



2024

SECOND
SEMESTER
REVIEW



TSIBA

FUTURE BUSINESS LEADERS

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FROM THE DESK OF THE CEO

Dear Friends of TSIBA

As we close the second semester of our milestone 20th year, I am filled with immense pride and gratitude for what we have collectively achieved. This year has been a testament to the power of purpose-driven education, and in these past months, we have further strengthened our commitment to investing in people who lead social change.

Our global reach expanded through meaningful international collaborations (outlined below), enabling our students to gain invaluable perspectives and experiences. The TSIBA Impact Week showcased the extraordinary talent and innovation within our community, reaffirming our belief in a values-based approach to business education. We also had the honor of receiving the prestigious Saphe Excellence Award for Entrepreneurship and Leadership curriculum, a recognition of our relentless pursuit of excellence in transformative education.

A key highlight of this semester was the launch of our Digital Skills Lab, a groundbreaking initiative aimed at equipping our students with critical future-fit competencies. In alignment with our Imagine TSIBAx20 campaign, we continue to reimagine what is possible for our institution and its role in shaping the future of business leadership in South Africa and beyond.

At TSIBA, we challenge the status quo of business education by placing purpose at the heart of learning. Our strategic focus areas remain unwavering:

- Delivering high-quality, holistic business education for our students.
- Ensuring an enduring value and a sustainable return on investment for all our stakeholders.
- Continuously strengthening and advancing our academic programme.
- Prioritizing the student experience at every level of engagement.
- Evolving our business model to ensure long-term financial sustainability.
- Protecting, building, and leveraging our aspirational brand to create broader impact.

These pillars guide our journey forward, ensuring that TSIBA remains a beacon of opportunity and transformation. As we reflect on this remarkable semester, I invite you all to continue championing our mission. Together, we are shaping a future where business education is not just a means to personal success but a catalyst for social change.

With gratitude and determination,
Gia



CEO
TSIBA Business School
Gia Whitehead

SECOND SEMESTER HIGHLIGHTS



Northeastern University
Immersion 2024

Impact Week

A highlight of 2024 was the successful Impact Week held in Cape Town, alongside numerous international programmes. Following a virtual event in 2020 due to the pandemic, Impact Week returned to Cape Town in 2024 as an in-person initiative. Held from September 4-12th, the event empowered 36 local and international Junior Coaches and over 100 participants, equipping them with Design Thinking skills to address local social challenges. These challenges included issues like climate change, unemployment, and education, prevalent in Cape Town's underprivileged communities.

Impact Week's methodology focuses on human-centred solutions, where participants collaborate with TSIBA students and local communities to develop innovative solutions. The programme culminated in students presenting their findings and solutions, contributing to sustainable development in the region. TSIBA's partnership with Impact Week strengthens local entrepreneurship and promotes social innovation, helping youths in Cape Town acquire valuable skills and knowledge.

Northeastern University Entrepreneurial Dialogue

The 2024 Northeastern University (NU) Entrepreneurial Dialogue marked a major milestone, concluding its 18th iteration. This programme, hosted at TSIBA's Ndabeni campus at the commencement of Semester 2, brought together over 40 NU students with TSIBA students for an immersive two-week experience. Co-facilitated by Prof. Nikki James from NU and TSIBA's Mr. John Durr, the program allowed students to work closely with local entrepreneurs in Cape Town's under-resourced communities, providing them with innovative business tools like design thinking. Over 1550 students and 245 entrepreneurs have benefited from this dialogue since its inception.

These programmes are designed to address the challenges faced by small-scale entrepreneurs, particularly in communities such as Langa, Gugulethu, and Khayelitsha. Students collaborate with local entrepreneurs to deliver actionable business solutions, enhancing the entrepreneurs' capacities and fostering skills development. TSIBA's ongoing commitment to assisting small businesses in marginalized communities has had a lasting impact. In the past 18 years, over 500 small businesses have received support, with entrepreneurs praising the effectiveness of the program's deliverables.

As part of its global strategy, TSIBA has fostered significant partnerships with a number of international (education) institutions such as Northeastern University (USA), Audencia University (Nantes, France), the University of North Carolina (USA), and Fontys School of Applied Sciences (Netherlands), promoting global perspectives to tackle shared challenges. These collaborations have been and remain integral to TSIBA's community engagement, particularly through student-led immersion programmes.

SECOND SEMESTER HIGHLIGHTS

SAPHE Innovation Award

In recognition of excellence in private higher education, TSIBA was honored with the SAPHE Excellence Award 2024 for Community Engagement. This prestigious award highlights TSIBA's significant contributions to education and society, specifically through its transformative community engagement efforts. TSIBA's John Durr and Earl-Djehuti Erasmus were recognized for their impactful work, which aligns with TSIBA's mission to create social change through innovative education and entrepreneurship.

