



FIRST SEMESTER REVIEW 2024

20 Years of Impact



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From the desk of the CEO

Gia Whitehead



Dear TSIBA Community,

As we reflect on the first semester of this academic year, it is inspiring to see how far we have come in our journey as a social enterprise - our Business School; Ignition Academy and Education Trust now 20 years in. This semester has been a crucial period of growth and adaptation, particularly as we continue to engage with the reality of having a broader range of offerings to deliver impactful and meaningful services to both our students and the wider community.

Our new campus has provided us with more than just a physical space; it has become a canvas for new possibilities. We've had the opportunity to explore the literal and figurative environments in which we operate. Through this, we've gained a deeper understanding of the challenges we face — from managing diverse needs and big struggles to navigating new systems. These challenges are teaching us valuable lessons that will help us build competence, refine our processes, and ultimately improve our service delivery.

Ongoing, we are actively seeking innovative ways to source funding and replenish reserves following the purchase of our campus. We deeply appreciate the incredible donor support we have received thus far and warmly welcome any further connections or out-of-the-box opportunities that can help sustain and grow TSIBA's mission. Look out for our new campaign "[IMAGINE TSIBA X 20](#)" and help Imagine the impact we could have by multiplying these efforts.

One of the key takeaways this semester is the need to embrace innovation in ways that are relevant to the people we serve. Our commitment to continuously learning and adapting remains unwavering, as does our drive to create an institution that is not only purpose-driven but also agile and responsive to the ever-changing needs of our community.

You will read below in this review just how much we have done in a short space of time - from the most successful biggest Graduation yet; to Global initiatives that are placing TSIBA on the international stage; to enhanced academic rigour and accreditation that we are super proud of!

I am incredibly proud of the resilience, passion, and innovation demonstrated by our staff and students during this time. As we move forward, I am confident that these experiences will strengthen our ability to drive meaningful impact, both within TSIBA and in the broader communities we aim to uplift.

Thank you for your continued dedication and support.

Warm regards,
Gia



2024 Semester 1 Highlights



Graduation 2024

The Graduation ceremony of 2024 celebrated perhaps our most profound accomplishment of the previous year. The 2023 academic year marked TSIBA's biggest ever TSIBA graduation ever, with over 180 graduates across the three accredited qualifications. The graduation number represents a 19% year-on-year improvement from 2022. The increased graduation rate follows significant investment in physical and information technology infrastructure over the last year, and in particular into TSIBA Ndabeni, the new TSIBA campus which we acquired and into which we moved in July of 2023. Our increased capacity enables TSIBA to realise steady annual growth in student and graduate numbers for years ahead.

The two most prestigious annual awards, the Graham Lashbrooke Prize, named in honour of TSIBA Co-Founder, and the Professor Fatima Abrahams Award were presented to Denver Leon Van Der Bergh and Tanaka Laizah Makuzva respectively at the graduation ceremony.

The TSIBA 2024 Graduation ceremony can be enjoyed through the link - [2024 Graduation Ceremony](#).

Purpose Lived Podcast Conversations

Expanding the Purpose-Lived discourse and ethos continued in the first half of this year through conversations with three new guests and one with Monika Jiang as a follow up to the original podcast. Of the 1240 total purpose-lived downloads to date, the Monica Jiang conversations remain our most-listened to podcasts to date. Each conversation is a discovery of incredible personal purpose journeys and the insights which have ensued, ultimately providing a collection of profound perspectives from those who have been kind enough to share their unique stories. Recordings completed this year include.

Purpose-lived with [Camaren Peter](#)

Purpose-lived with [Monika Jiang](#)

Purpose-lived with [Munouwarrah Abdurahman](#)

Purpose-lived with [Regan Adams](#)

Inaugural TSIBA Art Auction

The beautiful Rhone Homestead at Boschendal Wine Estate provided an inspirational setting for the first ever TSIBA Art Auction with the art theme of African Art - We Emerge, We Aspire, We Hope. The event raised many new friends and a full annual-tuition scholarship for studies at TSIBA Business School.

Following touching life stories delivered by current TSIBA students, a very entertaining auction led by Nic Rabinowitz saw a number of flagship artworks sold on auction to raise funds. The sold pieces included a Siya, a Mandela, both ink on paper artworks by Chaz Williams, an acrylic on canvas Chappies "Run for Home" in a Bentley artwork by Derric van Rensburg, 'Aberdeen', a Simon Stone oil on canvas, a Georgina Stuart 'Churchhaven Cottage' oil on canvas and bronze sculpture entitled 'The Old Stallion' by Lynne-Marie Eatwell.

Our sincere thanks go to Boschendal Wine Estate for hosting the event so graciously, to artists Chaz Williams, Lynne-Marie Eatwell, John Söderlund, Derric van Rensburg, Simon Stone, Eric Eatwell, Peta Sarkis, Junior Fungai, Yvette Polovin, Monique Willard, and Robin Pollard for making their beautiful work available for this event, and to Georgina Stuart for donating her stunning sold Artwork entitled 'Churchhaven Cottage'.



