



First Semester Review 2023

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Looking Ahead



From the desk of the CEO

-**Gia Whitehead**, *Business School CEO*

It is with so much excitement to share this semester review from our new home at “TSIBA Ndabeni”. We have landed at TSIBA Ndabeni, in a campus we own and a space which is brimming with energy. The smiling faces of our dedicated staff and enthusiastic students are a testament to the remarkable progress we’ve made at TSIBA, and a moment that all of TSIBA stakeholders can be proud of.

Since assuming the role of CEO earlier this year so much has happened. Over and above our institutional mandate we have given much time and energy to rediscovering TSIBA with fresh perspectives towards building on the incredible accomplishments to date. It’s been a whirlwind of purposeful activity, filled with profound interactions, significant events, and constructive dialogues.

Here are some of the highlights:

In April, I had the privilege of representing TSIBA in Europe, where I had the opportunity to share our remarkable stories, connect with our international trustees and educational partners, and forge new relationships. This experience reinforced the global significance of what TSIBA has to offer and underscored the importance of spreading the word about our model and achievements. We firmly believe that our experiences and successes are valuable lessons that should be shared to reach every corner of the world. This point was beautifully illustrated with a recent meeting with representation from The Citizens Foundation, perhaps Pakistan’s leading organisation in the field of education for less privileged young people with a network of 1,921 schools with over 286,000 students and 14,000 teachers. In our conversation we were reminded of an interaction almost 20 years ago where this incredible initiative drew inspiration from what TSIBA was doing in South Africa, with many practices entrenched at TSIBA now actively followed there - the mentorship programme in particular.

In July, as a Mandela-Month initiative we hosted a “Purpose-Lived” Panel Conversation on building Madiba’s South Africa and ethical leadership. It was a proud moment as we showcased our exceptional new campus space and brought together distinguished panellists and guests to delve into these crucial issues. This event exemplified our ethos and values, and our commitment to contribute towards achieving the rainbow nation we dream of.

In a Purpose-Lived Workshop held in semester one, staff shared their insights and ideas about our “Why.” The valuable input is helping shape the future strategy of TSIBA. Key themes emerged during the workshop, including values-based education, transformative learning, social change, social impact, the ignition of potential, responsibility, and an Afro-centric approach - all of which will define our role and work going forward.

In the coming months, we will focus on several key areas, including refreshing our values, optimising our new campus, refining our fees policy, budgeting for 2024, and dedicating substantial efforts to our sustainability and strategic objectives. All our stakeholders are integral to these efforts as we strive to consolidate our initiatives and work toward our strategic growth plans over the next three years.

We look forward to sharing our ongoing journey.

2023 Semester 1 Highlights



TSIBA Ndabeni Dreams

Following the acquisition of the new campus premises in Ndabeni in 2022, a significant achievement in the first half of 2023 was the construction and refurbishment of the campus to be occupant ready for Semester two of 2023. Having proudly accomplished this significant milestone, TSIBA Ndabeni positions TSIBA for growth opportunities in a sustainable way, and lays a foundation for our commitment to the education of South Africa's young people.

The move to TSIBA Ndabeni has followed significant financial investment on TSIBA's part, and we continue to seek social impact investment partners to fund this project. Information for interested partners is available on our [Founders' Gift Campaign webpage](#) or through our ['Shard of Amazing'](#) campaign video.

Purpose Lived London

This worked to enable social justice and a bright future for young people since 2004. TSIBA has pursued this by providing access to high quality accredited education in business, and an education underpinned by the themes of leadership and living with purpose.

Pursuant to this, TSIBA has recorded and shared many purpose-lived conversations via its podcast channel over the last year, and hosted a Live-Broadcast 'Purpose-Lived, in conversation with Inspirational Leaders' conversation in London in April of this year. Hosted by communications professional Amanda Blair, a panel of remarkable leaders explored the theme of Purpose-Lived as the principal leadership dimension needed for the realisation of social and justice and the Global Sustainability Goals.

The panel included Sharon Sands is a partner in Heidrick & Struggles' London office, Dr Jonathan Louw, Principal Lecturer (teaching, learning and student experience) at Oxford Brookes Business School, and Gia Whitehead, Co-Founder and Chief Executive of TSIBA.

This inspiring conversation is recorded as a podcast and is shared here - [Purpose-Lived in London - A Conversation with inspiration leaders](#)

2023 Semester 1 Highlights

Academic Accreditation

TSIBA Business School, registered as TSIBA Education NPC, is primarily an academic institution. It is from this foundation that the work of TSIBA is realised, and it is therefore incumbent upon us to ensure we have the necessary 'license to trade' through the relevant regulatory authorities.

Towards this, and following an accreditation audit conducted in 2022 by the Department of Higher Education and Training (DHET), TSIBA received confirmation of its accreditation status as a Private Higher Education Institution and confirmation of accreditation for all of our current academic offerings until 2028. The accreditations, received in the first semester of 2023, and formally confirmed by both the Council for Higher Education (CHE) and the Department of Higher Education and Training (DHET) effectively confirms our tertiary education compliance status.

