



Capability Statement



TSIBA

FUTURE BUSINESS LEADERS

What is TSIBA

TSIBA is a Social Enterprise comprising a Business School, Ignition Academy and Education Trust working together to return highly sought-after people and successful small business enterprises. We seek ambitious, purpose-driven people and emerging businesses who want to take South Africa forward.

Our Vision

To challenge the status quo of business education through a values-based approach to teaching and learning in a changing world.

Our Mission

We invest in purpose-driven humans and emerging businesses who lead social change.

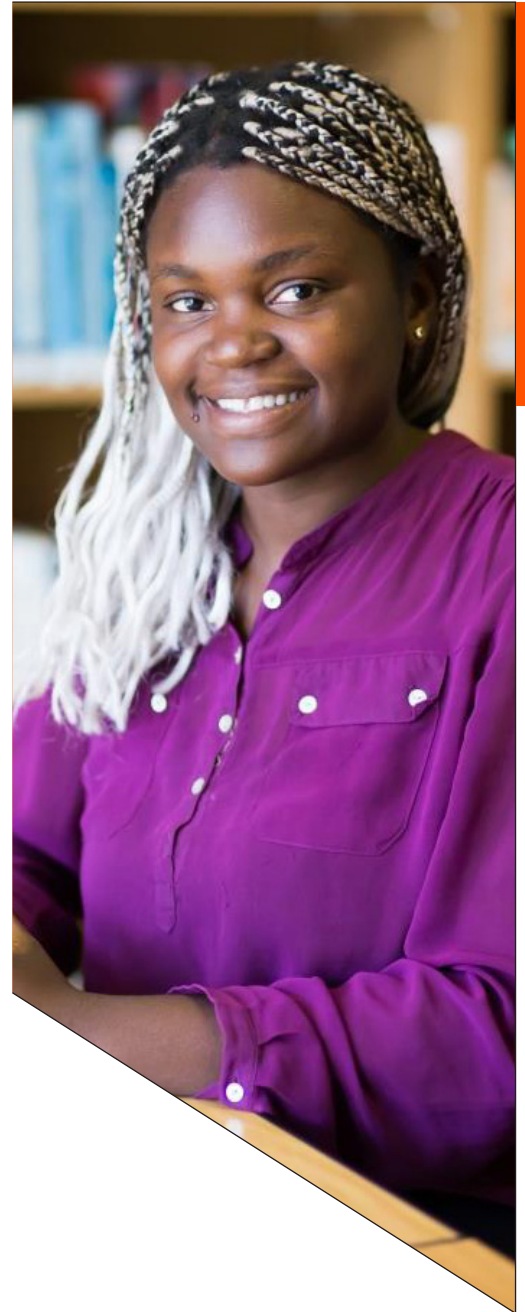
Capability Statement

Structural, economic and social conditions in South Africa remain a critical determinant of who has and who does not have access to quality education as a pathway to active economic citizenship.

Notwithstanding the transition to political democracy, the education impediments which existed prior to 1994 still exist, with vast numbers of young people excluded from access to tertiary education and the trajectory that this enables.

TSIBA's core capability is in addressing the access deficit to tertiary education. The realisation of transitions from unemployability in South Africa to active citizenship and participation in the formal economy through education drive our work. TSIBA is passionate about the transformative impact of education as a catalyst to unlock the best of what people can be. When this is achieved through education the future trajectory of young people is profoundly changed.

Academic bridging, debt-free education funding, personal scaffolding and the provision of quality accredited tertiary education in business and personal leadership at TSIBA enables the determined young people who pass through the institution to transcend the structural barriers to opportunity.