Image of the Artwork 'Rolihlahla' by Chaz Williams

Image of the Artwork 'Siya Study' by Chaz William



Image of the Artwork 'The Old Stallion' Bronze Sculptor by Lynne-Marie Eatwell.

2024 Semester 1 Highlights



TSIBA Purpose-Lived - In London

In June of 2024, the second annual 'Purpose-Lived, in conversation with Inspirational Leaders' took place in London while live broadcast to guests and friends of TSIBA around the globe.

Hosted for the second year by communications professional Amanda Blair, our panel included TSIBA CEO Gia Whitehead, Dr Jonathan Louw (Principal Lecturer, teaching, learning and student experience) at Oxford Brookes Business School. Jonathan is the School Lead in relation to the United Nations Principles for Responsible Management Education initiative, and new panellists Colleen Ebbitt (Vice president and Programme Officer for J.P. Morgan Global Philanthropy) and Nicki Auret (Head of Human Resources, ICBC Standard Bank).

The recording of this event and the panel's discourse on the theme of Purpose-Lived as the principal leadership dimension needed for the realisation of social and justice and the Global Sustainability Goals is available [HERE](#).

Graduate Experience Survey

A graduate survey conducted through the first semester of 2024 asked our Alumni to share their experience and perspective of TSIBA in various ways, including the impact of this institution on their lives. We are proud to share a few of the many beautiful responses received below, responses which bear testimony to the transformative work TSIBA aims to achieve.

"Finding TSIBA was like finding a hidden GEM. In retrospect, we were always meant to cross paths. After I matriculated I was in a space where I was looking for the opportunity to change my life in a big way. If I hadn't found TSIBA, I might always have been "looking for the opportunity".

TSIBA has truly empowered and inspired me to CREATE those opportunities from within which will in turn make an impact and inspire others to do the same. My journey at TSIBA is a map I enjoy reflecting on as I navigate my career and personal life. Preparedness meets opportunity". - Stephanie Lynch, Lewis Stores (2017 TSIBA BBA Graduate)

"My experience at TSIBA has been nothing short of life changing. Reflecting on my journey I have realised that TSIBA has made me an outlier in the best possible way. Given my social background it is uncommon to achieve what I have. I am immensely grateful for the opportunities, support and for creating an environment where everyone regardless of background can thrive". - Shiehaam Groenmeyer, MrD (2016 TSIBA BBA Graduate)

"I don't know how my life might have been if I didn't study at TSIBA. I do know that studying there was the best decision ever. We live in a country where there is a high rate of unemployment but through TSIBA I managed to shoot the lights out and work in a company that I never imagined in my entire life. I have the work experience that I have now because I got the job through TSIBA and now it's much easier to find employment for me in the financial services industry". - Thando Dlaku, M&G Investments (2023 TSIBA BBA Graduate)



2024 Semester 1 Highlights



Mandela Day 2024

Audrey Hepburn (1929 - 1993) quoted that “To plant a garden is to believe in tomorrow”. One can only be inspired by the life and legacy of this remarkable person, most notably for her considerable work for the international children's relief organisation UNICEF. It was in the spirit of this particular Audrey Hepburn quotation and Madiba's legacy that the TSIBA community joined together on Mandela day 2024 to create beautiful garden spaces at TSIBA Ndabeni.

Following a generous donation of indigenous and fruit trees from FXGT through the not-for-profit organisation Food and Trees for Africa TSIBA students, and in a rare moment of July sunshine this year, staff and partner tenants on campus worked together to plant fruit trees, build a garden lounge and a Boule Court.

Beyond the aesthetic of what was accomplished with this project, the vision for the day was to provide a physical representation of the critical connection between the natural environment, business and business education. Garden spaces create appealing environments for students to relax in, as well as an opportunity to experience natural green spaces which many of our students do not easily have access to in the communities from which they emerge. Such spaces also provide important learning for the respect of, and appreciation for, the natural environment. For a business school, and in terms of the crucial connection between environment and business, the particular focus area of SDG 12, such a perspective is more important now than ever.



The TSIBA Garden Lounge



Fruit Tree Avenue
(Planted on Mandela day 2024)



Dr Peter Ayuk (Academic Dean)
(Hard at work for Madiba)





Academic Review

Dr Peter Ayuk

Dean



Introduction

Having relocated to our new and permanent home in Ndabeni in the middle of 2023, January 2024 presented an opportunity to open a new academic year at a place that has quickly become one with the TSIBA identity and character. Operating from a TSIBA-owned campus accords us the opportunity for more concrete and long term capacity planning to support the academic and related strategic goals of our institution. The dividends anticipated from the campus ownership became quickly evident in the flows of human traffic and processes during registration and orientation; as well as the subsequent scheduling of lectures and other academic activities. Beyond the physical infrastructure, we also effectively launched a new and more robust learning management system (LMS) and commissioned a project for a total overhaul of the student information system.