Furthermore, the 2028 accreditation strongly positions the institution to continue on the planned growth trajectory in the coming years, including plans to introduce a Diploma in Information technology as a new offering in 2025.



Building Mandela's South Africa - With Purpose

As the democracy project in South Africa reaches the three-decade milestone, the conversation on building and rebuilding Nelson Mandela's dream for South Africa remains relevant and critical.

Towards this broad conversation, Mandela Month in 2023 was celebrated at TSIBA with a panel conversation on Madiba's legacy and meaning for our future. Hosted by radio personality Kieno Kammies, Co-Founder of Innovation City, current Head of Culture of UCT Online High School and TSIBA Business School Board Member, a panel of remarkable South Africans explored the theme of rebuilding Mandela's South Africa.

Panellists in the discussion included Simon Susman, Honorary President of Woolworths Holdings Limited and TSIBA Board Chairperson, Lunga Schoeman, TSIBA Alumnus and Board member, Dr Stanford Kasai TSIBA Postgrad Convener and Munouwarrah Abdurahman, current TSIBA Student Representative Society Chairperson, Allan Gray Orbis Fellow, Co-founder of student society 'TSIBA Earth' and PRME Global Students Leader in Africa.

The full conversation is recorded as a podcast and is shared here - [Building Mandela's South Africa - With Purpose](#)

2023 Semester 1 Highlights

PRME Global Student Leaders

It was with enormous pride that TSIBA was notified of the selection of two of its students as PRME Global Students regional Leaders in Africa. Principles for Responsible Management Education (PRME) is a crucial global initiative in promoting responsible and sustainable education and leadership in business schools worldwide. Having our students elected as regional leaders for Africa fills us with immense pride and highlights the excellence of TSIBA's educational values and teachings.

Following a rigorous application and selection process, TSIBA student, and SRC President Munouwarrah, and TSIBA student Abdul-Muhaymeen were elected as PRME Global Students Regional Leaders in Africa!

Allan Gray Fellow, Munouwarrah, has shown incredible dedication, passion, and leadership throughout her journey at TSIBA, and we have no doubt that she will continue to inspire positive change and progress in responsible management education across the African continent in her role as PRME Global Students Leader .

As a member of the PRME PGS Career Taskforce, Abdul-Muhaymeen will have the privilege of working side-by-side with other brilliant minds to design and implement his innovative project, all under the guidance and supervision of the PGS Taskforce. This platform will also allow him to make a real impact and influence positive change in the global educational landscape.



Munouwarrah Abdurahman
SRC President



Abdul-Muhaymeen Ismail
PRME PGS Career Taskforce

The highlight of every TSIBA year is our annual Graduation Ceremony. Hosted by TSIBA Registrar Musa Gciltshana this graduation was no exception.

Graduation celebrates the determination, resilience and ambition of every TSIBA student on the cusp of entering the world as a business degree graduate and purpose driven future leader. Held at the Artscape Theatre complex in Cape Town, and graced with keynote speakers Dr Randall Ortel and TSIBA Alimni Nokuthula Siswana, TSIBA celebrated the graduation of 58 Bachelor of Business Administration in entrepreneurial leadership degree alumni and 90 Higher Certificate in Business Administration students, 63 of whom have continued with their academic studies as first-year BBA degree students this year.

In addition, the two most prestigious annual awards, the Graham Lashbrooke Prize, named in honour of TSIBA Co-Founder, and the Professor Fatima Abrahams Award were both bestowed upon Mahamed Ali Najma who achieved academic excellence while contributing significantly to their communities through the course of her academic journey.

The 2023 graduation for the Class of 2022 marked TSIBA's 14th annual graduation ceremony, the first to be presided over by new Chief Executive Gia Whitehead.

To experience this celebration more closely please take a moment to view the event [Here](#)



Academic Review

-Dr Peter Ayuk
Dean

2023 marks the second year since the introduction of the revised curricula in all three of TSIBA's higher education qualifications and therefore an opportunity to begin monitoring year-on-year trends in students performance and other related outcomes. Further, it presents an opportunity to test the articulation possibilities from the Higher Certificate in Business Administration into the Bachelor of Business Administration, as contemplated in the review of both qualifications. Additionally, 2023 marks the second year of the introduction of the requirement for some financial contribution by students to the financial sustainability of the institution. Through these and other transitions, we are pleased to report that our strategic objectives of strengthening and enhancing the quality, efficiency and effectiveness of provision are well on track. To safeguard the continuous improvement and maturity of the academic project, we also stepped up opportunities for the professional development of academic and support staff.

