



Trends in Employment & Training in the FASSET Sector



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ACRONYMS

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

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

EXECUTIVE SUMMARY

Since its inception in 2000, the Finance and Accounting Services Sector Education and Training Authority (FASSET) has started collecting and analysing information on its sector. The main purpose of the collection of labour market information is to inform skills planning and funding decisions of the SETA as well as to monitor transformation in the sector. Information collected from 2000/2001 to 2023/2024 is presented in this report including organisations' participation in the levy-grant system, employment trends and skills shortages.

Most of the information is collected through the Mandatory Grant applications submitted by employers to FASSET. Supply data are collected from the National Senior Certificate exams, student output from Technical and Vocational Education and Training (TVET) colleges, student output from universities and universities of technology, skills formation in the workplace and trends in professional body membership that have a direct bearing on the supply of skills to the sector.

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

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

Since the inception of FASSET, the discretionary grants have undergone several changes. Initially, the Strategic Cash Grant (SCG) was introduced in 2005/2006. All organisations (small, medium, and large) were eligible for the SCG, and the criteria was reviewed annually in accordance with industry needs and sector priorities. In 2011/2012, the criteria for the SCG was changed to only be payable in respect of Black African learners and Disabled learners. During 2012/2013, the SCG was discontinued and the Learnership Cash Grant (LCG) and the PIVOTAL Grant were introduced. Only small organisations (less than 50 employees) were eligible for the SCG, while medium (50-149 employees) and large (150 or more employees) organisations were eligible for the PIVOTAL Grant. The criteria introduced in 2011/2012 were still relevant.

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

In 2000/2001 FASSET had nearly 7 600 levy paying organisations., that paid R22 million in Skills Development Levies (SDL). The levy payers dropped sharply to 3 200 in 2007 when the levy threshold was lifted. However, the levy payers increased again slowly and by 2016/2017, a total of approximately 7 100 organisations paid the SDL and the levy amount for that year totalled R445 million. In 2023/24 the number of levy payers increased to 12 023 organisations and the levy amount totalled R708 million.

Only a small number of organisations participate in discretionary grants. As mentioned earlier, discretionary grants have undergone several changes over the years. In 2023/24, the number of beneficiaries and pay-outs were recorded as follows:

- **LEG:** 346 learners, R 30.3 million
- **BG:** 483 learners, R43.5 million
- **NLEG:** 300 learners, R7.5 million

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

The National Student Financial Aid Scheme (NSFAS) Loan Repayment Grant was introduced in 2013/2014 to ensure the retention of beneficiaries on Learnerships with FASSET employers. The uptake of this grant was also relatively low. In 2013/2014, 186 individuals benefited from this grant and a total grant amount of R2.1 million was paid out to study loans, mainly for the Chartered Accountant Auditing Learnership. In 2020/2021, the number of grant beneficiaries dropped to 121. In 2022/23 the NSFAS Loan Repayment Grant was discontinued and replaced with Historical Debt Repayment. In the year under review, the number of grant beneficiaries was 402. Several of the recipients were African females.

Since 2000/2001 total employment decreased from 82 811 to 80 464 in 2023/2024 at an average annual growth rate (AAG) of 0.1%. Gauteng remains the province with the largest share of employment since 2000/2001. The Western Cape has the second largest share, followed by KwaZulu-Natal. The subsector of Accounting, Bookkeeping, Auditing and Tax services, has the largest number of employees in the sector (33%).

From 2000/2001 to 2018/2019, the employment profile of the sector changed from predominantly white to predominantly Black. In 2000/2001 Black employees constituted 40% of the employees in the sector and by 2018/2019 this figure had increased to 66%. FAS's sector has historically been female-dominated. In 2000/2001 54% of the workers in the sector were female and by 2016/2017 this figure had increased to 58% before decreasing to 55% in 2016/2017. In 2023/2024 females represented 56% of workers in the sector. From 2011/2012, the demand for managers and professionals was higher than for occupation groups such as technicians and associate professionals, clerical support workers and elementary occupations. Employment for all the major 2 (OFO) groups except for Service & Sales Workers and Forestry, Fishery, Craft & Related Trades Workers has been declining since 2011/2012.

Several of the employees in the sector are employed as managers, professionals, technicians and associated professionals and clerical support workers. Professionals are the largest occupation group in the sector. In 2023/2024 professionals constituted 38% of total employment.

Professional body membership is highly regarded in the FAS sector and several of the professionals belong to a professional body. In terms of membership, these are categorised into full membership and student/trainee membership. The professional body with the largest membership is the South African Institute for Chartered Accountants (SAICA) with a total of 57 331 full members, followed by the Institute of Internal Auditors of South Africa (IIASA) with 8 777 and the South African Institute for Tax Practitioners (SAIT) with 8 078 full members. In terms of transformation of the member profile, SAICA has seen a 4% increase in their total pool of those constituting black people moving from 32% in 2020 to 36% in 2022. The total number of female members has increased with the total number of females registered with SAICA at 39% for 2019 and 58% for 2022. Analysis of the total pool of Professional membership in 2022 totalled 79 206. In terms of trainee membership, the Institute of Certified Bookkeepers and Accountants (ICBA) is the professional body with the highest membership with a total of 5 516 for the year 2022.

Various training options are available to those who are interested in a career in the sector. Grade 12 Mathematics is a prerequisite for tertiary studies in most of the study fields relevant to the sector. From 2008 to 2022 the number of matriculants who wrote Grade 12 Mathematics (new curriculum) and achieved a 40% or more pass, with variation throughout the 16-year period, increased. The increase in Grade 12 mathematics has a positive effect on the skills pipeline that feeds into the sector.

In 2019, the Department of Basic Education changed the reporting criteria per subject from above 40% to above 30%. This resulted in a challenge with comparatively looking at and analysing the achievement over a period of time. The Department has however since 2015 commenced with reporting on enrolment per subject. The purpose of this was to measure enrolment over a period of time. In 2023, around 570 000 learners achieved Grade 12, which is 83% of those who wrote the exams for NSC qualification. Since 2015, there has been a steady decrease in the number of learners enrolled for and achieved Mathematics and Accounting as entry-level programmes.

In 2023, it is recorded that 262 016 learners enrolled for Mathematics, while 166 337 achieved it at 64% and more. Similarly, 100 974 learners wrote Accounting in 2023, and 77 572 are recorded to have achieved 30% or more. This indicates the widening of the pipeline of new entrants into Accounting and related fields.

Statistics on under-graduate and post-graduate qualifications in the broad study fields "Accounting" and "Other business and commerce" were obtained from the Department of Higher Education and Training's (DHET) Higher Education Management Information System (HEMIS) database. Two types of qualifications were relevant at National Qualifications Framework (NQF) Level 8: postgraduate diplomas and honours degrees. From 2001 to 2023, both qualifications showed an increase in numbers although not to the same extent as first degrees.

The completion of a SAICA-accredited postgraduate Certificate in the Postgraduate Diploma in Accounting (PGDA) programme or equivalent on NQF level 8 is needed for access to the first of two of SAICA's qualifying examinations. Until 2014, less than half of the students who enrolled for the PGDA completed the qualification successfully. From 2002 to 2015, the number of enrolments decreased but the total pass rate increased to 51%. A large increase in enrolments was observed in 2016. The increase in the PGDA enrolments is due to the increase of enrolments at the University of South Africa (UNISA) into the PGDA level 2 programme in 2016. However, from 2016 onwards the number of enrolments decreased to 32%. In 2023, more Africans but fewer coloureds, Indians and whites sat the exam than in 2002.

From 2001 to 2022, the Initial Test of Competence (ITC) (Part I) and Assessment of Professional Competence (APC) (formerly Part II) exams showed increases in the number of enrolments. The Part I exam showed an increase in African and female enrolments and passes, but the number of white and male enrolments and passes decreased. In 2022, Whites had the most success in APC exams Africans had the most success in APC exams and female passes exceeded male passes for both exams. Since its introduction, the APC candidate enrolments have steadily increased. In 2021, the highest number of candidates to date enrolled in the APC examinations. i.e. 4 928 candidates. In terms of achievements, only 3 549 (72%) achieved a pass.

Since 2001, several of the FASSET learnerships that were completed were in the Chartered Accountant: Auditing (NQF level 7) learnership, which is administered by SAICA. Of the total enrolments for FASSET learnerships from 2001/2002 to 2022/2023, 60% were completed.

FASSET 's lifelong learning training events are skills development initiatives to assist smaller employers in the sector to keep up to date with sector developments. From 2007/2008 to 2022/2023, FASSET offered 221 708 learning opportunities to people in the financial sector.

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

In conclusion, FASSET progressed in many aspects since its establishment in March 2000. Over the 24-year review period, the SETA experienced growth in levy income. At the same time, the sector transformed from being predominantly white to being predominantly black.

1 INTRODUCTION

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

The purpose of this report is to combine and analyse information collected over the years to present an overall picture of what has happened in the Financial and Accounting Services (FAS) sector over the period 2000/2001 to 2023/2024 in terms of employers' participation in the levy-grant system, employment trends and skills shortages. Most of the information is collected through the annual Mandatory Grant applications submitted by employers to FASSET.

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

Where possible, information is given for the entire period from 2000/2001 to 2023/2024. However, some of the indicators used cannot be given for the whole period because of changes in the grant system or because of changes in the grant application formats as well as the migration of FASSET's Enterprise resource planning (ERP) system. In these instances, only the most recent years are provided.

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

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

Table 1-1 Subsector demarcation

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

The remainder of this report is structured as follows:

- **Chapter 2** of this report focuses on organisations in the sectors' participation in the levy-grant system. Participation in the system has two sides: on the one hand it refers to the payment of the Skills Development Levy (SDL) and on the other it refers to the claiming of grants – both mandatory and discretionary grants.
- **Chapter 3** provides a profile of the sector.
- **Chapter 4** discusses trends in education and training relevant to the sector.
- **Chapter 5** deals with skills shortages (also known as scarce skills) in the sector.
- **Chapter 6** provides some of the key conclusions emanating from this trend analysis.

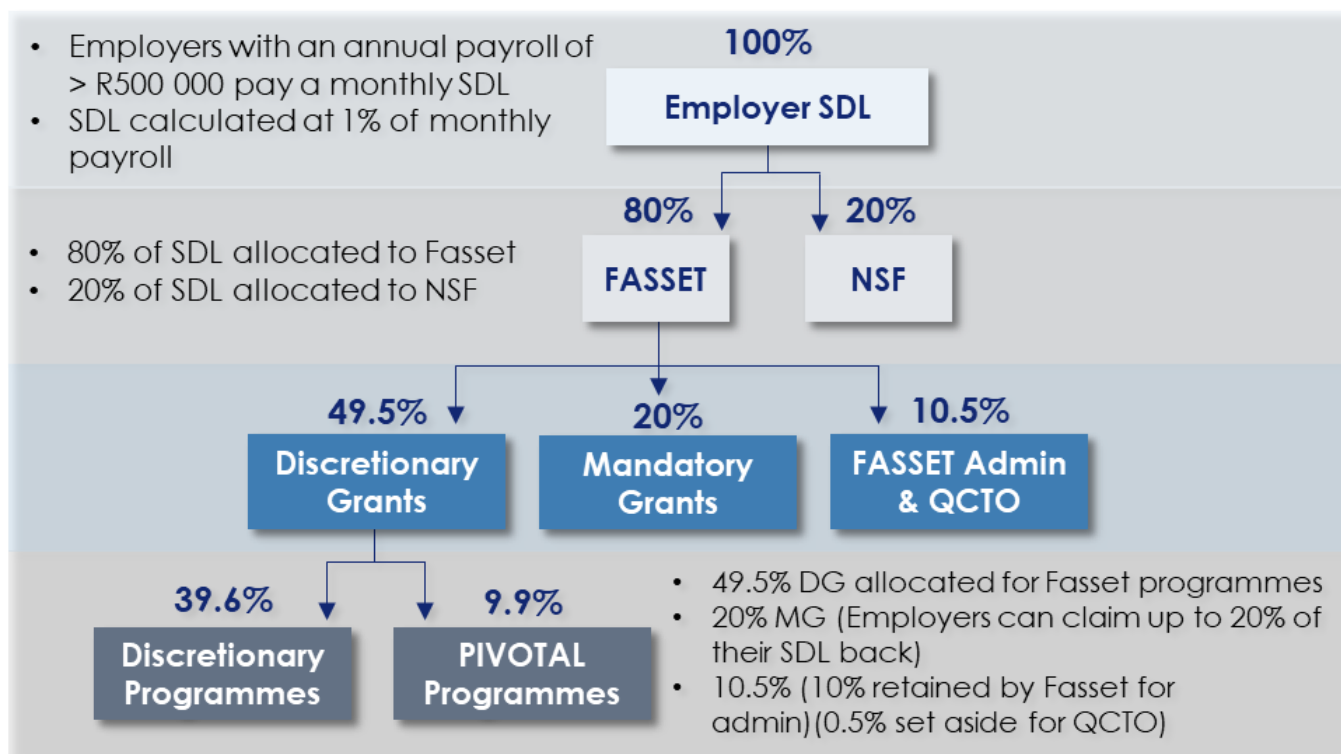
2 PARTICIPATION IN THE LEVY-GRANT SYSTEM

2.1 INTRODUCTION

In this chapter, the participation of organisations in the levy-grant system administered by FASSET from the financial year 2000/2001 to 2023/2024 is analysed.

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

Figure 2-1: FASSET's Funding Structure



Source: FASSET, 2012.

As the name suggests the system consists of two components:

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

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

The grant system consists of two components: Mandatory Grants and Discretionary Grants:

- **Mandatory Grants** consist of grants payable upon the submission by organisations of Workplace Skills Plans (WSPs) and Annual Training Reports (ATRs). These grants are mandatory in the sense that the SETAs are obliged to pay the grant to organisations that apply and meet the grant requirements irrespective of the skills development areas for which the organisations utilise the grant money.
- Contrary to mandatory grants, SETAs can structure **Discretionary Grants** to suit the specific needs of their sectors.

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

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

All these changes influenced the total grant system and organisations' participation in the system.

Chapter 2 is divided into three sections: The first deals with levy-paying organisations and levy payments, the second focuses on the claiming of mandatory grants and the third section deals with the claiming of discretionary grants.

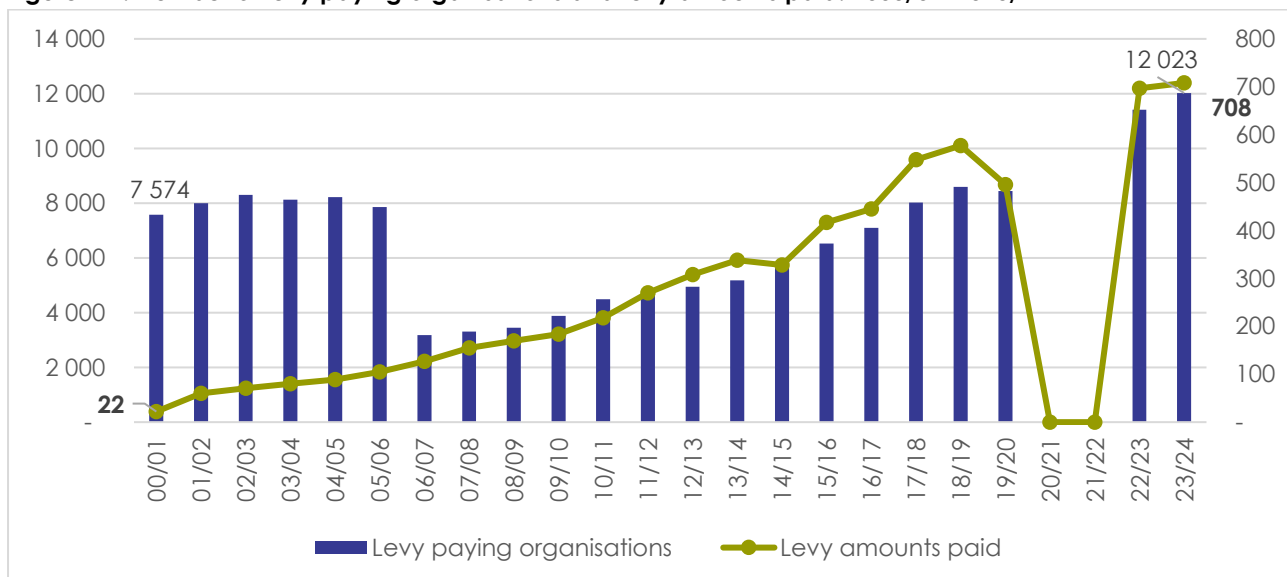
Participation in the grant system is viewed from different perspectives: the total amounts available for and paid in respect of grants; participation in the specific grants; participation of organisations from different size categories; and participation of organisations in the different subsectors.

2.2 LEVY PAYING ORGANISATIONS

FASSET started in 2000/2001 with almost 7 600 levy paying organisations (**Error! Reference source not found.**). This number increased slightly in the following year and stayed in the region of 8 000 up to 2005/2006. In 2006/2007 when the levy threshold was lifted to a payroll of R500 000 per annum, the number of levy paying organisations dropped by almost 5 000 organisations. That means that the sector includes a very large number of small organisations and one-person practices that, at that time, had salary bills between R250 000 and R500 000. The fact that these organisations still exist in the sector is evident from the numbers from 2006/2007 and onwards. Because the levy threshold was not adjusted for inflation, the small organisations systematically crept back into the levy-payer group. In the 2016/2017 financial year, the number of levy payers was only 473 short of the original number with which FASSET started in 2000/2001. The number of levy payers increased to 12 023 in the 2023/2024 financial year.

The levy amounts depicted in **Error! Reference source not found.** are nominal values and as could be expected, it increased steadily over the twenty-four years under review.

Figure 2-2: Number of levy paying organisations and levy amounts paid: 2000/01–2023/24



*Missing years due to migration of ERP systems. Source: FASSET data system, 2024.

2.3 PARTICIPATION IN THE MANDATORY GRANT SYSTEM

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

In 2000/2001, only 13% of the levy-paying organisations participated in the Mandatory Grant system. This increased to 22% in 2001/2002. From 2001/2002 to 2005/2006, the participation rates increased marginally. In 2006/2007, the participation rate spiked to 55%. However, this was the result of the lifting of the levy threshold and the fact that the number of levy-paying organisations dropped to just more than 3 000 while the number of organisations that claimed mandatory grants remained more or less the same. From 2006/2007 to 2008/2009, the number of organisations that claimed and the participation rates levelled off. But from 2009/2010 to 2014/2015, the actual number of organisations that claimed as well as the participation rates dropped. Between 2015/2016 and 2023/2024, the number of organisations that claimed mandatory grants increased although the participation rate dropped significantly.

From 2001/2002 to 2019/2020, the organisations that claimed Mandatory Grants paid more than 59% of the total SDL received by FASSET. It therefore stands to reason that they represented more than 59% of the employees in the sector. In some of the years, this percentage went up to 84% or 85%. In the last 11 years, the percentage dropped from 78% to 15%.