While total enrollments dropped, predictably as a result of the new funding policy, and operating in an increasingly challenging financial environment, we are proud to be able to report improvements in practically all key indicators of institutional academic performance. In the period under review, we also sought to strengthen the policy environment to support planned growth. In this regard, the following enabling documents were developed and approved by the Academic Advisory Committee: (i) Policy on Continuing Education - which provides institutional guidelines for the design, development and regulation of short courses, short learning programmes and executive education; and (ii) Guidelines for the Use of Artificial Intelligence in Learning and Teaching - which seek to establish a shared and coordinated approach to the handling of matters related to the implications of the pervasive rise in AI for learning and teaching, especially in relation to balancing the needs for innovation, accountability and academic integrity.

Pursuant to our quest for greater internationalisation, we hosted the University of North Carolina's Kenan-Flagler Business School for their immersion programme in May 2024. Over eight days, 44 students and a select team of co-facilitators from our two institutions, working with local industry and cultural champions brought to life the uniquely South African spirit of building together.

Similarly, we extended our long-standing exchange with Northeastern University by hosting the 18th NU-TSIBA Entrepreneurship Dialogues in July 2024. Further, the 2024 student representative council (SRC) elections were held, driven mainly by a new and strategically more focused student affairs team.

In the paragraphs that follow, we highlight key activities, results and outcomes that reflect how we lived our academic mission and mandate during the first semester of 2024. We conclude by outlining what our partners and stakeholders can reasonably expect in the forthcoming semester.

Student enrolment and retention

Total enrollments in the first half of 2024 showed a second successive decline in comparison to the corresponding last two consecutive periods. Additionally, slightly more deregistrations were recorded in comparison to Semester 1 of 2023. While these trends which are largely attributable to adjustments to the shift in the funding model are undesirable, it is our hope that as the new strategy takes root, we will start seeing a more positive market response as the general public embraces the true value of TSIBA qualifications. Needless to emphasise that TSIBA qualifications continue to offer the best value for money, thanks to the very high levels of general subsidies funded by our dedicated donor community.

First Semester Enrollments and Retention (2022 - 2024)			
	2024	2023	2022
BBA Level 1	182	187	162
BBA Level 2	129	134	123
BBA Level 3	120	98	128
HCBA	102	211	260
PGDBA	9	21	8
Total enrolled*	542	651	681
Active students	525	638	643
Retention %	97	98	94

*Compared to the 2023 First Semester Report, Total enrollment figures for 2022 and 2023 have been revised downwards following a system audit to remove duplicate records. Additionally, a broad definition of "Active" students which includes students who have not been conclusively deregistered has been adopted henceforth.

The academic administration team continues to closely monitor the socio-economic contexts of our students so as to minimise incidents of deregistration. Accordingly, some students were assisted to either defer their studies or transfer to the part-time option to accommodate other life contingencies. However, there remained a significant number of students who, though not deregistered, were not attending or participating in academic activities regularly. This is a subject of further enquiry and will be reported on in the Second Semester 2024 Review report.

Enhancing teaching and support excellence

The TSIBA academic and student support teams started the 2024 academic year with two clear objectives. The first was (and remains) to accord every student the best educational experience; and secondly, to maximise student learning and academic achievement. Through the efficient implementation of our monitoring mechanisms for teaching and learning, we were able to respond timeously to any lapses. The First Impression Survey which was conducted in the second week of teaching was useful in gauging student preparedness and institutional resource and infrastructure adequacy in supporting student learning.

This was followed by a more focused Learning and Teaching Survey which was conducted around teaching week eight, and sought to highlight the students' lived experiences at the coalface of academic provisioning. The findings from both surveys were instructive and signalled a maturing academic planning and student support environment. The survey findings also provided the bases for interventions towards the continuous professional development of academic and support staff. To this end, a series of workshops were facilitated by peers from within the TSIBA academic and student support teams. The survey results also highlighted areas in which academic and/or support staff could best be supported in the individual development trajectories.