Student enrolment and retention

The enrolment and retention figures present a mixed picture in comparison to 2022 and an overall stable base for future growth. (*Refer to First semester enrollments and retention (2021-2023)*)

Enhancing teaching and support excellence

The continued professional development of our academic and support staff is a cornerstone of TSIBA's internal quality assurance system. To this end, five staff members were granted TSIBA bursaries to advance their educational qualifications during 2023. One such beneficiary, Ms Sonja Hagins graduated with a Bachelor of Arts in Psychology from Cornerstone institute in March 2023. Congratulations to Ms Hagins!

In a focused effort aimed at strengthening the pedagogical competencies of our teaching staff, we embarked on a collaborative journey with the University of Cape Town's Centre for Higher Education Development (CHED-UCT). Between March 10th 2023 and May 5th 2023, the CHED-UCT team, under the graceful leadership of Dr Naziema Japie, facilitated five workshops on topics including Learning Design, Assessments, Classroom Management and Student Engagement. Judging from the levels of participation, the enthusiasm demonstrated during the workshops; and the feedback from TSIBA colleagues, these workshops have been hugely beneficial in triggering critical reflections about teaching and assessment practices at our institution. We will continue to identify areas and opportunities for improvement and proactively provision for that, in pursuit of exceptional student experiences.

Student academic performance

The 2023 first semester results in many ways mirror the patterns seen in 2022, with small, yet very significant improvements in most modules. More importantly, we observe a consolidation in the improvements in student progression, which is a good indicator of improving institutional effectiveness.

While there was a decline in new enrolments in the HCBA and PGDBA, this was offset by the increase in new enrolments in the BBA. Further, the retention figures showed resilience against the backdrop of new fees policy. From this base, we anticipate more sustainable growth as our historical student base becomes increasingly socialised to this new reality and as we expand into communities with greater affordability.

First semester enrollments and retention (2021-2023)			
	2021	2022	2023
Higher Certificate in Business Administration (HCBA)	278	282	228
Bachelor of Business Administration (BBA)	308	411	470
Postgraduate Diploma in Business Administration (PGDBA)	8	32	28
Total	594	725	726
Active students	453	632	639
Retention (%)	76.2	87.2	88.1

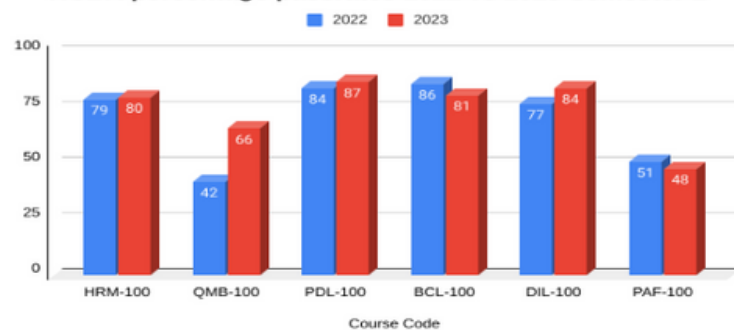


First Semester 2023 Results - Undergraduate Programmes.

In the Higher Certificate in Business Administration, the most significant improvement was achieved in Quantitative Methods in Business; while we continue to work on attaining similar improvements in Principles of Accounting and Finance.

The first year of the Bachelor of Business Administration saw a general improvement in pass rates across all modules, with the most significant increase being in Principles of Microeconomics (ECO101). This is the result of focused efforts in improving effectiveness in modules in which students habitually tend to struggle.

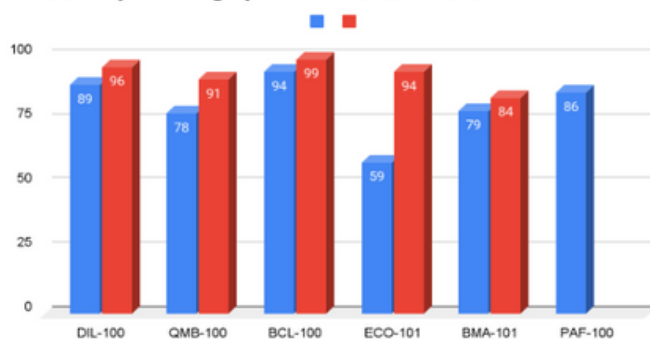
HCBA percentage passrates 2022 vs 2023 Semester 1



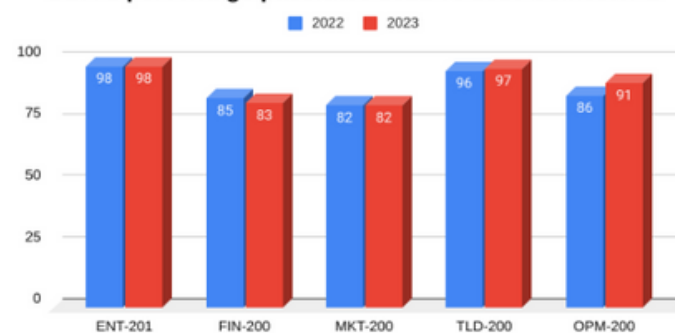
The BBA2 results validate our expectations regarding the articulation of students from the HCBA into the BBA. For the first time, BBA1 students articulating from the HCBA took Financial Management (FIN200) and Marketing Management (MKT200) with BBA2 students, as a result of credit transfers from the HCBA. The comparable year-on-year sets of results in these modules signal that the HCBA graduates were equally ready for the next level of challenge.

