



military veterans

Department:
Military Veterans
REPUBLIC OF SOUTH AFRICA

**POLICY FOR FUNDING OF SKILLS DEVELOPMENT AND TRAINING
PROGRAMMES FOR MILITARY VETERANS AND THEIR DEPENDENTS**

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ACRONYMS

DMV	Department of Military Veterans
MV(s)	Military Veteran(s). For purposes of this policy, MV shall mean all MV as well as their dependents as defined under “Definitions” in section 1 of the Act
NSF	Non-Statutory Forces (members of former liberation armies)
OIHD	Occupations in High Demand
RPL	Recognition of Prior Learning
SANMVA	South African National Military Veterans Association
SAQA	South African Qualifications Authority,
SETA	Sector Education and Training Authority

DEFINITIONS

Terms in this policy shall carry the meaning as follows:

“**Act**” means the Military Veterans Act, No. 8 of 2011;

“**Accounting Officer**” means the Director-General of the Department of Military Veterans (includes the capacity of an Acting Director-General, whenever so applicable);

“**Department**” means the Department of Military Veterans also referred to as “the Department” in this policy document;

“**Dependant(s)**” in relation to a military veteran, means any person who is legally or factually dependent on that military veteran for support and maintenance;

“**MV(s)**” means any South African citizen who—

(a) rendered military service to any of the military organisations, statutory and Non-statutory, which were involved on all sides of South Africa's Liberation War from 1960 to 1994;

(b) served in the Union Defence Force before 1961; or

(c) became a member of the new South African National Defence Force after 1994, and has completed his or her military training and no longer performs military service, and has not been dishonourably discharged from that military organisation or force: Provided that this definition does not exclude any person referred to in paragraph (a), (b) or (c) who could not complete his or her military training due to an injury sustained during military training or a disease contracted or associated with military training

Occupations in High Demand means the professions that show relatively strong employment growth, or are experiencing shortages in the labour market.

1. INTRODUCTION

Section 5(1)(d) of the Act makes provision for a benefit for military veterans and their dependents to gain access to skills development and training programmes that would enhance their employability by empowering them to develop as skilled persons and entrepreneurs who are able to contribute to the economy of the country.

The provision of access to such skills development and training programmes will be manifested through the creation of a process through which eligible military veterans and their dependents could be approved for the funding of skills development programmes. The selection of skills programmes could be of MVs own choice, based on the national scarce skills register, or as might be determined through interactions between the Department and relevant stakeholders. Such stakeholders would include, but not be limited to some of the following:

- 1.1. Sector Education and Training Authority (SETA) Programmes;
- 1.2. South African National Military Veterans Association (SANMVA);
- 1.3. Other State Departments and SOEs providing skills development opportunities for Military Veterans and their dependents;
- 1.4. Private entities providing possible opportunities for military veterans and their dependents;
- 1.5. Military Veterans.
- 1.6. TVET Colleges
- 1.7. Universities

The policy guidelines will ensure that this benefit is guided, accessible and implemented in an effective, efficient and accountable manner.

2. LEGAL FRAMEWORKS AND POLICIES

The following are the legal frameworks and policies that guide the facilitation and coordination of access to skills development and training opportunities by Military Veterans and their dependents:

LEGISLATION	KEY RESPONSIBILITIES FOR DMV
Constitution of the Republic of South Africa, Act 108 of 1996	<ul style="list-style-type: none"> • Human dignity; the achievement of equality; and, the advancement of human rights and freedom are the founding values of the state (<i>Chapter 1</i>). • The Bill of Rights emphasises the centrality of human dignity which is presented as a fundamental principle of democracy (<i>Chapter 2</i>). • Recognise the injustices of the past and honouring those who suffered for justice and freedom of the country (<i>Preamble</i>).
Military Veterans Act, Act 18 of 2011	<ul style="list-style-type: none"> • The Act provides strategic direction on the execution of the DMV mandate. • The Act defines government responsibility to training, skills development, empowerment and governance thereof.
South African Qualifications Authority Act, Act 58 of 1995	<p>DMV to align with SAQA Act in order to:</p> <ul style="list-style-type: none"> • create an integrated national framework for learning achievements; • facilitate access to, and mobility and progression within education; • promote training and career paths; • enhance the quality of education and training; • accelerate the redress of past unfair discrimination in education, training and employment opportunities;

