



# Workplace Skills Plan deadline? What WSP deadline?

The Workplace Skills Plan (WSP) deadline is looming which, not only are many businesses completely unaware of, but are also oblivious to the fact that such a plan exists. The Skills Development Corporation (SDC) helps shed some light on the topic ahead of the April 2020 deadline.



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## What is WSP?

The WSP or Workplace Skills Plan is a plan intended to document the skills needed within an organisation as well as its intention to address the skills need.

The submission of the WSP is made by way of a proposal or skills development plan that complies with the Skills Development Act's legislative obligations. Any company that has a total annual staff payroll of more than R500k is required to pay a skills levy. Should companies meet the necessary skills development legislative requirements, they are eligible to claim up to 60% of their skills development levy back from their specific SETA (Skills Education Training Authorities).

The Skills Development Act which aims to improve the quality of life for workers, their prospects of work and labour mobility, requires that the WSP as well as Annual Training Report (ATR) be submitted by a Skills Development Facilitator or qualified individual. "The submission of both these reports need to reflect the education, training and development activities an organisation has undertaken to show progress from the previous years' WSP," says Melissa van Aswegen, ETQA Manager at the SDC. "Points are then awarded towards a company's B-BBEE Scorecard and organisations can claim from the skills development levy," she concludes.

To find out how to make your company's submission, conduct your [free skills development audit](#) or to speak to a skills development expert, visit the [SDC website](#).