The third year students continue to show a relatively higher level of effectiveness, which is to be expected, as students become more mature and intentional about their success.

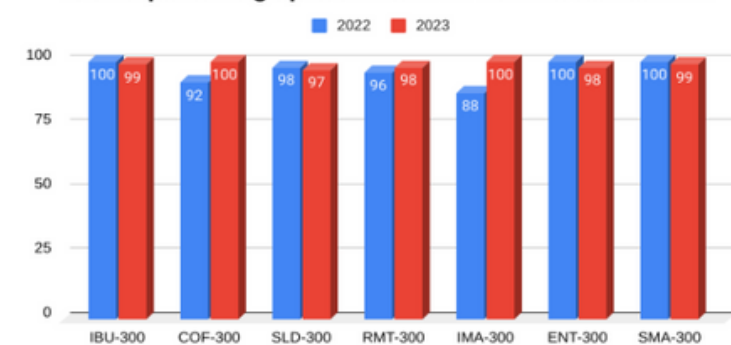
BBA 1 percentage passrates 2022 vs 2023 Semester 1



BBA 2 percentage passrates 2022 vs 2023 Semester 1



BBA 3 percentage passrates 2022 vs 2023 Semester 1



2023 Results - Postgraduate Diploma in Business Administration (PGDBA)

The PGDBA runs on a modular basis, as opposed to the semester basis followed by the undergraduate programmes. The following results therefore represent the modules that were completed during the period under review.

Barring any unforeseen setbacks, we anticipate at minimum, a similar set of results for the second semester, which keeps us on a firm growth trajectory in terms of pass rates and throughput rates.

Course name & (Code)	Reg	Wrote	Passed	% Passed	Average (%)
Entrepreneurial Leadership (ELD400)	19	18	17	94	64
Entrepreneurial Finance (EFN-400)	21	20	20	100	68



A vibrant and engaging student leadership and voice

The 2023 TSIBA Students Representative Council (SRC) was reconstituted during the first semester as follows:

Name	Portfolio	Program & Year of study
Munouwarrah Abdurahman	President	BBA - 2
Alutha Mzi	Deputy President	HCBA
Lindokhule Mafani	Secretary General	BBA - 3
Yathi-Thaa Mehana	Academics & Transformation	BBA - 3
Tasha xinindlu Beltosh Mwankwamba	Events, Marketing & Fundraising	BBA - 1 HCBA
Vuyolwethu Kali	Operations & Logistics	BBA - 2
Emalda Ngawli	Clubs & Societies	BBA - 2
Thoriso Mphofu	Campus & Facilities	BBA - 1



As an academic team, we are very mindful that our work is only possible, and perhaps made easier, through the generosity of several individual and corporate partners. To this end, immeasurable 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 and the UCT Centre for Higher Education Development. Similarly, invaluable gratitude is due to The Snapplify Foundation, Hedron Consulting, EBSCOHost and InMagic for their dedication in the resourcing of our library and enabling sufficient access to high quality educational content. We are also grateful to EDGE Publishers and Burke Publishing for generous discounts on academic content.

From the desk of the SRC President



Munouwarrah Abdurahman
SRC President

The SRC of 2023 has worked diligently during the first semester to fulfil our vision of leaving a lasting legacy through unity and connection within the TSIBA community. With a budget of R30,000, we have strived to protect and honour student voices while upholding the institution's integrity.

Our activities in Semester 1 have showcased our commitment to these ideals. We celebrated diversity by organising an Eid celebration for the Muslim student community, distributing 350 biscuits to the student body.

Additionally, we bid farewell to the BBA 3 students with a memorable braai, showing our appreciation for their time at the Woodstock campus and supporting their new journey as they move on to internship.

We also actively assisted in the TSIBA move, advocating for its benefits and ensuring a smooth transition for all students. We conducted research and created a detailed transport guide on various travel options, providing students with essential information and guidelines. To familiarise the student body with the new campus, we organised the first TSIBA Ndabeni Open Day during the semester break.

This event aimed to make students more comfortable with the transition when they returned for Semester 2. Additionally, we welcomed Audencia students and joined them in painting the new TSIBA house to commemorate Mandela Day- with paint kindly donated by Cape Town Accueil (the Cape Town French community). Overall, the SRC of 2023's efforts in Semester 1 have been focused on building a strong sense of community and supporting students throughout their TSIBA experience.

We are proud of what we have accomplished and look forward to continuing our work in the Semester 2. Thank you for your support and participation.