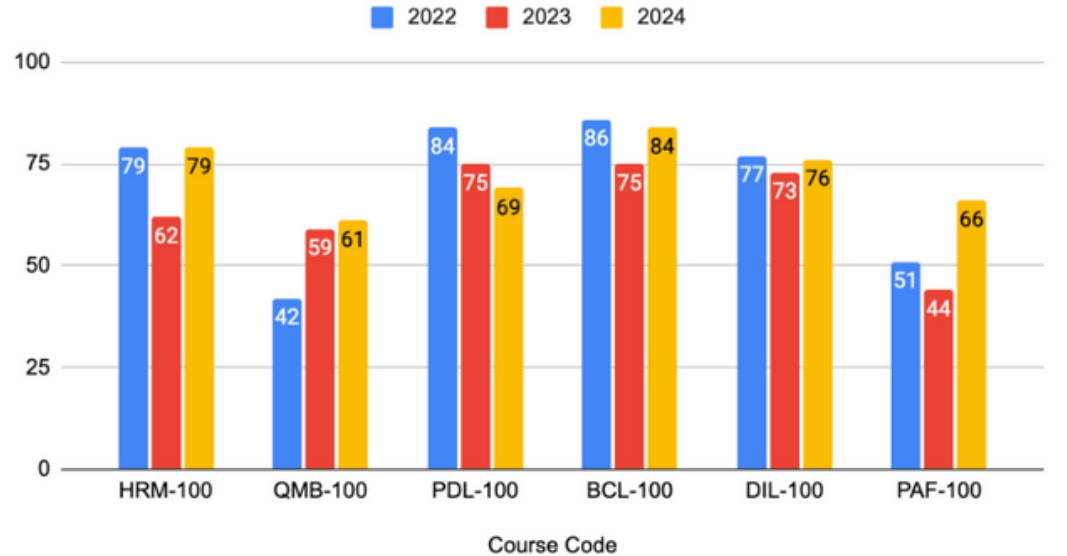
Student academic performance

The graduation ceremony of March 5th 2024 effectively capped off the 2023 academic year. Once again, more students graduated in comparison to the previous year, further consolidating the positive trends in institutional effectiveness.

Number of Graduands			
Qualification	2024	2023	2022
Higher Certificate in Business Administration (HCBA)	80	89	53
Bachelor of Business Administration (BBA)	86	58	44
Postgraduate Diploma in Business Administration (PGDBA)	17	6	-
Total	183	153	97

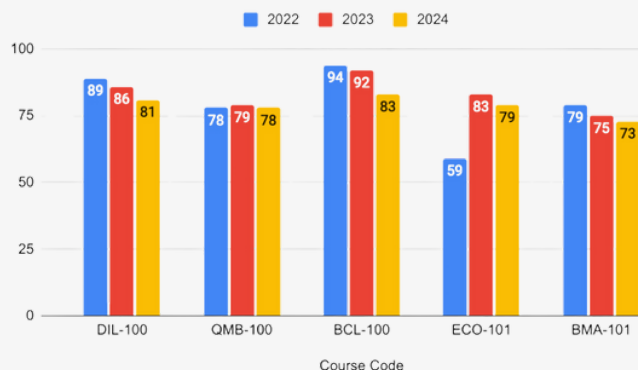
Similarly positive trends were also observed in the academic performance of pipeline students in the semester under review

HCBA percentage passrates 2022-2024 (semester 1)



Personal Development and Leadership (PDL100) was perhaps the only sore point in the HCBE results. Improved pass rates were recorded in all other modules, with the most significant improvements being in Quantitative Methods in Business (QMB100) and Principles of Accounting and Finance (PAF100), where 60% pass rates were achieved for the first time since the introduction of the revised curriculum in 2022.

BBA1 percentage passrates 2022-2024 (semester 1)



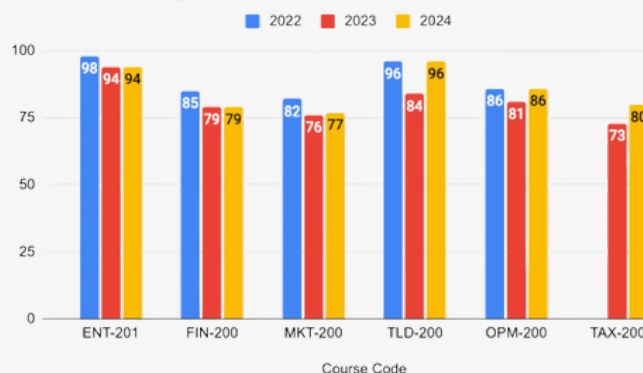
While showing slight nominal decline, the BBA1 results remained mostly satisfactory, with pass rates of over 70% in every module.

With regards to the Postgraduate Diploma in Business Administration (PGDBA), eight out of 10 students in the 2023 cohort continue to progress in their studies as scheduled. This is following one case of deregistration and one case of deferral. The following results were recorded by the end of July 2024:

Course name & (Code)	Reg	Wrote	Passed	% Passed	Average (%)
Academic Literacy & Strategic Communication Management (ALC400)	10	9	8	80	50
Entrepreneurship 4 (ENT400)	10	8	8	80%	76
Entrepreneurial Finance (EFN400)	9	9	9	100	67
Entrepreneurial Leadership (ELD400)	8	8	8	100	69
International Business and Economics (IBE400)	8	8	7	88	73

In the BBA2 modules, the 2023 pass rates were either maintained or, in most cases, improved upon, with pass rates ranging between 77% and 96%. Of particular significance is the performance in Taxation 200, which was offered in the first semester for the first time in 2024, thus enabling access to more students (51) than was previously possible (32).