Such accolades underscore the value of TSIBA's continued commitment to fostering collaboration and innovation in higher education.

TSIBA Ndabeni - A Campus in a Garden

Following the milestone of moving to and settling into TSIBA Ndabeni through 2023 and 2024, the second half of last year presented an opportunity to enhance the focus of providing a truly world-class physical interior infrastructure on campus to the spaces around it. Generous funding from donors enabled the commencement of the dream to create a Campus-in-a-Garden at the permanent home of TSIBA. The donations enabled the planting of 30 indigenous trees on campus and building two beautiful new garden spaces for all of our stakeholders to enjoy.

While the gardens will require planting and development over time, they already offer beautiful green spaces for all of our stakeholders to enjoy and appreciate while on campus.

Digital Skills Laboratory

In 2023 TSIBA designed and submitted a new qualification for accreditation to the Department of Education - the TSIBA Diploma in Information and Communications Technology (DICT). This was a significant step towards our aims to expand our offerings to include specialised programmes focused on digital skills-based careers. The application took a step forward in the latter half of 2024 with all clarifications and requested amendments from the DHET addressed and resubmitted for further review. In this review we are very pleased to report the full registration and accreditation to offer the programme has subsequently been received from the Council for Higher Education.

In anticipation of full accreditation of this qualification (subsequently received in the first quarter of 2025) additional physical and technology infrastructure has been procured with generous support from Chatz Connect and PSG Financial Services. TSIBA now has a truly state of the art digital skills laboratory in place as it formally the ICT education space

The digital skills laboratory provides for fully interactive remote teaching. Launched in the second semester of 2024 the establishment of the lab has enabled an important partnership with Cisco Networking and Digital Skills Africa. A range of Cisco digital skills offerings are available free of charge to our students, significantly enhancing the TSIBA academic programme as we aim to equip our graduates for the rapidly evolving digital economy and AI. TSIBA brings to the partnership a modern Digital Lab, ICT infrastructure including computers, laptops, screens and high internet speed on campus thanks to partner donations. Current business courses include STEM modules namely: Digital Literacy, Management of Innovation & Technology, Enterprise Risk Management, Digital Marketing, Digital Business and Quantitative methods.

SECOND SEMESTER HIGHLIGHTS



Tree planting on
Mandela Day 2024



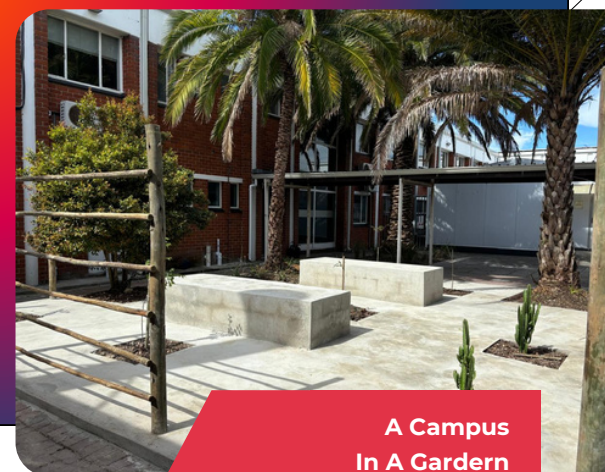
Impact week



SAPHE
Innovation Award



DSA Laboratory Launch



A Campus
In A Gardern

SECOND SEMESTER HIGHLIGHTS

Embracing and Leveraging Digital Technologies

Recognising the enormous potential that rapid innovations in information and communications technologies have for shaping the world of work, TSIBA made the strategic choice to expand our capabilities for preparing our students for such a future. An important initial action in this regard was the establishment of a strategic partnership with Digital Skills Africa (DSA), which bore its first fruits in May 2024 with the launch of the TSIBA Digital Skills Laboratory. The 40-seater laboratory is fully kitted with high-end hyperflex video conferencing facilities which can connect a broad network of other DSA laboratories across Africa and provides access to Cisco and other related educational content.

DSA LAB

Course name	No. registered	No. certified
Get Connected	74	23
Introduction to cybersecurity	71	20
Cybersecurity Essentials	14	6
Cyberops Associate	20	4
Computer Hardware Basics	50	23
Totals	229	76

The 76, internationally recognised, Cisco-certified microcredentials which have been achieved by students represent a significant value-add when studying at TSIBA. These courses are made available at not cost, promotes ICT competencies and a future-fit workforce.

To set the foundation for the responsible use of artificial intelligence, the Academic Advisory Committee approved the **Guidelines for the use of Artificial Intelligence in Learning and Teaching** in August 2024. The guidelines provide a framework for the ethical use of AI tools by students and academics, thus creating learning environments which better reflect the realities of the current and future world of work.

