

# HANDBOOK ON DISCRETIONARY GRANTS LEARNING PROGRAMMES

## DEFINITION

Learning Programmes are structured and purposeful set of learning experiences that lead to a qualification or part-qualification, or a set of knowledge, skills and competencies. This may include AET, learnerships, apprenticeships, skills programmes, skills set, internships, work experience, candidacy, bursary and any other set of learning which may or may not include a structured work experience component.

## TYPES OF LEARNING PROGRAMMES

LEARNING PROGRAMME	MEANING
<b>Adult Education and Training (AET)</b>	Foundation for lifelong learning programmes designed for adults to improve their level of literacy and numeracy conducted over a period of 12 months.
<b>Apprenticeship</b>	Means a period of workplace-based learning culminating in an occupational qualification for a listed trade.  A combination of on-the-job training and related classroom instruction in which apprentices learn the practical and theoretical aspects of the designated trade. Apprentices need to do a trade test at the end of their training at accredited Trade Test Centres.
<b>Artisan</b>	Means a person certified as competent in a listed trade in accordance with the relevant legislation, informed by the SDA
<b>Artisan Recognition of Prior Learning (ARPL) and Recognition of Prior Learning (RPL)</b>	Means principles and processes through which the prior knowledge and skills of a person are made visible, mediated, and rigorously assessed and moderated for the purposes of alternative access and admission, recognition and certification, or further learning and development. (SAQA 2013: National Policy for the Implementation of RPL and Government Gazette 42319 of 19 March 2019)
<b>Bursaries</b>	Means study grants/financial support awarded for students (employed or unemployed) to enrol at continuing education and training colleges or higher education and training institutions on programmes relevant to the priority skills required in the Food and Beverages sector.  Financial support awarded to employed and unemployed learners to cover all costs of their studies towards obtaining a qualification at any university or college in South Africa
<b>Candidacy Programmes (Registered Professional Body)</b>	Means Practical and work experience training that is an occupational qualification as determined by the relevant professional body and follows the completion of an academic qualification required for access to the assessment for the issuing of a professional designation. This learning must lead to the issuing of a designation registered on the NQF.

LEARNING PROGRAMME	MEANING
<b>Work Experience Graduate</b>	Means a period of workplace-based learning for the purposes of allowing a person who has completed a post-school qualification to gain workplace experience or exposure to enhance competence and/or employability (WBLPA Regulations). A programme designed for students who have already completed and obtained a qualification that is relevant to employment but have not yet gathered the necessary practical experience to enable them to obtain full time employment.
<b>University Placements (Internships)</b>	<p>Means a programme designed to provide learners with supervised on the job training to gather the necessary practical experience to enable them to obtain a full qualification.</p> <p>This includes:  Internship placement for university learners means a period of workplace-based learning undertaken as part of the requirement for the Diploma, National Diploma, Higher Certificate or Advanced Certificate as a vocational qualification stipulated in the Higher Education Qualifications Sub Framework (HEQSF) for a period of 6 or 12 months.</p>
<b>Public TVET placements</b>	<p>Means a programme designed to provide learners with supervised on the job training to gather the necessary practical experience to enable them to obtain a full qualification.</p> <p>This includes:  Internship Placement for TVET learners means a period of workplace-based learning undertaken as part of the requirement for the N-Diploma (TVET WIL 18 months for Business Diplomas and 24 months for Technical Diplomas.</p>
<b>Learnership</b>	Means a structured learning programme which includes theoretical and practical workplace experiential learning to a maximum period of 18 months, and which leads to an occupationally related qualification registered on the National Qualification Framework.
<b>Skills Programme</b>	Means a learning intervention that has been designed and intended to be an occupational based, short term learning programme, which when successfully completed, will constitute credits towards a qualification registered on the National Qualification Framework.
<b>Skills Sets</b>	means a combination of skills required by learners for the purpose of reskilling, or up-skilling in relation to industry needs. These skills sets may be linked to more than one NQF qualification according to the National Qualification Framework Act No. 67 of 2008 and registered as a credit bearing or non-credit bearing skills programme