Impact Report

Since inception in 2004 the core focus of TSIBA has been to transition young people from un-employability into careers and active economic participation. This is achieved by providing access to quality tertiary education for talented and ambitious young people from Quintile 1 to 3 (secondary) schools, primarily in the Western Cape. In this approach TSIBA remains a pioneer of access through academic bridging, scaffolding and fees funding

Through graduate data monitored on an annual and ongoing basis our impact data to date is summarised and reported below.

- TSIBA has provided over 8500 undergraduate annual-tuition scholarships to 2901 students
- TSIBA has produced 1572 undergraduate business graduates, including 560 Bachelor of Business of Administration in Entrepreneurial Leadership (BBA) Alumni and 1012 Higher Certificate in Business Administration (HCBA) Alumni
- 712 (70% of 1012) HCBA Alumni have progressed to the TSIBA BBA degree
- TSIBA's postgraduate qualification has to date, produced 49 postgraduates, including 43 in the erstwhile Postgraduate Diploma in Small Enterprise Consulting (PGDip-SEC), and 6 in the current Postgraduate Diploma in Business Administration (PGDBA).
- TSIBA has maintained an average post graduate employment rate of above 90% 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 first semester of the 2023 academic year TSIBA conducted a TSIBA Bachelor of Business Administration (BBA) Degree graduate survey to assess our further impact. This is what we found:

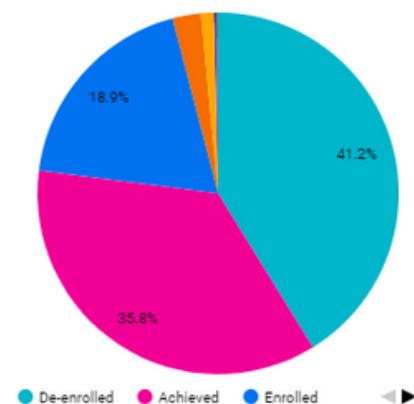
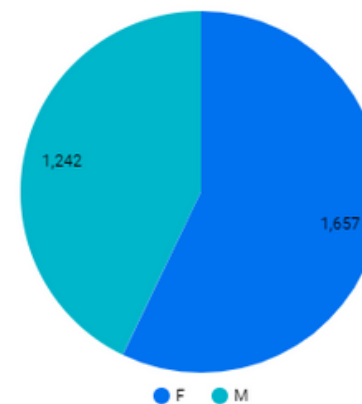
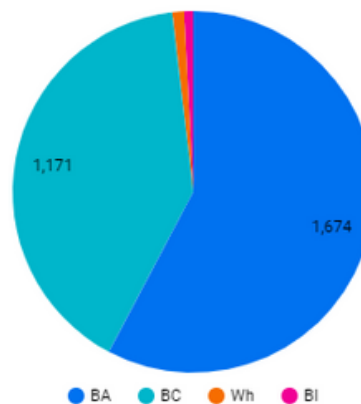
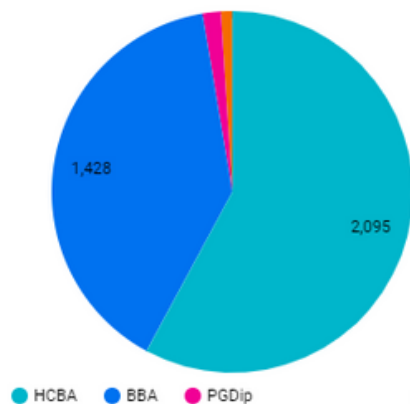
- **First employment remuneration:** First-Employment (average) monthly earnings greater than R 8000 of TSIBA BBA Alumni places them in the middle 40% of per-adult household income earners in South Africa, and above 50% of South African income earners.
- **Average remuneration:** The current average 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-year elective course.
- **Qualification relevance -** Data supporting the relevance of the Higher Certificate and Bachelor of Business Administration qualifications offered by TSIBA is affirming. Recent data from jobs portal, Career Junction (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. TSIBA continues to track skills demands and curriculum content to optimise graduate opportunities in the workplace.

Student Demographics

Our student demographics in Semester 1 of 2023 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 all walks of life, our roots remain primarily in and around the communities we have supported since inception. We also continue to offer financial support to every TSIBA student based on a model of relative levels of affordability, and no fees are payable for students whose household income is less than R 350 000 per year and who meet specific academic criteria - on entry and on academic performance at TSIBA . In this academic performance is directly related to fees payable as a mirror to the world of work, and as an incentive for students to strive for excellence.

