G.O.D.S HOLDINGS (PTY) LTD

Memorandum of Understanding

S.E.T.H.S Skills Development & Workforce Integration Programme

GODS-MOU-SETHS-2026-001 | Template — Adaptable for All Government Departments | Version 1.0

Sashin J. Singh — Founder & Systems Architect

Johannesburg, South Africa | March 2026

CLASSIFICATION: INSTITUTIONAL DISTRIBUTION — GOVERNMENT PARTNERS

PARTIES

Parties to this MOU

	PARTY A — PRIVATE SECTOR	PARTY B — GOVERNMENT
ENTITY	G.O.D.S Holdings (Pty) Ltd, operating through its Human Capital Division, S.E.T.H.S (Skills, Employment, Training & Human Systems)	[DEPARTMENT NAME]Republic of South Africa[Province if applicable]
SIGNATORY	Sashin J. SinghFounder & CEO	[Minister / Director-General / HOD Name][Title]
ADDRESS	[GODS Registered Address]Johannesburg, Gauteng	[Department Address]
CONTACT	partnerships@gods.systems[Phone]	[Contact Person][Email][Phone]

CLAUSE 1

Background & Intent

1.1 S.E.T.H.S is the human capital division of G.O.D.S Holdings (Pty) Ltd, designed to systematically address South Africa's structural unemployment crisis through a constitutionally-grounded, data-driven workforce development and placement system.

1.2 The S.E.T.H.S programme addresses five interconnected barriers to employment: (a) skills deficit through accredited SETA-aligned training; (b) work readiness through psychosocial support and mentorship; (c) placement barriers through employer partnership networks; (d) systemic exclusion through intersectional assessment and targeted support; and (e) post-placement retention through 12-month tracking and support.

1.3 The Parties enter into this MOU to establish a framework for collaboration that will enable the S.E.T.H.S programme to deploy its methodology within the Department's mandate, reach the target beneficiary population, and deliver measurable outcomes aligned to both national employment policy and the Department's specific objectives.

1.4 This MOU is a statement of intent and operational framework. It does not create a legally binding financial commitment. Financial obligations between the Parties will be governed by a separate Service Level Agreement ("SLA") executed once programme design and budget are agreed.

CLAUSE 2

Legislative & Policy Alignment

2.1 This MOU is aligned with the following legislation and policy frameworks:

- Skills Development Act 97 of 1998
- Skills Development Levies Act 9 of 1999
- National Skills Development Strategy (NSDS III/IV)
- Employment Equity Act 55 of 1998
- Expanded Public Works Programme (EPWP) Framework
- National Development Plan 2030 — Chapter 3: Economy and Employment
- Presidential Youth Employment Initiative (PYEI)
- South Africa's National Strategic Plan for Human and Social Development
- [Department-specific legislation or policy — to be inserted]

2.2 All S.E.T.H.S programme activities will comply with the above legislation and any applicable SETA accreditation requirements. G.O.D.S Holdings will maintain all required accreditations and submit to all required quality assurance processes.

CLAUSE 3

S.E.T.H.S Programme Overview

PROGRAMME ELEMENT	DESCRIPTION	DURATION	OUTCOME METRIC
Phase 1: Assessment & Intake	Intersectional assessment of skills, barriers, psychosocial factors, and employment potential. Individual development plan created for each participant.	2 weeks	Assessment completed for 100% of enrolled participants. Development plans approved.
Phase 2: Skills Training	Accredited vocational training aligned to SETA unit standards and employer demand signals. Delivered in cohorts of 25-50 participants.	6-12 weeks (module dependent)	NQF-aligned certification for ≥85% of participants completing training phase.
Phase 3: Work Readiness	Job readiness, workplace communication, financial literacy, workplace rights, and soft skills development.	2-4 weeks	≥90% of participants assessed as work-ready by programme counsellors.
Phase 4: Placement	Active placement into employment (formal sector), learnerships, or T.S Industries infrastructure projects.	Ongoing from Month 3	≥80% formal placement rate within 90 days of programme completion.

PROGRAMME ELEMENT	DESCRIPTION	DURATION	OUTCOME METRIC
	Employer partnership network activated.		
Phase 5: Retention & Tracking	12-month post-placement tracking. Ongoing mentorship, re-placement if necessary, and data collection for programme improvement.	12 months post-placement	≥70% sustained employment at 6-month post-placement mark. ≥60% at 12-month mark.