With the necessary foundations in place, TSIBA Education is well positioned to develop and offer short courses and full qualifications in information and communication technologies into the future. To this end, the groundwork for a Diploma in Information and Communications Technology is well advanced and we positively anticipate full accreditation and registration in 2025 for effective launch in January 2026.

ACADEMIC REVIEW

The second semester of 2024 was a very eventful period for the TSIBA Education community as we did not only deliver on the regular curricula, but also included a broad range of local and international collaboration engagements and the development of new initiatives to support our growth trajectory. Firstly, the provision of all learning programmes was completed as planned and to good effect. The results showed a consolidation and in many respects, improvements in all key indicators, notably student satisfaction, academic success and employability. Student retention is the only outcome that showed a contraction, primarily as a direct consequence of the shifts in funding policy. The executive committee has recognised this challenge and is actively implementing measures to ensure that no academically capable student is excluded for financial reasons. We expect to see significant recovery in this regard in the subsequent semester.

Beyond the contraction in new and returning enrollments, we saw significant improvements in academic performance across all qualifications and the vast majority of modules. In line with our programme review policy, two qualifications, namely the Higher Certificate in Business Administration (HCBA) and the Postgraduate Diploma in Business Administration (PGDBA) were reviewed to determine their continued fitness of purpose and fitness for purpose. The review process was informed by key stakeholder data notably benchmarking of comparable local and international qualifications as well as feedback from students, staff, alumni, employers and the approval of the Academic Executive Committee. The results of the process culminated in a structural adjustment of the HCBA and for the PGDBA, only micro or module-level enhancements were recommended for implementation from 2026.

To expand the choice of offerings available to the public, four new short courses were designed and approved by the Academic Advisory Committee. These short courses, which have strong vocational orientations, aim to address the need for targeted refreshing or upskilling opportunities for continuous professional development. Additionally, we resumed the part-time track for both the HCBA and Bachelor of Business Administration (BBA) to serve the needs of non-traditional students who wish to juggle full-time employment with part-time studies.

On the internationalisation front, we continued to strengthen existing partnerships and build new ones. To that end, TSIBA Education had very fruitful engagements with Audencia University (France), Northeastern University, University of North Carolina, University of California, Los Angeles (all of the USA), Fontys University (Netherlands), B360 (Switzerland) and Impact Week, an organisation with worldwide footprints working to advance entrepreneurship and innovation. In retrospect, the second semester of 2024 was as impactful as it was eventful. Some key performance indicators in respect of the TSIBA academic project are outlined below.

Student retention and success

Total enrollments and retention - Second Semester (2021-2024)				
	2021	2022	2023	2024
Higher Certificate in Business Administration (HCBA)	278	282	228	117
Bachelor of Business Administration (BBA)	308	411	470	448
Postgraduate Diploma in Business Administration (PGDBA)	8	32	28	26
Total Registered	594	725	726	591
Active Students*	453	632	639	571
Retention (%)	76%	87%	88%	97%

We adopt a broad definition of "Active" students which includes students who may have deferred their studies or temporarily not registered but have not been conclusively deregistered.

The improvement in the retention rate is noted against a contraction in the total enrollments and the number of students who actively participated during the semester under review. These contractions were due primarily to financial constraints as some students could not meet up with their minimum contributions required to sustain academic operations. Every effort was made to ensure that no academically strong students were financially excluded or delayed.

ACADEMIC REVIEW

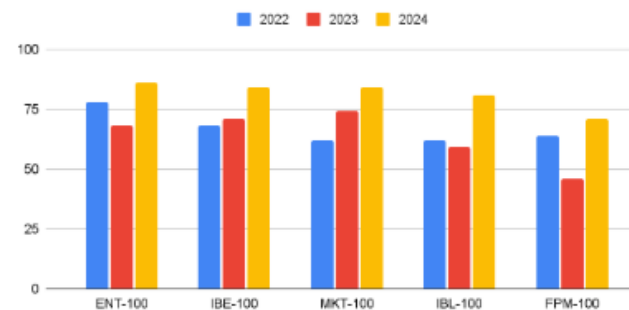
Graduand cohorts

The 2024 academic year produced a further 159 graduates who joined the TSIBA Alumni community following the March 2025 graduation ceremony. This represents a 13% decrease in total number of graduates in comparison to the previous year, due mainly to the decreased enrollments in the corresponding HCBA and PGDBA cohorts. The BBA, on the contrary, yielded 12% more graduates than the previous year. Just over 90% of the BBA graduates received their first employment offers at the end of their mandatory internship projects - thus sustaining TSIBA Education's momentum in producing work-ready graduates. All PGDBA graduates were already in employment and most of the HCBA graduates have articulated into the BBA for further studies.