## TERMINOLOGY

TERM	MEANING
<b>Co-operatives</b>	<p><b>Means</b> forms of ownership registered in terms of the Co-operatives Act No. 14 of 2005, as amended.</p> <p>An autonomous association of persons united voluntarily to meet their common economic, social and cultural needs and aspirations through a jointly owned and democratic enterprise. All co-operatives are registered with the Registrar of Cooperatives.</p> <p>FoodBev SETA will work with cooperatives that are developing the skills of beneficiaries/learners that are within the food and beverages manufacturing sector.</p>
<b>Discretionary Grant</b>	<p>Means funding allocated to incentivise or support education, training and skills development and related activities that will address skills development needs of the food and beverages manufacturing sector.</p> <p>Funds allocated SETA to be spent on learning programme interventions and projects (including strategic and special) that encompass PIVOTAL programmes and Non-PIVOTAL programmes designed to implement the SETA's APP and national imperatives.</p>
<b>Disability</b>	Means Long-term or recurring physical, psychosocial, cognitive, neurological and/or sensory impairment which denies one access to full participation in all aspects of life, and that substantially limits their prospects of entry, or advancement in employment.
<b>Due Diligence</b>	Means a verification of information that has been received during application to assess the applicant's operational capacity.
<b>Employer</b>	<p>Means companies that are registered in terms of Companies Act. Employers include levy paying and non-levy paying companies as defined and described in the Grant Regulations of 3 December 2012.</p> <p>Is a person, company or organisation that hires employees and pays them for work done. The employer could be a government department or entity linked to that department, public entity, private company/entity, NPOs, HEIs, colleges etc.</p>
<b>Entity</b>	Means an organisation legally established in terms of relevant establishment laws such as the Companies Act, various education legislation, NPO Act No. 71 of 1997, Public Service act No.103 of 1994 and the Constitution of the Republic of South Africa of 1996.
<b>Evaluation Process</b>	Means the process of assessing DG applications for PIVOTAL or non-PIVOTAL applications along the compliance, evaluation, due diligence/workplace approval and approval and award stages of the DG process.
<b>Hard to fill vacancies</b>	Means Vacancies that take the employer a period of twelve months or more to find suitable candidates to fill vacancies.

TERM	MEANING
<b>Learning Programme</b>	Means a structured and purposeful set of learning experiences that lead to a qualification or part-qualification, or a set of knowledge, skills and competencies. This may include AET, learnerships, apprenticeships, skills programmes, internships, work experience, candidacy, bursary and any other set of learning which may or may not include a structured work experience component.
<b>Lecturer Development</b>	Means CET (Community Education and Training) or TVET (Technical and Vocational Education and Training) lecturers placed at Food and Beverages Manufacturing companies for workplace exposure and to be capacitated on latest industry requirements.
<b>Levy Paying Company</b>	Means an employer who is compelled to pay skills development levies in terms of section 3(1) of the SDLA. If the company has staff registered for PAYE/UIF/SDL and the annual payroll exceeds R500 000 per annum, the company must register with SARS and pay a skills levy of 1% of the monthly payroll.
<b>Mandatory Grant</b>	Means funds designated as mandatory contemplated in regulation (4) of SETA Grant Regulations to fund the education and training programmes as contained in the Annexure II submitted to a SETA.  A mandatory grant is a reimbursement on a skills levy contributed by the organisation. It shall not be viewed as income to an organisation and therefore is not taxable. purely intended for the training and development of employees.
<b>Non-levy Paying Company (NLPC)</b>	Means an employer employing less than 50 employees with an annual payroll less than R500 000 and who is exempted from paying skills development levy by SARS.  If the non-levy paying employer is a profit company, then that company must fall within the food and beverages manufacturing sector, however, if a non-levy paying employer is a NPO then it must develop skills of beneficiaries within the food and beverages manufacturing sector.
<b>Non-PIVOTAL Programmes</b>	Means credit and non-credit bearing learning interventions. Non-credit bearing interventions not leading to qualifications or part qualifications, must still address the key objectives and priorities of the FoodBev SETA. Non-PIVOTAL programmes also include but are not limited to research, evaluation, innovation, innovative projects and other non-learning delivery interventions core to the achievement of the FoodBev SETA mandate and strategy.
<b>Occupational Qualifications</b>	Refers to qualifications associated with a trade, occupation or profession through work-based learning and consisting of a theoretical and practical component that is unit standards based
<b>Part Qualification</b>	Means an assessed unit of learning that is registered on the NQF as a part qualification