Table 2-1 Levy paying organisations and organisations that claimed mandatory grants: 2000/01-2023/24

Year	Levy-paying organisations		Organisations that claimed mandatory grants			
	A	B	C	D	E	F
	Number of organisations	R (mil) levies paid	N	% of levy payers	Levies paid R mil	% of levies
2000/2001	7 574	22	985	13	12	53
2001/2002	7 992	60	1 778	22	40	66
2002/2003	8 303	71	2 024	24	48	67
2003/2004	8 123	80	2 253	28	59	74
2004/2005	8 218	89	2 453	30	66	75
2005/2006	7 853	105	2 077	26	79	75
2006/2007	3 184	127	1 754	55	107	84
2007/2008	3 306	155	1 746	53	129	84
2008/2009	3 453	170	1 790	52	144	85
2009/2010	3 879	184	1 415	36	150	81
2010/2011	4 492	218	1 084	24	162	74
2011/2012	4 666	270	990	21	211	78
2012/2013	4 947	308	995	20	215	70
2013/2014	5 185	338	909	18	241	71
2014/2015	5 676	328	900	16	221	67
2015/2016	6 529	417	1 001	15	275	66
2016/2017	7 101	445	1 058	15	296	66
2017/2018	8 019	548	1 113	14	343	63
2018/2019	8 589	577	1 088	13	347	60
2019/2020	8 442	496	1 129	13	294	59
2020/2021*						
2021/2022*						
2022/2023	11 414	697	1 824	16	60	9

2023/2024	12 023	708	1 748	15	103	15
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*Missing years due to migration of ERP systems. Source: FASSET data system, 2024.

Table 2-2 provides detailed information on levy-paying organisations and organisations that participated in the Mandatory Grants between 2000/2001 and 2023/2024. In this table, organisations are grouped according to the levy amounts paid in a particular year. Small organisations are those that paid less than R10 000. Medium-sized organisations are those that paid between R10 000 and R99 999. Large organisations are those that paid R100 000 or more.

The table also includes information on the number of organisations in each size category that submitted mandatory grant applications in that year and the levy amounts paid by them. The table illustrates the fact that there was throughout all the years much better participation from the small and medium organisations than from the large ones.

Table 2-2: Levy-paying organisations and organisations that claimed mandatory grants according to levy size: 2000/01 – 2023/24

Year	Size of Levies*																	
	Small				Medium				Large				Total					
	Levy payers		Grant participants		Levy payers		Grant Participants		Levy payers		Grant participants		Levy payers		Grant participants			
	N	R (Mil)	N	R (Mil)	N	R (Mil)	N	R (Mil)	N	R (Mil)	N	R (Mil)	N	R (Mil)	N	R (Mil)	% of Levy payers	% of levies
2000/2001	7 341	6	883	1.2	203	5.3	78	2.4	30	10.2	24	7.9	7 574	21.5	985	11.5	13	53
2001/2002	7 377	10.7	1 484	3.3	541	14.3	241	6.9	74	35.5	53	29.8	7 992	60.5	1 778	40	22	66
2002/2003	7 579	11.8	1 661	4.3	632	17.1	302	8.2	92	42.6	61	35.7	8 303	71.4	2 024	48.2	24	67
2003/2004	7 360	13.2	1 850	5.2	665	17.2	323	8.3	98	49.1	80	45.3	8 123	79.6	2 253	58.8	28	74
2004/2005	7 374	14.3	1 976	5.5	743	19.4	399	10.6	101	55.2	78	50.1	8 218	88.9	2 453	66.3	30	75
2005/2006	6 888	11.4	1 494	4.9	834	21.6	482	12.5	131	72.4	101	61.1	7 853	105.5	2 077	78.6	26	75
2006/2007	2 038	8.8	972	5.1	990	26.5	664	18	156	92	118	83.7	3 184	127.4	1 754	106.8	55	84
2007/2008	1 969	8.7	848	4.8	1 149	31.9	755	21.9	188	114	143	102.7	3 306	154.5	1 746	129.5	53	84
2008/2009	1 973	7.9	779	4.5	1 274	35.8	851	24.9	206	126.3	160	114.4	3 453	170	1 790	143.7	52	85
2009/2010	2 308	8.8	496	2.8	1 348	36.5	739	22	223	138.6	180	125	3 879	183.9	1 415	149.8	36	81
2010/2011	2 744	10.9	319	1.9	1 510	40.9	582	18.6	238	166.6	183	141.2	4 492	218.3	1 084	161.7	24	74
2011/2012	2 777	10.9	240	1.5	1 627	44.3	562	18.2	262	214.5	188	191.6	4 666	269.8	990	211.3	21	78
2012/2013	2 792	12.2	223	1.4	1 862	51.3	578	18.7	293	244.6	194	195	4 947	308	995	215.1	20	70
2013/2014	2 831	12.6	184	1.2	2 040	57.5	539	18.8	314	267.8	186	220.6	5 185	337.8	909	240.5	18	71
2014/2015	3 065	13.8	153	1	2 279	64.2	546	19.1	332	249.7	201	200.9	5 676	327.7	900	220.9	16	67
2015/2016	3 146	14.5	149	1	2 947	85.6	584	21.5	436	316.6	268	252.2	6 529	416.7	1 001	274.5	15	66
2016/2017	3 484	16.5	194	0.9	3 149	92.4	579	22.3	468	336.2	285	272.3	7 101	445.1	1 058	295.5	15	66
2017/2018	3 799	22.4	132	1.1	3 678	136.7	662	33.4	542	388.7	319	308.2	8 019	548.1	1 113	342.6	14	63
2018/2019	3 915	23.5	118	0.9	4 048	151.5	646	33	626	402.5	324	314.5	8 589	577.4	1 088	348.4	13	60
2019/2020	4 057	24.6	152	1.1	3 845	141.8	673	33.8	540	329.7	304	260	8 442	496.1	1 129	294.9	13	59
2020/2021**																		
2021/2022**																		
2022/2023	5 166	22.2	494	1.5	5 313	160	249	7.8	935	514.4	80	33.5	11 414	697	1 824	16	60	9
2023/2024	5 590	24.1	1 146	2.8	5 474	165.3	467	16.2	959	518.9	135	84.1	12 023	708	1 748	15	103	15

*Small: Less than R10 000; Medium: R10 000 to R99 999; Large: R100 000 and more. **Missing years due to migration of ERP systems.

Source: FASSET data system, 2024.

Table 2-3 indicates the participation of organisations in the Mandatory Grants according to the employment size of the organisation. From 2001/2002 to 2008/2009, participation increased considerably, largely due to an increase in the participation of small organisations. In 2008/2009, participation reached a peak with 1 790 organisations claiming Mandatory Grants. The number of small organisations (49 or less employees) that submitted Mandatory Grant applications remained quite high from 2001/2002 to 2009/2010, followed by a substantial drop in 2010/2011. Since then, the participation gradually decreased before increasing to 1 748 organisations in 2023/2024. The number of small, medium and large organisations showed an average annual increase of 2%, 8% and 6% respectively.

From 2000/2001 to 2023/2024, the total levy contributions (nominal value) from the organisations that claimed mandatory grants increased from R11.5 million to R102.8 million at an average annual rate of nearly 3% (Table 2-3).

Table 2-3: Organisations that claimed mandatory grants according to employment size: 2000/01 – 2023/24

Year	Employment size						Total	
	Small		Medium		Large		N	R (Mil)
	N	R (Mil)	N	R (Mil)	N	R (Mil)		
2000/2001	825	1.7	61	1.7	44	8.1	930	11.5
2001/2002	1 661	8.9	81	8.1	36	23	1 778	40
2002/2003	1 919	13	69	7.6	36	27.6	2 024	48.2
2003/2004	2 144	15.3	73	9.9	36	33.6	2 253	58.8
2004/2005	2 346	17.8	65	10.8	42	37.7	2 453	66.3
2005/2006	1 942	21	89	11.9	46	45.7	2 077	78.6
2006/2007	1 557	25.4	133	17.2	64	64.2	1 754	106.8
2007/2008	1 547	31.6	140	22.1	59	75.8	1 746	129.5
2008/2009	1 581	33.6	141	28.6	68	81.6	1 790	143.7
2009/2010	1 187	28.4	154	29.5	74	92	1 415	149.8
2010/2011	887	28.3	125	24.3	72	109.1	1 084	161.7
2011/2012	813	36.7	117	31	60	143.6	990	211.3
2012/2013	831	34.5	101	25.4	63	155.3	995	215.1
2013/2014	751	37.9	99	24.6	59	178	909	240.5
2014/2015	733	36.9	100	24.7	67	159.3	900	220.9
2015/2016	788	52.8	134	40.2	79	181.5	1 001	274.5
2016/2017	937	54	134	40.4	87	200.6	1 158	295.5
2017/2018	887	78.6	143	54.3	83	209.7	1 113	342.6
2018/2019	870	80.6	135	47.4	83	220.4	1 088	348.4
2019/2020	896	69.1	138	39.9	95	185.9	1 129	294.9
2020/2021**								
2021/2022**								
2022/2023	1 214	15.2	482	10	128	34.7	1 824	59.9
2023/2024	1 242	18.1	363	12.6	143	72.1	1 748	102.8
AAG (%)	2		8		6		3	

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

**Missing years due to migration of ERP systems.

Source: FASSET data system, 2024.

2.4 PARTICIPATION IN THE DISCRETIONARY GRANTS

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

Figure 2-3: Discretionary Grant Evolution



2.4.1 Strategic Cash Grant (SCG)

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

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

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

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

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

Source: FASSET data system, 2015.

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

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

Table 2-5 LCG/LEG: Participating Organisations, Learners and Pay-outs, 2007/08 – 2022/23 (small organisations)

Year	Organisations	Learners	Amount paid
	N	N	Rand (Mil)
2007/2008	145	409	11
2008/2009	214	643	17.1
2009/2010	217	576	14.6
2010/2011	165	500	6.5
2011/2012	112	269	3.2
2012/2013	101	209	4.1
2013/2014	74	174	3.5
2014/2015	89	256	4.9
2015/2016	88	253	4.9
*2016/2017	41	134	4
2017/2018	92	1 063	31.5
2018/2019	127	276	11.3
2019/2020	79	300	12.7
2020/2021	54	188	6.4
2021/2022	73	246	27.8
Total			163.5

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

Source: FASSET data system, 2024.

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

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

The data for 2021/22 shows the number of approved grant claims for all small companies (0-49 employees) who meet the requirements (this includes Non-Levy Payers (NLP) with an annual payroll of less than R500 000 as well as levy payers with an annual payroll of R500 000 or more). A total of 73 small organisations participated, with 246 learners benefitting.

2.4.3 PIVOTAL Grants and LEG

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

Companies could claim for the following PIVOTAL programmes:

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

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

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

Source: FASSET data system, 2016.

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

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

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

Table 2-7 Learner Employment Grant (LEG) Participants and Pay-outs 2013/14 – 2023/24 (medium and large organisations)

Year	Organisations	Learners	Amount paid
	N	N	Rand (Mil)
2013/2014	65	1 695	28.2
2014/2015	30	1 015	19.3
2015/2016	23	1 290	23
*2016/2017	45	1 099	32.4
2017/2018	35	1 085	31.7
2018/2019	61	1 521	62.3
2019/2020	26	1 293	53
2020/2021	16	437	32.3
2021/2022	25	369	21.3
2022/2023	5	300	10.5
2023/2024	4	100	2.5

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

Source: FASSET data system, 2024.

Table 2-7 reflects data for the Learner Employment Grant (LEG) for medium (50-149 employees) and large organisations (150 or more employees), previously referred to as the PIVOTAL Grant learnership grant before 2016/2017. The data recorded for 2022/23 reflects that 100 learners from 4 organisations were approved for LEG grants claimed.

Table 2-8 BG Participants and Pay-outs 2013/14 – 2023/24

Year	Organisations	Learners	Amount paid
	N	N	Rand (Mil)
2013/2014	30	879	19.2
2014/2015	22	565	11.9
2015/2016	26	610	14
*2016/2017	29	489	17.1
2017/2018	17	338	11.3
2018/2019	27	588	23.4
2019/2020	13	413	18.9
2020/2021	11	361	32.5
2021/2022	20	511	46
2022/2023	16	483	43.5

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

Source: FASSET data system 2020.

The BG incentivises employers who financially assist unemployed learners in full-time studies to complete their tertiary studies. A criterion is qualifications linked scarce skills. The data recorded for 2022/23 reflects that 483 learners from 16 organisations were approved for BG grants claimed.

Table 2-9 NLEG Participants and pay-outs 2013/14 – 2023/24

Year	Organisations	Learners	Amount paid
	N	N	Rand (Mil)
2013/2014	4	23	0.1
2014/2015	7	28	0.26
**2015/2016			
*2016/2017	23	219	6.5
2017/2018	16	172	5
2018/2019	12	348	17.1
2019/2020	17	176	8.6
2020/2021	5	661	16.5
2021/2022	16	400	21.3
2022/2023	3	996	14.5
2023/2024	1	300	7.5

*The PG Internships were replaced by the NLEG in 2017.

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

Source: FASSET data system, 2024.

Table 2-9 accounts for both unemployed learners in internships (1-year minimum) and those offered permanent employment. Only qualifications linked to the latest sector scarce skills list are eligible. In 2023/24, 1 medium-to-large size organisations were approved NLEG claims for 300 learners with about R7.5 million paid out.

2.4.4 Assessor and Moderator Grant (AMG)

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

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

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

Source: FASSET data system, 2015.

2.5 NATIONAL STUDENT FINANCIAL AID SCHEME (NSFAS) LOAN REPAYMENT GRANT AND HISTORICAL DEBT REPAYMENT GRANT

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

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

The 2016/17 financial year saw a sharp increase in the uptake of this particular discretionary grant. The number of grant beneficiaries shot up to 410 and the grant pay-outs to R12.5 million. In 2020/2021 a total number of 121 beneficiaries was paid out in NLRG.

Table 2-9 NSFAS Loan Repayment Grant: Participants and pay-outs 2014- 2020

	Chartered Accountant: Auditing	Post Grad. Diploma: Prof. Accountant in Practice	Post Grad. Prof. Qualification: Prof. Accountant in Business	Prof. Qualification: Chartered Certified Accountant	General Internal Auditor	Prof. Qualification: Chartered Management Accountant	Internal Audit Technician	Total
2013/14	113	63	6		3		1	186
	R1 273 004	R728 427	R80 000		R35 000		R8 748	R2 125 179
2014/15	36	40	1		2			79
	R419 954	R497 957	R16 687		R20 000			R954 598
2015/16	109	31	1	2				143
	R3 490 974	R763 171	R25 127	R32 894				R4 312 166
2016/17	321	80	1	3		2	3	410
	R10 187 046	R2 122 265	R9 466	R100 000		R33 106	R80 000	R12 531 883
2017/18	300	52		1			2	355
	R8 098 700	R1 295 924		R20 000			R27 747	R9 442 371
2018/19	306	48	3					357
	R8 330 529	R1 045 009	R22 717					R9 398 256
2019/20	319	57	1					377
	R13 380 389	R2 404 741	R12 973					R15 798 104
2020/21*								121

*Missing years due to migration of ERP systems.

Source: FASSET data system, 2024.

In 2022/23, the NLRG was discontinued and replaced with Historical Debt Repayment. Historical Debt Repayment is available to all candidates who have obtained qualifications within the Accounting and Finance sectors and need financial assistance to eliminate their student debt at NSFAS or a higher education learning institution. Table 2-10 reflects the number of candidates that have benefitted from Historical Debt Repayment in 2022/2023.

Table 2-10: Historical Debt Repayment 2022

Year	African				Coloured				Indian				White				Total	
	Female		Male		Female		Male		Female		Male		Female		Male		N	%
	N	%	N	%	N	%	N	%	N	%	N	%	N	%				
2022/23	227	56	157	39	3	1	7	2	2	0	4	1	0	0	2	0	402	100

Source: FASSET data system, 2024.

A total of 402 learners benefitted from Historical Debt Repayment in 2022/2023, whereof African females was the majority (56%).

2.6 CONCLUSIONS

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

FASSET started in 2000/2001 with almost 7 600 levy paying organisations, that paid R22 million SDL. For the 2023/2024 financial period, a total of 12 023 organisations participated in the levy-grant system and the SDL for that year totalled R708 million¹.

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

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

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

Only a small number of organisations participate in discretionary grants. As mentioned earlier, discretionary grants have undergone several changes over the years. In 2023/24, the number of beneficiaries and pay-outs were recorded as follows:

- **LEG:** 346 learners, R 30.3 million
- **BG:** 483 learners, R43.5 million
- **NLEG:** 300 learners, R7.5 million

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

The NSFAS Loan Repayment Grant was introduced in 2013/2014 to ensure the retention of beneficiaries on Learnerships with FASSET employers. The uptake of this grant was also relatively low. In 2013/2014, 186 individuals

¹ Levy amounts are given in nominal terms.

benefited from this grant and a total grant amount of R2.1 million was paid out to study loans, mainly for the Chartered Accountant Auditing Learnership. In 2020/2021 the number of grant beneficiaries dropped to 121.

In 2022/23, the NSFAS Loan Repayment Grant was discontinued and replaced with Historical Debt Repayment. In the year under review, the number of grant beneficiaries was 402. Several of the recipients were African females.

3 PROFILE OF THE SECTOR

3.1 INTRODUCTION

This chapter describes the profile of the workers employed in the FAS sector and changes in the profile based on the WSP information submitted from 2000/2001 to 2023/2024. The figures presented in this chapter depict the situation at the time at which the WSP information was prepared for and submitted into the FASSET data collection system.

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

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

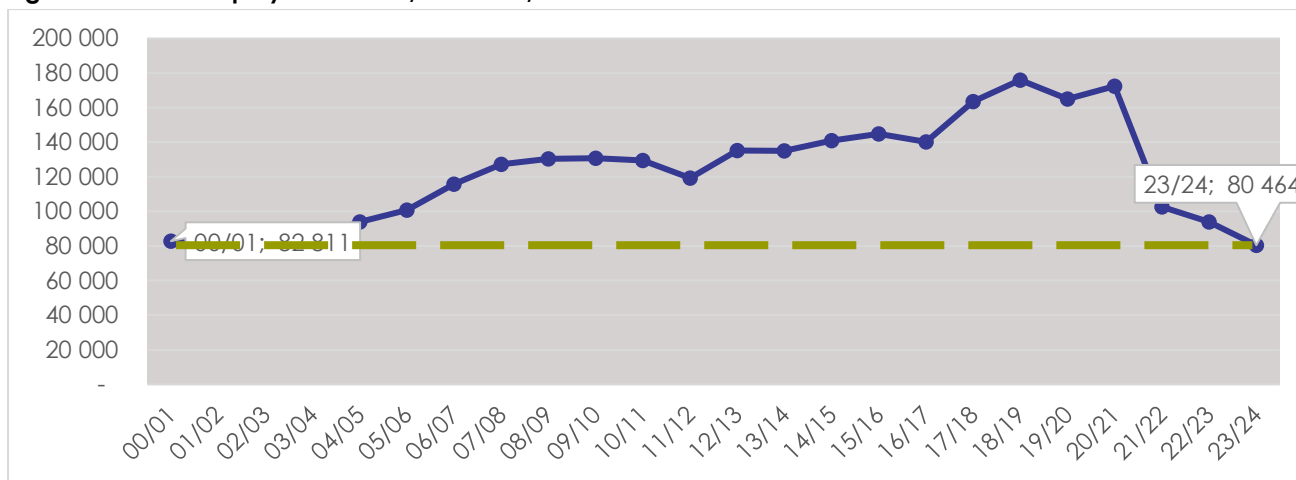
However, in 2009/2010 the DHET (who had taken over responsibility for the SETAs) changed the structure of the OFO to align it with the International Standard Classification of Occupations (ISCO) used by the International Labour Organisation (ILO). The changes in the occupational classification had a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

In this chapter, only the 2019 version of the OFO is used in the tables that give occupational breakdowns. The information in these tables is also limited to the years since the introduction of the new format.