Programmes	2025	2024	2023	2022
Higher Certificate in Business Administration (HCBA)	55	80	89	53
Bachelor of Business Administration (BBA)	96	86	58	44
Postgraduate Diploma in Business Administration (PGDBA)	8	17	6	-
Total Graduand Cohort	159	183	153	97

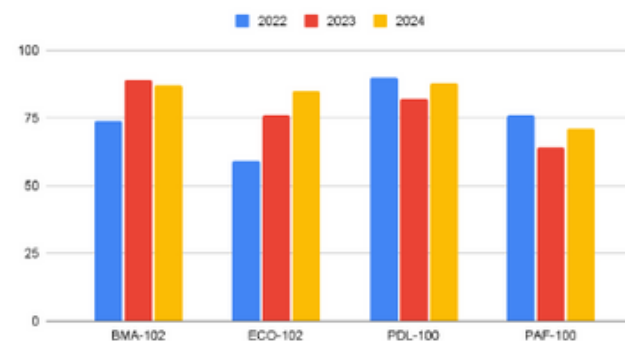
Academic progression - Undergraduate programmes

HCBA Module Pass Rates: Second Semester 2022 - 2024



Improved pass rates were recorded across all HCBA modules in comparison to the same period of 2023. In some ways, the decline in total enrollments for the HCBA was offset by higher pass rates as students appeared to benefit from greater levels of engagement with lecturers and other student support.

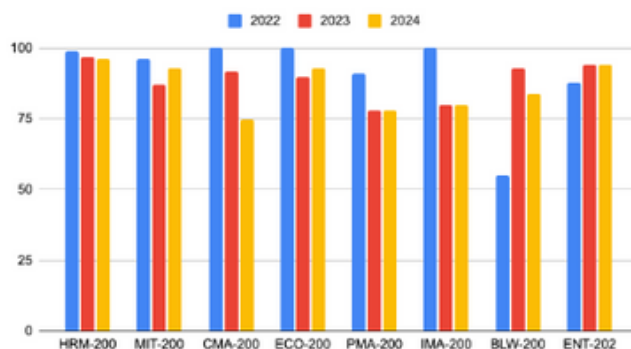
BBA-1 Module Pass Rates: Second Semester 2022 - 2024



The BBA1 results mirror the trends observed in the HCBA. That is, a contraction in new enrollments offset by improved module pass rates in most cases. Only Business Management 102 did not record a higher pass rate but an already high pass rate of just over 80% was sustained.

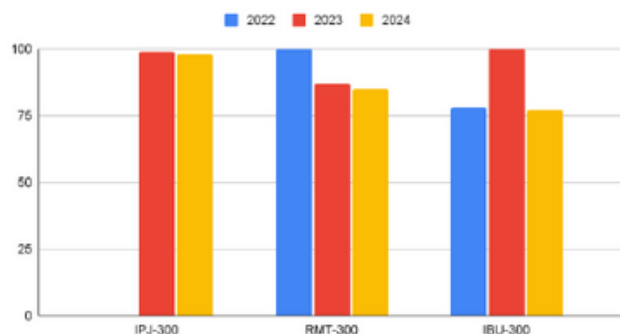
ACADEMIC REVIEW

BBA-2 Module Pass Rates: Second Semester 2022 - 2024



The 2024 second semester results for BBA2 were mostly comparable to the previous year, with the exception of one module, namely, Cost and Management Accounting (CMA-200) where a downward trend was observed. Focused attention will be devoted in 2025 to addressing the underlying causes.

BBA-2 Module Pass Rates: Second Semester 2022 - 2024



The final semester of the BBA is traditionally devoted to the internships (IPJ-300) and in this regard, 88 students (out of 90) successfully completed their internship programmes. Additionally IBU-300 (77% pass rate) and RMT-300 (85% pass rate) were offered to enable progression, especially for students who might otherwise have required an additional semester to graduate. All these efforts contributed to the sustained improvements seen in BBA graduation rates.

Postgraduate programme

By the end of 2024, eight out of 10 students who began the PGDBA programme in June 2023 successfully completed, representing a throughput rate of 80%. The two students who temporarily dropped off have since joined the June 2024 intake, increasing the cohort size from the initial 16 to 18.

PGDBA (June 2024 Cohort) - Academic Progression					
Course name & (Code)	Registered	#Wrote	#Passed	% Passed	Average (%)
Academic Literacy & Strategic Communication Management (ALC400)	16	16	15	94%	67%
Entrepreneurship (ENT-400)	18	16	15	83%	67%
Entrepreneurial Finance (EFN-400)	18	16	16	89%	68%

The June 2024 cohort is on course to complete the programme by the end of 2025. Current registrations pending the start of the next mid-year intake suggest that we can anticipate growth in PGDBA enrollments in 2025.