Our longer-term strategy, through the introduction of additional tertiary and further education and training qualifications is to grow the number of students registered on our programmes, and towards significantly increased impact. This strategy is well supported with the move to TSIBA Ndabeni, and will include efforts to welcome students from increasingly 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.

shortcode	M					F					Grand total
	Wh	BI	BC	BA	Total	Wh	BI	BC	BA	Total	
PGDip	2	-	15	20	37	3	1	6	12	22	59
PGDBA	1	1	6	15	23	-	-	7	6	13	36
HCBA	3	8	333	532	876	2	7	487	723	1,219	2,095
DevTest	-	-	-	1	1	-	-	-	-	-	1
Grand total	13	11	489	729	1,242	17	13	682	945	1,657	2,899



Sustainability Report

As with (many) non-profit and historically donor reliant organisations, TSIBA carries financial risk in the fulfilment of its mission and long-term sustainability. It is important to emphasize that 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 'donor reliance' risk, and at the Board's mandate, have this continued to build a diverse range of non-donor income streams as indicated below:

Student fee revenue - South African and African students

As most of our stakeholders will be aware, student numbers at TSIBA have grown significantly over the past years. This growth, particularly in more recent years, has followed an ambitious strategy to build an aspirational institution to which students from diverse communities would apply and seek to study through, especially in an environment in which demand for quality tertiary education continues to soar. Towards supporting student growth in a sustainable manner while holding to our core mandate of providing access to education. TSIBA introduced an innovative fees model at the commencement of the 2022 academic year. The model considers affordability and academic performance on application, and then academic excellence through the full journey of studies at the institution. Effectively all students enter TSIBA Business School on full or partial scholarships and are afforded the opportunity to retain or improve their scholarship status for academic excellence through the course of the learning journey.

Student fee revenue - International Students (TSIBA Global)

In alignment with a vision to offer a TSIBA education to a wider audience, the TSIBA Global programme commenced in 2022. Following planning to attract international students, TSIBA welcomed the arrival of the first cohort of TSIBA GLOBAL students from Audencia Business School, France in 2022, with a second cohort attending in the 2023 programme.

TSIBA Ndabeni - New Campus revenue

A significant recent TSIBA milestone was the outright purchase of, and migration to, the new TSIBA campus - TSIBA Ndabeni. The acquisition of TSIBA Ndabeni, funded with TSIBA reserves held in Trust, significantly enables further financial sustainability. In addition to significantly and immediately reducing campus rental costs, income generation opportunities through space rentals and investments in the capital campaign continue.

TSIBA Ignition Academy - Non-Tertiary education revenue

Wholly owned by the TSIBA Trust, TSIBA Ignition Academy (Pty) Ltd provides credit and non-credit bearing qualifications, customisable development and training solutions, consulting and management services. Paid for offerings from this TSIBA entity include employed and unemployed Learnerships, short-learning programmes and bespoke Enterprise Development Projects and Programmes. In addition to our expanded impact in preparing young people for employment, TSIBA Ignition Academy continues to contribute financially to both TSIBA Business School and the TSIBA Trust. Please refer to the below first semester report for activities of this TSIBA entity.



From the desk of the CEO

-Karien Cloete

TSIBA Ignition Academy: CEO



As the Ignition Academy continues to navigate the ever-changing landscape of South African vocational training, our work in the first semester of 2023 was focussed on finalising office moves for both our Johannesburg and Cape Town operations, reviewing our systems and, critically, securing our QCTO accreditation. We are delighted to report that after three successful site visits in Q1 and Q2, the Academy is now fully accredited for seven (7) future-focussed QCTO qualifications, with one pending. I would like to encourage all TSIBA stakeholders to visit our [newly launched website](#) to learn more about what the TSIBA Ignition Academy has to offer. You can also download [our brochure](#) here for easy reference.

Other highlights of the first semester include the launch of our Connect2Grow Mentorship programme in proud partnership with Deutsche Bank, a LevelUp collaboration with the Blockchain Research Institute and Standard Bank to host two exciting events in South Africa, and the conclusion of our 2022/23 Business Essentials programme with a inspiring celebration - read more about these in the sections below.

2023 has seen South Africa and the world at large grapple with many political, economic, environmental and infrastructure challenges. Educational institutions, like the TSIBA collective, dedicated to fostering not only knowledge proficiency but also a strong sense of social consciousness play a pivotal role in equipping youth and emerging businesses with the skills and values necessary to drive positive change and economic sustainability. I am, as ever, grateful to be part of an organisation determined to shape a brighter future for individuals, communities, and the nation as a whole.

Skills Development Report

One of the most significant changes in the South African skills development landscape in recent history is that, on 30 June 2023, all legacy qualifications previously registered with the various SETA's reached their expiry date. In their place, OCTO occupational qualifications have been developed in various sectors. As a Skill Development Provider, it was incumbent on us to research and apply for accreditation for the newly published qualifications within the occupational framework, not only to replace the SETA qualifications that we currently have accreditation for, but also with a more strategic view as to offerings in line with industry needs. We have hosted numerous site visits by the QCTO and have successfully received accreditation for the following qualifications during the first semester of 2023:

Qualification Title	Type	NQF Level	Sector
Organisational Risk Manager (Risk Practitioner)	Learnership	6	Banking/Financial Services
Design Thinking Practitioner	Qualification	4	ICT
Software Tester	Skills Programme	5	ICT
Data Science Practitioner	Qualification	5	ICT
Internet-of-Things Developer	Qualification	4	ICT
Project Manager	Learnership	5	Services
Sales Assistant (General) (Retail Sales Advisor)	Learnership	3	Retail

In April 2023, we ended our relationship with Synrgise LMS due to growing client needs and changing industry requirements, especially that of the QCTO. In May 2023, we implemented our new Moodle-based Learner Management System developed by PLUTO LMS. We appointed Thabit Samodien as an E-learning Specialist and Instructional Designer to manage the Learner Management System. To date, 5 full qualifications and 4 Skills programmes have been successfully digitised and loaded on the new LMS and all enrolled learners are active on the system.

