



SECOND SEMESTER REVIEW 2023



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Looking ahead





From the desk of the CEO

Gia Whitehead



Dear Friends of TSIBA

Dreams can and do come true. The second semester of 2023 commenced in a place TSIBA could only dream of on the 27th of February 2004 - our official birth date. Many TSIBA dreams were born on that day, but one in particular stands out - the dream to one day own a campus that will serve as a platform to transform the lives of thousands upon thousands of young lives, and in doing so to play some part in building an even more beautiful South Africa. And as I write these words here we are! As we reflect on the second semester of 2023 at TSIBA Ndabeni, it is clear that TSIBA has navigated through many challenges with resilience, determination, and a shared commitment to our mission. Significant obstacles and headwinds such as taxi strikes, an ongoing cost of living crisis, and running an academic institution in a completely new space were dealt with - with an end result that TSIBA graduated its largest cohort ever in a single year.

In the graduation ceremony which will mark this accomplishment, 181 TSIBA HCBA certificate, BBA Degree and PGBA Postgraduates will enter . the work prepared to make meaningful contributions to themselves, their communities and to South Africa. Following the milestones described above it is heartwarming to reflect for a moment on some impact data over twenty years. Since 2004:



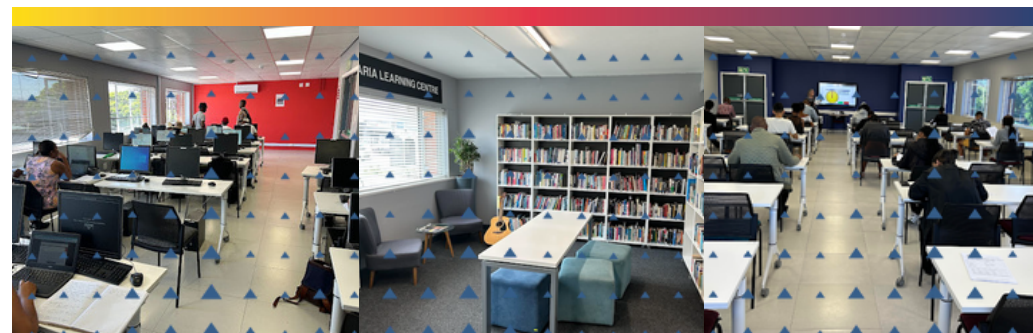
- TSIBA has provided over 9500 full or subsidised annual-tuition scholarships to over 3500 students who otherwise would not have had such an opportunity.
- TSIBA has produced 1743 business graduates, including 646 Bachelor of Business of Administration in Entrepreneurial Leadership (BBA) Alumni and 1088 Higher Certificate in Business Administration (HCBA) Alumni.
- 761 (70% of 1088) HCBA Alumni have progressed to the TSIBA BBA degree, graduated as degree alumni, or remain on course to do so. Access to degree studies to this group would have been highly improbable without the TSIBA HCBA bridging qualification pathway.

- TSIBA has grown student numbers from 86 registered for studies in 2008 to over 600 students currently registered. A thousand students in-studies annually is targeted over the next three years, as we leverage the opportunities presented with a new and more vast education space at TSIBA Ndabeni.

As we enter a new year - TSIBA's 20th - we also carry forward our campus, our experience, our qualifications and our lessons learned over two decades towards many more years of profoundly changing lives. I for one am inspired to this future, and even more inspired by the magnificent support we continue to receive from all of our partners to do this work. This is truly a moment to celebrate what we have accomplished collectively. The collective also inspires my own confidence as we embrace the challenges and the opportunities that lie ahead with optimism, determination, and a renewed sense of purpose. As is often said, if one wants to go fast, go alone, but if one wants to go far, go together. Together, we will press onward towards a future where every individual, regardless of circumstance, can access the transformative power of a 'TSIBA' education.

Thank you for your unwavering commitment and dedication to TSIBA's mission throughout the second semester of 2023, and indeed through twenty years of impact.

Warm regards,
Gia



2023 Semester 2 Highlights



TSIBA Global

Semester 2 of 2023 welcomed the arrival of the second and larger cohort of TSIBA GLOBAL students from [Audencia Business School](#), France. [TSIBA GLOBAL](#) (Global Learning Opportunities in Business and Leadership) presents a unique annual internationally-focused immersive programme which exposes foreign students to the challenges of a developing economy whilst simultaneously promoting cultural awareness and skills transfer between students from different parts of the world. The ongoing success of this initiative has attracted a new cohort of international students from Audencia and other European Universities signed up for TSIBA Global 2024.