TERM	MEANING
<b>Person with Disability</b>	<p>Means persons who have a long-term or recurring physical, including sensory, or mental impairment which substantially limits their prospect of entry into or advancement in employment. The concept is further explained as follows:</p> <ul style="list-style-type: none"> <li>□ Firstly, a person must have an impairment – an impairment may either be physical or mental or a combination of both. A physical impairment means “a partial or total loss of a bodily function or part of the body”. It includes sensory impairments such as being deaf, hearing impairment or visual impairment;</li> <li>□ Secondly, the impairment must be long-term or recurring. Long-term impairment is that which has lasted or is likely to persist for at least 12 months and recurring impairment is one that is likely to happen again.</li> <li>□ Thirdly, the impairment must be substantial in that the effects of the disability are more than minor and substantially limit a person’s ability to perform essential functions of the job for which she/he is being considered.</li> </ul>
<b>PIVOTAL</b> (Sectoral Priority Occupations)	<p>means <b>Professional, Vocational, Technical and Academic Learning</b> programmes that result in qualifications or part-qualifications on the National Qualifications Framework as contemplated in Regulation 3(6) &amp; (7) as read with regulation 6 (11) to (15).</p> <ul style="list-style-type: none"> <li>• <b>Professional learning programmes</b> shall mean programmes that lead to designations that are registered by professional bodies.</li> <li>• <b>Vocational learning programmes</b> shall mean trades and artisanal programmes that lead to a trade and/or the National Certificate Vocational (NCV).</li> <li>• <b>Technical learning programmes</b> shall mean programmes that are occupationally directed and registered by the SETA. Such programmes include apprenticeships, learnerships and skills programmes.</li> <li>• <b>Academic learning programmes</b> shall mean programmes that lead to academic qualifications such as Certificates, Higher Certificates, Diplomas and Degrees.</li> </ul>
<b>Workplace Approval</b>	Is the process of assessing the workplace’s capacity to deliver on the structured workplace component of a learning programme.
<b>Workplace Skills Plan</b>	Means a strategic document that articulates how an employer intends to address the training and development needs in the workplace during a forthcoming year

## COMPLIANCE DOCUMENTS CHECKLIST REQUIREMENTS

Grant applications must be authorised and submitted by the appointed registered SDF of a company or any other person who is duly authorised to act on behalf of the company.

NO	INTERVENTION	COMPULSORY COMPLIANCE DOCUMENTS
1	<b>AET</b>	Motivational letter for learners behind schedule
		Accreditation letter
		Letter of consent from training provider indicating consent to utilise accreditation documents (aligned to programme applied for)
		Implementation Plan
2	<b>Bursaries</b>	
2.1	<b><i>Employed Bursaries</i></b>	Motivational letter for non-hard to fill vacancies
		List of learners
		Motivational letter for learners behind schedule
		Proof of final year registration/admission/acceptance at an accredited educational institution
2.2	<b><i>Unemployed Bursaries</i></b>	Motivational letter for non-hard to fill vacancies
		Levy confirmation
		List of learners
		Motivational letter for learners behind schedule
2.3	<b><i>Research Bursaries (Masters and PHD)</i></b>	Proof of registration/admission/acceptance at an accredited educational institution
		Motivational letter for learners behind schedule
		Tax Clearance Certificate
		Research bursary topic
		Levy Confirmation
		Motivational letter for non-hard to fill vacancies
3	<b>Employed Learnerships</b>	Proof of accredited training provider
		Implementation Plan
		Motivational letter for non-hard to fill vacancies
		Motivational letter for learners behind schedule
4	<b>Unemployed Learnerships</b>	Letter of consent from training provider indicating consent to utilise accreditation documents (aligned to programme applied for)
		Motivational letter for learners behind schedule
		Motivational letter for non-hard to fill vacancies
		Implementation Plan
5	<b>Employed Skills Programmes</b>	Proof of accredited training provider
		Implementation Plan
		Motivational letter for learners behind schedule
		Letter of consent from training provider indicating consent to utilise accreditation document (aligned to programme applied for)