Dean
TSIBA Business School
DR Peter Ayuk

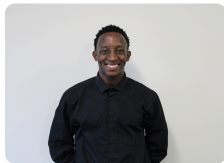


FROM THE DESK OF THE SRC

As the SRC of 2023 stepped aside, it was with a sense of pride and great responsibility to have been elected to the 2024 Student Representative Council as we transitioned into the second half of the year. Following student nominations, selection and acceptance thereto, the duly elected SRC team for 2024 were announced as follows:



Hlumelo Ngcongca
SRC
Vice president



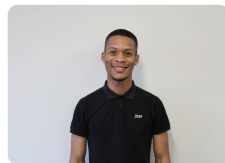
Litha Mashicila
Secretary
General



Cyntheche Baleli
Academic & Transformation
Representative



Golden Bimoko
Events/Marketing &
Fundraising Representative



Lukhanyiso Ngqula
Clubs and Societies
Representative



Kayla Jacobs
Campus & Facilities
Representative



Nikita Grebe
Student Entrepreneurship
Representative



Cassidy Nelson
Operation & Logistic
Representative

As a group, we undertook representing our fellow students to the absolute best of our ability, and worked consciously to enable an enjoyable TSIBA experience and reduce student hardship wherever possible. Towards this, the 2025 SRC was actively involved in various fundraising and other initiatives including, but not limited to those listed here:

- To assist students needing support with financial commitments the SRC, in collaboration with students from Northeastern University Fundraising, initiated a Crowdfunding campaign which raised USD \$10 000. This amount supported 15 students in staying and succeeding in their studies at TSIBA.
- In addition, the SRC was involved in securing an extension to the Bicycle Club (YBC) Program, an initiative which provide additional financial support to TSIBA students in need towards fees and living expenses.

Collectively, 65 students received financial support through our initiatives - with the potential for more through the newly formed TSIBA X-Potential Sustainability Society. This society will focus on empowering students to become financially independent, primarily through extracurricular education and business support.

- Towards enhancing the TSIBA experience, the 2024 SRC coordinated a number of events including the Mr. & Miss TSIBA 2024, a 'Pop-Up' Market Day and a Family Day. Our student ambassadors played a pivotal role in promoting the events, which has contributed to enhancing the institution's brand visibility in the Pinelands community.
- The POP-UP Market Day has resulted in the opening of the TSIBA Thrift Shop. The shop will generate funds to support student needs and contribute to the overall development of our student body.
- The Family/Market Day, which coincided with the institution's Open Day, engaged both current and future students and considerably enhanced TSIBA's brand.

The SRC of 2024 is immensely proud of the progress made through 2024 and we remain committed to fostering an environment of growth, support, and community for all TSIBA students.

SRC President
TSIBA Business School
Rorisang Modise



IMPACT REPORT



1926 GRADUATES

TSIBA has now produced 1926 business qualification graduates including 1092 HCBA, 732 BBA and 102 PGDBA, who collectively will earn over ZAR 400 Million as tax-paying economic citizens over the course of their careers. This is no mean contribution to South Africa and the communities directly served by this institution.

With 80, 86 and 17 graduates completing their studies in the HCBA, BBA and PGDBA qualifications during Semester 2 of 2024, TSIBA can boast a second consecutive academic year of the highest number of graduates produced annually. The increased graduates numbers follow significantly higher student intake numbers since 2020, but also enhancements and improvements to the academic programme under the leadership of Dr Ayuk as Academic Dean since 2020, and his dedicated team.

80

Higher Certificate in
Business Administration

86

Bachelor of Business
Administration

17

Post Graduate Diploma

It is interesting to note that the 2024 academic year, the 20 year anniversary of TSIBA, also marked a milestone of over 10 000 full or partial annual-tuition scholarships awarded to its students. This number provides a quantitative marker of the investment TSIBA has made into enabling access to quality higher education for those who would otherwise not have had such an opportunity, but also a marker of the incredible investment that TSIBA donors have made consistently over two decades. This unwavering support from across the globe has been remarkable, consistent and the primary driver of the impact achieved to date.