	<ul style="list-style-type: none"> • promote training and employment opportunities and thereby contribute to the full personal development of each learner; and • promote social and economic development of the nation at large.
Public Finance Management Act, Act No. 1 of 1999	<ul style="list-style-type: none"> • To ensure the Department adheres to the relevant Treasury regulations.
Policies and other documents	Key Responsibilities for DMV
Ministerial Task Team Report on Military Veterans	<ul style="list-style-type: none"> • To align the Department with policy recommendations of the Ministerial Task Team on support, eligibility and institutional structures for military veterans.
National Skills Development Strategy III	<p>To ensure that:</p> <ul style="list-style-type: none"> • Sector strategies (aligned to government and industry development strategies), programmes and projects are developed with, and supported by, sector stakeholders; • Relevant sector-based programmes that address the needs of unemployed people and first time entrants to the labour market are developed and piloted by SETAs, with roll out being planned, managed and funded, where appropriate, in partnership with the NSF • Professional, vocational, technical and academic learning (PIVOTAL) programmes are promoted. These are programmes which provide a full occupationally-directed qualifications; • Programmes that contribute towards the revitalisation of vocational education and training are promoted, including the

	<p>competence of lecturers and trainers to provide work-relevant education and training, and promote occupationally directed research and innovation.</p>
<p>South African Economic Reconstruction and Recovery Plan</p>	<p>The plan priorities the following interventions:</p> <ul style="list-style-type: none"> • Aggressive infrastructure investment; • Employment orientated strategic localization, reindustrialization and export promotion; • Energy security; • Support for tourism recovery and growth; • Gender equality and economic inclusion of women and youth; • Green economy interventions; • Mass public employment interventions; • Strengthening food security; and • Macro-economic interventions

3. PURPOSE OF POLICY

- 3.1. The purpose of the policy is to provide a guideline and presents on the process associated with how skills development and training interventions for Military Veterans and their dependents will be funded by the Department.
- 3.2. This policy provides a framework to guide the facilitation and coordination of access to skills development and training programmes by Military Veterans and their dependents, in line with Section 5(1)(d) of the Military Veterans Act No.18 of 2011.

4. PROBLEM STATEMENT

The Department strives to improve its responsiveness to the skills needs of its constituency, economy and to the broader developmental objectives of the country. According to the Ministerial Task Team Report, the reintegration of MVs into civilian life has not been successful. This has compounded their destitution as a result of not having required skills or qualifications to enter into a competitive job market. It is in this spirit that the Department through this policy, seeks to streamline the facilitation and co-ordination of access to skills development and training interventions for MVs and their dependents.

5. PRINCIPLES

The following principles underpin the provision of this policy as outlined in the Act:

- 5.1. the recognition by the government of the need to prepare MVs for a smooth transition from active military service to civilian life through the improvement of their prospects of work, mobility and self-employment through skills development interventions as enshrined in Section 5(1)(d) of the Act;
- 5.2. restoring the dignity of MVs with disabilities to the greatest extent possible;
- 5.3. ensuring that MVs are a resource that enhances the national workforce and contribute to the prosperity and development of the country.

6. OBJECTIVES

The objectives of this policy are to:

- 6.1. facilitate access to skills development and training interventions that would ensure improvement of MVs prospects for work, mobility and self-employment;
- 6.2. facilitate progression within any career path chosen by MVs;
- 6.3. provide the scope and platform for MVs and their dependents to acquire access to professionally recognised qualifications and skills development programmes through duly accredited or authorised South African entities, such as SAQA, QCTO and SETA;
- 6.4. utilise interventions such as RPL and requisite verification processes for professional recognition of skills acquired by MVs;
- 6.5. promote self-employment.

7. POLICY OUTCOMES

The policy seeks to ensure that Military Veterans and their dependents are empowered with appropriate set of skills in order to be self-sufficient.

8. SCOPE OF APPLICABILITY

- 8.1. This policy applies to the MVs and their dependents, who are registered on the national MVs' database and are eligible for such support in accordance with the Act.
- 8.2. All permanently employed dependents of Military Veterans must be catered for by their respective employers in both the public and private sectors.

9. QUALIFYING CRITERIA

The following criteria applies to the skills development interventions:

- 9.1. Individual MVs and their dependents qualify for this benefit as provided for in Section 5(1)(d) of the Act;
- 9.2. Individual MVs and their dependents must be registered on the National Database of MVs;
- 9.3. Dependents of MVs shall be considered for inclusion, subject to compliance with the legal definition of a 'dependant';
- 9.4. Individual requests for funding of skills development and training interventions under this policy will be subject to recommendations pertaining to limitations and capping of fees limits as follows:
 - 9.4.1 No application will be considered above an amount of R55 500.00 for dependents;
 - 9.4.2 Persons with disabilities will qualified for maximum of up to R 80 000.00;
 - 9.4.3 Military veterans and their dependents will have no limit on the fees subject to availability of funds. Preference will be given to NSF members;
 - 9.4.4 SDEP directorate approves access to funding for courses that are shorter than, or limited to a maximum of one year (12 months).