3.2 TOTAL EMPLOYMENT

Estimates of total employment in FASSET from 2000-2023 are shown in Figure 3-1. Employment in the first year of review was estimated at 82 811. From 2002/2003 to 2009/2010, employment increased steadily and reached 130 716 in 2009/2010. In 2011/2012, employment dropped to 119 300 before increasing to 172 387 in 2020/2021. Total employment recorded for 2023/2024 was 80 464, approximately 13 425 less than 2022/2023. Employment decreased at an average annual growth rate (AAG) of 0.1% over the 24-year period.

Figure 3-1: Total Employment: 2000/01 – 2023/24



Source: FASSET data system, 2024.

3.3 PROVINCIAL DISTRIBUTION

Table 3-1 shows the provincial distribution of employees in the Finance and Accounting Services Sector from 2000/2001 to 2023/2024. Gauteng was the province with the largest proportion of employees in all the years of the review period. In 2023/24, Gauteng held a 55% share of employment, while the Western Cape had the second largest share of employment at 22%. KwaZulu-Natal comprised 9% of total employment. The North-West, Mpumalanga, the Northern Cape, Limpopo and Free State housed 2% of the employees, respectively. The Eastern Cape housed 4% of employees.

Table 3-1 Employment by province: 2000/01 – 2023/24

Year	EC	FS	GP	KZN	MP	NC	LP	NW	WC	Unknown	Total
	%	%	%	%	%	%	%	%	%	%	%
2000/2001	6	2	56	14	2	1	1	2	16	0	100
2001/2002	4	3	56	9	2	1	1	3	22	0	100
2002/2003	5	3	54	11	3	1	1	2	21	0	100
2003/2004	5	3	52	11	3	1	2	2	22	0	100
2004/2005	5	3	52	11	2	1	1	3	22	0	100
2005/2006	5	3	55	10	2	1	2	3	21	0	100
2006/2007	4	3	53	10	3	1	2	3	22	0	100
2007/2008	5	4	51	11	3	1	1	3	21	0	100
2008/2009	5	3	51	11	2	1	2	3	21	0	100
2009/2010	6	3	51	11	2	1	2	3	21	0	100
2010/2011	5	3	52	11	2	1	2	4	20	0	100
2011/2012	5	3	54	10	2	1	2	3	21	0	100
2012/2013	5	3	53	8	2	2	4	1	21	0	100
2013/2014	4	2	53	7	1	2	3	1	19	10*	100
2014/2015	4	2	57	8	2	2	2	1	21	0	100
2015/2016	4	2	57	8	2	2	2	1	22	0	100
2016/2017	4	2	56	8	3	2	2	1	22	0	100
2017/2018	4	2	51	7	2	1	3	1	29	0	100
2018/2019	5	3	48	10	4	1	7	2	19	1	100
2019/2020	4	2	59	8	2	1	1	1	22	0	100
2020/2021	4	2	48	8	2	2	2	1	17	15	101
2021/2022	4	3	56	9	2	1	3	2	20	0	100
2022/2023	4	2	54	10	2	2	2	2	23	0	101
2023/2024	4	2	55	9	2	2	2	2	22	0	100

*The large percentage of records without provincial allocation can be ascribed to poor data quality of the 2013/2014 submissions. In 2016/2017 FASSET converted to a new data collection system whereby employers had to submit individual records instead of summary data. Source: FASSET data system, 2024.

3.4 SUBSECTOR, RACE AND GENDER

The FAS sector is grouped into seven subsectors: Investment Entities and Trusts and Company Secretarial Services; Stockbroking and Financial Markets; Development Organisations; Accounting, Bookkeeping, Auditing and Tax Services; Activities Auxiliary to Financial Intermediation; Business and Management Consulting Services and SARS and Government Departments. Estimated employment per subsector from 2000/2001 to 2023/2024 is depicted in Table 3-2, together with each subsector's share (%) of total employment in that year.

The subsector Accounting, Bookkeeping, Auditing and Tax services is by far the largest subsector, accounting for over 26 000 of employment in 2023/2024. In the period 2001/2002 to 2005/2006, it employed more than half of the sector's workforce. However, its share in sectoral employment declined. This is the result of the more rapid growth of the other subsectors.

Business and Management Consulting Services is the second largest subsector over the 24-year period, holding approximately 15% of the sector's workforce. Stockbroking and Financial Markets the third largest sector in terms of employment has seen considerable growth in 2017/2018, and in 2023/2024 it had approximately 12 070 workers. SARS, the largest organisation in the FAS sector, did not submit WSP information before 2007/2008. Therefore, the subsector SARS and Government Departments' growth was only calculated from 2007/2008 onwards.

The population group and gender distribution of employees can be seen in Table 3-3. In 2023/2024 the FAS sector employed 40 700 Africans, 9 296 Coloureds, 7 565 Indians and 22 903 Whites. In total, Black (African, Coloured and Indian) employees constituted 72% of the sector's employees. From 2001/2002 to 2023/2024 African employees' share of employment increased from 20% to 49%, Coloureds from 10% to 11%. and Indians from 8.9% to 9.2%. The share of White employees decreased from 61% in 2001/2002 to 28% in 2023/2024. From 2012/2013 onwards FASSET also collected information on the employment of foreigners. In 2024, 0% of the employees in the sector were foreign nationals.

Many of the workers in the sector is women. In 2023/2024, the sector employed 45 170 females - 56% of the sector's employees were female. The predominance of women in the sector can be seen from 2001/2022. Females' share in employment increased from 54% in 2001/2002 to 58% in 2015/2016 before decreasing to 55% in 2016/2017. Their share in employment again increased from 56% in 2017/2018 to 57% in 2021/2022 before decreasing to 56% in 2023/2024.

Table 3-3 shows the distribution of employment by race and gender in more detail. From 2001/2002 to 2023/2024, African females showed the largest increase in numbers: from 8 651 in 2001/2002 to 22 687 in 2023/2024 (at an average growth rate of about 4%). In contrast, white females decreased from 27 113 in 2001/2002 to 12 435 in 2023/2024 (at an average growth rate of about 3%). Coloured and Indian females showed the smallest increase in numbers from 5 570 in 2001/2002 to 5 885 in 2023/2024 and 3 896 in 2001/2002 to 4 163 in 2023/2024 respectively (at an average growth rate of about 0.2% and 0.3% respectively).

Table 3-2 Employment by subsector: 2001/02 – 2023/24

Year	Investment En- tities & Trusts & Company Secretarial Services		Stockbroking & Financial Markets		Development Organisations		Accounting, Bookkeeping, Auditing & Tax Services		Activities Aux- iliary to Finan- cial Intermedi- ation		Business & Management Consulting Services		SARS* & Gov- ernment De- partments		Unknown		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
2001/2002	7029	9	9379	11	1294	2	44960	54	11306	14	7873	10	790	1			82632	100
2002/2003	6976	8	8708	10	1383	2	49549	58	10374	12	8891	10					85881	100
2003/2004	7141	8	7674	9	1831	2	50183	59	7592	9	9837	12	570	1			84828	100
2004/2005	7507	8	8085	9	1629	2	53133	57	10682	11	11208	12	1770	2			94015	100
2005/2006	5804	6	10185	10	1776	2	54247	54	9436	9	17636	18	1637	2			100722	100
2006/2007	8142	7	17169	15	2060	2	54981	48	12033	10	19274	17	2055	2			115715	100
2007/2008	8439	7	14418	11	2144	2	53822	42	11181	9	21222	17	15978	13			127204	100
2008/2009	8980	7	14817	11	2174	2	55707	43	11873	9	20468	16	16471	13			130490	100
2009/2010	9026	7	14890	11	2104	2	52954	41	12491	10	22129	17	17121	13			130716	100
2010/2011	9054	7	14285	11	1950	2	58387	45	11280	9	18505	14	15947	12			129408	100
2011/2012	10479	9	12292	10	1886	2	48491	41	10694	9	19995	17	15464	13			119300	100
2012/2013	7828	6	12467	9	2333	2	49351	37	19648	15	26258	19	17306	13			135191	100
2013/2014	11189	8	12080	9	1716	1	62460	46	11022	8	22354	17	14247	11			135068	100
2014/2015	12924	9	17362	12	2254	2	55335	39	12201	9	23497	17	17391	12			140963	100
2015/2016	11984	8	16739	12	1548	1	56971	39	15497	11	27341	19	14692	10			144772	100
2016/2017	13885	10	18389	13	2735	2	52252	37	14788	11	21010	15	16684	12	497	0	140240	100
2017/2018	11623	7	24189	15	5216	3	55523	34	21830	13	27034	17	17443	11	644	0	163503	100
2018/2019	10282	6	25422	14	5167	3	58211	33	22595	13	29748	17	17442	10	7102	4	175969	100
2019/2020	9671	6	24380	15	2919	2	61100	37	17123	10	34437	21	15055	9	369	0.2	165053	100
2020/2021	11952	7	24453	14	3262	2	64178	37	18081	10	33598	19	14986	9	1877	1	172387	100
2021/2022	5037	5	16051	16	2274	2	34758	34	13212	13	14942	15	16388	16	0	0	102662	100
2022/2023	4694	5	15022	16	939	1	30983	33	13144	14	14083	15	15022	16	0	0	93889	100
2023/2024	4023	5	12070	15	1609	2	26553	33	12070	15	12070	15	12070	15	0	0	80464	100
AAG (%)	-2		1		1		-2		0.3		2		11				0.1	

*SARS, the largest organisation in the sector, only submitted employment figures since 2008.

Source: FASSET data system, 2024.

Table 3-3 Employment by race and gender 2001/02 – 2023/24

Year	African				Coloured				Indian				White				Non- South African*				Total	
	Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		N	%
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%				
2001/2002	8651	10	7585	9	5570	7	2904	4	3896	5	3546	4	27113	33	23365	28					82632	100
2002/2003	8772	10	7742	9	5668	7	2689	3	4155	5	3763	4	27845	32	25246	29					85881	100
2003/2004	8786	10	7587	9	5842	7	2525	3	4249	5	3788	4	27305	32	24745	29					84828	100
2004/2005	11894	13	9712	10	6887	7	3275	3	5038	5	4192	4	28567	30	24450	26					94015	100
2005/2006	13672	14	12249	12	7606	8	3670	4	5699	6	4747	5	27470	27	25608	25					100722	100
2006/2007	16525	14	18666	16	8413	7	5376	5	5632	5	5453	5	28025	24	30362	26					118453	100
2007/2008	21765	17	19851	16	10070	8	4848	4	6347	5	5292	4	32219	25	26813	21					127204	100
2008/2009	22499	17	21376	16	10484	8	5045	4	6357	5	5443	4	32207	25	27079	21					130490	100
2009/2010	24594	19	20297	16	11566	9	5089	4	6386	5	5409	4	30768	24	26607	20					130716	100
2010/2011	24468	19	20488	16	10111	8	4966	4	6758	5	5863	5	30456	24	26298	20					129408	100
2011/2012	22936	19	18472	15	10730	9	4817	4	6282	5	5174	4	27241	23	23647	20					119300	100
2012/2013	27209	20	19125	14	11246	8	4999	4	6903	5	5652	4	30046	22	27115	20	661	0	1487	1	134444	100
2013/2014	21594	16	17667	13	9075	7	4422	3	6128	5	5247	4	29713	22	26174	19	775	1	1495	1	122289	100
2014/2015	31327	22	22561	16	11053	8	5372	4	7512	5	6065	4	29253	21	25210	18	1010	1	1599	1	140963	100
2015/2016	34213	24	22029	15	11566	8	5605	4	7322	5	5770	4	27147	19	23523	16	3594	2	4004	3	144772	100
2016/2017	33017	24	26117	19	10445	7	5772	4	7031	5	5961	4	26272	19	23241	17	862	1	1522	1	140240	100
2017/2018	40604	25	30382	19	12098	7	6691	4	7782	5	6372	4	30243	18	26438	16	1091	1	1802	1	163503	100
2018/2019	46548	26	31206	18	17888	10	6966	4	7326	4	6139	3	28294	16	24729	14	1016	1	5856	3	175969	100
2019/2020	39523	24	31967	19	12426	8	6471	4	8133	5	6888	4	29629	18	26160	16	1504	1	2353	1	165053	100
2020/2021	48956	28	37087	22	11777	7	6808	4	8886	5	6893	4	28285	16	20950	12	1199	1	1546	1	172385	100
2021/2022	30134	29	23069	22	7189	7	4083	4	4877	5	3831	4	15538	15	12472	12	506	0	963	1	102662	100
2022/2023	26539	28	24604	26	5954	6	3311	4	4174	4	3310	4	13907	15	12091	13	0	0	0	0	93889	100
2023/2024	22687	28	18013	22	5885	7	3411	4	4163	5	3402	4	12435	15	10468	15	0	0	0	0	80464	100
AAG (%)	4		4		0.2		1		0.3		-0.2		-3		-4						-0.1	

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

Source: FASSET data system, 2024.

3.5 OCCUPATION GROUPS

As indicated earlier in this report, the last changes to the OFO that impacted major group classification were implemented by FASSET in 2011/2012. For this reason, the analysis of occupational data is limited to the period 2011/2012 to 2023/24.

From 2011/2012 to 2023/2024, total sector employment in the sector declined on average by 0.1% per year. Managers, and technicians and associate professionals decreased by 4% per year, respectively. Professionals decreased by 1% per year, and Clerical support workers decreased by 5% per year.

In 2023/2024, 88% of employees in the sector occupied positions as managers, professionals, technicians and associate professionals and clerical support workers (Table 3-4).

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

3.5.1 Managers

From 2011/2012 to 2023/2024, the number of African female managers grew on average by 2% per year. The number of Coloured and Indian female managers decreased on average by 1% and 3% respectively. The number of African males in managerial positions increased by 1% over the same period.

In 2023/2024, Africans filled 30% of managerial positions, coloureds 10%, Indians 12%, whites 48% and foreign people 0%. Of all the managers in the sector, 47% were females.

3.5.2 Professionals

The total number of professionals in the FAS sector across population groups and genders decreased from 37 107 in 2011/2012 to 30 862 in 2023/2024. The average annual growth rate for professionals in the sector is -1%.

In 2023/2024, Africans' share of professional positions in the sector was 44%; coloureds 10%; Indians 13%; whites 33% and foreign people account for 0% of professionals in the sector. More than half (56%) of all professionals in 2023/2024 were females.

3.5.3 Technicians and Associate Professionals

The number of technicians and associated professionals decreased from 15 351 in 2011/2012 to 9 337 in 2023/2024 at an average rate of 4% per year (Table 3-7).

For the years under review female technicians and associated professionals across all population groups show a negative average growth rate of 2%. In 2023/2024, African females and white females had the highest share of positions at 29% and 18% respectively. Across population groups, Africans account for 50% of positions in the occupation group, white people 29%, followed by coloured people at 14% and Indians at 8% in 2023/2024. More than half of the people in the occupation group (61%) were female.

3.5.4 Clerical Support Workers

The occupation group, clerical support workers, decreased by 5% per year from 2011/12 to 2023/24, from 33 926 to 18 045 (Table 3-8). In 2023/24, clerical support worker positions were filled by 58% Africans, 16% coloureds, 6% Indians and 20% whites. Female workers filled 73% of all positions in this occupation group.

Table 3-4 Employment by major OFO group 2011/12 –2023/24

Year	Managers		Professionals		Technicians & Associate Professionals		Clerical Support Workers		Service & Sales Workers		Forestry, Fishery, Craft & Related Trades Workers		Plant & Machine Operators & Assemblers		Elementary Occupations		Unknown		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
2011/2012	20574	17	37107	31	15351	13	33926	28	4198	4	103	0	1136	1	6905	6		0	119300	100
2012/2013	25754	19	47012	35	15722	12	33181	25	8204	6	323	0	759	1	3622	3	231	0	134810	100
2013/2014	19814	15	47899	35	21765	16	36103	27	4541	3	339	0	932	1	3674	3		0	135067	100
2014/2015	24802	18	48435	34	19596	14	37898	27	5341	4	443	0	717	1	3731	3		0	140963	100
2015/2016	22639	16	59629	41	16187	11	36592	25	4071	3	673	0	902	1	3224	2	855	1	144773	100
2016/2017	21338	15	52583	37	14913	11	32427	23	6854	5	1252	1	1338	1	4694	3	4841	3	140240	100
2017/2018	25535	16	59715	37	18648	11	39963	24	7232	4	1001	1	1885	1	6463	4	3061	2	163503	100
2018/2019	27261	15	55870	32	18768	11	51478	29	11407	6	1276	1	1627	1	6733	4	1549	1	175969	100
2019/2020	29751	18	56234	34	17474	11	39444	24	6904	4	1635	1	2558	2	7264	4	3790	2	165053	100
2020/2021	33180	19	63047	37	19208	11	36331	21	6852	4	948	1	2614	2	10207	6	0	0	172387	100
2021/2022	18185	18	38920	38	9891	10	23870	23	4222	4	586	1	1432	1	4767	5	789	1	102662	100
2022/2023	13519	14	33472	36	9618	10	22661	24	5503	6	2083	2	1482	2	5477	6	73	0	93889	100
2023/2024	12346	15	30862	38	9337	12	18045	22	4677	6	1382	2	653	1	3156	4	6	0	80464	100
AAG %	-4		-1		-4		-5		1		22		-4		-6		13		-3	

Source: FASSET data system, 2024.