A further exciting investment in our digital capacity is the absorption into employment of Michelle Mahlwele as Junior Systems Administrator. The Academy previously hosted Michelle internally as she completed her work placement on a Business Analysis Learnership generously sponsored by Penguin Films.

Organisation Name	Qualification	Year enrolled	No.
Unemployed learners			
Penguin (TIA) 2023	Business Administration 4	2023	2
Thatha-iThuba	Business Administration 4	2023	1
Employed Learners			
Transcend JCI Learnership 2023	Business Administration 4	2023	6
Transcend JCI Learnership 2023	Generic Management 5	2023	20
Citadel	Business Administration	2023	3
Skills Programme			
Bulungula	BA4: SP2-Business Administration	2023	10
Bulungula	GM5: SP1-Team Development	2023	6

Enterprise Supplier Development Report

Business Essentials:

We had the privilege of celebrating the completion of the six (6) months Business Essentials programme for two cohorts during the first semester of 2023: Aard Mining on the 28th of March, and De Beers Marine on the 12th of May. A total of 26 businesses completed the programme and attended the celebration ceremonies. The Aard Mining ceremony took place in Johannesburg at The Bioscope, and the De Beers Marine ceremony took place in Cape Town, at the TSIBA Business School. Both celebration events provided an opportunity for the businesses to present and share their learnings and growth over the six months, to share what the next steps were for them and their businesses, and to network with our Corporate sponsors. Entrepreneurs were also introduced to our new Mentorship Project, Connect2Grow, which allows them to continue receiving mentorship, and to also give back by providing mentorship to other entrepreneurs. Below are some testimonials shared by the 2022/2023 cohort:

"I would like to extend a warm thank you to De Beers and Tsiba for organising an amazing program...Not only was the program very informative but the training material that was provided was also very interesting. I also want to thank Aneesa who was involved in the process of making the program so much more personal. It was a great experience that pushed me into looking at things in a different perspective."

- Robin Heubner (Business Essentials 2022/2023 cohort)

"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! TSIBA has taken us from start-up and sent us on our way. Providing us with workshops which were led by experts in their industries, and the information shared is priceless. The flexibility, patience and heart of everyone involved is invaluable. I would encourage anyone who is serious about their business, if given the opportunity to do this course. We proud to have walked this journey and will remain a partner/friend of TSIBA"

- Bealah Jacobs (Business Essentials 2022/2023 cohort)

"It's been a great pleasure being on this programme. It really assisted me in better understanding our business, especially the financial part of it. The programme has shown me how to effectively manage our finances and what to look for in our financial reports and the systems that need to be in place to manage. The quality of the content and its relevance has helped me and our business tremendously. This has been an amazing journey and does not end here."

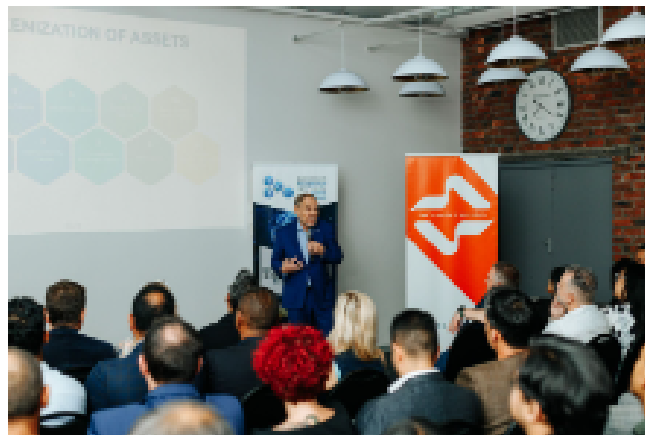
- Tarin Solomon (Business Essentials 2022/2023 cohort)

Level Up:

Retail & Insurance for the Next Era of the Internet

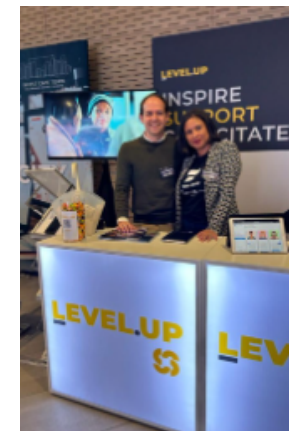
On the 1st of March 2023, LevelUp was proud to have co-sponsored an exclusive engagement session on Retail & Insurance for the Next Era of the Internet, hosted by the Blockchain Research Institute Africa (BRI Africa), in collaboration with Standard Bank Group. This successful event, which took place at Two Oceans Aquarium, V&A Waterfront, was a gathering of business leaders and experts looking to navigate the transition from Web2 to Web3, particularly within the retail and insurance sectors in the evolving landscape of the internet.