The impact of this particular offering has also inspired the launch of [TSIBA Elevate](#), conceptualised in the second half of 2023.

TSIBA Elevate will be offered in Cape Town as a unique international Summer School Programme and opportunity to gain a broad layer of the competencies foundational to your success in today's dynamic business landscape. Readers can discover more through the [TSIBA Elevate Brochure](#).

Finally, in a reciprocal initiative, TSIBA Leadership Lecturer and Convenor Erasmus jetted off to Audencia University in France to share insights into how indigenous wisdom, especially those of the Bushman and Khoi people, can help French entrepreneurship and modern business. The intention was to inspire French entrepreneurship and modern business practices, especially those that celebrate cultural exchange and foster cross-cultural understanding. The lecture further strengthened a North-South education collaboration, which continues to grow prominence and importance in our shared education offering. One media release on this is shared with our readers here: [Audencia Indigenous Wisdom Lecture](#).



TSIBA Annual Women's Day

The TSIBA Annual Women's Day event celebrated our 3rd Annual Women's Day event in August (Women's Month), and the inaugural Women's Day event hosted at TSIBA Ndabeni. Insightful and vibrant panel conversations on the role of women in empowerment and entrepreneurship were enjoyed, while vibrant pop-up stalls added a unique flavour to a day which was a true success. Four inspirational panellists shared their remarkable business journeys, leaving us motivated. From turning passions into thriving businesses to embracing innovation, their stories showed the power of determination and seizing opportunities. Our incredible panel comprised of two incredible TSIBA graduates and two inspiring women entrepreneurs, including:

- **Thobela Mfeti:** TSIBA alumnus and our 2023 Women's Day panel host and facilitator for the day, Thobela is passionate about personal finance and runs a YouTube channel called 'Ezawkamkhozi' in which day-to-day financial matters and market information are discussed. Thobela is also another member of the TSIBA community recognised as a Mail & Guardian Top 200 Young South Africans.
- **Yonela Msutu:** TSIBA Alumnus and a passionate young woman making waves in the world of branding and motivation. As a Brand Manager Assistant at Lewis Group, Yonela is immersed in the dynamic realm of marketing where "creativity knows no bounds" she shares.
- **Nuriyah Gallow:** A self-taught photographer and videographer guru, Nuri works with numerous local and international clients. Nuri shared a deep understanding of social media and how to build communities of women and like-minded individuals
- **Kim Terry:** A spirited entrepreneur who values her adaptable freedom. Armed with a diploma in Tourism Management, Kim initially explored logistical positions within the entertainment field. Eventually, her passion for creativity steered her towards graphic and web design, giving rise to her ventures as a creative entrepreneur. This journey paved the way for the launch of Kreative Konceptionz and Kreative Kraftz. Embracing her feminine strength, she introduced Feeling Sexy. In the midst of her battle with large B-Cell Lymphoma, Kim's resilience led to the creation of Fénix Vida, inspired by her transformative encounters during this period.



2023 Semester 2 Highlights



Future Fund Managers Programme with 10X Investments

In an initiative conceived by TSIBA Alumnus Khwezi Jackson in 2022, TSIBA and the [10X Investment Future Fund Managers Program](#) teamed up to inspire our students to explore exciting opportunities in the Financial Services sector. Selected and talented TSIBA students embarked on a two-week adventure at [10X Investments](#), where they dived into various departments, gaining hands-on experience and connecting with industry experts. The programme is another addition to our efforts to open opportunities to experience the range of exciting career options which remain open to TSIBA graduates on completion of the Bachelor of Business Administration in entrepreneurial leadership.



TSIBA Open Day

Open Days are not unique to TSIBA. However, as the very first to take place on campus at TSIBA Ndabeni, the 2023 edition certainly was. In addition to presenting an opportunity for prospective students to experience the spaces and technology on offer at the new campus, guests were invited to explore the TSIBA education approach through the community of volunteer professionals. Guest presentations on careers in entrepreneurship, investments and investment management, financial services, and retail were shared widely. On the day, hundreds of ambitious and wide-eyed young people had the opportunity to experience what TSIBA has to offer as a preferred education choice, many of whom applied and registered for studies in 2024. For these Future Business Leaders, we hope that the 2023 Open Day might have been the catalyst for a profound journey in their personal and professional lives.