Theory of Change



Opportunity: The problem TSIBA commits to address

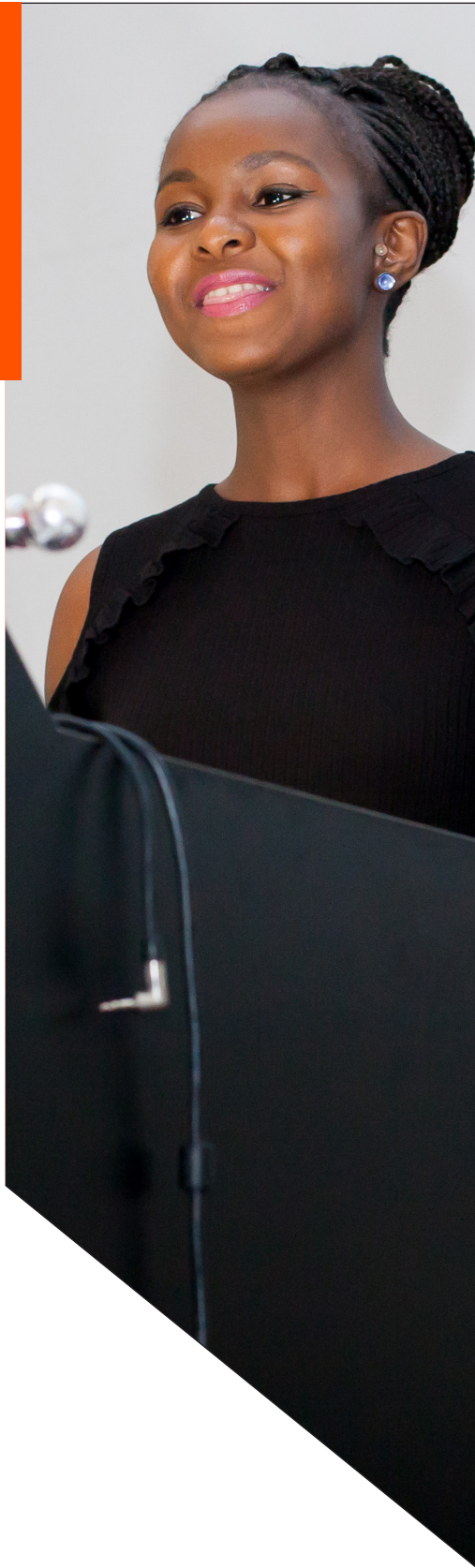
TSIBA works to solve the problem of access to and transition into economic citizenship through transformative tertiary education.

The myriad of social and economic benefits which ensue when this is achieved, including the ending of generational poverty cycles and social and economic alienation, are profound, and are critical elements to the future state of South Africa and South African youth.

The problems associated with access to education and the transitions to which we aspire are resolved when TSIBA students emerge as skilled, functional and inspired graduates, fully prepared to participate in the world as active economic citizens and advocates for social justice.

Given the stark difference between a national youth unemployment rate in South Africa of [46%](#) and how this number shrinks to less than 10% when armed with a tertiary education, TSIBA is focussed on enabling deserving and determined young people from at-risk communities to gain access to quality tertiary education and to succeed in it. In doing so our beneficiaries profoundly transform their own future trajectory and that of the communities in which they live and work. This work is paramount to the national project of building social and economic transformation in South Africa and a future full of promise for our people.





Community: The community TSIBA serves

South Africa has made enormous progress since our transition to a constitutional democracy in 1994, and as a nation has achieved many significant accomplishments to be proud of. Among such accomplishments have been the efforts by the South African Government to enhance the quality of education for all, and, for those to whom it was unaffordable, to fund tertiary education through the National Student Financial Aid Scheme (NSFAS), as well as to create the ancillary conditions for access to it.

Notwithstanding such progress, very significant numbers of Grade 12 secondary school leavers remain excluded from the NSFAS funding net, not for lack of aptitude, motivation or academic ability, but because of the legacy disadvantages of having completed their school education with constrained facilities and teaching staff, and still for lack of financial resources.