Table 3-5 Managers by population group and gender 2011/12 – 2023/24

Year	African				Coloured				Indian				White				Foreign				Other		Total	
	Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		N	%	N	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	
2011/2012	1419	7	1760	9	722	4	636	3	1061	5	1392	7	5363	26	8220	40	0	0		0	0	0	0	20574
2012/2013	2156	8	2731	11	889	3	760	3	1159	5	1663	6	6002	23	9652	37	150	1	441	2	150	1	25753	
2013/2014	1351	7	1713	9	741	4	538	3	740	4	1132	6	4437	22	7495	38	186	1	381	2	1099	6	19814	
2014/2015	2354	9	2911	12	985	4	791	3	1172	5	1630	7	5539	22	8580	35	279	1	562	2	0	0	24802	
2015/2016	2904	13	2594	11	1655	7	923	4	1195	5	1193	5	4665	21	6792	30	213	1	506	2	0	0	22639	
2016/2017	2901	14	2933	14	997	5	802	4	1122	5	1217	6	4429	21	6523	31	151	1	265	1	0	0	21338	
2017/2018	3174	12	3306	13	1308	5	1036	4	1351	5	1450	6	5388	21	7888	31	172	1	348	1	0	0	25422	
2018/2019	3406	12	3505	13	1715	6	1118	4	1433	5	1540	6	5711	21	8298	30	178	1	357	1	0	0	27261	
2019/2020	4259	14	4072	14	1811	6	1244	4	1428	5	1598	5	6256	21	8376	28	261	1	445	1	0	0	29751	
2020/2021	5923	18	5923	18	1851	6	1341	4	1622	5	1905	6	6124	18	7795	23	265	1	432	1	0	0	33180	
2021/2022	3535	19	3134	17	1171	6	781	4	955	5	955	5	3356	18	3939	22	122	1	237	1	0	0	18185	
2022/2023	2077	15	2228	16	643	5	472	3	667	5	673	5	2887	21	3872	29	0	0	0	0	0	0	13519	
2023/2024	1864	15	1879	15	663	5	510	4	694	6	793	6	2637	21	3306	27	0	0	0	0	0	0	12346	
AAG %	2		1		-1		-2		-3		-4		-5		-7		-2		-6				-4	

*Calculated from 2013. Source: FASSET data system, 2024.

Table 3-6 Professionals by population group and gender 2011/12 – 2023/24

Year	African				Coloured				Indian				White				Foreign				Other		Total	
	Female		Male		Female		Male		Female		Male		Female		Male		Female		Male					
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	
2011/2012	5010	14	4650	13	1738	5	1348	4	2477	7	2434	7	9153	25	10298	28		0		0		0		37107
2012/2013	7201	15	6060	13	2282	5	1701	4	2885	6	2735	6	11070	24	11964	25	368	1	551	1	195	0		47012
2013/2014	6961	15	5908	12	1868	4	1374	3	2543	5	2552	5	11421	24	12296	26	391	1	548	1	2036	4		47899
2014/2015	8662	18	6963	14	2457	5	1810	4	2842	6	2671	6	10921	23	10849	22	519	1	742	2	0	0		48435
2015/2016	10308	17	7583	13	3413	6	2265	4	3176	5	3208	5	11851	20	12215	20	2735	5	2875	5	0	0		59629
2016/2017	9911	19	7653	15	2778	5	2091	4	3172	6	3311	6	10822	21	11489	22	514	1	842	2	0	0		52583
2017/2018	11707	20	9017	15	3033	5	2303	4	3363	6	3514	6	12100	20	12860	22	539	1	928	2	0	0		59364
2018/2019	10309	18	7848	14	2968	5	2267	4	3290	6	3452	6	11657	21	12671	23	547	1	861	2	0	0		55870
2019/2020	11248	20	8719	16	3116	6	2380	4	3392	6	3280	6	11075	20	11514	20	583	1	926	2	0	0		56234
2020/2021	14685	23	12510	20	3828	6	2772	4	4502	7	3684	6	11311	18	8533	14	623	1	599	1	0	0		63047
2021/2022	9444	24	7125	18	2192	6	1653	4	2438	6	2162	6	6898	18	6367	16	256	1	385	1	0	0		38920
2022/2023	9434	28	6971	21	1728	5	1311	4	2035	6	1671	5	5229	16	5093	15	0	0	0	0	0	0		33472
2023/2024	7861	25	5628	18	1813	6	1337	4	2146	7	1814	6	5399	17	4864	16	0	0	0	0	0	0		30862
AAG %	4		2		0.3		-0.1		-1		-2		-4		-6		-4		-4					-1

* Calculated from 2013. Source: FASSET data system, 2024.

Table 3-7 Technicians and Associate Professionals by population group and gender 2011/12 – 2023/24

Year	African				Coloured				Indian				White				Foreign				Other		Total	
	Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		N	%	N	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	
2011/2012	2787	18	3037	20	1135	7	820	5	667	4	701	5	3211	21	2992	19		0		0		0		15351
2012/2013	2560	16	2896	18	1313	8	929	6	603	4	528	3	3173	20	3296	21	62	0	362	2	0	0		15722
2013/2014	3139	14	3245	15	1646	8	1203	6	1186	5	971	4	4538	21	4088	19	68	0	373	2	1309	6		21765
2014/2015	3752	19	3731	19	1500	8	989	5	1116	6	865	4	3980	20	3522	18	51	0	90	0	0	0		19596
2015/2016	3554	22	2593	16	1583	10	760	5	803	5	477	3	3511	22	2539	16	202		167		0	0		16187
2016/2017	3386	23	2747	18	1384	9	718	5	699	5	359	2	3144	21	2315	16	51	0	109	1	0	0		14913
2017/2018	3970	21	3542	19	1616	9	907	5	806	4	433	2	4158	22	3023	16	78	0	118	1	0	0		18650
2018/2019	3563	19	3972	21	1606	9	1050	6	809	4	492	3	4048	22	3035	16	73	0	120	1	0	0		18768
2019/2020	3983	23	3091	18	1589	9	699	4	827	5	437	2	3717	21	2849	16	92	1	190	1	0	0		17474
2020/2021	4765	25	5374	28	1306	7	985	5	686	4	609	3	2692	14	2586	13	70	0	135	0	0	0		19208
2021/2022	3068	31	2614	26	806	8	415	4	382	4	215	2	1498	15	806	8	22	0	65	1	0	0		9891
2022/2023	2434	25	2150	22	874	9	334	3	415	4	274	3	2015	21	1123	12	0	0	0	0	0	0		9618
2023/2024	2705	29	1931	21	916	10	346	4	425	5	324	3	1647	18	1043	11	0	0	0	0	0	0		9337
AAG %	-0.2		-3		-2		-6		-3		-6		-5		-8		-10		-16					-4

* Calculated from 2013. Source: FASSET data system, 2024.

Table 3-8 Clerical Support Workers by population group and gender 2011/12 – 2023/24

Year	African				Coloured				Indian				White				Foreign				Other		Total N
	Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		N	%	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%					
2011/2012	10730	32	4112	12	6027	18	1162	3	1970	6	585	2	8085	24	1255	4		0		0		0	33926
2012/2013	10470	32	3630	11	5610	17	1045	3	1931	6	491	1	8517	26	1328	4	75	0	65	0	18	0	33181
2013/2014	8080	22	3591	10	4382	12	837	2	1535	4	505	1	8579	24	1622	4	123	0	72	0	6777	19	36103
2014/2015	12810	34	5372	14	5217	14	1284	3	2204	6	785	2	8318	22	1677	4	135	0	95	0	0	0	37898
2015/2016	14488	40	5458	15	4430	12	1127	3	2042	6	747	2	6374	17	1371	4	314	1	240	1	0	0	36592
2016/2017	12100	37	4850	15	4050	12	1119	3	1708	5	707	2	6415	20	1347	4	71	0	58	0	0	0	32427
2017/2018	15616	39	5961	15	5179	13	1368	3	2034	5	770	2	7617	19	1471	4	212	1	197	0	0	0	40424
2018/2019	21162	41	5608	11	11660	23	1554	3	1926	4	732	1	6953	14	1435	3	221	0	226	0	0	0	51478
2019/2020	13925	35	6609	17	4840	12	1455	4	1958	5	951	2	7392	19	1677	4	368	1	269	1	0	0	39444
2020/2021	13592	37	6107	17	4036	11	1138	3	1908	5	602	2	7645	21	1245	3	31	0	27	0	0	0	36331
2021/2022	9525	40	4482	19	2745	11	915	4	1045	4	427	2	3576	15	1009	4	85	0	61	0	0	0	23870
2022/2023	8611	38	4306	19	2266	10	906	4	906	4	680	3	3626	16	1360	6	0	0	0	0	0	0	22660
2023/2024	7484	41	3022	17	2166	12	694	4	834	5	324	2	2628	15	893	5	0	0	0	0	0	0	18045
AAG %	-3		-2		-8		-4		-6		-4		-8		-3		1		-1				-5

* Calculated from 2013: Source: FASSET data system, 2024.

3.6 PROFESSIONAL BODIES/ORGANISATIONS

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

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

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

Table 3-9 Professional Bodies: Full membership by population group and gender, 2023

No	Name of Professional Institute	Acronym	African	Coloured	Indian	White	Race unknown	TOTAL*	Male	Female	Unknown Equity	Total*	Female	African	Black***
			N	N	N	N	N	N	N	N	N	N	N	%	%
1	Association for Certified Fraud Examiners South Africa	ACFESA	785	180	141	907	0	2 013	1 127	886	0	2 013	44	39	55
2	Association for Chartered Certified Accountants	ACCA	314	34	53	78	4	483	226	257	0	483	53	65	83
3	Association of Accounting Technicians South Africa	AAT(SA)	178	35	60	160	7	440	227	213	0	440	48	40	62
4	Association of Debt Recovery Agents	ADRA													
5	Chartered Institute of Audit Governance, Oversight and Leadership	CIAGOL(SA)						111				111			
6	Chartered Institute of Government Finance, Audit & Risk Officers	CIGFARO						0				0			
7	Chartered Institute of Management Accountants	CIMA**						0				0			
8	Chartered Secretaries Southern Africa	CSSA													
9	Institute of Accounting and Commerce	IACSA													
10	Institute of Certified Bookkeepers and Accountants	ICBA	651	207	78	492	0	1 428	307	1 121	0	1 428	79	46	66
11	Institute of Credit Management	ICM	117	41	49	115	0	322	73	249	0	322	77	36	64
12	Institute of Internal Auditors of South Africa	IISA	6 551	404	726	1 060	36	8 777	4 876	3 901	0	8 777	46	75	88
13	South African Institute for Chartered Accountants	SAICA	10 603	2 755	7 490	35 967	516	57 331	24 103	33 227	1	57 331	58	18	36
14	South African Institute of Stockbrokers	SAIS						223				223			
15	South African Institute for Tax Practitioners	SAIT	2188	425	755	4 710	0	8 078	4 066	4 012	0	8 078	50	27	42
16	South African Institute of Professional Accountants	SAIPA						0				0			
17	Southern African Institute for Business Accountants	SAIBA													
18	Southern African Institute of Government Auditors	SAIGA													

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

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

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

* AGA Membership Statistics included under full membership for SAICA reporting

* Disabled category included into the membership reporting

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

Source: Professional bodies, 2024.

Table 3-10 Professional bodies: Student/trainee membership by race, gender and disability 2023

No	Name of Professional Institute	Acronym	African	Coloured	Indian	White	Race unknown	TOTAL*	Male	Female	Equity Unknown	Total*	Female	African	Black***
			N	N	N	N	N	N	N	N	N		N	%	%
1	Association for Certified Fraud Examiners South Africa	ACFESA*						0				0			
2	Association for Chartered Certified Accountants	ACCA*						0				0			
3	Association of Accounting Technicians South Africa	AAT(SA)	85	14	16	40	8	163	75	88	0	163	54	52	71
4	Association of Debt Recovery Agents	ADRA													
5	Chartered Institute of Government Finance, Audit & Risk Officers	CIGFARO*						0				0			
6	Chartered Institute of Management Accountants	CIMA*						0				0			
7	Chartered Secretaries Southern Africa	CSSA													
8	Institute of Accounting and Commerce	IACSA													
9	Institute of Certified Bookkeepers and Accountants	ICBA	2529	790	302	1895	0	5516	1193	4323	0	5516	78	46	66
10	Institute of Credit Management	ICM*													
11	Institute of Internal Auditors of South Africa	IIASA*													
12	South African Institute for Chartered Accountants	SAICA	178	35	60	160	7	440	213	227	0	440	52	40	62
13	South African Institute for Tax Practitioners	SAIT													
14	South African Institute of Professional Accountants	SAIPA													
15	Southern African Institute for Business Accountants	SAIBA													
16	Southern African Institute of Government Auditors	SAIGA													

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

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

* Disabled category included into the membership reporting

* AGA Membership Statistics included under full membership for SAICA reporting

*** Acronyms in bold comprise 2015 membership figures.

Source: Professional bodies, 2024.

3.7 CONCLUSIONS

Since 2000/2001 total employment decreased from 82 811 to 80 464 in 2023/2024 at an average annual growth rate (AAG) of 0.1%. Gauteng remains the province with the largest share of employment since 2000/2001. The Western Cape has the second largest share, followed by KwaZulu-Natal. The subsector Accounting, Bookkeeping, Auditing and Tax services, has the largest number of employees in the sector (33%).

From 2000/2001 to 2018/2019, the employment profile of the sector changed from predominantly white to predominantly Black. In 2000/2001 Black employees constituted 40% of the employees in the sector and by 2018/2019 this figure had increased to 66%. The FAS sector has historically been female-dominated. In 2000/2001, 54% of the workers in the sector were female and by 2016/2017 this figure had increased to 58% before decreasing to 55% in 2016/2017. In 2023/2024, females represented 56% of workers in the sector. From 2011/2012, the demand for managers and professionals was higher than for occupation groups such as technicians and associate professionals, clerical support workers and elementary occupations. Employment for all the major OFO groups except for Service & Sales Workers and Forestry, Fishery, Craft & Related Trades Workers has been declining since 2011/2012.

Several of the employees in the sector are employed as managers, professionals, technicians and associated professionals and clerical support workers. Professionals are the largest occupation group in the sector. In 2023/2024 professionals constituted 38% of total employment.

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

Full Membership

The professional body with the largest membership is SAICA with a total of 57 331 full members, followed by IIASA with 8 777 and SAIT with 8 078 full members. In terms of transformation of the member profile, SAICA has seen a 4% increase in their total pool of those constituting black people moving from 32% in 2020 to 36% in 2022. The total number of female members has increased with the total number of females registered with SAICA at 39% for 2019 and 58% for 2022. Analysis of the total pool of Professional membership in 2022 totalled 79 206.

Trainee Membership

In terms of trainee membership, ICBA is the professional body with the highest membership with a total of 5 516 for the year 2022.

4 TRAINING IN THE SECTOR

4.1 INTRODUCTION

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

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

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

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

4.2 NATIONAL SENIOR CERTIFICATE

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

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

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

Table 4-1 indicates great variations in the number of candidates as well as the number of passes for the period 2008 to 2023. In 2020, the Department of Basic Education changed the per-subject reporting from above 40% to above 30%. The department has however commenced reporting on candidate achievement of 30% and above on gateway programmes since 2015, this is outlined in Table 4-2².

The total number of learners who wrote matric decreased by almost 17% in 2023 from 834 565 in 2022 to 691 160 in 2023. Over the same period, the number of learners who achieved Grade 12 decreased by 1% from 580 555 in 2022 to 572 963 in 2023. The number of learners who wrote Mathematics in 2008 to 2023 has consistently decreased from 300 829 in 2008 to 206 399 in 2023. In 2023 however, the number of learners who achieved Mathematics

² Due to COVID-19, delays in reporting is evident – data refers to 2019

decreased by 23% in from 269 734 in 2022 to 206 399 in 2023. However, more than 55% of those that wrote maths, achieved 40% or more.

Table 4-1 Grade 12 Statistics, 2008-2023

	Wrote Gr. 12		Achieved Gr. 12		Wrote Maths		Achieved Maths (40% and more)		Wrote Account-ing		Achieved Ac-counting (40% and more)	
	N	% of Gr. 12	N	% of Gr. 12	N	% of Gr. 12	N	% of Gr. 12	N	% of Gr. 12	N	% of Gr. 12
2008	533561	100	333604	63	300829	56	91796	17	176078	33	55164	10
2009	552073	100	334718	61	301654	55	90699	16	174347	32	52743	10
2010	537543	100	364513	68	263034	49	81374	15	160991	30	56830	11
2011	496090	100	348117	70	224635	45	67541	14	137903	28	49368	10
2012	511152	100	377847	74	225874	44	80716	16	134978	26	57621	11
2013	562115	100	439764	78	324097	58	97790	17	145427	26	60311	11
2014	532860	100	403874	76	225458	42	79050	15	125987	24	55837	10
2015	644536	100	455825	71	263903	41	84297	13	140474	22	50906	8
2016	610178	100	442672	73	265912	44	89084	15	128853	21	57914	9
2017	534484	100	401435	75	245103	46	86098	16	103427	19	44041	8
2018	512735	100	400761	78	233858	46	86874	17	90278	18	43831	9
2019**	504303	100	409906	81	222034	44	121179	24	80110	16	62796	12
2020**	578468	100	440702	76	233315	40	82964	14	92767	16	49103	8
2021	704021	100	537687	76	259143	37	97561	38	105894	15	79093	11
2022	834565	100	580555	80	269734	32	97041	36	104789	13	54291	9
2023	691160	100	572963	83	206399	30	114311	55	100974	15	52509	11
AAG	2%		3%		-2%		1%		-3%		-0.3%	

* Annual Average Growth (AAG) calculated for the period 2008 - 2023

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

Source: Department of Basic Education, 2024.

Table 4-2 indicates the number of candidates who enrolled and achieved accounting and mathematics in Grade 12. The total number of learners who enrolled for Accounting and Mathematics decreased from 2022 to 2023 by 4% and 3% respectively. The percentage of learners who achieved Accounting in 2015 to 2023 has consistently increased from 59.6% in 2015 to 76.8% in 2023. The percentage of learners who achieved Mathematics increased from 49.1% in 2015 to 63.5% in 2023.

Table 4-2 Grade 12 Statistics: 2010-2019 - Candidates' enrolment and performance in FASSET Gateway subjects at the 30% level and above – 2015 to 2023

	Accounting			Mathematics		
	Enrolled	Achieved	%	Enrolled	Achieved	%
2015	143962	85801	59.6	269253	132203	49.1
2016	137808	95777	69.5	285406	145842	51.1
2017	116149	76774	66.1	276084	143288	51.9
2018	104553	75801	72.5	270516	156899	58
2019	91581	71800	78.4	256338	139961	54.6
2020**	92767	70014	75.5	233315	125526	53.8
2021	105894	79093	74.7	259143	149177	57.8
2022	104798	78993	75.4	269734	148346	55
2023	100974	77572	76.8	262016	166337	63.5
AAG %		3%			3%	

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

Source: Department of Basic Education, 2024.

4.3 HIGHER EDUCATION AND TRAINING

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

4.3.1 National Diplomas and First Degrees

Table 4-2 shows the total number of national diplomas, three-year first degrees and four-year first degrees awarded in Accounting by public higher education institutions over the period 2001 to 2022. The number of Accounting national diplomas awarded over the period increased by an average of 1% for the period 2001 (2 876) to 2022 (3 411). In 2017, the total number of Black people (African, Coloured and Indian) entering the profession with a National Accounting Diploma, First-Year Degree 3 years and First-Year Degree 4 years peaked at 11 088 (85%), commiserate with the overall increase in Accounting studies. This statistic marginally decreased to a total of 9 524 Black People entering the profession in these categories in 2022; however, it increased to 88% of the total pool of those entering the profession.

