturer Development programme (See Annexure Guidelines for Funded Research Projects Nov/Dec 2020, for further details and scope)
- 9.2 The merSETA funded and non-funded support to SMEs, NLPEs, CBOs/NGOs, rural development organisations and cooperatives (See Annexure Guidelines for Research Funded Projects Nov/Dec 2020, for further details and scope)
- 9.3 Evaluation study to determine the reasons why learner contracts are terminated before completion of the apprenticeship and/or learnership programme. (See Annexure Guidelines for Research funded Projects Nov/Dec 2020, for further details and scope)

Target applicant/s: Public Universities, research institutions, research providers

10. RETRENCHMENT ASSISTANCE PROGRAMME (RAP)

- 10.1 Retraining of retrenched employees to re-enter employment for jobs identified as being in demand



Project proposals should cover the following, but not limited to:

- Research data/evidence of demand and related accredited or approved programmes
- Pre-training (e.g. information sessions, career counselling, screening and skills recognition),
- Training programme/s and post-training steps and processes (post-training assistance includes resumé writing, networking advice, job search assistance via the internet and help with job interviews and self-marketing to potential employers).

10.2 Retraining for enterprise or self-employment opportunities including cooperatives

- Retraining skilled retrenched craft and trade workers, ARPL candidates, retrenched workers with disability to; and
- Enterprise or cooperative development linked to income generation opportunities such as municipal projects, merSETA occupationally directed community opportunities, provincial growth and development opportunities, merSETA industries supply chain opportunities, etc.

Target applicant/s: merSETA recognised employer organisations, labour organisations, NPOs & NGOs with the capacity to provide one or both types of interventions, accredited skills development providers, PSET education and training institutions, government departments and public entities (national, provincial, local), incubation hubs/organisations. Partnerships and collaborations will be an added advantage.

11. SMALL BUSINESSES OR NON-FORMAL BUSINESS DEVELOPMENT

- 11.1 Technical skills for the development of sustainable non-formal business based in or operating in township and rural areas – linked to merSETA industries supply chain, and or merSETA qualifications and skills programmes
- 11.2 Entrepreneurial skills and other skills for business sustainability such as financial planning, marketing, computer literacy (accredited learnership or skills programmes)

Target Applicant/s: Open to merSETA recognised employer and labour organisation, CET colleges, TVET colleges, HEIs, accredited skills development providers, incubation hubs/organisations, registered NPOs, NGOs, CBOs. Partnerships and collaborations will be an added advantage



12. INCUBATION OF SHARED SERVICES COOPERATIVES ESTABLISHMENT BY GRADUATES

12.1 Support for the incubation and development shared services cooperatives by graduates to offer to clusters of small businesses, township businesses, etc general organisational/business sustainability services such as human resource management, payroll administration, marketing, business and financial planning, etc

Target applicant/s: TVET Colleges, Higher Education Institutions, relevant government departments and public entities (national, provincial, local). Partnerships and collaborations will be an added advantage.

13. AGENCIES TO MANAGE TRAINING IN SMMEs

13.1 Management of development of SMMEs as training spaces for WBL type learning programmes (e.g. trade related learnerships, apprenticeships) including but not limited to recruitment of learners, contracting of learners, payment of learners, placement of learners in participating SMMEs, payment of learning grants to participating SMMEs and skills development providers, recruitment of work experience mentors/coaches, managing integration of theory, practice and work experience, assessments, log book completions, trade tests programmes. Applying agencies would need to indicate their network of SMMEs. Letters of commitment from SMMEs to participate and take on learners/apprentices would be an advantage.

Target applicant/s: TVET Colleges, Higher Education Institutions, Public or Private Agencies, training centres.

HOW TO SUBMIT THE PROPOSAL

The merSETA has attached a proposal template which all applicants are required to complete. You can use one form to apply for more than one intervention in a programme. If your application is for more than one programme you are to complete separate application forms. A detailed project document should accompany this application form. Prepare the project proposal on the organisation's letterhead. The following key areas must be included into the proposal:

1. **Purpose:** State the purpose of the proposed project



2. **Background:** State the rationale for the project: what challenges/problems/needs the project will address

3. **Project Outline**

1. Scope of the Project.
2. Expected results/mid to long term effects of the project.
3. Expected Products/Deliverables/Services.
4. Resources needed
5. Beneficiaries (primary and, or secondary).
6. Project Manager and Core Project Management Team
7. Duration of the project.
8. Internal and, or external delivery partners, roles and responsibilities.
9. Estimated budget

Deadline to receive proposals is 6 December 2020 at 23:59. Proposals should be submitted to discretionarygrants@merset.org.za

Proposals submitted after this deadline will be considered ineligible.