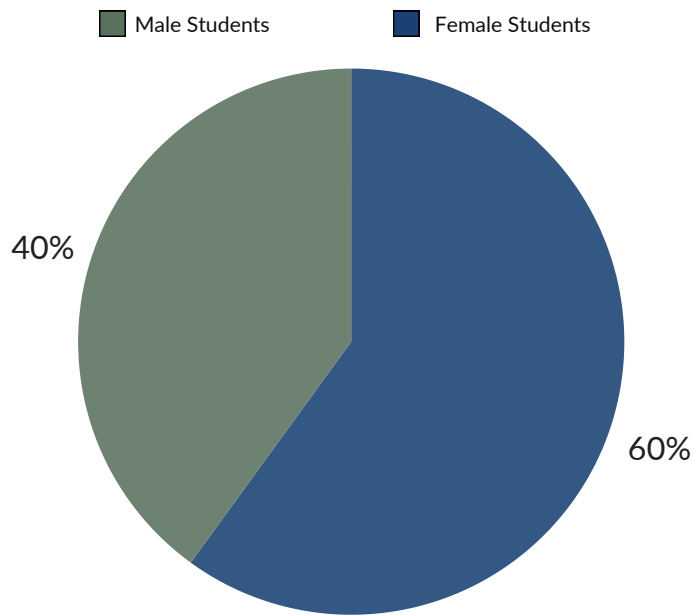
10 000

full or partial annual-
tuition scholarships
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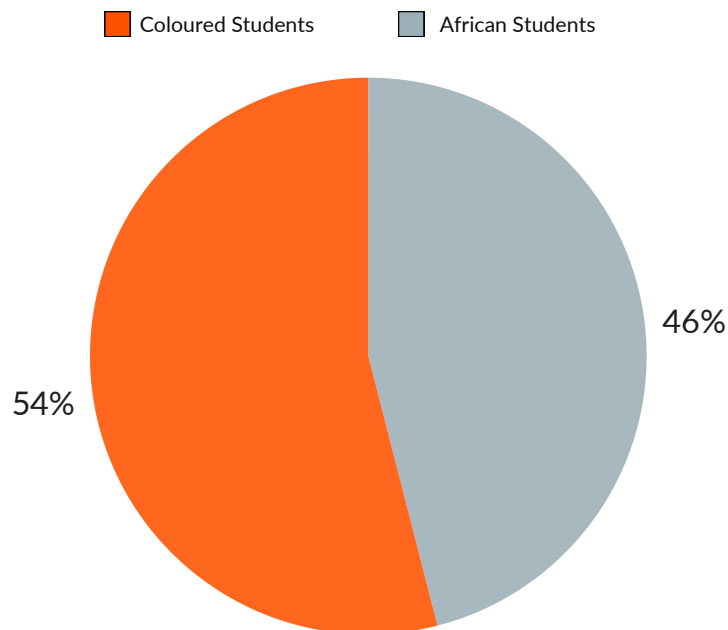
STUDENT DEMOGRAPHICS



Gender



Ethnicity



Notes on Student Demographics

Our student demographics in Semester 2 of 2024 remained in line with our historical trend of attracting students mostly from the two larger demographic groups in the Western Cape (African and Coloured). While TSIBA welcomes students from any and all communities, our roots remain primarily in and around the communities we have supported since inception.

TSIBA continues to offer financial support to every TSIBA student, albeit on a revised model of subsidised fee payments. To ensure we balance student affordability with the institution's ability to provide academic excellence and exceptional value throughout the learning journey, undergraduate tuition fees at TSIBA Education are subsidised at an average of 65% of the cost of provisioning per student, with some students on 100% scholarships subject to funding relationships and academic performance. The subsidies are funded through donor and non-donor revenue generation efforts, with the majority of funding received from local donors, international donors and B-BBEE partners, all of whom actively seek to invest in education and the future prosperity of South Africa and its people through the work of this institution.

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.

SUSTAINABILITY REPORT

Towards the long term financial sustainability of this institution, investment across key strategic areas were approved by the Board of Directors some years back. These included investment in the brand or corporate identity (from TSIBA Education NPC to TSIBA Business School), the quality of the education products, appointing highly qualified, competent and skilled (academic) personnel (following restructure to the human resource asset organogram) and the acquisition of a fully owned campus. The latter was a deliberate approach to reducing the high cost of premises rental for a growing student base, and securing an asset from which multiple revenue sources could be realised. Underpinning the strategy was the reduction of core operational costs and leveraging the enhanced assets to attract fee income as an increasing contribution to the TSIBA 'fiscus'.

While the sustainability journey outlined above continues at pace and remains a work-in-progress, some important green shoots of the strategy became evident towards the latter half of 2024. In our first full year in TSIBA Ndabeni, non-donor income from student fees and international academic programmes, royalties from the TSIBA Ignition Academy, and campus subletting arrangements secured income in excess of R6.5 million. This illustrates a marked and significant shift from the extremely high reliance on donor funding of previous years. This notwithstanding, total donor income remained steady at just over R17 million. At the same time, and notwithstanding campus maintenance and improvements associated costs, operational costs were tightly controlled at budgeted levels, following the appointment of a Finance Lead at the end of Semester one.

