Learnerships and Skills Taxation Conference 2018

Investment Per Delegate: R 9 499,00
Date: 29-31 AUGUST 2018
VENUE: PROTEA HOTEL OR TAMBO INT’L AIRPORT, GAUTENG

Nduna Project Consulting
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Making learnerships and skills taxation simple

Training and development for employees plays a vital role in the growth and success of your business. However, finding affordable and correct tools might be where the concerns start creeping in. Many a times one is left thinking… “They’ll learn on the job. Resources are limited.” Profit-driven organizations cannot be expected to contribute for purely philanthropic reasons. In order to make learnerships as attractive as possible to the South African private sector, there are several legislative benefits of running learnership programmes for South African businesses. This is the focus of this conference, which is to enable organizations realize and reap the financial benefits due from learnerships.

In the conduct of their duties learnership managers may find themselves having to grasp with issues which are not their primary expertise such as taxation and financials. This conference is meant to specifically bridge that gap to ensure improved skills and practices for HR and learnership managers. It will offer two days fully focused on the taxation aspect of skills development and learnerships. Not to be missed!!

Conference Takeaways

- Participants will receive a comprehensive training manual with practical guidelines, templates and the slides, as well as additional electronic resources that they will be able to implement processes for improving the Return on the Investment in skills development.

- Expert facilitators will empower you to implement staff development processes that will improve individual and organisational performance.

- Demonstrate an understanding of the background to Taxation and Financial Management, regulatory frameworks and relations between legislation, plans and budget;

About the conference

Making learnerships and skills taxation simple

Training and development for employees plays a vital role in the growth and success of your business. However, finding affordable and correct tools might be where the concerns start creeping in. Many a times one is left thinking… “They’ll learn on the job. Resources are limited.” Profit-driven organizations cannot be expected to contribute for purely philanthropic reasons. In order to make learnerships as attractive as possible to the South African private sector, there are several legislative benefits of running learnership programmes for South African businesses. This is the focus of this conference, which is to enable organizations realize and reap the financial benefits due from learnerships.

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Who Should Attend

- HRD & Training Managers and practitioners
- Learnership Managers / Coordinators
- Payroll Managers
- Employment Equity Committees
- HR Managers responsible for staff development
- Learning & Development Managers and practitioners
- Skills Development Facilitators (SDFs)
- Training / Skills Development Committees
- Transformation Committees
**D A Y  O N E**

**LEARNERSHIPS – UPDATES AND BEST PRACTICE GUIDE**

08:00 - 08:30: Early Morning Registration, Tea /Coffee

08:30 – 08:45: Opening By Chairman

**08:45 – 10:00: Learnerships: Employers’ Guide for good practice**

Investing in learnerships should therefore be done as part of a structured, systematic process.

- Conducting a Learning & Development Training Needs Analysis (Skills Audit/TNA)
- Workplace Skills Plan and Annual Training Report: practical guidelines
- Accessing SETA Mandatory and Discretionary grants
- Mastering the Organizing Framework for Occupations (OFO)

**10:00 – 13:00: How to implement learnerships**

- Key features of a learnership
- Requirements, roles & responsibilities
- Funding arrangements & tax incentives
- Steps in the implementation process
- Best practices and key success factors

Gizelle McIntyre - director of The Institute of People Development (IPD).

13:00 – 14:00: Lunch

**14:00 – 16:30: Learnerships Monitoring, Evaluation & Impact Assessment: toolkits for internal usage**

This session focuses on toolkits to be used to ascertaining the efficiency and effectiveness of the learnership systems and to assess their impact on the demand for and supply of skills for your organization. It also explores mechanisms and strategies to ascertain whether the company’s demands are being met effectively through either the learnership system. The detailed session will examine various techniques to be used to evaluate and improve the;

- The implementation plan and strategy
- CHECKLIST: MONITORING AND EVALUATION
- Impact assessment techniques

Suzanne Hattingh - Managing Director at LPI consultancy

*End of Day One*
Day Two

Skills Development Taxation: a practical legislative and policy guide

08:30 – 08:45: Opening By Chairman

08:45 – 10:00: Skills Development Levies Act (1999): An update

At the foundation of the skill taxation regime is the Skills Development Levies Act introduced in 1999 with the aim to provide for the imposition of a skills development levy; and for matters connected therewith.

More clarification will be provided on the following sections of the Act;

- Section 5, 6, 7
- Section 14, 15, 16

10:00 – 11:00: B-BEEE Act and Employment Equity Act

- How to Earn Maximum B-BEEE Points through Skills Development
- B-BEEE Codes of Good Practice
- The Skills Development Element in the Scorecard
- Learning Programme Matrix
- Calculating the Skills Development score
- B-BEEE Certificate and Verification
- Optimizing the Skills Development score: practical application in a case study

11:00 - 11:20: Mid – Morning Tea/ Coffee

11:20 – 13:00: The Income Tax Act: Deduction in respect of learnerships

This session provides a legal update on the provisions of the Income Tax Act which support learnerships. Relevant sections of the Act will be examined and simplified for the benefit of the delegates who are mainly non-tax practitioners such as;

- Things you should know about learnership tax rebate
- Section 12H of the Act
- the normal deduction claimed by employers in respect of remuneration costs

13:00 – 14:00: Lunch

14:00 – 16:30: Learnership Tax Incentive Review 2016

The learnership tax incentive is a programme that supports skills intensity through the tax system. South Africa’s grant funding and tax offerings lean heavily towards capital investment. An employer also qualifies for tax incentives if the learnership agreement is registered formally with their SETA. Employers are eligible for two tax incentives, one at the beginning of the learnership and one at the successful completion of the learnership. Also covered will be the following;

- Guide on the tax incentive for learnership agreements – SARS
- Learnership Benefit – SARS Tax Breaks

End of Day Two
**Day Three**

**Skills Development Taxation: a practical finance-for-HR guide**

08:00 - 08:30: Early Morning Registration, Tea /Coffee

08:30 – 08:45: Opening By Chairman

08:45 – 15:00: Taxation for non-finance practitioners (calculating tax, submitting return and claiming rebates)

In the performance of their duties learnerships managers may find themselves having to submit reports to their finance departments containing tax calculations based on applicable legislation. These may be in the form of tax rebates due, percentages of tax incentives payable to or by relevant SETAs. This can often be a daunting task, but worry not further.

This one day workshop aims to equip non-financial and/or tax practitioners with the requisite knowledge and skills to understand how taxation work and to enable them to take care of this important resource. In the most simplified form, skills taxation will be explained as it relates not only to learnerships but also to training Return on Investment.

At the end of this one day workshop, delegates should be able to:

- Demonstrate an understanding of the background to Taxation and Financial Management, regulatory frameworks and relations between legislation, plans and budget;
- Describe strategic planning regulatory frameworks and apply them in their own area of responsibility;
- Demonstrate an understanding of expenditure management i.e. expenditure process, relationship between expenditure and budget and strategic objectives.

This workshop will also cover in details and offer practical solutions on the following:

- Calculating tax rebates and making successful claims
- Skills Taxation Calculations and Reporting: Best Practice
- Payroll Tax Administration

***End of Conference***
REGISTRATION FORM - MKT
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