Table 4-2 Accounting: National Diplomas and First Degrees by qualification type, population group and gender: 2001-2022

Year	Type of qualification				Race				Gender			
	National Diplomas	1st Degrees (3yrs)	1st Degrees (4yrs)	Total	African	Coloured	Indian	White	Total	Female	Male	Total
2001	2876	3550	440	6866	3142	481	761	2481	6865	3448	3417	6865
2002	3055	4033	510	7598	3817	418	815	2548	7598	4021	3577	7598
2003	3420	4646	668	8734	4484	549	872	2830	8735	4649	4085	8734
2004	3034	3905	684	7623	4446	462	688	2027	7623	4287	3336	7623
2005	2898	3596	1915	8409	4639	518	707	2543	8407	4770	3638	8408
2006	3196	4947	1093	9236	5342	552	754	2588	9236	5194	4041	9235
2007	2920	5707	1142	9769	5648	600	972	2548	9768	5515	4253	9768
2008	2871	5603	1203	9677	5604	599	865	2609	9677	5441	4235	9676
2009	3207	5544	1294	10045	6088	650	777	2530	10045	5725	4321	10046
2010	2779	5983	1332	10094	6279	650	785	2380	10094	5767	4327	10094
2011	3102	6198	1049	10349	6690	639	859	2161	10349	5977	4372	10349
2012	3268	6198	979	10445	6998	597	837	2013	10445	6026	4419	10445
2013	3271	6366	1078	10715	7146	598	868	2103	10715	6180	4535	10715
2014	3046	6329	1364	10739	7450	596	782	1913	10739	6269	4471	10739
2015	3116	7081	1326	11523	8126	637	832	1930	11523	6699	4824	11523
2016	3771	7398	952	12121	8595	632	846	2049	12121	7093	5028	12121
2017	4399	7430	1188	13017	9462	665	961	1929	13017	7692	5325	13017
2018	4366	6976	1286	12627	9249	665	853	1860	12627	7630	4997	12627
2019	4462	7069	1342	12873	9467	686	837	1882	12873	7782	5091	12873
2020	3714	7732	547	11993	9094	535	818	1547	11993	7292	4702	11993
2021	4467	7793	207	12467	10102	477	665	1224	12467	7867	4600	12467
2022	3411	7290	67	10769	8512	421	591	1245	10769	6961	3808	10769
Total	74649	131375	21666	227689	150380	12626	17744	46940	227686	132285	95402	227685
AAG	1%	3%	-8%	2%	5%	-1%	-1%	-3%	2%	3%	1%	2%

* Due to rounding, totals may vary.

Source: Department of Higher Education and Training, HEMIS, 2024.

The study field called "Other Business and Commerce" includes:

- Business Administration, Management and Operations;
- Business/Corporate Communications;
- Entrepreneurial and Small Business Operations;
- Finance and Financial Management Services;
- Human Resource Management Services; International Business; Management Sciences and Quantitative Methods;
- Marketing;
- Real Estate; and
- Insurance.

Significantly more national diplomas and first degrees were awarded in this study field (Table 4-3) than in Accounting. The Three-year first degrees grew steadily at an annual average of 9% per year between 2001-2016 and then decreased in 2017 by 15%, with a further increase of 13% from 2018 and 2021 and then decrease of 2% from 2021 to 2022. The Four-year degree also steadily grew at an average of 8% for the period 2001 – 2013, after which a three-year decline of on average 8% per year was recorded between 2014 and 2016. For the period 2017 – 2019, four-year first degrees have seen a gradual increase in completions with a significant decrease of 50% from 2020 to 2022.

Table 4-3 Other business and commerce: National Diplomas and First Degrees by qualification type, population group and gender: 2001 to 2022

Year	Type of qualification				Race					Gender		
	National Diplomas	1st Degrees (3yrs)	1st Degrees (4yrs)	Total	African	Coloured	Indian	White	Total	Female	Male	Total
2001	4670	2610	1988	9268	5131	656	511	2971	9268	4875	4394	9268
2002	4943	2976	1920	9839	5257	733	655	3194	9839	5305	4534	9839
2003	5675	3329	2103	11107	6265	788	801	3253	11107	6163	4944	11107
2004	5422	2676	2125	10223	6344	705	662	2512	10223	5811	4412	10223
2005	5131	3897	2669	11697	6525	848	1046	3278	11697	6670	5027	11697
2006	5736	4490	2146	12372	7373	890	986	3123	12372	7278	5094	12371
2007	5862	4354	2607	12823	7879	951	1021	2973	12824	7454	5370	12824
2008	6367	4791	2707	13865	8668	1057	1107	3033	13865	8139	5726	13865
2009	6640	5306	3185	15131	9643	1151	1104	3233	15131	8989	6142	15131
2010	6371	5880	3595	15846	9866	1183	1121	3677	15847	9314	6533	15847
2011	7785	6150	3905	17840	11676	1251	1223	3690	17840	10554	7286	17840
2012	7969	6353	4252	18574	12688	1296	1154	3436	18574	11210	7364	18574
2013	8126	7493	4445	20064	13921	1318	1328	3497	20064	11949	8115	20064
2014	8083	7407	4332	19822	13893	1350	1263	3315	19821	11716	8106	19822
2015	8346	7475	4166	19987	14324	1250	1207	3206	19987	8163	11824	19987
2016	7248	8659	3491	19399	13620	1364	1152	3264	19399	13381	6018	19399
2017	8157	7365	4152	19674	14741	1217	1011	2705	19674	11812	7862	19674
2018	8399	6733	4053	19185	15180	1143	902	1961	19185	11303	7882	19185
2019	8629	6451	4203	19283	15378	1053	735	2118	19283	11605	7678	19283
2020	8,693	9,899	2,317	20908	16,709	1,103	763	2,334	20908	13,081	7,827	20908
2021	9,836	10,936	596	21368	17,627	1,077	680	1,983	21368	13,330	8,038	21368
2022	8,417	10,750	298	19465	16,047	970	673	1,774	19465	12,280	7,185	19465
Total	156505	135980	65255	357740	248755	23354	21105	64531	357741	210382	147362	357741
AAG	3%	7%	-8%	3%	5%	2%	1%	-2%	3%	4%	2%	3%

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

Source: Department of Higher Education and Training, HEMIS, 2024.

4.3.2 Post Graduate Diplomas and Honours Degrees

After a steady increase in Post-Graduate Diplomas being awarded for Accounting from 2001 (614) to a peak of 1 068 in 2012, the numbers have continuously decreased to a total of just 111 (2022). In comparison, Honours Degrees awarded have increased by 1% per annum over the period 2001 to 2022. In 2022, Honours Degrees made up 97% of the total postgraduate diplomas and honours degrees in Accounting. In 2001, most of the post-graduate diplomas and honours degrees in Accounting and related fields were awarded to white people (67%). With the transformation of the sector, this has gradually changed over time, with Black people (African, Coloured, and Indian) making up 77% of diplomas and honours degrees awarded in 2022.

Table 4-4 Accounting: Post-Graduate Diplomas and Honours Degrees by qualification type, population group and gender: 2001 to 2022

Year	Type of qualification			Race					Gender		
	Post-graduate Diplomas	Honours Degrees	Total	African	Coloured	Indian	White	Total	Female	Male	Total
	N	N	N	N	N	N	N	N	N	N	N
2001	614	2168	2782	431	100	381	1870	2782	1223	1559	2782
2002	646	2536	3182	646	135	370	2031	3182	1411	1771	3182
2003	677	2513	3190	639	131	436	1984	3190	1449	1741	3190
2004	474	1746	2220	427	94	286	1413	2220	1050	1170	2220
2005	491	2533	3024	649	138	397	1840	3024	1453	1571	3024
2006	512	2414	2926	614	145	417	1750	2926	1472	1454	2926
2007	617	2301	2918	556	150	365	1847	2918	1498	1420	2918
2008	620	2282	2902	674	164	417	1647	2902	1435	1467	2902
2009	746	1923	2669	707	150	377	1435	2669	1348	1321	2669
2010	1047	2393	3440	1175	213	475	1577	3440	1758	1682	3440
2011	941	2496	3437	1193	221	484	1539	3437	1734	1703	3437
2012	1068	2505	3573	1304	244	475	1550	3573	1831	1742	3573
2013	1014	2796	3810	1592	237	502	1478	3809	2036	1774	3810
2014	853	3272	4125	1800	240	609	1477	4126	2221	1904	4125
2015	974	3610	4584	2237	270	591	1486	4584	2080	2504	4584
2016	530	3306	3836	1884	248	422	1283	3836	2168	1669	3836
2017	527	3791	4318	2119	281	524	1395	4318	2414	1904	4318
2018	319	4649	4968	2527	319	550	1571	4968	2799	2169	4968
2019	345	4215	4560	2380	300	549	1331	4560	2677	1883	4560
2020	137	3902	4040	2242	256	510	1032	4040	2356	1684	4040
2021	92	3031	3123	1830	186	372	736	3123	1861	1262	3123
2022	111	2489	2601	1634	129	249	590	2601	1553	1048	2601
Total	13355	62872	76227	29259	4350	9757	32862	76227	39826	36402	76227
AAG	-7%	1%	0%	6%	1%	-2%	-5%	0%	1%	-2%	0%

* Due to rounding, totals may vary. Source: Department of Higher Education and Training, HEMIS, 2024.

In the Commerce, business management and business administration category, there has also been a significant decrease in postgraduate diplomas completed for the period 2001 to 2022, with the total for 2022 (256). There has, however, been an increase in the number of honours degrees completed for the period, particularly since 2016. Annual output of honours degrees grew from 1 026 in 2001 to 7 703 in 2022, an average annual increase of 10% over the period under review.

Table 4-5 Other Business and commerce: Post Graduate Diplomas and First Degrees by qualification type, population group and gender: 2001 to 2022

Year	Type of qualification			Race					Gender		
	Post-graduate Diplomas	Honours Degrees	Total	African	Coloured	Indian	White	Total	Female	Male	Total
	N	N	N	N	N	N	N	N	N	N	N
2001	816	1026	1842	557	100	231	954	1842	861	981	1842
2002	989	1003	1992	658	113	325	896	1992	920	1071	1991
2003	992	1110	2102	672	149	342	939	2102	1006	1096	2102
2004	885	1246	2131	685	141	292	1013	2131	1028	1103	2131
2005	819	1262	2081	637	140	199	1105	2081	1075	1006	2081
2006	873	1071	1944	652	125	197	970	1944	1076	868	1944
2007	956	1118	2074	776	147	213	938	2074	1213	861	2074
2008	892	1188	2080	710	150	232	988	2080	1123	957	2080
2009	1126	1419	2545	995	227	266	1057	2545	1432	1113	2545
2010	1463	2010	3473	1168	267	346	1692	3473	1829	1644	3473
2011	1502	2106	3608	1399	248	337	1624	3608	1899	1709	3608
2012	1923	1981	3904	1569	268	339	1728	3904	2062	1842	3904
2013	1593	3068	4661	2203	309	452	1697	4661	2550	2111	4661
2014	1995	3159	5154	2604	352	487	1711	5154	2816	2339	5155
2015	2095	2906	5001	2625	307	520	1549	5001	2297	2704	5001
2016	2376	4069	6445	3350	377	603	2116	6445	3653	2792	6445
2017	1465	5152	6617	3653	377	653	1934	6617	3468	3150	6617
2018	1131	5697	6828	4307	415	631	1475	6828	3564	3264	6828
2019	891	6011	6902	4278	409	568	1647	6902	3672	3230	6902
2020	446	6,553	6999	4,470	477	529	1,522	6999	3,941	3,058	6999
2021	201	6,731	6931	4,581	453	527	1,370	6931	3,995	2,937	6931
2022	256	7,703	7959	5,428	508	570	1,453	7959	4,699	3,260	7959
Total	25685	67589	93273	47977	6059	8860	30379	93273	50179	43096	93273
AAG	-5%	10%	7%	11%	8%	4%	2%	7%	8%	6%	7%

Source: Department of Higher Education and Training, HEMIS, 2024.

4.3.3 Masters' and Doctoral Degrees

Table 4-6 shows the number of Masters' and Doctoral degrees awarded by public higher education institutions in South Africa from 2001 to 2022 for both the Accounting and Other business and commerce categories. The number of Masters' graduates in Accounting fluctuated between 2001 and 2007 but has seen a steady increase since 2012 with 202 master degrees achieved in 2022. For the Other Business and Commerce, category, the number of Masters' degrees awarded has steadily increased from 2001 to 2017 at an average rate of 4% per annum over that period. Since the peak in 2017 (2 504), the numbers have slightly decreased to a total of 2 413 in 2022.

Over the 22-year period, there has been an increase in both the Accounting-related Doctoral Degrees and Doctoral Commerce, business management and business administration degrees. In 2022, a record number of Accounting Doctoral Degrees were recorded (44), while in the Commerce, business management and business administration Doctoral degrees were recorded (348).

Table 4-6 Accounting and other business and commerce: Master's and Doctoral Degrees 2001 to 2022

Year	Masters degrees: Accounting & related fields	Masters degrees: Commerce, business management & business administration fields	Doctoral degrees: Accounting & related fields	Doctoral degrees: Commerce, business management & business administration fields
2001	66	1472	6	20
2002	124	1453	2	40
2003	88	1449	10	53
2004	230	1050	4	54
2005*	134	1384	2	48
2006	175	1332	5	43
2007	244	1506	11	58
2008	178	1388	9	68
2009	182	1349	4	58
2010	123	1648	7	63
2011	147	1925	5	82
2012	189	1982	6	102
2013	199	1919	6	102
2014	207	1990	9	119
2015	220	2167	12	173
2016	218	2128	27	195
2017	261	2504	20	292
2018	270	2375	17	266
2019	289	2358	32	211
2020	155	2,234	25	251
2021	143	2,303	26	300
2022	202	2,431	44	348
Total	4044	40346	289	2945
AAG	5%	2%	9%	14%

* Including Universities of Technology. Source: Department of Higher Education and Training, HEMIS, 2024.

4.4 PROFESSIONAL TRAINING OF CA(SA)S

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

4.4.1 Postgraduate Diploma in Accounting (PGDA)

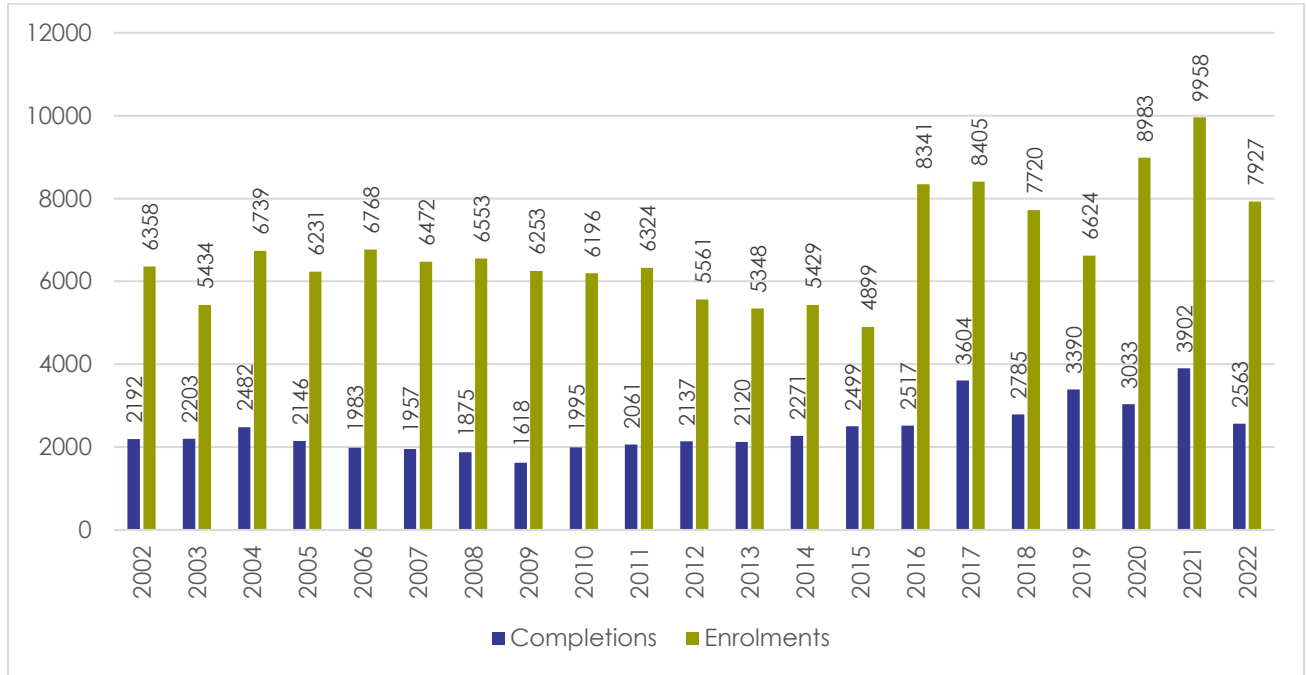
Figure 4-1 portrays the total number of Postgraduate Diploma in Accounting (PGDA) enrolments and completions from 2002 to 2022. There is a significant difference between the number of enrolments versus completions in every year for the period presented. After remaining below 40% for a decade, the pass rate of candidates in 2014 rose to 41% and then saw a substantial increase in throughput when the rate of completions jumped to 51% in 2015, but this is explained to some degree by the 10% increase in the number of completions. Nevertheless, there was a sharp increase in enrolments from 4 899 in 2015 to 8 341 in 2016, there was a further small increase in enrolments to 8 405 in 2017, but this number has been steadily decreasing since. Completions in 2022 also decreased by 34% since 2021, even though enrolments fell by 20%.

A total of 142 523 PGDA enrolments were recorded since 2002. Of these, 62 292 (44%) were African, 8 593 (6%) coloured, 21 436 (15%) Indian, 46 083 (32%) were white and 4 119(3%) were non-SA citizens, while 73 326 (52%) were female and 67 245 (48%) were male. Tables 4-3 and 4-4 show the population group distributions in more detail. In 2020, enrolments decreased by 20% across all candidates, with Indian enrolments reducing the most (47%) and coloureds the least (12%) between 2019 and 2020.

With the decrease in enrolments, the number of successful passes has also decreased. In 2022, 60% of Blacks, 5% of Coloured, 10% of Indians, 23% of Whites and 3% of Non-SA citizens completed the PGDA exam. Although the number of female and male enrolments for PGDA dropped from 2002 to 2015, a drastic increase in enrolments was seen in 2016. The increase in the PGDA enrolments is due to the increase of enrolments at UNISA into the PGDA level 2 programme in 2016. The PGDA enrolments increased again in 2017 (8 405) across gender, however, it dropped by 6% (5 975) in 2022.

