



THE
LEARNING
DEVELOPMENT
GROUP

Compliance Done Right

**SKILLS DEVELOPMENT
FACILITATION SOLUTIONS**

Strategic Support for Real Returns on Skills Investment.

INTRODUCTION

Skills Development in South Africa is governed by legislation such as the Skills Development Act and the Skills Development Levies Act.

These acts promote the training and upskilling of employees and enable businesses to claim back funding through their Sector Education and Training Authorities (SETAs).

LD Group delivers a comprehensive, compliant SDF solution that aligns education, training, and development to your business goals and workforce needs.

OUR SERVICES

Our experienced consultants ensure compliance and unlock funding opportunities by offering:

- Training alignment across roles and departments
- Correct documentation for SETA reimbursement
- Development and submission of Workplace Skills Plans (WSPs) and Annual Training Reports (ATRs)
- Full SETA liaison and grant follow-up
- Sourcing accredited providers aligned to your skills priorities and budget
- Full support for Skills Development audits and site visits

A STRATEGIC PARTNERSHIP YOU CAN TRUST

OUR APPROACH TO SDF SOLUTIONS

Our approach is simple: maximise return, ensure compliance, and plan strategically.

We:

- Identify skills gaps and develop training interventions
- Ensure ROI of between 50% and 350% of your SDL contribution (depending on participation level)
- Plan and administer your training calendar
- Handle all submissions and SETA requirements
- Help constitute and run your Workplace Training Committee (as required by SETA)

SDL ACT & BENEFITS

Employers contributing to SDL pay 1% of their total payroll to SARS.

Over 50% of this amount can be recouped through grant funding — but only if your organisation meets SETA's compliance criteria.

We make sure you qualify.

Contact us to explore how we can support your goals.

LEVY ALLOCATIONS

Here's where your 1% SDL goes:

- 80% to SETAs | 20% to the National Skills Fund (NSF)
- SETAs allocate:
 - 10.5% for admin
 - 0.5% to QCTO for quality oversight
 - 20% for Mandatory Grants (refunded to compliant employers)
 - 49.5% for Discretionary Grants, including:
 - 80% for Pivotal Grants
 - 20% for Non-Pivotal Grants

Unclaimed Mandatory Grants from non-compliant employers are reallocated to the Discretionary Grant pool.

Any unused SETA funds go back to the NSF.

THE BENEFITS

Skills development isn't just compliance — it's a growth strategy.

Benefits include:

- SARS Tax Rebate (Section 12H(A))
- SETA Grant Funding for training
- Improved BBBEE Skills Development Score
- Strategic workforce development aligned to business goals

MANDATORY GRANTS

Reclaim up to 20% of your SDL contribution by:

- Submitting your Workplace Skills Plan by 30 April
- Submitting an Annual Training Report explaining completed training
- Forming a Workplace Training Committee (for employers with 50+ staff)
- Consulting with properly constituted training committees, including trade union representatives who have a signed recognition agreement with the employer and ensuring sign-off from authorised reps
- **Ensuring proper authorisations on all SETA required documentation**

DISCRETIONARY GRANTS

These grants fund training for scarce and critical skills — above and beyond your SDL recovery.

To qualify, your business must:

- Be compliant with SDL submissions
- Apply with a Pivotal Grant Plan (for Pivotal Funding)
- Align training with industry priorities and SETA guidelines
- Discretionary funds are awarded at SETA's discretion and can significantly exceed your SDL contributions.

PLANNING & FUNDING

Strategic training doesn't happen by accident. It starts with a clear plan, aligned to both organisational goals and employee development needs.

We help you:

- Identify current and future skills gaps
- Align training to strategic goals
- Submit credible and compliant WSPs and ATRs
- Liaise directly with SETAs to track, secure and report on funding

Because of our long-standing relationships with South Africa's SETAs, we act as the liaison between your company and the SETA to ensure compliance and cooperation between all parties.

NOT PAYING SDL?

If your organisation qualifies for SDL contributions but hasn't been paying them, you could be heading for more than just a compliance issue and face significant financial consequences.

Here's what's at stake:

- Penalties, Interest and Fines
- Loss of Access to Grant Funding
- Reduced BBBEE Scores

We'll assess your SDL status, help you determine whether you're liable, and if so, quickly get you back on track with minimal disruption.

Why risk penalties and forfeit funding?

SDF COMPLIANCE DONE RIGHT

With over 20 years' experience we understand the intricacies of legislation, compliance and Skills Development planning.


Whether you're a large corporation with complex training needs or a smaller organisation looking to access funding for the first time, we know how to help.

We keep you informed. We keep you compliant. And we keep you funded.

Skills Development is more than a legal obligation — it's a business advantage.

With us you gain:

- **Expert Guidance:**
Our seasoned consultants know the regulations, the risks, and the opportunities so you don't have to.
- **Full SETA Compliance:**
We ensure your documentation, submissions, and training records meet SETA standards every time.
- **Access to Grants & Incentives:**
From Mandatory to Discretionary to SARS tax incentives — we help you access the funding you're entitled to.
- **Peace of Mind:**
Stay audit-ready, worry-free, and fully focused on running your business while we handle the paperwork.



Partner with experienced professionals who navigate legislation, reporting, and SETA funding so you can focus on business growth. Let's get compliant. Let's get funded.

Contact Us

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