Perhaps the most significant indicator of progress made through our sustainability efforts was the unaudited financial deficit of R794,592, albeit not an insignificant value, representing a major improvement from the high operational deficit reported in the past few years. From a financial sustainability perspective, Semester two of 2024 can thus be viewed as the period where the strategies set and executed are starting to yield the expected outcomes, such as the development of the Student Information System which will serve as a central database during the student's life cycle and beyond.

Given its financial performance, TSIBA Education NPC was only marginally reliant on support from the TSIBA Education Trust. The Trust maintained cash reserves in excess of R10 million at year end. These cash reserves present a positive outlook for future sustainability. Similarly, TSIBA Education NPC had a total asset base exceeding R67 million (including a fully operational campus asset) and a net asset value exceeding R62 million at year end. This places both entities in a fragile but stable position.

While the TSIBA sustainability journey remains in motion, it is pleasing to report significant returns on investments made in the previous three years bearing fruit. We look forward to a continued and significant upwards sustainability trajectory in 2025 and beyond



FROM THE DESK OF THE CEO

Dear TSIBA Community,

As we reflect on the second semester of 2024, we have much to celebrate. October marked the sixth anniversary of TSIBA Ignition Academy, a milestone that fills us with immense pride and gratitude. Over these years, our commitment to investing in purpose-driven individuals and emerging businesses has remained steadfast, and the fruits of our labor are evident.

Empowering Entrepreneurs

Our holistic approach to business development support has been instrumental in nurturing entrepreneurial talent across South Africa. Through programmes like Business Essentials and LevelUp, we have provided tailored support to entrepreneurs at various stages of their journeys. These initiatives have not only equipped participants with essential business skills but have also fostered a sense of agency and leadership.

One of our Business Essentials alumni, Bealah Jacobs of JM Fitment, shared: "Over the past 6 months, our business has gone from servicing 200 clients to over 300 clients. The journey we walked with TSIBA Ignition Academy stretched our minds with a deeper understanding of financial costing, marketing ideas, understanding the importance of personal wellness, and so much more!"

Vocational Training

During 2024 the Academy has successfully weathered a significant transformation in the South African vocational training landscape, transitioning from legacy Sector Education and Training Authority (SETA) qualifications to those accredited by the Quality Council for Trades and Occupations (QCTO).

Since April last year, we have successfully delivered on two of our eight new QCTO qualifications: Occupational Certificate: Data Science Practitioner (NQF 5) and Occupational Certificate: Software Tester (NQF 5) as an Accredited QCTO Provider. Our 100% learner retention rate is a testament to the programme's effectiveness and our commitment to learner success.

In November we successfully completed our first QCTO site monitoring visit, where the QCTO evaluator was highly impressed with our progress. We received a positive, satisfactory outcome, reinforcing our dedication to delivering high-quality occupational training that meets QCTO standards and industry demands.

Looking Ahead

As we embark on the next chapter, we remain dedicated to our mission of nurturing entrepreneurship, creating pathways into employment and ensuring career mobility by upskilling and re-skilling employees for our partners. Qualifications in Robotic Process Automation, ICT Business Development Consulting and short learning programmes in Workplace Essential Skills, Technopreneurship, Basic End User Computing and Intermediate End User Computing are among the exciting new offerings we have submitted for accreditation with the QCTO in the second semester of 2024.

Our journey over the past six years has been marked by resilience, innovation, and an unwavering commitment to excellence. I extend my heartfelt gratitude to our staff, students, partners, and the broader TSIBA community for your continued support and dedication. Together, we are not just imagining a better future; we are actively building it.



CEO
TSIBA Ignition Academy
Karien Cloete

SKILLS DEVELOPMENT AND E-LEARNING



Vocational Training Projects

During the second semester of 2024 the Academy kicked off several new vocational training projects including:

- Twenty five (25) learners on a SANBS (South African National Blood Services) Business Administration (L4) Programme. Sixteen (16) learners started in 2024 with the remaining cohort starting March 2025.
- A cohort of nineteen (19) Unemployed PWD (Persons with Disabilities) learners on a Business analysis and Support practices learnership.

Our journey in Occupational Qualifications continues with the rollout of two Project Management cohorts. We started a two-year Project Manager qualification with Southern Power Maintenance South Africa and Syntax Solutions. A total of five (5) learners have already commenced training.

Additionally, we have initiated a project with AARD Mining to train six (6) unemployed persons with disabilities in a Business Administration qualification

SKILLS DEVELOPMENT AND E-LEARNING

New applications for accreditation

We have applied for the following qualifications and skills programmes in November and passed a successful desktop evaluation at the end of Q4. We expect correspondence for site visits early in 2025.