BBA2 percentage passrates 2002-2024 (semester 1)



BBA3 percentage passrates 2022-2024 (semester 1)



2024 sees the biggest ever final year BBA cohort, with over 100 students completing the coursework and proceeding to the internships. The high and sustained pass rates in BBA3 signal the high levels of agency and responsibility that characterises final year students at TSIBA Education.





From the Desk of the SRC

Rorisang Modise
SRC President

SRC Report - A vibrant and engaging student leadership voice

Through a busy first semester, the 2024 Student Representative Council (SRC) elections were held in April resulting in ten students elected as the leadership core The SRC members elected were.

Following their appointment, the SRC immediately embarked on a range of core initiatives to improve the experience of TSIBA students. First among these was the SRC involvement and leadership in launching a two-week shuttle service for the recent winter exams. The primary goal of the shuttle service was to offer transportation for the students who have to walk long distances to reach the campus. This particular project also demonstrated the necessity of having a school taxi or minibus. The shuttle service operated smoothly during the 2-week exam period, receiving very positive feedback and appreciation from students.

Other initiatives the SRC were actively involved through semester one were those of providing key input to the student registration process, in particular in regards suggestions for processes to register students with historical fees owing, TSIBA student involvement in the Mandela day initiative, and careful attention to enhancing the experience of the Audencia University students. The SRC is aware of the strategic importance of the TSIBA-Audencia partnership, as well as the opportunities it presents to students from both institutions, and were proud to lead student efforts towards this. Looking ahead to semester two the SRC plans to consider options for the return of the Business Battle Competition to inspire our students to entrepreneurship and to grow the motorbike project as a means to providing an alternative and cost effective student transport option.

SRC 2024 has maintained a constructive and positive relationship with the TSIBA Executive and looks forward to its continued part in leading meaningful changes to the benefit of our students.

The 2024 Student Representative Council (SRC) elections were held in April resulting in the below nine students elected as the leadership core.



Kayla Jacobs
Campus & Facilities
Representative



Hlumelo Ngcongca
Vice President



Litha Mashicila
Secretary General



Cyntheche Baleli
Academic & Transformation
Representative



Lukhanyiso Ngqula
Clubs & Societies
Representative



Golden Bimoko
Events/Marketing &
Fundraising
Representative



Cassidy Nelson
Operations and
Logistics
Representative



Nikita Grebe
Student
Entrepreneurship
Representative

Appreciation

The achievements that we report and the challenges we overcome would not be possible without the generosity of several individual and corporate partners. To this end, our heartfelt gratitude is due to the very capable professionals who serve on the TSIBA Academic Advisory Committee - for keeping us honest in safeguarding the integrity of our qualifications. We remain thankful to our professional colleagues and academic partners, notably B360 Education Partnerships for the sustained professional collaboration and to JUTA Publishers, The Snapplify Foundation, Hedron Consulting, EBSCOHost and InMagic for their invaluable support in the resourcing of our library and enabling sufficient access to high quality educational content.



Impact Report



Since inception in 2004 the core focus of TSIBA has been to transition young people from unemployability to active economic participation. This is achieved by providing Access to quality tertiary education for talented and ambitious young people from at-risk communities, and in this approach to Access, TSIBA was an early Pioneer of Access through fee-funded quality tertiary education and academic bridging.

Through graduate data monitored on an annual and ongoing basis we are familiar with the impact data reported below:

- TSIBA has produced 1743 business graduates, including 646 Bachelor of Business of Administration in Entrepreneurial Leadership (BBA) Alumni and 1012 Higher Certificate in Business Administration (HCBA) Alumni, 761 (70% of HCBA Alumni) of whom have progressed to the TSIBA BBA degree
- TSIBA has maintained a post graduate employment rate of above 85% for our BBA Degree Alumni since inception
- TSIBA has produced 8 Mandela Rhodes Scholars, 2 United Nations PRME Global Student Regional Leaders in Africa, 3 Kofi Annan Scholars and 8 AlanGray Orbis Foundation Fellows.

Through the 2023 and the first half of 2024 TSIBA conducted a TSIBA Bachelor of Business Administration (BBA) Degree graduate survey to assess our further impact. This is what we found:

- First employment remuneration: First-Employment (average) monthly earnings greater than R 8000 of TSIBA BBA Alumni places them in the middle 40% of per-adult household income earners in South Africa, and above 50% of South African income earners.
- Average remuneration: The current average per-month earnings of R 14 668 places TSIBA Alumni in the top 18% of earners in South Africa ([2022 Business Tech Report](#)).
- Remuneration mobility: 31% of TSIBA BBA Alumni respondents to the 2023 graduate survey earn above ZAR 30 000 per month (or ZAR 360 000 per annum). At this level of remuneration, these (TSIBA) Graduates are in the top 50% of South African income earners ([Salary Explorer](#))