The number of female completions for the period 2021 – 2022 showed a decrease from 2 281 to 1 116. Male completions also decreased for the review period from 1 621 to 499 in 2022 (Table 4-5).

Figure 4-1: PGDA Programme Enrolments and Completions, 2002-2022



Source: SAICA database, 2024.

Table 4-3: PGDA Programme Enrolments and Completions, 2002-2022

Status	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Completions	2192	2203	2482	2146	1983	1957	1875	1618	1995	2061	2137	2120	2271	2499	2517	3604	2785	3390	3033	3902	2563
Enrolments	6358	5434	6739	6231	6768	6472	6553	6253	6196	6324	5561	5348	5429	4899	8341	8405	7720	6624	8983	9958	7927

Source: SAICA database, 2024.

Table 4-4: PGDA Enrolments and completions according to population group 2002 - 2022

Race	Status		2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
African	Enrolments	N	1636	1401	1912	1862	1981	1915	2013	2114	2157	2453	2259	2152	2174	2018	4036	4221	4081	3242	6208	6789	5716
	Completions	N	300	371	428	351	299	320	326	323	442	520	602	617	720	788	818	1187	1343	1341	1765	2154	1541
	Pass rate	%	18	26	22	19	15	17	16	15	20	21	27	29	33	39	20	28	33	41	28	32	27
Coloured	Enrolments	N	386	248	371	350	400	414	386	390	391	430	384	364	339	283	566	502	493	403	514	593	386
	Completions	N	102	79	98	111	103	110	110	93	122	151	162	142	144	134	171	187	182	193	175	243	119
	Pass rate	%	26	32	26	32	26	27	28	24	31	35	42	39	42	47	30	37	37	48	34	41	31
Indian	Enrolments	N	1050	1010	1119	1108	1227	1139	1272	1187	1148	1067	892	904	885	692	1192	1085	958	819	960	998	724
	Completions	N	337	391	343	296	331	289	329	303	358	313	310	339	419	368	354	427	447	463	370	496	248
	Pass rate	%	32	39	31	27	27	25	26	26	31	29	35	38	47	53	30	39	41	57	39	50	34
White	Enrolments	N	3286	2775	3337	2911	2956	2824	2620	2305	2267	2193	1844	1660	1694	1610	2239	2175	1971	1565	1301	1578	972
	Completions	N	1453	1362	1613	1388	1250	1238	1110	899	1073	1077	1063	1022	988	1030	1023	1152	1245	1086	723	1009	580
	Pass rate	%	44	49	48	48	42	44	42	39	47	49	58	62	58	64	46	53	63	69	56	64	60
Non SA Citizens*	Enrolments	N					204	180	262	257	233	181	182	268	337	296	308	422	320	595	0	0	129
	Completions	N					59	47	78	75	72	67	83	130	164	179	151	209	158	307	0	0	74
	Pass rate	%					29	26	30	29	31	37	46	49	49	60	49	50	49	52	0	0	57
Total	Enrolments	N	6358	5434	6739	6231	6768	6472	6553	6253	6196	6324	5561	5348	5429	4899	8341	8405	7720	6624	8983	9958	7927
	Completions	N	2192	2203	2482	2146	1983	1957	1875	1618	1995	2061	2137	2120	2271	2499	2517	3162	3375	3390	3033	3902	2562
	Pass rate	%	34	41	37	34	30	31	30	27	33	34	40	42	45	51	30	38	42	51	34	39	32

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

Source: SAICA database, 2024.

Table 4-5: PGDA: Enrolments and completions according to gender 2002 – 2022

Gender	Registration		2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Female	Enrolments	N	2743	1516	3145	2963	3347	3243	3302	3116	3092	3147	2799	2753	2842	2585	4552	4644	4446	3785	5465	5975	3965
	Completions	N	1004	706	1167	1056	1070	1019	971	830	1045	1041	1116	1141	1288	1334	1382	1656	1845	1898	1813	2281	1116
	Pass rate	%	37	47	37	36	32	31	29	27	34	33	40	41	45	52	30	36	41	50	33	38	28
Male	Enrolments	N	3615	3918	3594	3268	3421	3229	3251	3137	3104	3177	2762	2595	2587	2314	3789	3761	3508	2839	3518	3983	2010
	Completions	N	1188	1497	1315	1090	972	985	982	863	1022	1087	1104	1109	1147	1165	1135	1408	1530	1492	1220	1621	499
	Pass rate	%	33	38	37	33	28	31	30	28	33	34	40	43	44	50	30	37	44	53	35	41	25
Total	Enrolments	N	6358	5434	6739	6231	6768	6472	6553	6253	6196	6324	5561	5348	5429	4899	8341	8405	7954	6624	8983	9958	5975
	Completions	N	2192	2203	2482	2146	2042	2004	1953	1693	2067	2128	2220	2250	2435	2499	2517	3064	3375	3390	3033	3902	1615
	Pass rate	%	34	41	37	34	30	31	30	27	33	34	40	42	45	51	30	36	42	51	34	39	27

Source: SAICA database, 2024.

4.4.2 ITC and APC examinations

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

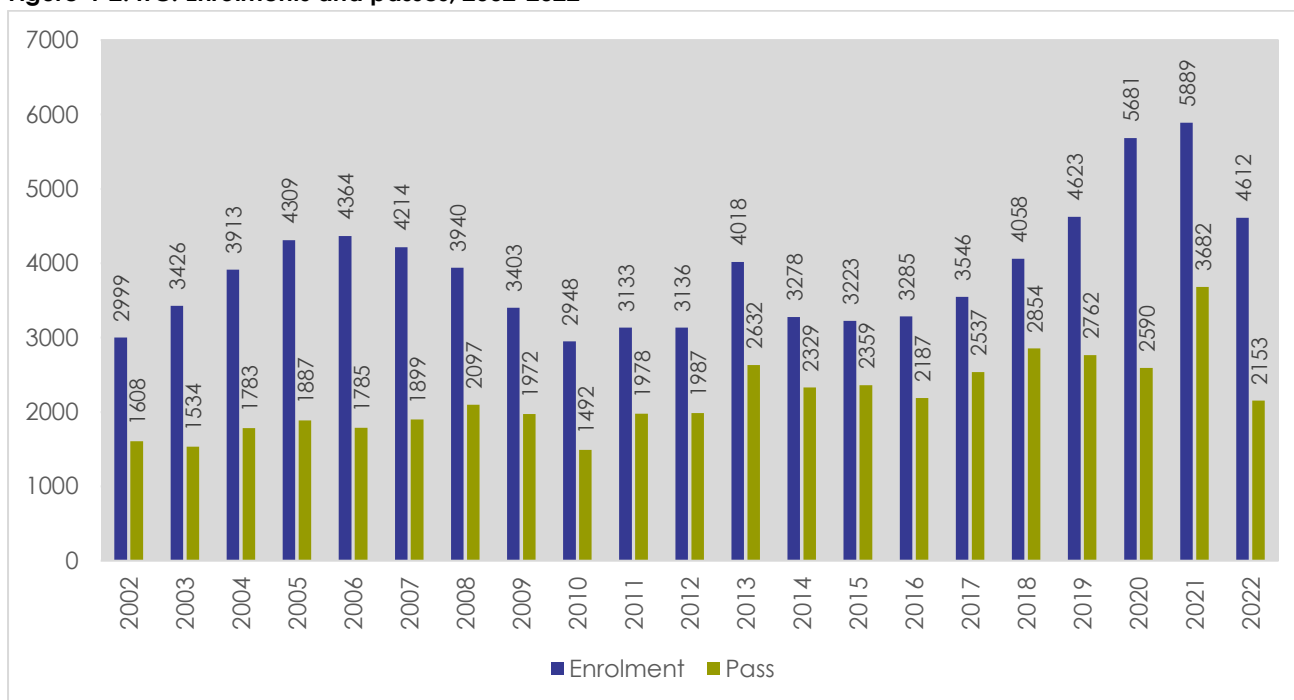
The ITC is the standard-setting exam which is written after the completion of an accredited PGDA and is an assessment of core technical competence. The APC assesses professional competence, and to qualify for this final assessment, candidates must have completed the ITC, 20 months of a registered training contract and a professional programme.

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

From 2002 to 2022, the number of enrolments for the ITC increased on average by 2% per year and passes averaged an increase of 1% per year over the period (Table 4-6). In 2022, a total of 4 612 candidates wrote the exam with 2 153 (47%) passing. This is a decrease of 42% from 2021. The number of candidates who wrote the exam decreased by 22% from 5 889 in 2021.

Since its introduction, the APC candidate enrolments have steadily increased. In 2023, the number of candidates that enrolled in the APC examinations is 4 348. In terms of achievements, only 2 266 (52%) achieved a pass. This is the lowest achievement since 2020 and a 16% decrease from 2022-2023.

Figure 4-2: ITC: Enrolments and passes, 2002-2022



Source: SAICA database, 2024.

Table 4-6: ITC: Enrolments and passes, 2002-2022

Year	Enrolment	Pass
2002	2 999	1 608
2003	3 426	1 534
2004	3 913	1 783
2005	4 309	1 887
2006	4 364	1 785
2007	4 214	1 899
2008	3 940	2 097
2009	3 403	1 972
2010	2 948	1 492
2011	3 133	1 978
2012	3 136	1 987
2013	4 018	2 632
2014	3 278	2 329
2015	3 223	2 359
2016	3 285	2 187
2017	3 546	2 537
2018	4 058	2 854
2019	4 623	2 762
2020	5 681	2590
2021	5889	3682
2022	4612	2153
AAG %	2	1

Source: SAICA database, 2024 & UCS calculations.

Table 4-7 shows a racial breakdown of enrolments for the ITC from 2010 to 2020. In total, 51 430 candidates have enrolled since 2010 for the ITC. The demographic split saw 42% of these were African, 6% coloured, 17% Indian, 35% white and 0% unprofiled.

The overall number of candidates across the racial pool decreased by 22% from 2021 (5 889) to 2022 (4 612).

Table 4-7: ITC Enrolments by population group: 2010-2022

Year	African	Coloured	Indian	White	Other	TOTAL
2010	702	181	600	1451	14	2948
2011	749	202	618	1537	27	3133
2012	854	218	622	1416	26	3136
2013	1242	315	808	1637	16	4018
2014	1083	238	557	1390	10	3278
2015	1184	211	601	1206	21	3223
2016	1307	203	552	1215	8	3285
2017	1466	254	565	1222	39	3546
2018	1843	261	607	1333	14	4058
2019	2267	280	627	1434	15	4623
2020	2964	331	832	1534	20	5681
2021	3219	359	842	1457	12	5889
2022	2534	243	694	1125	16	4612
Total	21414	3296	8525	17957	238	51430
% of TOTAL	42%	6%	17%	35%	0%	100%
AAG (%)	10	2	1	-2	1	4

Source: SAICA database, 2024 & UCS calculations.

Table 4-8: Successful completion of the ITC by population: 2010- 2022

Year		African	Coloured	Indian	White	Other*	Total
2010	N	323	88	248	833	0	1492
	%	22	6	17	56	0	100
2011	N	411	119	319	1129	0	1978
	%	21	6	16	57	0	100
2012	N	483	125	323	1056	0	1987
	%	24	6	16	53	0	100
2013	N	802	194	453	1175	8	2632
	%	30	7	17	45	0	100
2014	N	738	154	359	1070	8	2329
	%	32	7	15	46	0	100
2015	N	797	131	432	982	17	2359
	%	34	6	18	42	1	100
2016	N	737	122	320	1004	4	2187
	%	34	6	15	46	0	100
2017	N	935	179	382	1012	29	2537
	%	37	7	15	40	1	100
2018	N	1135	177	424	1106	12	2854
	%	40	6	15	39	0	100
2019	N	1098	150	384	1120	10	2762
	%	40	5	14	41	0	100
2020	N	1036	156	396	992	10	2590
	%	40	6	15	38	0	100
2021	N	1715	252	517	1191	7	3682
	%	47	7	14	32	0	100
2022	N	823	122	335	864	9	2153
	%	38	6	16	40	0	100
AAG	%	7	3	2	0	1	3

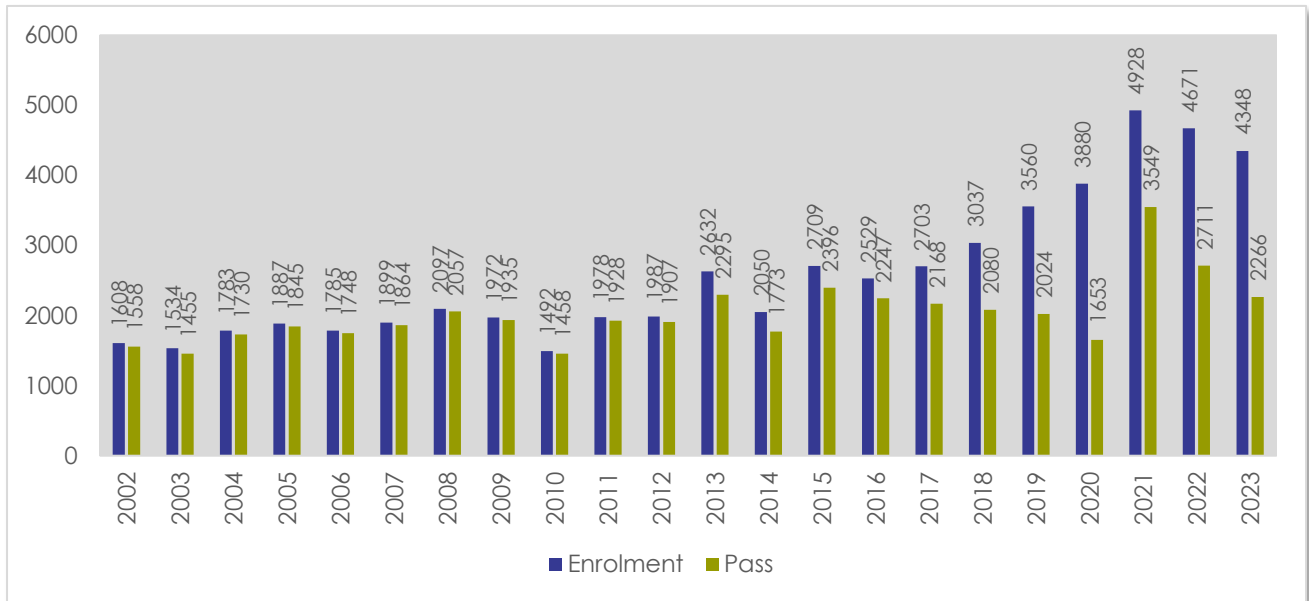
*Non-South African and unknown race candidates.

Source: SAICA database, 2024 & UCS calculations.

In 2014, the APC replaced the Part II Financial Management and Public Practice Examinations (PPEs) therefore enrolments are only reported for the years 2014 and 2023 (Table 4-10).

In total, 34 415 candidates enrolled for the Part II/APC since 2010 - 44% of these were African, 6% coloured, 14% Indian, 35% white and 0% with an unclassified race. African candidates who enrolled for the APC increased on average by 15% (from 702 in 2010 to 2 344 in 2023).

Figure 4-3: Part II (APC) exam: Enrolments and passes, 2002-2022



Source: SAICA database, 2024.

Table 4-9: Part II (APC) exam: Enrolments and passes, 2002-2022

Year	Enrolment	Pass
2002	1608	1558
2003	1534	1455
2004	1783	1730
2005	1887	1845
2006	1785	1748
2007	1899	1864
2008	2097	2057
2009	1972	1935
2010	1492	1458
2011	1978	1928
2012	1987	1907
2013	2632	2295
2014	2050	1773
2015	2709	2396
2016	2529	2247
2017	2703	2168
2018	3037	2080
2019	3560	2024
2020	3880	1653
2021	4928	3549
2022	4671	2711
2023	4348	2266
AAG %	5	2

Source: SAICA database, 2024 & UCS calculations.

Table 4-10: APC Part II exam: Enrolments by population group: 2014- 2022

Year	African	Coloured	Indian	White	Other*	TOTAL
2014	581	141	310	1005	13	2050
2015	959	179	395	1157	19	2709
2016	872	141	461	1035	20	2529
2017	1021	181	395	1102	4	2703
2018	1219	212	461	1142	3	3037
2019	1639	206	496	1216	3	3560
2020	1792	238	535	1315	0	3880
2021	2383	297	694	1553	1	4928
2022	2448	313	619	1288	3	4671
2023	2344	249	556	1183	16	4348
Total	15258	2157	4922	11996	82	34415
% of TOTAL	44%	6%	14%	35%	0%	100
AAG %	15	6	6	2	2	8

*Non-South African and unknown race candidates

Source: SAICA database, 2024 & UCS calculations.

From 2014 to 2023, the number of APC enrolments increased from 2 050 to 3 560 at an average annual rate of 12% (Table 4-10). A total of 6 291 candidates enrolled for the APC since its inception, 38% are African, 6% are Coloured, 15% are Indian, and 40% are white. The number of African candidates who enrolled increased by 2% for the period 2018 to 2019.

Table 4-11: Successful completion of the Part II exam by population group: 2014- 2022

Year		African	Coloured	Indian	White	Other*	Total
2014	N	446	124	272	920	11	1773
	%	25	7	15	52	1	100
2015	N	773	154	359	1091	19	2396
	%	32	6	15	46	1	100
2016	N	872	141	461	1035	20	2529
	%	34	6	18	41	1	100
2017	N	708	145	332	979	4	2168
	%	33	7	15	45	0	100
2018	N	581	154	358	984	3	2080
	%	27	7	17	45	0	96
2019	N	705	104	327	886	2	2024
	%	35	5	16	44	0	100
2020	N	424	106	286	837	0	1653
	%	26	6	17	51	0	100
2021	N	1473	214	532	1329	1	3549
	%	42	6	15	37	0	100
2022	N	1100	186	422	1000	3	2711
	%	41	7	16	37	0	100
2023	N	911	122	332	896	5	2266
	%	40	5	15	40	0	100
AAG	%	7	0	2	0	-8	2

*Non-South African and unknown race candidates.

Source: SAICA database, 2024 & UCS calculations.

From 2014 to 2023, the number of APC passes grew from 1 773 to 2 266 at an average annual rate of 2% (Table 4-11). In 2014, only 25% of passes were achieved by Africans and 52% by white people, compared to 40% and 40% respectively in 2023.

Table 4-12: Successful completion of the APC Part II exam by gender group: 2014- 2022

Year		Total	
		N	%
2014	Female	881	50
	Male	892	50
	Total	1773	100
2015	Female	1232	51
	Male	1164	49
	Total	2396	100
2016	Female	1150	51
	Male	1097	49
	Total	2247	100
2017	Female	1452	54%
	Male	1251	46%
	Total	2703	100%
2018	Female	1635	54%
	Male	1402	46%
	Total	3037	100%
2019	Female	1074	53%
	Male	950	47%
	Total	2024	100%
2020	Female	839	51%
	Male	814	49%
	Total	1653	100%
2021	Female	2007	57%
	Male	1542	43%
	Total	3549	100%
2022	Female	1464	54%
	Male	1247	46%
	Total	2711	100%
2023	Female	1176	52%
	Male	1090	48%
	Total	2266	100%
AAG (%)	Female	3	
	Male	2	
	Total	2	

*Non-South African and unknown race candidates.