6	<b>Unemployed Skills Programmes</b>	Proof of accredited training provider
		Implementation Plan
		Motivational letter for learners behind schedule
		Letter of consent from training provider indicating consent to utilise accreditation documents (aligned to programme applied for)
7	<b>Public TVET placements</b>	Motivational letter for non-hard to fill vacancies
		Letter of Intent/commitment between host employer and applicant
		Implementation Plan
		Motivational letter for learners behind schedule
8	<b>Candidacy</b>	Proof of registration with a Professional Body (employer or mentor)
		Implementation Plan
		Letter of Intent/commitment between host employer and applicant
		Motivational letter for learners behind schedule
9	<b>University Placements (Internships)</b>	Motivational letter for non-hard to fill vacancies
		Letter of Intent/commitment between host employer and applicant
		Implementation Plan
		Motivational letter for learners behind schedule
10	<b>Work Experience for HEI Graduates</b>	Motivational letter for non-hard to fill vacancies
		Letter of Intent/commitment between host employer and applicant
		Implementation Plan
		Motivational letter for learners behind schedule
11	<b>Employed Artisans</b>	Workplace Approval
		Implementation Plan
		Motivational letter for non-hard to fill vacancies
12	<b>Unemployed Artisans</b>	Workplace Approval/Workplace Approval application
		Letter of Intent/commitment between host employer and applicant
		Implementation Plan
		Motivational letter for non-hard to fill vacancies
		Motivational letter for learners behind schedule
13	<b>Lecturer Development</b>	Proof that the applicant is a Public TVET or CET College (College name appears on the gazette establishing public TVET or CET Colleges)
		Commitment letter that the College will support placement of lecturers and their participation in the project within College's legal parameters (Policies & procedures). Commitment letter must be signed by a college principal or any authorised individual.
		College's strategic plan (College council approved) with details on strategic niche areas or priority occupations/programmes
		Evidence that the College has a project manager that will be responsible for implementation of the project. This may include project manager responsible for managing other College projects as well

## HARD TO FILL VACANCIES

CODE	OCCUPATION	SPECIALISATION/ ALTERNATIVE TITLE
2021-671202	Millwright	Machine Tool Millwright, Winder Technician and Ground Electromechanician
2021-132102	Manufacturing Operations Manager	Operations Manager (Production), Works / Workshop Manager (Manufacturing), Industrial Production Manager, Distillery Manager, Processing Unit Manager, Plant Superintendent, Plant Manager (Manufacturing), Planning Manager (Manufacturing) and Processing Manager
2021-684305	Quality Controller (Manufacturing)	Quality assurer, Quality examiner, Quality Inspector, Quality auditor, Mechanical Engineer (Mines), Industrial Machinery Engineer, and Air-Conditioning, Heating and Ventilation( including fire) Engineer
2021-311903	Food and Beverage Technician	Medium Voltage Switchgear Electrician, High Voltage Switchgear Electrician, Electrical Contractor, Construction Electrician, Winder Electrical Technician, Electrician (General), Electrical Fitter, Electrical Wireman and Electrician (Engineering)
2021-213205	Food and Beverage Scientist	Milling Nutritionist, Protein Development Technologist, Food Safety Standards Manager, Food Sanitation and Safety Inspector, Food Quality Consultant, Food Technology Advisor, Food Technologist, Food Safety Standards Auditor, Food and Drink Technologist and Food Chemist / Engineer
2021-132104	Engineering Manager	Engineering Maintenance Manager, Bankable Feasibility Study Manager and Mining Engineering Manager
2021-132107	Quality Manager	Reliability Engineer, Supplier Quality Assurance Manager, Quality Assurance Manager and Services Quality Manager
2021-671101	Electrician	Printers Mechanic and Industrial Mechanician
2021-681301	Dairyman	Cottage Cheese Maker, Milk Producer, Yoghurt Maker and Cheese Maker
2021-642701	Air-conditioning and Refrigeration Mechanic	Air Conditioning and Refrigeration Technician, Air Conditioning Equipment Mechanic, Air Conditioning Technician and Mechanical Services and Air Conditioning Plumber
2021-652302	Fitter and Turner	Industrial Mechanician
2021-681103	Butcher	Biltong Maker, Sausage Maker, Processed Meat Maker, Smallgoods Maker and Sosati Maker
2021-213204	Wine Maker	Oenologist and Wine Blende
2021-121908	Quality Systems Manager	Quality Systems Coordinator, Agriculture & Forestry Quality Controller, ETQA Manager, Quality Assurance / Systems Auditor, Management System Auditor, Quality Control Manager, Quality Auditor and Quality Certification Manager