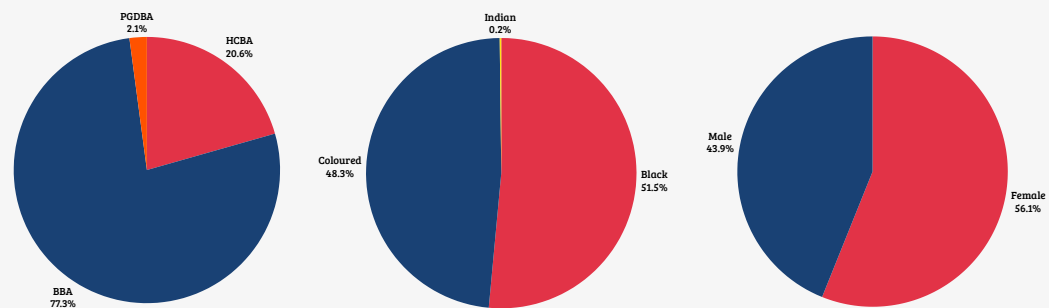
- Employment rapidity: In a measure of employment rapidity, 88% of TSIBA BBA graduates have achieved employment within 12 months of completion of studies at TSIBA, the majority of whom have gained employment with the host organisation with whom the TSIBA third-year internship was completed.
- Employment consistency: In a measure of employment consistency, over 68% of TSIBA graduates have remained in employment 75% of the time since graduation.
- Financial sector employment: The majority of TSIBA BBA graduates remain employed in the financial services sector, with many of these having completed the ASISA Investment Management Course (IMAC) as a second and third year Entrepreneurial Finance and Investment Administration (EFIA) specialisation stream.

Qualification relevance - Data supporting the relevance of the Higher Certificate and Bachelor of Business Administration qualifications offered by TSIBA is affirming. Recent data in two separate reports through ([BUSINESS TECH](#)) and ([BUSINESS TECH](#)) indicates business administration and management amongst the most in-demand jobs in South Africa currently in light of an increase in overall hiring activity.



Demographics

	Male			Total	Female				Total	GrandTotal
	W	C	A	-	W	C	A	I	-	
PGBA	-	3	2	5	-	3	1	-	4	9
BBA	-	103	81	184	-	103	144	-	247	431
HCBA	-	28	21	49	-	22	30	1	53	102
Total	-	134	104	238	-	128	175	1	304	542



Notes on Student Demographics

Our student demographics in Semester 1 of 2024 remained aligned with our historical trend of attracting students mostly from the two larger demographic groups in the Western Cape (African and Coloured), notwithstanding the introduction of the TSIBA subsidised fees policy. While TSIBA welcomes students from all walks of life, our roots remain primarily in and around the communities we have supported since inception, and in particular to students who have emerged from Quintile 1 to Quintile 3 secondary schools in the Western Cape.

Notwithstanding the above, and while TSIBA remains committed to the principles of inclusivity and access to quality higher education, we do anticipate gradual shifts in our student demographics going forward, and as a function of the introduction of the subsidised fees policy effective the first semester of 2024.

Towards the achievement of a balance between student affordability and the institution's ability to provide academic excellence and exceptional value through the full learning journey, undergraduate tuition fees at TSIBA Education are subsidised at an average of 65% of the cost of provisioning per student. The subsidies are funded by generous donors and philanthropists worldwide who actively invest in education and the future prosperity of South Africa and its people.

This subsidised model aims to provide inclusive access to academically rigorous, inclusive and premium business education from a highly qualified faculty in an environment built for both self-development and academic success.

Our longer-term strategy, through the introduction of the revised fees policy and additional tertiary and further education and training qualifications, is to grow the number of students registered on our programmes, including an increase in student economic status diversity. Given our consistent post-graduate employment of above 90%, we remain confident that a TSIBA education should attract students from across economic and demographic backgrounds. This strategy is well supported with the move to TSIBA Ndabeni, and will include increasing efforts to welcome students from diverse communities. Uniting and reconciling all South Africans is a work in progress. As we grow our student population we will continue to pursue this important work.



Sustainability Report



As with (many) non-profit and historically donor reliant organisations, TSIBA continues to carry financial risk in the fulfilment of its mission and long-term sustainability, in particular, as a private higher education institution TSIBA does not enjoy financial support afforded to public institutions through NSFAS (National Students Financial Aid Scheme). Towards mitigation of our 'donor reliance' risk, and at the Board's mandate to diversify revenue, it was pleasing to see increased year-on-year revenue in non-donor income building initiatives through the 2023 financial year continue through the first semester of 2024. The non-donor revenue streams now fully entrenched into the TSIBA revenue generation ecosystem are:

- Student fee revenue - South African and African students
- Student fee revenue - International Students (TSIBA Global)
- TSIBA Ndabeni - New Campus revenue
- TSIBA Ignition Academy - Non-Tertiary education revenue

Notwithstanding the above, and towards providing full or partial scholarships to all TSIBA students, the institution remains largely donor reliant. It is thus pleasing to report that the operational donor income of R 10 650 000 realised in the first half of 2024 was on budget, with a relatively strong pipeline for the third and fourth quarters of this year. In addition, efforts at sourcing capital funding to replenish reserves deployed to fund the new campus project continue, including through the launch of the [IMAGINE TSIBAx20](#) Campaign due for release in semester two of this year.