Source: SAICA database, 2024 & UCS calculations.

Total female passes for the APC increased from 881 in 2014 to 1 176 in 2023 and male passes increased from 892 in 2014 to 1 090 in 2023. The female's share of the pool increased from 50% in 2014 to 52% in 2023 (Table 4-12). This shows gender transformation in a profession and field which was traditionally male-orientated.

4.5 LEARNERSHIPS

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

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

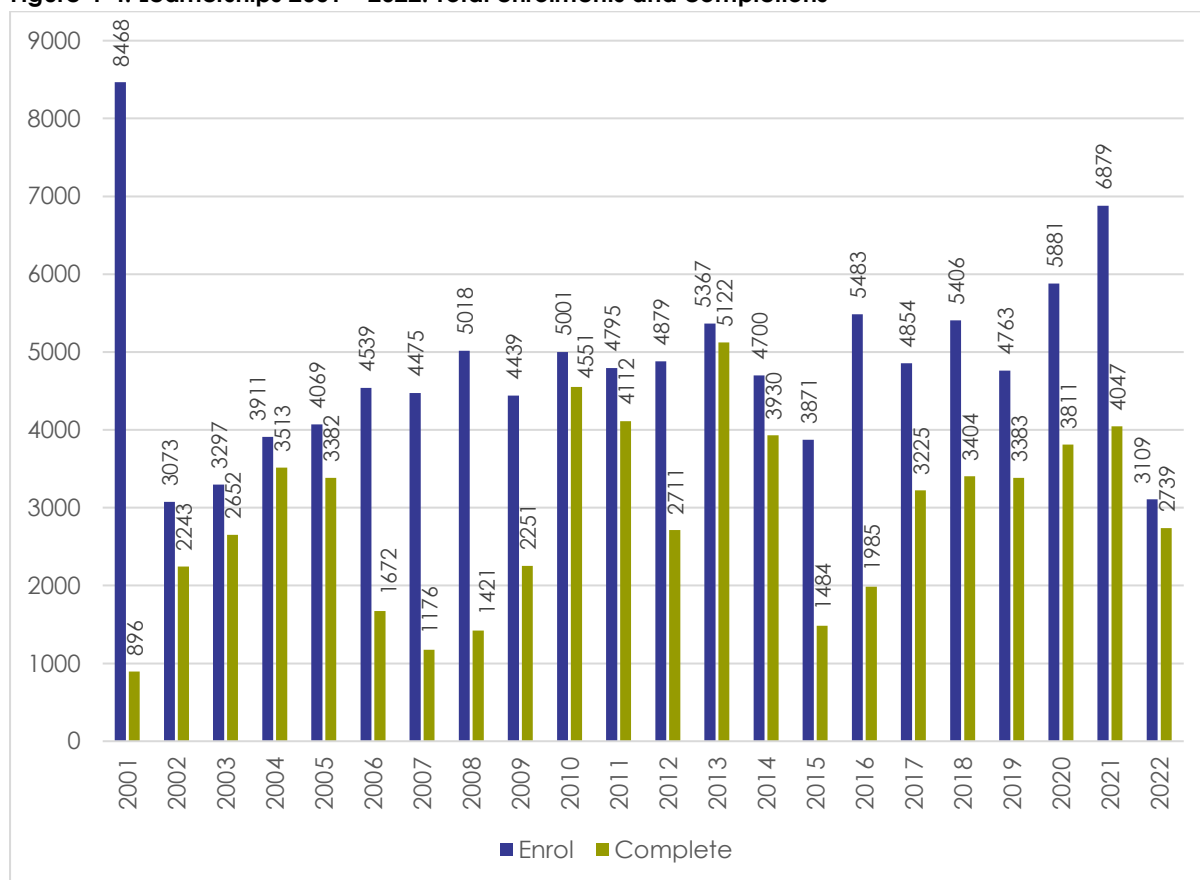
First, this section focuses on the total number of enrolments and completions from 2001 to 2022. This is followed by the numbers according to the NQF level. Finally, the Chartered Accountant: Auditing (NQF level 7) Learnership is discussed in more detail.

Figure 4-4 displays the number of enrolments and completions from 2001/2002 – 2022/23. Of the 106 217 enrolments recorded for FASSET Learnerships, 63 810 (60%) were completed.

The professional character of the sector is specifically evident in Table 4-13: Most of the Learnerships offered were at NQF levels 7 and 8.

Total enrolments decreased at an average rate of 4% per year from 8 468 in 2001/2002 to 3 109 in 2022/2023, while completions have an average growth rate of 5% per year from 896 to 2 739 over this period.

Figure 4-4: Learnerships 2001 – 2022: Total enrolments and completions



Source: FASSET database, 2024.

Table 4-13: Enrolments and completions according to NQF level: 2001/2002 – 2022/2023

Year	NQF level 1		NQF level 2		NQF level 3		NQF level 4		NQF level 5		NQF level 6		NQF levels 7 and 8*		Total	
	Enrol	Complete	Enrol	Complete	Enrol	Complete	Enrol	Complete	Enrol	Complete	Enrol	Complete	Enrol	Complete	Enrol	Complete
2001/02									2				8 466	896	8 468	896
2002/03													3 073	2 343	3 073	2 343
2003/04					7		20		4		2		3 264	2 652	3 297	2 652
2004/05					9		25	5	6		7		3 864	3 508	3 911	3 513
2005/06					33		213	47	45	4	39		3 739	3 331	4 069	3 382
2006/07			163		23	4	29	2	79	1	76	7	4 169	1 658	4 539	1 672
2007/08			2		7	2	146	1	110	2	28	12	4 182	1 159	4 475	1 176
2008/09			345		476	5	41	33	132	12	61		3 963	1 371	5 018	1 421
2009/10			116		28	135	154	85	106	7	23	6	4 012	2 018	4 439	2 251
2010/11			102	3	17	117	88	150	178	8	41	2	4 575	4 271	5 001	4 551
2011/12			23	8	97	2	109	59	247	19	99	3	4 220	3 474	4 795	4 112
2012/13			28		68	1	293	153	238	16	74	11	4 118	2 530	4 819	2 711
2013/14	1		381	104	149		506	8	127	7	51	7	4 152	4 996	5 367	5 122
2014/15	70		130	216	137	11	96	164	104	70	43	16	4 120	3 453	4 700	3 930
2015/16	68	2	82		33	39	82	21	398	238	27	3	3 181	1 181	3 871	1 484
2016/17	1		45		93	42	306	55	52	37	17		4 969	1 788	5 483	1 985
2017/18	17		236	131	81		427	85	27	15	23		4 043	2 994	4 854	3 225
2018/19	57	8	60	2	195	84	312	260	267	36	45	111	4 470	2 903	5 406	3 404
2019/20	244	26	351	15	270	102	297	171	78	80	55	18	3 468	2 971	4 763	3 383
2020/21	223	52	138	65	567	363	237	207	62	52	5	4	4 649	3 068	5 881	3 811
2021/22	16	2	118	107	421	404	288	275	346	243	83	52	5 607	2 964	6 879	4 047
2022/23	11	0	44	44	276	276	282	268	89	62	16	13	2 391	2 076	3 109	2 739
Total	708	90	2 364	695	2 987	1 587	3 951	2 049	2 697	909	815	265	92 695	57 605	106 217	63 810

*The National Qualifications Framework Act No 67 of 2008 became operational in 2011. This act changed the NQF levels from 8 to 10. This change had a significant effect on the Level 7 and 8 Learnerships. Most were changed from Level 7 to 8. In order to retain the time series, these two levels are combined in this table. Source: FASSET database, 2024.

From 2002 to 2022, enrolments for the Chartered Accountant: Auditing Learnership represented 85% of all Learnership enrolments and almost passes in the sector. Learnership results for this Learnership are further analysed and discussed by population group and gender.

Over the period under review, 78 582 candidates enrolled for the Chartered Accountant: Auditing Learnership, while 57 095 candidates completed (passed) the Learnership (Table 4-16). Of the enrolments 40 667 were female and 37 915 were male. Of the passes 29 154 were female and 27 941 were male.

The total group who enrolled on this Learnership from 2001 to 2022 comprised 51% black people (African, Coloured and Indian) (Table 4-18).

Table 4-14: Chartered Accountant: Auditing: Total enrolments and completions by population group and gender, 2001/2002 – 2022/2023

Registration Status	African		Coloured		Indian		White		Total		TOTAL
	F	M	F	M	F	M	F	M	F	M	
Enrolled (N)	13 416	10 481	2 615	2 135	6 001	5 666	18 635	19 633	40 667	37 915	78 582
Completed (N)	8 634	6 868	1 799	1 479	4 571	4 324	14 150	15 270	29 154	27 941	57 095
Success rate %	64	66	69	69	76	76	76	78	72	74	73

Source: FASSET database, 2024.

Table 4-15: Chartered Accountant: Auditing: Enrolments by population group and gender 2001/2002 – 2022/23

Year	African				Coloured				Indian				White				Total				TOTAL	
	Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		N	%
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%				
*2001/02	463	6	549	7	155	2	141	2	528	6	583	7	2652	33	3067	38	3798	47	4340	53	8138	100
2002/01	166	6	182	7	56	2	55	2	195	7	191	7	879	33	963	36	1296	48	1391	52	2687	100
2003/04	238	8	238	8	59	2	59	2	230	8	178	6	920	32	919	32	1447	51	1394	49	2841	100
2004/05	269	9	271	9	68	2	59	2	236	8	232	8	831	29	944	32	1404	48	1506	52	2910	100
2005/06	386	12	336	11	99	3	73	2	228	7	215	7	897	28	935	30	1610	51	1559	49	3169	100
2006/07	451	12	410	11	134	4	79	2	273	7	283	8	986	27	1062	29	1844	50	1834	50	3678	100
2007/08	482	13	515	14	108	3	94	3	292	8	286	8	922	25	987	27	1804	49	1882	51	3686	100
2008/09	525	16	447	13	104	3	87	3	258	8	268	8	831	25	850	25	1718	51	1652	49	3370	100
2009/10	462	14	417	12	114	3	101	3	280	8	289	9	835	25	878	26	1691	50	1685	50	3376	100
2010/11	563	15	485	13	141	4	121	3	334	9	317	8	938	24	978	25	1976	51	1901	49	3877	100
2011/12	552	15	538	15	150	4	106	3	259	7	266	7	834	23	868	24	1795	50	1778	50	3573	100
2012/13	623	18	541	16	129	4	129	4	277	8	260	8	677	20	795	23	1706	50	1725	50	3431	100
2013/14	690	20	546	16	159	5	114	3	252	7	249	7	663	19	731	21	1764	52	1640	48	3404	100
2014/15	475	19	400	16	86	4	61	2	187	8	140	6	557	23	551	22	1305	53	1152	47	2457	100
2015/16	586	22	426	16	105	4	78	3	250	9	181	7	522	20	505	19	1463	55	1190	45	2653	100
2016/17	705	22	456	14	141	4	104	3	233	7	212	7	662	21	668	21	1741	55	1440	45	3181	100
2017/18	756	23	479	14	121	4	116	3	268	8	237	7	686	20	689	21	1831	55	1521	45	3352	100
2018/19	890	26	650	19	135	4	106	3	246	7	238	7	548	16	577	17	1819	54	1571	46	3390	100
2019/20	815	27	538	18	116	4	97	3	215	7	217	7	533	18	509	17	1679	55	1361	45	3040	100
2020/21	1102	26	711	17	172	4	126	3	327	8	292	7	808	19	758	18	2409	56	1887	44	4296	100
2021/22	1287	26	798	16	172	3	145	3	389	8	324	6	963	19	949	19	2811	56	2216	44	5027	100
2022/23	930	31	548	18	91	3	84	3	244	8	208	7	491	16	450	15	1756	56	1290	44	3046	100
Total	13416	15	10481	12	2615	3	2135	3	6001	8	5666	7	18635	25	19633	26	40667	51	37915	49	78582	100

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

Source: FASSET database, 2024.

Table 4-16: Chartered Accountant: Auditing: Completions: by population group and gender 2001/2002 – 2022/2023

Year	African				Coloured				Indian				White				Total				TOTAL	
	Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		N	%
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%				
2001/02	63	7	47	5	19	2	12	1	59	7	40	5	308	36	312	36	449	52	411	48	860	100
2002/01	134	6	133	6	40	2	55	2	148	7	173	8	689	30	894	39	1011	45	1255	55	2266	100
2003/04	138	5	164	6	47	2	47	2	200	8	186	7	845	33	938	37	1230	48	1335	52	2565	100
2004/05	226	7	288	8	80	2	59	2	271	8	279	8	1045	30	1194	35	1622	47	1820	53	3442	100
2005/06	238	7	225	7	72	2	58	2	229	7	251	8	1037	32	1154	35	1576	48	1688	52	3264	100
2006/07	103	6	120	7	51	3	36	2	123	8	129	8	490	30	579	35	767	47	864	53	1631	100
2007/08	105	9	85	8	19	2	18	2	84	8	87	8	338	30	377	34	546	49	567	51	1113	100
2008/09	119	9	137	10	37	3	36	3	99	7	93	7	360	27	443	33	615	46	709	54	1324	100
2009/10	188	9	162	8	67	3	43	2	130	7	147	7	603	30	658	33	988	49	1010	51	1998	100
2010/11	503	12	504	12	144	3	103	2	369	9	345	8	1116	26	1175	28	2132	50	2127	50	4259	100
2011/12	497	14	435	13	90	3	83	2	270	8	287	8	883	26	911	26	1740	50	1716	50	3456	100
2012/13	304	12	269	11	70	3	74	3	238	10	225	9	617	25	697	28	1229	49	1265	51	2494	100
2013/14	703	14	660	13	180	4	158	3	448	9	440	9	1074	22	1257	26	2405	49	2515	51	4920	100
2014/15	532	16	476	15	121	4	96	3	254	8	240	7	770	24	781	24	1677	51	1593	49	3270	100
2015/16	257	22	202	18	44	4	39	3	107	9	89	8	206	18	199	17	614	54	529	46	1143	100
2016/17	333	19	262	15	78	4	48	3	151	9	111	6	385	22	392	22	947	54	813	46	1760	100
2017/18	526	20	396	15	95	4	80	3	217	8	215	8	514	20	543	21	1352	52	1234	48	2586	100
2018/19	600	22	396	15	104	4	79	3	222	8	177	7	548	20	577	21	1474	55	1229	45	2703	100
2019/20	591	23	357	14	107	4	81	3	212	8	197	8	558	21	494	19	1468	57	1129	43	2597	100
2020/21	732	26	496	17	118	4	77	3	231	8	186	7	528	19	467	16	1609	57	1226	43	2835	100
2021/22	1042	24	657	15	146	3	124	3	338	8	279	6	880	20	881	20	2406	55	1941	45	4347	100
2022/23	700	31	397	18	70	3	73	3	171	8	148	7	356	16	347	15	1297	57	965	43	2262	100
Total	8634	13	6868	11	1799	3	1479	3	4571	8	4324	8	14150	26	15270	28	29154	50	27941	50	57095	100

Source: FASSET database, 2024.

4.6 LIFELONG LEARNING

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

The lifelong learning events are one of FASSET's most popular interventions, and since 2007/2008-2022/2023 a total of 221 708 individuals have benefitted from these events (Table 4-17). Of these, 60 963 (27%) were for budget and tax updates and 37 374 (17%) were for soft skills training. All in all, the participation in lifelong learning opportunities increased from 6 174 in 2007 to 24 838 in 2022. Participation in the lifelong learning events declined to 16 636 in 2016 and showed a further decrease to 8 693 in 2017. Participation in lifelong learning events increased to 30 943 in 2019 and decreased to 24 838 in 2022.

During the 2018/19 financial year, FASSET's ability to host the targeted number of sessions was hampered by a shortage of suitably experienced African Black-owned training providers to deliver the workshops. As a result, only 1 743 individuals benefitted from lifelong learning sessions (1 299 attended business presentations and public speaking and 444 attended balanced scorecard essentials). To this end, FASSET introduced a new initiative to incentivise employers and professional bodies to implement workshops and seminars at their own costs. Employers can claim R750 per employee that registered and attended any 'lifelong learning training initiative'. With the Training Initiative Incentive, a reported 29 200 delegates attended a training workshop or seminar in the 2018/19 financial year.

During 2022/23, more than 24 000 individuals participated in the lifelong learning events.

Table 4-17: Lifelong learning: Number of beneficiaries by type of event 2007/2008 – 2022/2023

Lifelong learning																								
Year	Budget & Tax update		Compliance & Legislation		Assessor & Moderator		Soft Skills		Management & Leadership		Change & Diversity		Global Trends		SDF		Recruitment & Selection		Training Initiative Incentive		Other		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Un-known	0	0	0	0	241	9	1560	57	942	34	0	0	0	0	0	0	0	0	0	0	0	0	2743	100
2007/08	3264	53	858	14	0	0	1422	23	436	7	0	0	0	0	177	3	0	0	0	0	17	0	6174	100
2008/09	3388	36	2512	27	168	2	2057	22	746	8	0	0	0	0	158	2	363	4	0	0	0	0	9392	100
2009/10	4379	35	1600	13	46	0	1425	11	1454	12	355	3	968	8	204	2	0	0	0	0	2060	16	12491	100
2010/11	4079	40	2015	20	78	1	1824	18	1397	14	350	3	0	0	202	2	0	0	0	0	355	3	10300	100
2011/12	4599	38	3577	30	0	0	1905	16	530	4	0	0	635	5	285	2	376	3	0	0	85	1	11992	100
2012/13	5257	34	2189	14	0	0	5144	33	1851	12	0	0	636	4	0	0	0	0	0	0	333	2	15410	100
2013/14	0	0	2639	27	0	0	0	0	5937	61	1073	11	0	0	0	0	0	0	0	0	131	1	9780	100
2014/15	10434	39	2211	8	0	0	10296	39	917	3	0	0	0	0	0	0	0	0	0	0	2600	10	26458	100
2015/16	7765	33	3372	14	0	0	5565	23	4768	20	0	0	0	0	0	0	0	0	0	0	2378	10	23848	100
2016/17	7982	48	2627	16	0	0	3375	20	1901	11	0	0	0	0	0	0	0	0	0	0	751	5	16636	100
2017/18	7174	83	0	0	0	0	1184	14	0	0	0	0	0	0	270	3	0	0	0	0	65	1	8693	100
2018/19	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	29200	94	1743	6	30943	100
2019/20	1793	15	5097	42	0	0	1617	13	2798	23	0	0	607	5	98	1	0	0	0	0	0	0	12010	100
2020/21*																								
2021/22*																								
2022/23	839	3	4134	17	0	0	0	0	0	0	0	0	0	0	0	0	0	0	19865	80	0	0	24838	100
Total	60953	27	32831	15	533	0	37374	17	23677	11	1778	1	2846	1	1394	1	739	0	49065	22	10518	5	221708	100

*Missing years due to migration of ERP systems.