2021-214401	Mechanical Engineer	Machine Design and Development Engineer, Transportation Systems Engineer, Industrial Machinery Engineer, Automotive Engineer, Fuel Cell Engineer, Forensic Engineer, Pressurised Vessels Engineer, Piping Engineer, Fluid Mechanics Engineer, Structural Steel Engineer, Mechatronics Engineer, Heating and Ventilation Engineer, Maintenance Management Engineer, Rotational Plant Engineer, Air-conditioning, Heating and Ventilation (including fire) Engineer, Mechanical Engineer (Mines), Thermodynamics Engineer and Diesel Engineer
2021-132106	Manufacturing Quality Manager	
2021-311910	Food Laboratory Analyst	Meat and Fish Product Analyst, Carbohydrate and Cereal based Product Analyst, Spices, Condiments and Culinary Product Analyst, Dairy Product Analyst, Oil and Fat based Product Analyst, Fruit and vegetable Product Analyst, Confectionery Product Analyst and Beverage Product Analyst
2021-642702	Refrigeration Mechanic	Cold Storage Maintenance Serviceman, Refrigeration Mechanician, Refrigeration Fitter, Electrical Mechanic, Refrigeration Mechanic (Industrial), Air-conditioning / Cooling / Heating / Ventilation Systems Installer, Heating Control Mechanic, Refrigeration Mechanic (Commercial), Air-conditioning / Cooling / Heating / Ventilation Mechanic, HVAC Control Technician / Fitter and Air-conditioning and Refrigeration Electrician
2021-653303	Mechanical Fitter	Cold Storage Maintenance Serviceman, Refrigeration Mechanician, Refrigeration Fitter, Electrical Mechanic, Refrigeration Mechanic (Industrial), Air-conditioning / Cooling / Heating / Ventilation Systems Installer, Heating Control Mechanic, Refrigeration Mechanic (Commercial), Air-conditioning / Cooling / Heating / Ventilation Mechanic, HVAC Control Technician / Fitter and Air-conditioning and Refrigeration Electrician
2021-312201	Production / Operations Supervisor (Manufacturing)	Mine Equipment Planner / Coordinator, Shutdown Coordinator / Planner, Marine Maintenance Planner, Engineering Planner and Maintenance Scheduler
2021-681201	Confectionary Baker	Dough Maker and Cake / Bread Baker
2021-313907	Food and Beverage Manufacturing Process Controller	Food and Beverage Process Technician / Artisan and Brewhouse Operator

2021-716104	Dairy Products Machine Operator	Milk Treatment Station Worker, Milk Pasteuriser, Cheese Factory Worker, Condensed Milk Maker Process Worker, Milk Processing Machine Operator, Pasteuriser Operator, Chocolate Production Machine Operator, Dairy Process Controller, Milk Powder Maker, Milk Treater, Dairy Plant / Process Operator, Dairy Products Processor, Cooker Operator Dairy Products and Dairy Factory Worker
2021-716111	Meat Processing Machine Operator	Sausage Casing Maker, Meat Canning Process Worker, Meat Processor, Quality Controller of Meat Canning Process Workers, Meat Dehydrator / Preserver / Processor / Worker and Meat Smoker
2021-832103	Fish and Seafood Packer	
2021-681102	Red Meat De-boner	Abattoir Process Worker and Meat Cutter / Trimmer
2021-716105	Bakery and Confectionary Products Machine Operator	NA
2021-313906	Fresh Produce Packing Controller	Fruit Quality Manipulator (Smart Fresh), De-greening Operations Controller and Vegetable Curing Process Controller
2021-716118	Food and Beverage Process Operator	Soft Drinks Blending Process Operator, Meat Process Operator, Liquid Dairy Reception Process Operator, Chocolate and Sugar Confectionery Process Operator, Plant Baking Process Operator, Fruit and Vegetable Process Operator, Packaging Operator, Cereals Process Operator, Savoury Snack Process Operator, Seafood Process Operator, Biscuit Confectionery Process Operator, Starch Process Operator and Pasta Making Process Operator
2021-716101	Fruit and Vegetable Processing Machine Operator	Food Dehydration / Preserving Machine Operator, Food Freezing Machine Operator, Fruit Vegetable and Nut Processing Machine Operator, Food Preserving Machine Operator
2021-832102	Meat Packer	Shrinkwrap Operator and Meat Preparer and Packer Freezing Works
2021-213108	Microbiologist	Clinical Evaluation Advisor, Bacteriologist, Virologist, Microbiology Researcher and Viral Serologist
2021-681203	Confectionary Maker	Chocolatier
2021-716112	Seafood Processing Machine Operator	Fish Processing Machine Operator and Fish Canning Process Worker
2021-716114	Sparkling Soft Drink Process Machine Operator	
2021-716115	Wine Processing Machine Operator	
2021-832104	Cheese Packer	