Academic Review

Dr Peter Ayuk

Dean



Introduction

In the second semester of the 2023 academic year, TSIBA experienced several changes, in line with our strategy to expand opportunities for meaningful access and social impact. Perhaps the most remarkable change was the relocation to the first TSIBA-owned campus in July. While the immediate outcomes of the relocation were overwhelmingly positive, we had to deal with a number of operational headwinds, both internal and external to the institution. We are very thankful that students responded well to the interventions aimed at mitigating any risks to learning and teaching, thus sustaining the improvements in educational outcomes observed during the preceding semester.

All key indicators show that the academic project at TSIBA Business School remains increasingly efficient and effective. The 2023 academic year produced our biggest-ever graduation cohort, with 183 new graduates joining the prestigious TSIBA Alumni family. This output represents approximately a 20% improvement from 2022. The employment and employability data (see Impact Report below), read together with employer feedback, also gives us greater confidence in the socio-economic impact of our collective work. We believe that through an engaged curriculum, students gain not just knowledge, but the wisdom to constantly question what they know and believe. Our work at TSIBA Business School continues to strive towards building a new generation of business leaders who value ethics, entrepreneurship, innovation, and sustainability

Following the successful hosting of students and staff from the University of California (UCLA) and the University of North Carolina during the preceding semester (both of which were inadvertently omitted in our First Semester Review), the second semester saw even more engagements in terms of international educational and cultural exchanges. Pursuant to our drive for greater internationalisation, TSIBA Business School hosted students from various partner institutions, notably Audencia University, Nantes, France; Northeastern University, Boston, MA, USA; and Henley Business School, Greenlands, UK. Further engagements involving TSIBA academic staff included the London School of Economics Social Entrepreneurship study tour in Cape Town and the facilitation of a course and conference presentation at Audencia University, Nantes, France.

Finally, we welcomed three additions to the academic team, including Mr Thabang Magagula (Lecturer), Mr Phethani Budeli (Librarian) and Mr Lindelani Munyai (Assistant Librarian). Key outputs and outcomes of the academic project for the review period are outlined below.

Student Retention and Success

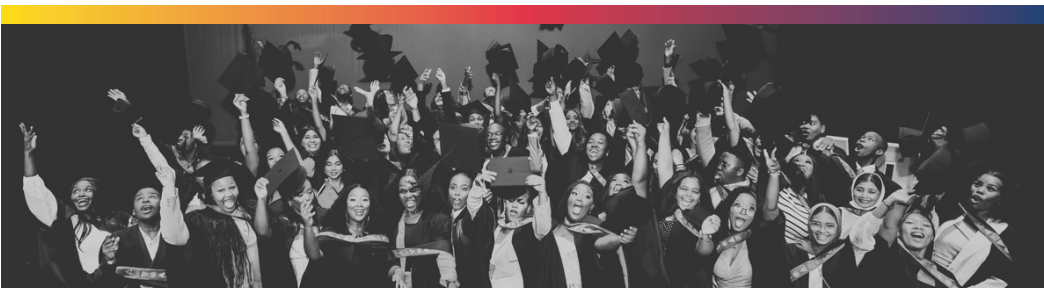
The enrollment and retention data remained materially unchanged from the preceding semester.

Total 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 Registered	594	725	726
Active Students	453	632	639
Retention (%)	76.2	87.2	88.1

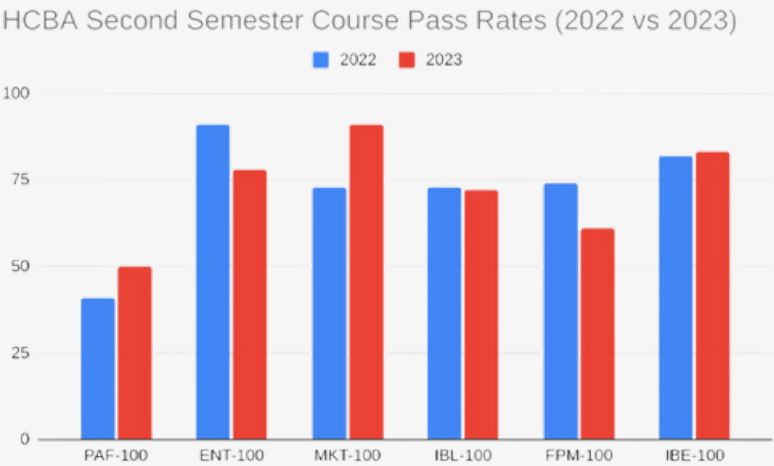
Graduand cohorts

Following another successful academic year, a further 183 graduates joined the TSIBA Alumni community on March 5th 2024. Year-on-year improvements in the number of graduates produced signal sustained institutional effectiveness.