10. SKILLS DEVELOPMENT AND TRAINING INTERVENTIONS

The following programmes may be considered by the DMV for skill development and training purposes with the focus on scarce skills in preparation for Occupations in High Demand and self-employment:

- 10.1. Skills Programmes that are occupationally based and accredited must, where possible, be linked to a work opportunity in a manner that creates employment for MVs. There are two types of implementation approaches:
 - 10.1.1 Skills programmes that are identified by the department as a priority for the economy offered through relevant institution of higher learning, in line with the skills gap analysis programme for South Africa;
 - 10.1.2 Skills programmes that are initiated by military veterans and their dependents or stakeholders and are oriented towards OIHD

and self-employment.

- 10.2. Facilitation and coordination of Apprenticeship and Learnerships; and
- 10.3. Facilitation and coordination of Recognition of Prior Learning (RPL).
- 10.4. The appointment of the service provider to train the Military Veterans and dependents for the above initiatives in 10.1.1 and 10.1.2 must be based on the condition that, upon completion of the training, the Military Veterans will be provided with the relevant tools of trade for start-ups.
- 10.5. The department will assess the gaps of the military veterans and their dependents on the training provided in the past to correct the skills profile.
- 10.6. The Military Veterans/dependents will be supplied with the tools of trade in relation to the skills development programme they have attended in the past.
- 10.7. The department will fund the Military Veterans and their dependents who do not qualify for the Access to Education Benefit of the department due to age qualification criteria, to further their tertiary education through the ESM.
- 10.8. Post graduate qualifications for military veterans/dependents where the department cannot assist them through Education Support, and where if the military veterans/dependents are employed but their employers are unable to support such post graduate studies, will be eligible to apply to the skills development programme.
- 10.9. Post graduate qualifications for military veterans and their dependents include Honours to Doctoral studies.
- 10.10. Post graduate studies as envisaged in 10.9 are to be undertaken in any recognised South African university registered with South African Qualifications Authority (SAQA).
- 10.11. This provision is uncapped subject to availability of funds and academic progress by the military veterans and their dependents.
- 10.12. A yearly academic record should be submitted by military veterans and their dependents to the Head of Skills Development programme, indicating progress towards finalising their respective qualifications.
- 10.13. The applicant will be afforded an opportunity to re-register a module once, in an event they did not pass it the first time.

- 10.14. The department reserves the right to discontinue funding training programmes and initiatives for military veterans and their dependents if they do not finish their programmes within their prescribed timelines.
- 10.15. The Department will align and prioritise training initiatives that are related to The South African Economic Reconstruction and Recovery Plan, Annual Performance Plan of the department, and support the departmental mandate.

11. STIPEND

- 11.1 The Department will be responsible for the stipend of R3500 (included in the threshold stipulated in paragraph 9.4.1 and 9.4.2) for all the initiatives identified by the department of Military Veterans.
- 11.2 The training initiatives that are initiated externally, the stipend will be negotiable with the trainer on whether the programme is offering or not.

12. PROCESSES AND PROCEDURES

The processes and procedures outlined below shall be followed.

Applications

- 12.1. The MVs and their dependents may submit applications for specific skills development and training interventions as set up by the Department.
- 12.2. Any application for group training (10 and above) received by the Department will be re-directed to relevant SETAs, QCTO and SAQA to source out the relevant accredited service providers closer to residential locations of applicants.
- 12.3. Submission of application in singular for the same skills intervention with a cumulative number of 10 in a month will also be referred to the above-mentioned institutions.
- 12.4. Any short course and formal short study programme, learnership or apprenticeship programme shall be accredited under the SAQA Act and provided by a duly accredited service provider.

12.5. Under no circumstances shall a service provider or its representative submit application on behalf of military veterans and their dependents.

Verification

12.6. All applications for this benefits shall be verified against the database, prior to approval.

Penalties and disqualification

12.7. The Department reserves the right to decline any request on the basis of the unavailability of funds, value for money, suitability of the application, misleading information, fraud, previous conduct and double dipping on education support, change in career path or any other circumstances deemed unacceptable by the Department.

12.8. This policy does not make provision for retrospective payment of fees for courses already undertaken at the time of application. The Department is not obliged to pay fees retrospectively.