The majority of applicants who study at TSIBA emerge from marginalised, economically excluded youth who aspire to transcend poverty. This group is less likely to have performed at an academic level which will allow first preference into public university selection and funding. Indeed, the vast majority of TSIBA applicants (and students) will have raised themselves from the townships around Cape Town and across the Western Cape, with some applicants and students from other African countries. This group has generally been educated in the poorest secondary schools – and even were they to have completed Grade 12 and had sufficient financial means, they would not have the exemption necessary to study at university level. Their families teeter on the brink of poverty, with many as shack dwelling residents. Neither of their parents will have studied formally, and many parents remain unemployed themselves.

Access to tertiary education and economic democracy remains elusive to this group of young people, and they are our primary audience.

Communication: Reaching the primary

TSIBA beneficiary community

The journey as a TSIBA student and TSIBA graduate actually begins prior to registration and commencement of studies. This journey begins in the latter years of secondary school during the period in which high school students more earnestly begin to consider options and opportunities following completion of Grade 12 (Matric).

TSIBA embarks on an annual project to attract, assess and recruit talented secondary school students from at-risk communities to aspire to complete their tertiary studies here. The project is coordinated to ensure that Grade 12 students across a vast geography of under-served communities (mostly in the Western Cape) have an understanding of the TSIBA opportunity for access to a fully funded quality tertiary education and that the opportunity is available to prospective students with or without a Grade 12 Bachelors Pass. TSIBA welcomes students into its tertiary studies directly or through a bridging pathway where Grade 12 academic results do not support direct access to degree level studies. Beyond financial access the pathway to tertiary education through academic bridging is core to the TSIBA approach to providing education as a catalyst to social justice.

Action: The steps TSIBA takes to effect change

1. Providing access to tertiary education where it is otherwise not available for academic or financial reasons.
2. Providing a rich, relevant, rewarding and accredited business education, with formal certification and qualification.
3. Providing a holistic education and development experience which goes beyond the requisite subjects of business and commerce. TSIBA holds the philosophy that access to education is fundamental, but an entry point only. The core subjects which underpin excellent business education are necessary and provided in full - but they are not sufficient. TSIBA goes beyond by placing Attitude, Leadership and Entrepreneurship as compulsory and credit-bearing subjects. All students in the TSIBA education ecosystem explore deeply the questions of what is their work, what is success, and how will they add value.
4. Enabling the transition from the TSIBA academic ecosystem into the world of work through the development of workplace experience, and internship and graduate placement.



Citizenship: The impact and wider benefits of our work

- Since inception over 90% of TSIBA Bachelor of Business Administration (BBA) in Entrepreneurial Leadership graduates have remained in employment or progressed to postgraduate studies.
- Two United Nations PRME Global Student Regional Leaders in Africa
- Three TSIBA students have been awarded Kofi Annan Scholarships.
- Eight TSIBA students have been awarded Mandela Rhodes Scholarships for postgraduate studies.
- Eight TSIBA students have been awarded Allan Gray Orbis Fellowships.
- TSIBA has awarded over 9500 annual-tuition scholarships to students to whom tertiary education was otherwise inaccessible.
- The value of TSIBA graduate participation in the formal economy exceeds ZAR 300 000 000,00 to date, and will rise exponentially as graduate numbers, earnings increase through upwards career mobility.

Change: The long-term change we seek to achieve

Our goal is to transition as many young people as possible from unemployability into active economic citizenship and purpose-driven leadership. We aim to hold 1000 students in-studies per academic year and to a postgraduate employment rate of 100%.

TSIBA Business School

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TSIBA Ignition Academy

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2196

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Accredited Qualifications



The Higher Certificate in Business Administration (NQF Level 5, 132 credits (SAQA 84186)) - A 9-month full-time Higher Certificate qualification which provides a strong academic and quantitative foundation to step up to the TSIBA Business of Bachelor of Administration Degree in entrepreneurial leadership.

The Bachelor of Business Administration in entrepreneurial leadership (NQF Level 7, with 369 credits (SAQA ID 61469)) - A fully accredited three-year commercial degree at NQF Level 7 developed to address the industry need for work-ready and employable graduates.