Source: FASSET database, 2024.

4.7 CONCLUSIONS

Grade 12 Mathematics is a prerequisite for tertiary studies in most of the study fields relevant to the sector. The number of learners who wrote mathematics from 2008 to 2023 increased on average by 2% per year. Although accounting as a matric subject is not a prerequisite for studies in accounting at the tertiary level, candidates with this subject feed into occupations such as bookkeepers and accounting clerks. The number of learners who achieved 40% or more for accounting showed a marginal decrease (average of 0.3% per annum) over the review period.

Statistics on undergraduate and post-graduate qualifications in the broad study fields “Accounting” and “Other business and commerce” are presented in this chapter as these are the two fields from which the core of the workforce in the FAS sector is drawn. National diplomas and three-year first degrees (BTech degrees) reflect the output of universities of technology. The number of graduates who qualified with national diplomas in accounting did increase slightly, while those with three-year first degrees (BTech degrees) increased significantly over the review period. However, stronger growth occurred in the other business and commerce field. The number of graduates with first three-year degrees in accounting doubled between 2001 and 2015 mainly because of an inflow of African graduates. Strong growth was also seen in the other business and commerce field. In both fields, the gender representation also changed from an equal male-female distribution to a situation where female graduates outnumber their male counterparts by a large margin.

Regarding postgraduate diplomas and honours degrees, there was a decline in the number of white candidates who qualified and an increase in the number of Black graduates. By 2013 Black graduates outnumbered whites, but not to the same extent as at first degree level.

From 2001 to 2022, far more masters' and doctoral degrees were completed in the study field other business and commerce than in accounting.

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

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

From 2002 to 2022, the number of enrolments for the ITC exam increased annually. More African and female candidates participated over the review period, but the number of white and male candidates dropped. In 2014, the Assessment of APC replaced Part 2 of the qualifying exam. The APC has much higher pass rates than the ITC exam. The pass rate of whites was the highest for both exams. Female passes exceeded male passes for the first time in 2015. The number of African candidates who passed increased gradually while the number of whites decreased.

Since 2001, most of the FASSET learnerships that were completed were in the Chartered Accountant: Auditing (NQF level 7) learnership, which is administered by SAICA. Of the total enrolments for FASSET learnerships from 2001/2002 to 2022/2023, 60% were completed.

FASSET's lifelong learning training events are skills development initiatives to assist smaller employers in the sector to keep up to date with sector developments. From 2007/2008 to 2022/2023, FASSET offered 221 708 learning opportunities to people in the financial sector.

5 SCARCE SKILLS

5.1 INTRODUCTION

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

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

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

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

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

When employers identify scarce skills, they do so according to the occupations (the sixth level) of the OFO. The analysis presented in this chapter is limited to the period 2011/2012 to 2022/2023. That is the period in which the newest format of the OFO was used.

5.2 SCARCE SKILLS IDENTIFIED BY EMPLOYERS

Most of the shortages reported by employers in the FAS sector were for professionals (Table 5-1). The numerical value attached to skills shortages in the occupational group professionals constituted 50% or more of the total experience in the sector.

Table 5-1 Scarce skills according to OFO major group: 2011/12- 2019/2020

Year	Managers		Professionals		Technicians & Associated Professionals		Clerical support workers		Service & Sales workers		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
2011/12	65	2	2 855	91	137	4	78	2			3 135	100
2012/13	38	3	1 325	90	104	7					1 467	100
2013/14	184	5	3 129	82	233	6	239	6	32	1	3 817	100
2014/15	149	5	2 260	80	232	8	146	5	24	1	2 811	100
2015/16	647	10	5 392	82	212	3	313	5	28		6 593	100
2016/17	914	18	4 116	80	54	1	63	1			5 147	100
2017/18*	215	8	2 353	84	138	5	89	3			2 795	100
2018/19	410	6	4 005	63	131	2	111	2	1 699	26	6 356	100
2019/20	505	10	2 705	52	112	2	188	4	1 646	32	5 156	100
2020/21	188	27	412	58	36	5	72	10	0	0	708	100
2021/22	111	25	299	67	20	4	16	4	3	1	449	100
2022/23	234	13	1098	62	221	12	218	12	0	0	1771	100

* SARS did not report on scarce skills.

Source: FASSET database, 2024.

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

Table 5-2: Scarce skills according to OFO unit group (four-digit level): 2011/2012 – 2022/2023

Unit Group	Description	2011/ 12	2012/ 13	2013/ 14	2014/ 15	2015/ 16	2016/ 17	2017/ 18	2018/ 19	2019/ 20	2020/ 21	2021/ 22	2022/ 23
1103	Tax Professional												24
1104	External Auditor												95
1112	Senior Government Officials								5	243			
1121	Managing Directors and Chief Executives								12	10			
1211	Finance Managers	65	38	171	141	358	669	14	23	53	37	26	35
1212	Human Resource Managers								16	15	43		
1213	Policy and Planning Managers								45				
1219	Business Services and Administration Managers not Elsewhere Classified						18	48	67	30	26		
1221	Sales and Marketing Managers						82	63	32	51	12		
1222	Advertising and Public Relations Manager										1		
1223	Research and Development Managers								3	1			
1323	Construction Managers								3	2			
1324	Supply, Distribution and Related Managers								3	7			
1331	Information and Communications Technology Service Managers			11	6	99	22	24	50	17	67		
1346	Financial and Insurance Services Branch Managers			2	2	11	35	13	13	7			
1349	Professional Services Managers not Elsewhere Classified								133	7			
1439	Services Managers not Elsewhere Classified								4	34	2		
2207	Compliance officer												4
2121	Mathematicians, Actuaries and Statisticians	36	10	47	23	119	135	39	66	64	5		
2141	Industrial and Production Engineers								14	10			
2153	Telecommunications Engineers								5				
2163	Product and Garment Designers								1	11			
2166	Graphic and Multimedia Designers						12	1	1	2			
2101	Management Consultant												119
2211	Internal auditor												16
2411	Accountants	2349	978	2378	1635	3115	1049	1105	1173	1650	182	1537	76
2412	Financial and Investment Advisors	25	148	154	73	267	63	228	203	63	16		18
2413	Financial Analysts	180	20	82	86	177	121	62	72	46	5	51	
2421	Management and Organization Analysts	167	24	157	132	453	1	114	94	217	28		

2422	Policy Administration Professionals			28	26	202	108	209	191	107	59	7	
2423	Personnel and Careers Professionals								13	20	1		
2424	Training and Staff Development Professionals								7	5	2		
2431	Advertising and Marketing Professionals						10	18	10	11	11		
2432	Communications coordinator										1		
2434	Information and Communications Technology Sales Professionals						124	94	48	39			
2511	Systems Analysts		30	17		138	57	107	53	37	30	38	
2512	Software Developers	11	33	48	33	413	10	101	140	201	30	102	21
2513	Web and Multimedia Developers								18	2			
2514	Applications Programmers			0		12	15	4	9	17	2		
2521	Database Designers and Administrators	18	15	8	6	133	56	40	35	52	2	2072	
2522	Systems Administrators			33	36	38	28	11	2	3	7		
2523	Computer Network Professionals	10	33	128	153	8	7	5	8	28	3		
2529	Database and Network Professionals not Elsewhere Classified	15		6	9	20	23	66	59	75	3		
2611	Lawyers								34	10	3		
2622	Librarians and Related Information Professionals								16	14	4		
2631	Economists	45	34	43	48	61	41	18	18	12			
3311	Securities and Finance Dealers and Brokers		46	6	2	36		5	5	9			
3312	Credit and Loans Officers						5	3	2	12	1		
3313	Accounting Associate Professionals	117	58	99	45	80	4	30	27	18	20		
3314	Statistical, Mathematical and Related Associate Professionals								5				
3315	Valuers and Loss Assessors								1	5			
3321	Insurance Representatives									6			
3322	Commercial Sales Representatives									15	6		
3324	Trade Brokers			76	73	13	1	5	4	2			
3333	Employment Agents and Contractors								9	10			
3334	Real Estate Agents and Property Managers								2	1	3		
3341	Office Supervisors	20		51	78	7		10	10	5			
3343	Administrative and Executive Secretaries									3			
3351	Customs and Border Inspectors			1	1	0		20	20				
3352	Government Tax and Excise Officials								15				
3354	Government Licensing Officials			0	33				0				

3411	Legal and Related Associate Professionals								21	14	3		
3512	Information and Communications Technology User Support Technicians								1	2			
4111	General Office Clerks								1	4			
4121	Secretaries (General)								1	2			
4132	Data entry operator										1		
4211	Bank Tellers and Related Clerks								5	8			
4214	Debt-collectors and Related Workers			133	141	102		25	20	102	6		
4222	Contact Centre Information Clerks								4	8			
4225	Enquiry Clerks								2	7			
4311	Accounting and Bookkeeping Clerks	78		97	5	124	63	44	65	50	65		
4313	Payroll Clerks			9		21			0	2			
4419	Clerical Support Workers not Elsewhere Classified								10				
5231	Cashiers and Ticket Clerks			32	24	4		14					
5244	Contact Centre Salespersons								1699	1600			
5249	Sales Workers not Elsewhere Classified									20	3		
5414	Security Guards									15			
5419	Protective Services Workers not Elsewhere Classified									11			

Source: FASSET data system, 2024.

The 10-unit groups with the highest numerical values (highest number of people needed) from 2011/2012 to 2022/2023 are listed in Table 5-3. Trainee accountants are included in the group "accountants". Several of the employers who mentioned the lack of certain skills in this field said they were particularly interested in hiring trainees rather than fully trained accountants. Several of the accounting and auditing firms now permanently include trainee roles in their post-structure, which explains why. The enterprises rely on the trainees to manage their business volumes since they carry out some of the lower-level responsibilities. The high numbers quoted do not necessarily indicate huge shortages. Although there are some shortages, the numbers rather reflect the number of positions for first-year trainees that will open up as trainees move through the system and leave the firms where they had received training to take up employment elsewhere in the sector or outside the FAS sector.

Table 5-3 Top ten scarce skills according to OFO Unit Groups 2011/2012-2022/2023

Rank	Unit Group	Description	Cumulative need (2011/12 – 2022/23)
1	2411	Accountants	17227
2*	5244	Contact Centre Salespersons	3299
3	2521	Database Designers and Administrators	2437
4	1211	Finance Managers	1630
5	2421	Management and Organisation Analysts	1387
6	2412	Financial and Investment Advisors	1258
7	2512	Software Developers	1143
8	2422	Policy Administration Professionals	937
9	2413	Financial Analysts	902
10	4311	Accounting and Bookkeeping Clerks	591

* Reporting from one direct market company contributed to this huge demand.
Source: FASSET data system, 2024.

The top 10 occupations for 2022/23 are set out in the Table 5-4 below:

Table 5-4: Top ten scarce skills according to OFO Code 2022/2023

Rank	OFO Code	Occupation	Identified need for 2024
1*	241104	External Auditor	282
2	241106	Accountant in practice	98
3	242101	Management Consultant	82
4	431101	Accounts clerk	79
5	242211	Internal auditor	73
6	251201	Software Developer	70
7	311801	Draughtsperson	57
8	241103	Tax professional	47
9	33397	Property portfolio and asset manager	47
10	121101	Finance manager	42
11	421401	Debt collector	42

Source: FASSET data system, 2024.

5.3 CONCLUSIONS

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

The absence of comprehensive data on employment in the FAS sector has further complicated the monitoring of scarce skills. Numerical information on scarce skills (e.g. the number of vacancies or the number of people needed) in a particular occupation has to be interpreted in relation to the number of people employed in that occupation. It was not until 2014 that FASSET began gathering occupational data at the six-digit OFO level as well as comprehensive employment data from sector organisations. However, only medium-sized and large organisations are required by FASSET to submit six-digit occupational data. Because of this circumstance, FASSET is unable to conduct an even deeper analysis of the sector's shortage of skills.

The indications received through FASSET's grant applications still confirm that there are skills shortages in the field of accounting and auditing and some other fields such as financial markets, Information and Communication Technologies (ICT) and management consulting.

6 GROWTH OF THE SECTOR

6.1 LEVY-PAYING ORGANISATIONS

This report clearly shows that the FAS sector has grown steadily over the 24-year period under review. Unfortunately, it is not possible to determine how the number of organisations in the sector has grown.

In 2000/2001 FASSET had nearly 7 600 levy paying organisations. At that time the levy threshold was set at R250 000 per year. That means that all the organisations in the sector with a payroll of R250 000 per year or more were obliged to pay the SDL. However, in 2006/2007 the levy threshold was increased to R500 000 and in that year the number of levy paying organisations in the sector dropped to approximately 3 200. That means that more than half of the organisations that were originally allocated to the FAS sector were micro-organisations. The levy threshold was never adjusted for inflation after 2006/2007 and as salaries were adjusted for inflation and salary bills of organisations increased, small organisations crept back into the levy system and by 2016/2017 FASSET had 7 171 levy-paying organisations. In 2023/2024 FASSET had 12 023 levy-paying organisations on record. This increase confirms that the sector includes many very small organisations.

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

6.2 LEVY PAYMENTS

The nominal value of the levy amounts received by FASSET increased from R22 million in 2000/2001 to R708 million in 2023/2024. The exclusion of the more than 4 000 small organisations from the SDL in 2006/2007 did not affect FASSET's levy income. The levy income continued to increase at a steady pace through the 2006/2007 period.

6.3 PARTICIPATION IN THE GRANT SYSTEM

In the first few years of the levy-grant system the number of organisations that claimed mandatory grants increased. However, in the period 2006/2007 to 2008/2009 the number levelled off and from 2009/2010 to 2018/19 the number dropped from 1 415 to 1 129. From 2019/2020 to 2023/2024, the number increased from 1 129 to 1 748. Although the number and the percentage of organisations that claimed mandatory grants fluctuated over the years, in the years up to 2019/2020 the organisations that submitted Mandatory Grant applications paid more than 59% of the SDL. It stands to reason that these organisations employed almost 60% of the workers in the sector and that the employment information that they submitted represented about 60% of the employees in the sector. However, in the period 2019/2020 to 2023/2024 it dropped to 15%.

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

6.4 SECTOR EMPLOYMENT

Estimates of total sector employment decreased from 82 632 in 2001/2002 to 80 464 in 2023/2024. Growth of the sector was steady over the total time period, except for 2012/2013 when employment dropped. The reason for the decline in that particular year is not clear. It happened just more than two years after the recession. One possible explanation is that the FAS sector does not react immediately to an economic downturn. In an economic recession, many organisations go under, but their need for financial services does not stop immediately. Financial services continue while organisations wind down and insolvencies are handled. It is only afterwards that the financial services contract. There is no empirical evidence that this is the case and there may be other reasons for the drop in employment in 2012/2013.

6.5 TRANSFORMATION OF THE SECTOR

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

Over the 24-year period, the sector made great strides towards transformation. While 60% of employees in the sector were white in 2001/2002, whites' share of employment decreased to 28% in 2023/2024. From 2011/2012 to 2023/2024, whites' share in managerial positions decreased from 66% to 48%. Among professionals, the profile transformed from 53% white in 2011/2012 to 33% white in 2023/2024.

African females increased the most in the sector (annually by 4% from 2000/2001 to 2023/2024). Women were already in the majority in 2001 where they formed 54% of all the employees in the sector. In 2023/2024, women represented 56% of employment in the sector.

6.6 THE SKILLS PIPELINE

Chapter 4 of this report looks at the supply side of the labour market in so far as it influences the FAS sector. As the sector employs large numbers of professionals and places a high value on professional body membership, the skills pipeline that needs to be monitored and influenced through various interventions is quite long. The monitoring of the skills pipeline starts at the National Senior Certificate level. Matriculants that pass with Mathematics as a subject is of critical importance to the sector because it is a prerequisite for tertiary education in most of the study fields that feed into the sector. The figures presented in this report reveal that this poses a challenge. The number of passes fluctuated in recent years and there is a downward trend across most of the qualifications in the FAS sector study fields.

Despite this, the number of people who graduated from universities with first degrees in accounting grew steadily over time. However, this growth does not continue with postgraduate diplomas. In the learning pathway towards the CA(SA), designation the PGDA still poses a particular challenge with the declining pass rate.

6.7 CHALLENGES EXPERIENCED IN THE ANALYSIS OF TRENDS

The biggest challenge experienced in the development of trends over a wide variety of variables was caused by changes in classification systems that occurred over the 24-year time period. The changes include:

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

The time series data was also influenced by changes in the SDL threshold, the grant system, the ERP system and the way in which questions were asked in the mandatory grant applications. Despite these challenges, this report provides an extensive overview of developments and changes in the FAS sector.

6.8 THE WAY FORWARD

Since its inception in 2000, FASSET has created an electronic data system and uploaded a significant amount of data into it from its various grant applications and payment procedures. Additionally, the SETA has annually commissioned an in-depth analysis of this data. This fourth sector trends report takes the place of the yearly grant analysis report that was generated up until 2014. The raw data for this report was reviewed, somewhat standardised, and whenever feasible, presented in time-series format throughout the compilation of this report. Previous analysis reports were limited to information from FASSET's system itself, however, this report includes time series data from various other sources such as the DHET's HEMIS and information submitted to FASSET or made available to FASSET by professional bodies in the sector. The main purpose of this report is to inform the skills

planning processes of FASSET and other organisations in the sector. This report will also serve as an important input document for FASSET's Sector Skills Plan.

ANNEXURE A

WEIGHTING OF MANDATORY GRANT APPLICATION DATA

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

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

- Weight = Levy amount paid (all organisations)/levy amount paid (organisations – WSPs approved).
- Estimated employment = (Weight * WSP employment)
- As an example, the calculations for 2019/2020 are shown in the table below.

Weighted employment: 2018

	Column A	Column B	Column C	Column D	Column E
			A/B		C*D
Subsector	Total levy amount	Levy amount WSPs	Weight	WSP employment	Estimated employment
Accounting, Bookkeeping, Auditing & Tax Services	R152 947 020.01	R117 866 570.64	1.30	47 086	61 100
Activities auxiliary to financial intermediation	R41 352 267.68	R31 601 163.89	1.31	13 085	17 123
Business and management consulting services	R106 526 654.05	R48 321 447.14	2.20	15 621	34 437
Development Organisations	R18 171 346.01	R18 502 608.28	0.98	2 972	2 919
Investment Entities & Trust & Company Secretary Services	R68 839 313.16	R44 475 593.25	1.55	6 248	9 671
SARS & Government Department	R4 166 072.63	R3 424 610.81	1.00	15 055	15 055
Stockbroking & Financial Markets	R103 589 391.16	R83 513 293.11	1.24	19 655	24 380
Unknown	R515 148.80	R245 937.28	1.00	369	369
Total	R496 107 213.50	R347 951 224.39		119 722	165 053