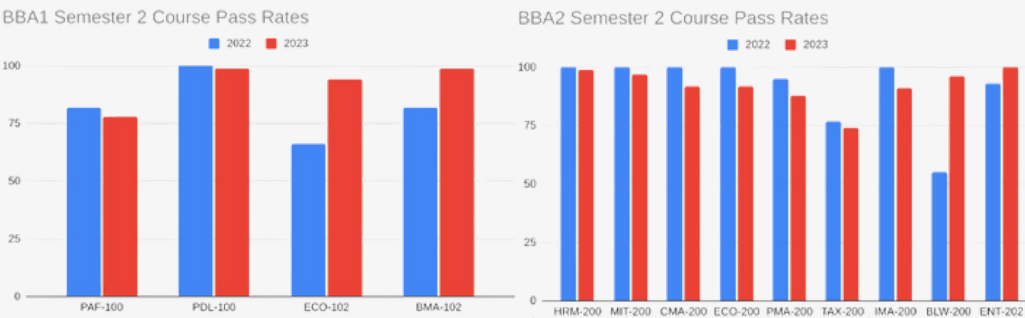
Programmes	2024	2023	2022
Higher Certificate in Business Administration (HCBA)	80	89	53
Bachelor of Business Administration (BBA)	86	58	44
Postgraduate Diploma in Business Administration (PGDBA)	17	6	-
Total Graduand Cohort	183	153	97



Second Semester 2023 Results - Undergraduate Programmes



The general increase in pass rates observed in the first semester was not matched in the second semester. This is attributable to two key factors - increased instances of social unrest, which disrupted public transport systems; and higher vulnerability of HCBA students in terms of connectivity required to remotely access teaching and support during disruptions to transport systems.



While a generally high level of student academic performance was maintained, a year-on-year comparison of pass rates by course/module show mixed results. This is symptomatic of both the aforementioned systemic challenges that momentarily disrupted the rhythm of educational provisioning as well as targeted interventions to improve results in modules where student performances were hitherto relatively poorer.

Across the two undergraduate programmes, 1666 course/module passes were recorded in comparison to 1564 in the same period in 2022. This represents 6,5% improvement, which betters the 1% improvement in retention rate; thus signalling improving efficiencies in educational provisioning. Also worthy of note is the expansion of access to the Investment Management and Administration (IMA) track. In collaboration with our industry partner, Association for Savings and Investment SA (ASISA), we were able to increase enrolment in IMA-200 from 10 in 2022 to 49 in 2023; thus increasing opportunities for students wishing to major in Entrepreneurial Finance and Investment Administration.

Bachelor of Business Administration (BBA) - Year 3					
Course Code	Registered	Wrote	Passed	% Passed	Average (%)
IPJ-300	71	71	70	99%	71%
IBU-300	9	9	9	100%	62%
RMT-300	36	34	34	100%	69

The third and final year of the BBA also saw a significant increase in students who successfully completed their internships; thus yielding the record 86 BBA graduates in the March 2024 graduation.

Postgraduate Programmes

Postgraduate Diploma in Business Administration (PGDBA): June 2022 Cohort					
Course Code	Registered	Wrote	Passed	% Passed	Average (%)
ALC-400	23	18	18	100	69
ENT-400	19	18	16	89	63
ELD-400	19	18	17	94	64
EFN-400	19	17	17	100	68
APM-400	19	17	17	100	67
STM-400	17*	17	17	100	71
ACM-400	17	17	17	100	71
Postgraduate Diploma in Business Administration (PGDBA): June 2023 Cohort					
ALC-400	10	9	8	80	50
ENT-400	10	8	8	80	76
EFN-400	9	9	9	100	67

The June 2022 PGDBA cohort recorded a 74% throughput rate in minimum completion time; while the June 2023 cohort is well on track, having completed three modules, with 90% retention rate.