Our sincere thanks to all who have so generously supported TSIBA historically and who continue to do so.





TSIBA Ignition Academy

From the desk of the CEO

Karien Cloete



At the midpoint of 2024, I am incredibly proud of the strides TSIBA Ignition Academy has made in our mission to empower the youth and entrepreneurs of South Africa. With a solid foundation built over five years, our Academy continues to expand its impact, especially through our cutting-edge skills development and eLearning programmes. This semester, we celebrated a key milestone with the accreditation of our eighth QCTO qualification, offering invaluable learning opportunities across sectors. Additionally, learners on our newly launched OCTO programme delivery in OC Data Science Practitioner and OC Software Tester qualifications, have achieved a remarkable 100% competence rate in their knowledge modules.

On the enterprise development front, our Business Essentials 2023/2024 cohort has truly set the standard for excellence. Thanks to the support of sponsors like AARD Mining, ten emerging businesses successfully completed their transformative journey with us. The highlight of their experience was the Seed Funding Pitch Day, where three standout businesses earned recognition and support. We're equally thrilled to see student-founded businesses like Halitta Holdings launch and grow within our ecosystem. It's through initiatives like these that TSIBA continues to create meaningful, long-lasting change in the entrepreneurial landscape of South Africa.

Looking ahead, we are enthusiastic about the growth of our mentorship programmes, powered by our upgraded MentorXChnge platform. Our Connect2Grow initiative, supported by a range of partners, is fostering an incredible community of entrepreneurs and mentors. This year's developments—such as our mentorship nano courses launching later in the year—will undoubtedly further enhance the value we provide to our mentees. Together, we are building a strong network of support that continues to drive our purpose of fostering innovation, leadership, and opportunity.

Karien Cloete (CEO TSIBA Ignition Academy)

Skills Development and eLearning

TSIBA Ignition Academy continues its success rate with new QCTO accreditations and is very happy to announce that we were awarded accreditation in July for our eighth QCTO qualification.

Qualification Title	Type	Credits	NQF Level	Sector
Small Business Consultant	Learnership	244	5	Services

We are very excited to have launched two new learnerships projects for the South African National Blood Services in partnership with Regenesys in the first semester as well as launching our first delivery projects for our QCTO programmes in partnership with RCS. These inaugural programmes—OC Data Science Practitioner and OC Software Tester—have been highly successful, with both groups achieving a 100% competence rate in their knowledge modules thus far. They are now working on their practical modules.

The Software Tester group will start their workplace experience in early October, with a QCTO site visit also scheduled.

Strengthening our Operational Capabilities

Over the past four months, we've been improving our reporting and analytics capabilities to provide clients with faster, more accurate reports. Through extensive consultation, we have developed custom reports, significantly enhancing our reporting.

We are currently working with PLUTO LMS and Gateway LMS to integrate Gateway's portfolio offering with PLUTO's capabilities, aiming to streamline evidence production for external moderation. After extensive research and discussion, we are close to implementing a beta version for testing.

Our Active learners numbers are:

Unemployed Learnerships

Type of Programme	No.
Unemployed Learnerships	21 (1 x PWD)
Employed Learnerships	64
Short Skills Programmes	31

Enterprise and Supplier Development

Business Essentials:

On June 21, 2024, the Business Essentials 2023/2024 cohort, proudly sponsored by AARD Mining, completed their transformative business development journey. Over the course of the program, these ten businesses embarked on a dynamic journey that featured themed months covering leadership, refining their business model canvas, becoming funder ready, mastering finances in a startup, and a bespoke month where they chose to focus on design thinking, digital marketing, or using AI for small businesses.

We're thrilled to announce a 100% completion rate, with all ten businesses—hailing from the construction, manufacturing, and digital procurement sectors—successfully completing the programme. The journey culminated in a Seed Funding Pitch Day on June 21, where each business presented their refined pitches in a Dragon's Den-style event before an esteemed panel of judges. The top three businesses earned cash prizes and tickets to the Townships Economies Expo held on July 30, 2024.

This cohort's success is a testament to the impact of our Business Essentials program, made possible by the generous support of sponsors like AARD Mining. We are incredibly proud to welcome these ten businesses into our alumni network and to see them join our Connect2Grow mentorship program, where they can either pay it forward as mentors or continue to benefit from quality mentorship. Check out the [images](#) from our Seed Funding Pitch Day.

We are extremely proud to be incubating a TSIBA Business School student business: Halitta Holdings this year. Halitta is a tutoring business founded by SRC president Rorisang Modise.