2021-716105	Bakery and Confectionary Products Machine Operator	Plant Baker and Bread Production Machine Operator
2021-716108	Seed Processing Machine Operator	Seed Bagger, Seed Conditioner, Seed Grading Machine Operator and Seed Sheller
2021-651302	Boiler Maker	Boilermaker-welder, Plater-boilermaker and Boilermaker
2021-672105	Instrument Mechanician	Instrument Mechanician (Industrial Instrumentation & Process Control), Instrument Mechanician (Process Control Systems), Instrument Mechanician (Industrial), Instrument Fitter, Instrument Mechanic, Instrument Mechanician (Process Control) and Instrument and Control Service Person
2021-214103	Production Engineer	Fabrication Engineer , Robotics and Production Automation Engineer
2021-213105	Biotechnologist	Plant Molecular Biologist, Molecular Biologist, Cytotechnologist, Fruit Research Scientist, Bioprocess Engineer, Molecular Geneticist, Genomic Investigator, Crop Research Scientist, Cell Geneticist, DNA Sequencer, Bioinformatician, Biodiversity Researcher
2021-681101	Poultry Slaughterer	Poultry Spotter, Poultry Boner, Chicken Processor, Poultry Worker Abattoir Freezing Works, Poultry Processing Worker and Poultry Factory Worker
2021-716102	Distillery Process Machine Operator	Alcoholic Beverage Processor and Distiller
2021-716103	Juice Extraction and Blending Process Machine Operator	Aerated Water Cordial Machine Operator, Fruit Juice Processing Operator, Wine Making Machine Operator, Vinegar Processing Machine Operator, Cordial Syrup Making Machine Operator and Non Alcoholic Beverage Processing Operator
2021-651203	Fitter Welder	
2021-651302	Boiler Maker	Boilermaker-welder, Plater-boilermaker and Boilermaker
2021-716116	Cereal, Snacks, Pasta and Condiments Machine Process Operator	Bag Maker, Sack Maker, Cigarette Packaging Machine Setter, Packaging Machine Minder, Packaging Machine Operator, Metalised Packaging Paper Machine Setter, End Maker, Cigarette Manufacturing Machine Setter, Laminator, Corrugated Board Printing and Finishing Machine Technician, Can Maker, Corrugated Board Manufacturing Machine Minder, Carton Maker, Corrugated Board and Container Machine Minder

2021-214101	Industrial Engineer	Process Engineer, Safety Engineer, Process Design Engineer, Plant Engineer, Enterprise Resource Management Engineer, Health and Safety Engineer, Industrial Efficiency Engineer, Manufacturing Technology Engineer, Manufacturing Logistics Engineer, Operations Research Engineer, Supply Chain Management Engineer, Produce Process Engineer, Quality Management Engineer, Automation and Control Engineer and Value Engineering
2021-718304	Packaging Manufacturing Machine Minder	Bag Maker, Sack Maker, Cigarette Packaging Machine Setter, Packaging Machine Minder, Packaging Machine Operator, End Maker, Cigarette Manufacturing Machine Setter, Can Maker and Carton Maker
2021-832904	Food and Beverage Factory Worker	Perishable Produce Packhouse Worker, Brewery Worker, Beer Production Worker, Grain Dryer Attendant, Winery Worker, Biscuit Factory Hand, Silo Worker, Winery Cellar Hand, Brewer, Baking Factory Worker, Line Attendant, Beer Brewer, Bread Room Handy, Valve Controller, Perishable Produce and Packhouse Worker