International Collaborations

During the second half of 2023, our quest for greater internationalisation gathered more momentum. In July, the 2023 TSIBA - NU (Northeastern University) Entrepreneurial Dialogue was hosted as the first major public event at our new Ndabeni campus. Co-facilitated by NU's Prof Nikki James and TSIBA's Mr John Durr (MBA), this marked the 17th edition of a long-standing relationship that has impacted over 1550 students and 245 entrepreneurs. The 2023 edition saw 41 visiting students from Northeastern University, studying alongside a select group of TSIBA-host students, and gaining invaluable business, economic and cultural insights through carefully curated immersive experiences. Notable guest speakers included Ms Toto Antoinette Sithole (Hector Pieterse's sister, pictured in the iconic 1976 Soweto uprising photo) and Mr Christo Brand, Nelson Mandela's prison warden. To echo the sentiments of the participants, the 2-week experience was as intense in effort required as it was exhilarating in the emotions evoked.

Secondly, we hosted 11 undergraduate students from Audencia University for the full second semester, as part of the BBA2 class. This marked the second year of the TSIBA-Audencia partnership and the evidence of feedback from both the visiting and TSIBA-host students, it was a richly rewarding experience, building on the experience from the previous year. As with the previous year, the biggest wins were in the engagements with entrepreneurs, various industry sectors and Cape Town's spectacular natural and cultural heritage, which unsurprisingly leaves every visitor in awe.

In the north-bound direction, during November 2023, Ms Musa Gcilitshana (Registrar) and Mr Earl-Djehuti Erasmus (Leadership Anchor) at the invitation of Audencia Business School, were in France and facilitated the course entitled An In-depth Examination of Contemporary Africa and its Reflections. The purpose of the course was "to offer a comprehensive and in-depth exploration of contemporary Africa to first-year French students enrolled in the Grande Ecole Program at Audencia". While in Nantes, the TSIBA academics also presented papers at the conference on indigenous wisdom for students on the Africa Track programme.

During the last quarter of 2023, TSIBA Business School also hosted Executive MBA students from Henley Business School. As part of the study visit, the students engaged TSIBA staff in a research project aimed at understanding the values and reputation of TSIBA as perceived by key stakeholders as TSIBA embarks on a new sustainability strategy. This engagement provided an opportunity to gain a fresh perspective on TSIBA's value proposition; an important outside voice to augment management thinking and action.





The Student Voice (SRC Report)

Munouwarrah Abdurahman
SRC Chair/Outgoing Student Representative Council



As the current term of the 2023 Student Representative Council draws to a close, we reflect on the impactful journey we have travelled with the student community. Throughout our 2023 second semester term, we have remained steadfast in our dedication to advocating for and collaborating with the institution to enhance the academic journey and overall experience of our fellow students.

It has been a privilege to serve diligently, with the sole purpose of creating a thriving environment for all. We take pride in the positive outcomes of our efforts, such as the amended class schedule times and exam entrance adjustments made to accommodate transportation issues. Furthermore, we are pleased to witness the emergence of new voices and the formation of numerous clubs and societies, a testament to the impact of our work.

Throughout our journey, the support from the institution, students, mentors, and generous donors has been instrumental. Their unwavering belief in our vision and dedication to student welfare has been immeasurable, and for that, we extend our heartfelt gratitude.

As we bid adieu to our roles, we extend our best wishes and admiration to the incoming cohort of the Student Representative Council. We trust that they will continue to uphold the values of integrity, empathy, and dedication as they take the reins. We have every confidence that they will carry on the torch of service and leadership with distinction, fostering positive change and representing the student body with unwavering commitment.

In closing, we express our gratitude to everyone who has been a part of this memorable journey. It has been an honour to serve alongside our fellow students, and we eagerly anticipate the bright future of the student community under the guidance of the new SRC in 2024. Together, we have made a difference, and we look forward to witnessing the continued growth and prosperity of our beloved institution. With gratitude and best wishes.

Appreciations

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.



Impact Report



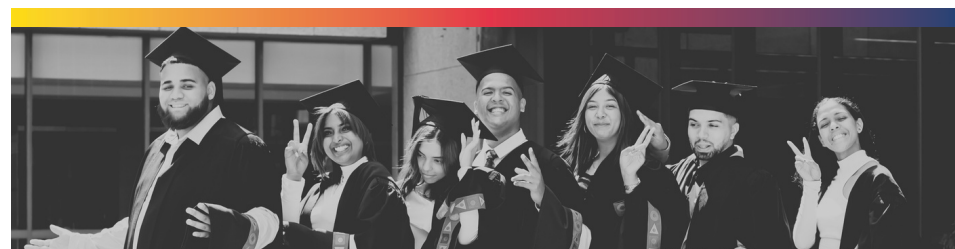
Since inception in 2004 the core focus of TSIBA has been to transition young people from un-employability into careers and active economic participation. This is achieved by providing Access to quality tertiary education for talented and ambitious young people from at-risk communities, and in this approach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