Halitta Holdings will be offering virtual student support and in-person tutoring services for grades 9-11 in Mathematics. We've been working closely with them on ideation, design thinking, and coaching to ensure a successful launch. Their official pilot will kick off with a winter school in Q2, hosted at the TSIBA Ignition Academy training space, which also serves as their own office and classroom. We're excited to witness the growth of this promising student business and look forward to continuing our support during these crucial early months of their launch

LevelUp:

We are thrilled to announce the kickoff of LevelUp's 7th cohort, featuring seven phenomenal businesses:

- 1.AG Beyond Sustainability: Founded by Thapelo Phiri, this company empowers farmers to transition to sustainable, regenerative agriculture.
- 1.Cloudy Deliveries: A township-based delivery service, similar to Uber Eats, but using bicycles and employing local youth to drive community progress.
- 1.Funti3r: Revolutionising task management for SMEs and corporates with an innovative micro-tasking web app designed to boost operational efficiency.
- 1.Order Kasi: Offering a comprehensive delivery solution to empower businesses and local residents in thriving communities.
- 1.Rook Cycles: This urban and gravel bicycle manufacturer and retail shop sources top-quality components to create superior transport solutions. Every bike is meticulously crafted, tested, and built to provide the best urban cycling experience.
- 1.Spaza Eats: A delivery platform spotlighting local suppliers and traditional South African cuisines, bringing groceries and home-cooked meals to your doorstep while supporting financial inclusion for informal markets.
- 1.Walkfresh: A boutique sneaker cleaning and shoe-care service delivering premium maintenance for all brands and materials, ensuring your footwear looks fresh and lasts longer.

We're excited to witness the growth and learning of this diverse cohort as they embark on the 2024 program!

Looking Ahead



Following a tumultuous second half of last year, a moment which included the campus migration from TSIBA House in Woodstock to TSIBA Ndabeni with minimal disruption to the academic programme,, the first semester of 2024 offered an opportunity to consolidate while ushering in a new era. For the first time, students returned to, or registered at, a TSIBA campus, fit-for-purpose, technologically advanced, fully owned, and with room and spaces to spare.

While our new premises marks the realisation of a long-held aspiration to ownership of such an asset, perhaps more importantly, it marks the realisation of a physical space from which TSIBA can grow and innovate sustainability. Ownership of this campus places TSIBA in the category of a select few accredited private higher education institutions in South Africa, and in the position where a wider range of academic and educational programmes can be offered to a larger and more diverse student demographic, and from which the TSIBA mandate of profoundly changing lives through transformative education can be realised.

With this campus, TSIBA now has the space to realise another long-held aspiration, to serve 1000 students in-studies, including those who we believe will be attracted to TSIBA Business School's Diploma in Information and Communications Technology, which we plan to offer from 2025 (subject to final Council for Higher Education accreditation of this qualification). In addition to sourcing new students, the qualification and selected modules will be available to students on the business school's current qualifications, to international students on the semester-long TSIBA Global initiative, Executive Education students, and students and learners registered on all of the qualifications offered through TSIBA Ignition Academy.

In the vernacular Ndabeni means "place of debate", or "place of speaking and conversations". Looking ahead, as we celebrate our first twenty years of impact this year at TSIBA Ndabeni, our new space provides a platform for 20 times the impact achieved to date, and for an infinite number of great debates and conversations towards the education ethos we believe in, and which was so aptly stated by David W. Orr in his work entitled 'Ecological Literacy: Educating Our Children for a Sustainable World'

"There is a myth that the purpose of education is to give one the means for upward mobility and success. The plain fact is that the planet does not need more successful people. But it does desperately need more peacemakers, healers, restorers, storytellers, and lovers of every kind. It needs people who live well in their places. It needs people of moral courage willing to join the fight to make the world habitable and humane. And these qualities have little to do with success as we have defined it".

IMAGINE TSIBAx20

TSIBA was founded in 2004 with a deep conviction in the power of education to build purpose-driven and skilled business leaders.

With this belief, in the first twenty years of TSIBA, our students have become Mandela Rhodes Scholars, United Nations PRME Global Student Regional Leaders in Africa, Kofi Annan and Alan Gray Orbis Foundation Fellows.

With this belief, the hundreds of Bachelor of Business Administration in entrepreneurial leadership graduates TSIBA has produced to date are active economic citizens who will earn over ZAR 300 Million (EUR 15 Million) as tax-paying economic citizens over the course of their careers.

Imagine what this means for the future of South Africa.

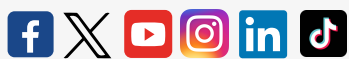
Imagine what this means for the future of the families and communities of our graduates.

Imagine what can be achieved in the next twenty years. We can! It means 20 x the impact already realised.

Single and monthly donation options are provided to Imagine with us, with our brand palette colours indicating the shade of the Gemstone Shards named for your contribution.

Donations can be provided in £GPB, or a currency of choice by selecting the 'Select your own amount option'.

IMAGINE TSIBAx20 - enabling the next twenty years of Impact.



www.tsiba.ac.za



20 Years of Impact