### OCCUPATIONS SUPPORTED THROUGH BURSARIES

OFO CODE	OCCUPATION	INTERVENTION
132104	Engineering Manager	Bursary
312201	Production / Operations Supervisor (Manufacturing)	Bursary
132107	Quality Manager	Bursary
121201	Human Resource Manager	Bursary
132402	Logistics Manager	Bursary
132102	Manufacturing Operations Manager	Bursary
122102	Sales Manager	Bursary
121101	Finance Manager	Bursary
311903	Food and Beverage Technician	Bursary
684305	Quality Controller	Bursary
213205	Food and Beverage Scientist	Bursary
311910	Food Laboratory Analyst	Bursary
312201	Production / Operations Supervisor (Manufacturing)	Bursary
311101	Chemistry Technician	Bursary
214104	Production Engineering Technologist	Bursary
132106	Manufacturing Quality Manager	Bursary
122101	Sales and Marketing Manager	Bursary
214101	Industrial Engineer	Bursary

OFO CODE	OCCUPATION	INTERVENTION
215102	Electrical Engineering Technologist	Bursary
214501	Chemical Engineer	Bursary
312103	Engineering Supervisor	Bursary
121908	Quality Systems Manager	Bursary
213108	Microbiologist	Bursary
214103	Production Engineer	Bursary
313916	Manufacturing Production Technicians	Bursary
134901	Environmental Manager	Bursary
215101	Electrical Engineer	Bursary
226301	Environmental Health Officer	Bursary
213104	Biochemist	Bursary
311301	Electrical Engineering Technician	Bursary

## LIST OF QUALIFICATIONS FUNDED THROUGH BURSARIES

### CATEGORIES

ENGINEERING	FOOD AND NUTRITION
<ul style="list-style-type: none"> <li>• Electrical</li> <li>• Mechanical</li> <li>• Industrial</li> <li>• Chemical</li> </ul>	<ul style="list-style-type: none"> <li>• Food and beverage science</li> <li>• Food and beverage technology</li> <li>• Food safety</li> <li>• Microbiology</li> <li>• Biochemistry</li> <li>• Food production management</li> </ul>
COMMERCE	GENERAL
<ul style="list-style-type: none"> <li>• Sales/Marketing</li> <li>• Finance/Accounting</li> </ul>	<ul style="list-style-type: none"> <li>• Quality control/management</li> <li>• Logistics/Supply Chain Management</li> <li>• Human Resources</li> <li>• Environmental Science</li> <li>• Production Management</li> <li>• Packaging and Operation Management</li> </ul>

## LIST OF QCTO QUALIFICATIONS

Occupational Qualification (New)	SAQA ID
Occupational Certificate: Condensed Liquid Dairy Products Maker	102916
Occupational Certificate: Fermented Dairy Products Maker	102917
Occupational Certificate: Fresh Dairy Products Maker	102918
Occupational Certificate: Liquid Long Life Dairy Products Maker	103092
Occupational Certificate: Ripened Cheesemaker	103129
Occupational Certificate: Winemaker's Assistant	116275
Intermediate Occupational Certificate: Baking and Confectionery Operator	121147
Intermediate Occupational Certificate: Food and Beverage Packaging Operator	121148
Intermediate Occupational Certificate: Food and Beverage Process Machine Operator	121149
Occupational Certificate: Dried Dairy Products Maker	102961
Occupational Certificate: Cottage Cheesemaker	102960
Occupational Certificate: Butter Maker	102919
Occupational Certificate: Processed Cheese Maker	103097
Occupational Certificate: Ice Cream Products Maker	102946
Intermediate Occupational Certificate: Liquid Dairy Reception Operator	121154
Intermediate Occupational Certificate: Meat Processing Operator	121153
Intermediate Occupational Certificate: Fish and Seafood Processing Operator	124347
Occupational Certificate: Fish and Seafood Processor	124348

## LIST OF OCCUPATIONAL SKILLS PROGRAMMES

OCCUPATIONAL SKILLS PROGRAMMES	SAQA ID
Basic Food Safety Complier	SP-241202
Assistant Baker: Fermented Dough Products	SP-191206
Red Meat De-boner	SP-220325