The cocktail style event was well attended, and included a keynote address by Don Tapscott (leading expert on blockchain, participating regularly in Davos, the World Economic Forum, and playing a critical role in advising governments and corporations globally), as well as a panel discussion with sector leaders.



Sentech Africa Tech Week

Seven LevelUp businesses exhibited in our booth on rotation at this year's Africa Tech Week. Sentech Africa Tech week is an annual event and exhibition where Africa's leading Tech entrepreneurs and minds learn first hand how to leverage technological change in order to gain the competitive edge, making you and your business relevant in an age of exponential disruption. The LevelUp businesses gained fruitful engagement, invaluable learnings and insights and an incredible opportunity to network.



Mentorship

Connect2Grow, in partnership with Deutsche Bank, is TSIBA Ignition Academy's solution to building agency within the entrepreneurial ecosystem by creating powerful connections and building successful businesses through mentorship and self-development. It is a virtual mentorship programme that connects mentors, coaches and industry experts from a variety of industries with alumni and current entrepreneurial students from TSIBA Business School, as well as the growing network of approximately 90 small businesses that TSIBA Ignition Academy has supported on Enterprise Development Programmes since 2019.

The Connect2Grow launch event took place on the 23rd of May 2023 at the TSIBA Business School in Cape Town. The purpose of the launch event was to officially introduce our mentorship program to all our alumni, mentor's and interested parties, as well as to deep dive into the value and importance of mentorship and coaching for entrepreneurs. We had a total of 30 guests in attendance, and we were fortunate to have a list of expert speakers at the event:

- 1) Cole Davids: CEO & Founder of Pillar 5 Group (Key speaker)
- 2) Aneesa Theron: CEO & Founder of Craft Coaching (Panellist)
- 3) Nathan Adams: Journalist and Media Strategist (Panellist)
- 4) Candice Warner: Connection Focused Therapist (Panellist)

"I think it's an amazing platform, as an entrepreneur I am very excited can't wait to be connected to a mentor or coach , I am hoping to experience views and guidance of brilliant minds to push my business in a direction to reach higher heights"

- Fierouza Moosa (Attendee and Business Essentials entrepreneur & alumni)



Looking Ahead

Beyond providing a spacious and technologically well equipped campus for an enhanced student experience TSIBA Ndabeni exists as the foundation for additional initiatives underway into semester two of 2023 and which we aim to launch in 2024. These include:

Diploma in Information and Communications Technology

The TSIBA Diploma In Information and Communications Technology. Our accreditation application for this three-year qualification has been submitted to the Council for Higher Education and Training. Accredited at NQF Level 6 the TSIBA Diploma in ICT will be offered as a gateway qualification to careers in Technology Entrepreneurship, Programming , ICT Systems and Business Analysis, or Database or Network Administration. Programme marketing for student recruitment and academic preparations for programme delivery, including the provision of additional ICT infrastructure and capability to deliver will commence immediately on confirmation of this unique qualification's accreditation.

Executive Education

TSIBA's aspiration to offer Executive Education gathered pace through the first semester of 2023 with a view to making this available from 2024 in collaboration with an international partner. A unique partnership with the prominent international business school referred to promises to provide an international flavour to a range of relevant executive education interventions. Our aim is to provide value and innovative execution education to a market which supports our mandate and brand aspirations.

TSIBA Global

The potential to secure increasing numbers of international students to TSIBA continued through 2022 and the 2023 first semester. The TSIBA Global initiative presents a clear opportunity to expand our offering for additional experiences rich in curriculum content and immersive cultural experiences. As an accredited education institution embedded in Africa, in Cape Town and in diverse local communities TSIBA is well positioned to build on our limited into this market.

Founders' Gift - Invest in Education

As members of our community, readers will be aware that TSIBA has invested significantly in the acquisition and refurbishment of TSIBA Ndabeni. Our investment is a commitment to providing transformative education to young people in South Africa, and a promise to continue to build citizens, entrepreneurs, employees and leaders as we have done since 2004. Pursuant we continue to invite partners to assist in funding this critical TSIBA project. Potential partners are invited to review the campaign details through the [Founders' Gift campaign page](#).



Give to TSIBA

When you give to TSIBA, you invest directly in the future of young people, the next generation of business leaders and those who will take South Africa forward.

Investments in education have an incredible multiplier effect, providing returns for generations and a profound and direct impact on our students, their families and their communities.

Investments in TSIBA's work can be supported through the TSIBA GIVE online donation platform

www.tsiba.ac.za

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