Qualification	SAQA ID
Higher Occupational Certificate: Information and Communication Technology: Business Development Consultant	120749
Occupational Certificate: Robotic Processing Automation (RPA) Developer	119242
Basic End User Computing	SP-240201
Intermediate End User Computing	SP-240202
Technopreneur	SP-220328
Workplace Essential Skills	SP-211009

Operational Improvements

To strengthen our talented team, we have appointed Tshegofatso Mamphye as a Training Support Coordinator. She will serve as the liaison between learners, clients, and our Skills Development team. Tshego brings a wealth of industry knowledge, skills, and contacts, making her a valuable addition to our team.

We are engaging with Gateway Technologies to enhance our Learning Management System (LMS) capabilities. One of the key upgrades includes adding Prime Portfolio, a portfolio-building tool, to our Pluto LMS features.

We have also engaged Pearson Learning to explore the possibility of integrating Learning Lab Access into our LMS. This would provide our Occupational Certificate learners with a rich repository of electronic knowledge resources to support their learning journeys.



ENTERPRISE AND SUPPLIER DEVELOPMENT

Reflecting on a Milestone Year

The second semester at TSIBA Ignition Academy (TIA) within our Enterprise and Supplier Development (ESD) space was centered around the theme: “Celebrating 6 Years of TIA.” This theme was carried through all our projects, including Connect2Grow, De Beers Marine Next, and LevelUp, serving as a unifying thread in our activities and engagements.



Connect2Grow: Lessons Learned on the Entrepreneurial Journey

As part of this milestone celebration, our Connect2Grow programme hosted an in-person event titled “Celebrating 6 Years of TIA: Lessons Learned on the Entrepreneurial Journey.” This gathering provided an opportunity to reflect on six years of impact while emphasising the role of mentorship in shaping our entrepreneurial community.

Our esteemed guest speaker, Paul Masilo, a TSIBA Business School alumnus and owner of Freshmo, shared insights on:

- The key contributions of individual mentors in his journey
- The importance of continuous learning as an entrepreneur
- Recognising and valuing one's worth as a small business owner
- The power of paying it forward through mentorship

Held in Johannesburg on 14 November 2024, the event welcomed 28 entrepreneurs, including TSIBA Ignition Academy and TSIBA Business School alumni. It was a space for meaningful connections, knowledge exchange, and celebration of the role mentorship plays in fostering sustainable businesses. To view images from this wonderful event, please click [here](#)



ENTERPRISE AND SUPPLIER DEVELOPMENT

De Beers Marine Next & LevelUp: Annual Showcase at TSIBA Business School

Continuing the celebratory theme, we hosted our Annual Showcase at TSIBA Business School on 6 November 2024, spotlighting the journeys of our 2023/2024 De Beers Marine Next and LevelUp cohorts. The event provided a platform to celebrate the remarkable businesses we have supported over the past six years while sharing the impact of our work. The event featured:



Fireside chats with our De Beers Marine Next 2023/2024 cohort



An ESG panel discussion with the LevelUp 2023/2024 cohort



Keynote addresses from inspiring entrepreneurs:



Phiwa Nkambule (Co-founder of FinanceGPT Labs / IPOXCap AI, 2022/2023 LevelUp cohort): "From South Africa to the World: Starting Abroad to Win Locally"

Sindile Mavundla (CEO of Rook Cycles, Bicycle Mayor of Cape Town, 2023/2024 LevelUp cohort & TSIBA Business School alumnus): "An Entrepreneur's Journey"

This highly engaging event brought together entrepreneurs, alumni, partners, collaborators, and supporters, creating a dynamic space to reflect on our collective achievements. It was a fitting way to conclude the 2024 De Beers Marine Next and LevelUp programmes while marking TSIBA Ignition Academy's 6th anniversary with a sense of pride and purpose. To view images from our annual showcase, please click [here](#).



ENTERPRISE AND SUPPLIER DEVELOPMENT

As we move forward, we are excited to welcome our new De Beers Marine Next 2024/2025 cohort, continuing our commitment to fostering impact-driven entrepreneurship.

In 2025, we are equally enthusiastic about the next phase of our Connect2Grow (C2G) project, themed “Building Tomorrow Together.” Our focus will be on encouraging multi-generational mentorship by facilitating connections between TSIBA Business School student entrepreneurs and seasoned business leaders from our TSIBA Ignition Academy alumni network.



LOOKING AHEAD

Following 21 years of profoundly changing young people's lives, the IMAGINE TSIBA campaign imagines another two decades and then another, and then another. With your support IMAGINE TSIBA aims to build sufficient financial reserves to secure our work for decades ahead.

IMAGINE

What this means for the future of South Africa.

IMAGINE

What this means for our students and the families and communities of our graduates.

IMAGINE

What can be achieved in the next twenty years. We can!
It means multiples times the impact already achieved!



IMAGINE WITH US

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