12.9. All failed post graduate studies modules are to be paid back to the department.

12.10. Applicants shall apply and obtain approval before commencing with training.

12.11. Only official approval letter from the Department shall be issued to the applicant for the purpose of enrolment.

Procedures/Guidelines for implementation

The strategic focus of the skills development empowerment programme focuses on the following aspects:

12.12. Strengthening of existing and establishment of new working relations with identified Sector Education and Training Authorities, Community Colleges, Technical and Vocational Education and Training Colleges, Small Enterprise Development Agencies and relevant industries for the facilitation of skills training and funding.

- 12.13. Establishment of formal working relationships with departments and organizations such as the Department of Social Development, the National Youth Development Agencies for the benefit of the youth.
- 12.14. The strengthening of existing and establishment of the working relationships with the relevant departments namely, Department of Small Business Development, Department of Employment and Labour and the Department of Human Settlements, Department of Trade and Industry and organs of State for the market linkage.
- 12.15. The strengthening of existing and establishment of new working relationships with business funding state organs namely, the Small Enterprise Agency, Industrial Development Corporation and National Empowerment Fund.
- 12.16. Advocacy for incubation and mentorship programme for Military Veterans and their dependents businesses.
- 12.17. Advocacy for the inclusion of Military Veterans and their dependents in Jobs opportunities to be created through the Job Summit, Operation Phakisa, Public Works Development Programmes and Spatial Development.
- 12.18. Advocacy for the inclusion of the Military Veterans' Skills gap process in the National Skills Gap Analysis Programme.
- 12.19. Advocacy or the inclusion of the Military Veterans and their dependents in the National Employment Policy of the Country.

13. APPLICATION PROCEDURES

- 13.1. MVs or their dependents may apply for a benefit by completing an appropriate application form accompanied by all relevant supporting documents.
- 13.2. The Department will process applications and submit authorisation referred to as a commitment letter to the designated service providers upon receipt of and approval of the application.
- 13.3. Should a MV and/or dependant access training in a non-DMV approved service provider, without a commitment letter, the individual shall be liable for the costs associated with that training.

13.4. The Department reserve the rights to opening and closing of the application process.

13.5. The following documents are required to accompany the application form:

12.5.1 Certified Identification documents

12.5.2 Birth certificate (Dependents)

12.5.3 Database print out

12.5.4 Accreditation of the programme.

12.5.5 Duration of the studies

12.5.6 Quotation

12.5.7 National Treasury Central Supplier Database (CSD)

13.6. Skills development and training fees will cover the following as a support to the applicant, subject to verification of their need and affordability:

12.6.1 Tuition fees

12.6.2 Accommodation (Accredited)

12.6.3 Books and computers

12.6.4 Training aids and work tools

12.6.5 Transportation

12.6.6 Meals

14. FINANCING OF TRAINING

14.1. The Department must, in accordance with the skills development and empowerment training needs and targets captured in the APP, subject to normal budgetary procedures, make provision for the financing of activities related to the APP.

14.2. The skills development and training fund is centrally managed, with no disbursement to provinces and/or districts unless advised by the Accounting Officer.

14.3. In all instances where funds are to be disbursed, funds will be paid directly to institutions that provide the training and development intervention. At no time will any funds be paid directly to MV or their dependents. All service providers

will, therefore, need to register as service providers on the National Treasury Central Supplier Database (CSD) to facilitate payment for study fees. Proof of CSD registration must be submitted as part of the application process.

14.4. Upfront payment may be considered for applicants for their skills development programmes based on the policy of the institution/service provider.

15. DEREGISTRATION / EXIT MECHANISM

The provision of funding of skills development benefit will be discontinued upon death.

16. COMPLAINTS MECHANISM

Applicants may lodge a written complaint within 30 working days from the date of the outcome letter with the Department of Military Veterans.

17. APPEALS PROCESS

Military Veterans/dependents who are not satisfied with the outcome or the department's decision or complaints mechanism outcome, may appeal to the Military Veterans Appeals Board within 60 working days of the outcome.

18. CONFIDENTIALITY OF INFORMATION

The Department takes precautions to preserve the integrity and confidential information obtained during the process and prevent corruption or loss of information and only use such information in the performance of its duties in terms of improving the skills development programme.

19. MONITORING AND EVALUATION

The Department shall conduct monitoring and evaluation of the benefit policy as follows:

19.1. Monitor the implementation of the skills programme; and

19.2. Provide recommendations for enhancements during the renewal of policy.

20. SUPERSESION

This policy supersede the Policy For Funding Of Skills Development And Training Programmes For Military Veterans And Their Dependents signed on the 1st October 2021.

21. POLICY REVIEW

The policy on funding of skills development for MVs and their dependents shall be reviewed after every three years.

22. APPROVED BY



MS I.N MPOLWENI

DIRECTOR GENERAL: MILITARY VETERANS:

DATE: 16/022021