CLAUSE 4

Responsibilities of the Parties

4.1 G.O.D.S / S.E.T.H.S undertakes to:

- Design, staff, and operate the S.E.T.H.S programme in accordance with this MOU and any agreed SLA
- Maintain all required SETA accreditations and quality assurance certifications
- Provide trained S.E.T.H.S counsellors, assessors, and placement officers
- Maintain a data system tracking all participant outcomes and make anonymised aggregate data available to the Department on a quarterly basis
- Comply with POPIA in all collection, processing, and storage of participant personal information
- Report against agreed outcome metrics quarterly and annually
- Not make any public announcement about the collaboration without Department approval
- Provide the Department with 30 (thirty) days' notice of any material change to the programme design or team

4.2 The Department undertakes to:

- Facilitate access to the target beneficiary population through existing Department channels, databases, and community outreach networks
- Designate a senior departmental official as Programme Liaison Officer ("PLO") within 30 (thirty) days of this MOU becoming effective
- Provide co-working space or venue for programme delivery at no cost (where available and agreed)
- Consider S.E.T.H.S programme completions in relevant departmental procurement, EPWP, and employment processes where permissible by law
- Provide letters of support for SETA and funder engagement where appropriate
- Attend quarterly review meetings and provide timely sign-off on reports required for funder obligations
- Raise any concerns about programme delivery promptly and in writing to the S.E.T.H.S Programme Director

CLAUSE 5

Target Beneficiary Population

5.1 The primary beneficiary population of the S.E.T.H.S programme under this MOU is:

- [To be specified by Department — e.g., youth aged 18-35, NEET population, ex-offenders, survivors of GBV, persons with disabilities, etc.]
- Residents of [geographic area — to be specified]
- South African citizens or permanent residents

5.2 The S.E.T.H.S intersectional assessment model is specifically designed to reach populations that have been systematically excluded from mainstream skills development. The programme does not operate on a first-come-first-served basis — participants are prioritised by need.

5.3 Target cohort size for the initial pilot: [___] participants. Scale-up targets: [___] participants in Year 1; [___] in Year 2 (subject to SLA and funding confirmation).

CLAUSE 6

Data, Reporting & Accountability

6.1 G.O.D.S will operate the UDOC Participant Tracking System to record all participant data, programme activities, and outcomes. The system complies with POPIA and NQF requirements.

6.2 The Parties agree to the following reporting cadence:

REPORT	CONTENT	FREQUENCY	RECIPIENT	FORMAT
Intake Report	Participant numbers, demographics, assessment outcomes	Per cohort	PLO + HOD	PDF + data file
Monthly Progress	Training completion, placement pipeline, flag issues	Monthly	PLO	PDF
Quarterly Outcome	Placement rates, retention, income data (anonymised), cost per placement	Quarterly	PLO + DG/CFO level	PDF + presentation
Annual Impact	Full programme review, constitutional mandate alignment,	Annual	Minister + DG level	PDF + brief presentation

REPORT	CONTENT	FREQUENCY	RECIPIENT	FORMAT
	recommendations, financial summary			

CLAUSE 7

Financial Framework

7.1 This MOU does not create a financial obligation on either party. Financial arrangements will be governed by a separate SLA to be negotiated in good faith.

7.2 The S.E.T.H.S programme may be funded through the following mechanisms (one or more, as agreed in the SLA):

- Department transfer payment under EPWP, SETA, or other applicable programme funding
- Social Development Fund (SDF) levy funding through applicable SETAs
- Development Finance Institution (DFI) grant or concessional loan (IDC, DBSA, NEF, SEFA)
- Philanthropic or CSI co-funding
- Fee-for-service arrangement where Department pays per qualified placement

7.3 G.O.D.S Holdings will provide transparent cost modelling for each funding mechanism at SLA negotiation stage. Cost per placement and cost per NQF certification will be the primary financial metrics.

CLAUSE 8

Duration, Review & Termination

8.1 This MOU comes into effect on the date of last signature and remains in force for 3 (three) years, unless renewed or terminated earlier.

8.2 Either party may terminate this MOU on 60 (sixty) days' written notice. Termination does not affect participants currently enrolled in the programme — the Parties agree to ensure a responsible wind-down that does not abandon enrolled participants.

8.3 The Parties shall conduct a formal annual review of this MOU in the first quarter of each year. Either party may propose amendments. Amendments require written agreement of both parties.

SIGNATURES

Execution

SIGNED at [Johannesburg / Pretoria / ___________] on:

______________________________	______________________________
Sashin J. Singh	**[Minister / DG / HOD Name]**
Founder & CEO — G.O.D.S Holdings (Pty) LtdFor and on behalf of S.E.T.H.S	[Title][Department Name]Republic of South Africa
Date: ________________	Date: ________________

This MOU is a template. All bracketed items must be completed prior to execution. This MOU does not constitute a PFMA Section 38 agreement and is not subject to National Treasury Instruction Note approval — that requirement applies only to the SLA when financial obligations are established. Legal counsel confirmation required before execution.