Postgraduate Diploma in Business Administration (NQF level 8, 120 credits) - Equivalent to an Honours qualification (NQF Level 8) the 18 month postgraduate diploma is aimed at ambitious graduates, managers, leaders, and business coaches, mentors and business consultants. The PGBA is offered via a blend of high-engagement synchronous (online face to face), blended workshop contact, and asynchronous (in students' own time) learning methods.

- TSIBA Education NPC is registered as a non-profit and public benefit organisation with the Department of Higher Education and Training as a private higher education institution under the Higher Education Act, 1997. (Registration certificate no. 2007/HE08/001).
- TSIBA Business School accredited qualifications have Financial Sector Conduct Authority (FSCA) recognition.
- TSIBA Business School is a member of the United Nations (UN) Principles for Responsible Management Education (PRME).



Accredited Qualifications



- **Services SETA accreditation number:** 3919
- **Further Education and Training Certificate:** Business Administration Services SAQA ID: 61595, NQF 4
- **Further Education and Training Certificate:** New Venture Creation SAQA ID: 66249, NQF 4
- **National Certificate:** General Management SAQA ID: 60269, NQF 5
- **Business Analysis Support Practice,** SAQA ID: 63769, NQF 5
- **Further Education and Training Certificate:** Early Childhood Development SAQA ID: 58761, NQF 4
- **Occupational Certificate:** Project Manager SAQA ID: 101869, NQF 5
- **Occupational Certificate:** Organisational Risk Manager (Risk Practitioner) SAQA ID: 94222, NQF 6
- **Occupational Certificate:** Internet-of-Things Developer SAQA ID: 119262, NQF 4
- **Occupational Certificate:** Data Science Practitioner SAQA ID: 118708, NQF 5
- **Occupational Certificate:** Design Thinking Practitioner SAQA ID: 118705, NQF 4

Supplier and Enterprise Development

- Business Igniter Programme
- Business Essential for Entrepreneurs
- Next level growth



How TSIBA is managed

The Boards of Directors and Trustees lead and control the TSIBA Social Enterprise in all issues of a strategic and material nature, and which determine the impact, reputation and financial sustainability of TSIBA Business School (registered and TSIBA Education NPC), the TSIBA Ignition Academy (Pty) Ltd and the TSIBA Education Trust.

The TSIBA Business School Executive Committee is a subcommittee of the Board of Directors and is responsible for strategy execution, operational efficiency and recommending new opportunities. The TSIBA Business School Board of Directors is further guided by the Academic Advisory, Sustainability, Audit and Risk, and HR and Remco sub-committees respectively, as well as the TSIBA Ignition Academy and trustees of the TSIBA Education trust. Other issues, as mandated by the Board, are dealt with at executive management level as permitted in terms of a formal delegation of authority that directs limits of delegation and approval mandates.

The Boards, together with Executive management, also aim to instill a culture of ethical behaviour and good governance throughout TSIBA. The TSIBA Business School Board comprises four executive directors, including the roles of Chief Executive Officer, Academic Dean, and Head of Sustainability (Fundraising and Brand), and nine non-executive directors. The TSIBA Ignition Academy Board comprises one executive director and three non-executive directors, including the Business School Chief Executive Officer.

The TSIBA Board and Committee schematic presented below provides detail on the day-to-day responsibilities and delegated authorities of the committees and structures dedicated to the management and governance of all TSIBA entities.

TSIBA Directors and Trustees

TSIBA Business School, registered as TSIBA Education NPC

S.Susman(Board Chair)
G Whitehead (CEO and Founder), Dr. P Ayuk (Dean), L Meinert, K Kammies, L Schoeman, Prof D Ramjugernath,

TSIBA Ignition Academy (Pty) Ltd

Karien Cloete (CEO), Gia Whitehead, Ross Faragher-Thomas, L Meinert

TSIBA Education Trust

S Susman (Chairperson), D Polovin, L Shah, D Msibi, Z Ngumbela

TSIBA Management and Governance Committee Structure