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

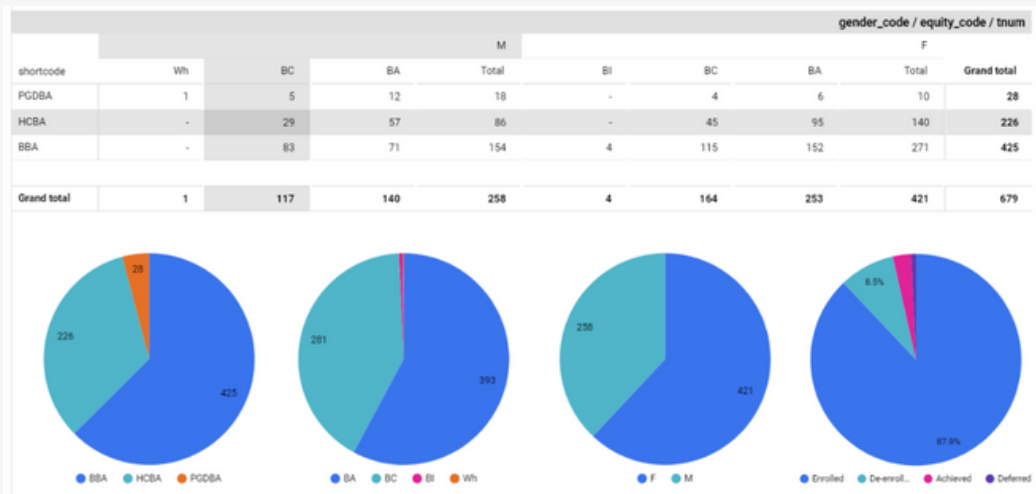
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- 761 (70% of 1088) HCBA Alumni have progressed to the TSIBA BBA degree, graduated as degree alumni, or remain on course to do so. Access to degree studies to this group would have been highly improbable without the TSIBA HCBA bridging qualification pathway.
- TSIBA has grown student numbers from 86 registered for studies in 2008 to over 600 students currently registered. A thousand students in-studies annually is targeted over the next three years, as we leverage the opportunities presented with a new and more vast education space at TSIBA ndabeni.
- TSIBA's postgraduate qualification has, to date, produced 60 postgraduates, including 43 in the previously offered Postgraduate Diploma in Small Enterprise Consulting (PGDip-SEC), and 17 in the current Postgraduate Diploma in Business Administration (PGDBA).
- TSIBA has maintained a 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 in two separate reports through ([BUSINESS TECH](#)) and ([BUSINESS TECH](#)) indicates business administration and management amongst the most in-demand jobs in South Africa currently in light of an increase in overall hiring activity. TSIBA continues to track skills demands and curriculum content to optimise graduate opportunities in the workplace.



Demographics



Notes on Student Demographics

Our student demographics in Semester 2 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.



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 emphasise 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.

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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.





TSIBA Ignition Academy

From the desk of the CEO

Karien Cloete



Reflecting on the second semester of 2023, I am grateful for the steady progress and enduring resilience of TSIBA Ignition Academy. Guided by our unwavering commitment to empowering the next generation of changemakers, we have navigated the complexities of securing our QCTO accreditation and made great strides in ensuring that we can deliver these new qualifications at a high standard. We have also bolstered our team by hosting impressive young YES interns in e-learning, digital marketing and after-hour learner support to elevate our customer experience and service.

We are extremely excited by opportunities for closer collaboration with the TSIBA Business School as we partner in the development and delivery of a new product: TSIBA Elevate, set to launch in 2024. This seven-week Summer School, open to senior students or recent graduates from Europe, the US and South Africa will leverage TSIBA's reputation for fostering leadership and the Academy's work in innovation and entrepreneurship to provide an unique and enriching experience to participants.

Other highlights included the kick-off of DBM NEXT, a supplier development initiative in partnership with De Beers Marine, as well as our 2023/2024 Business Essentials Enterprise Development programme in Gauteng, sponsored by AARD mining. Our LevelUp Showcase is always a standout event of the second semester and this year the event was linked as an official side event to the South Africa Innovation Summit (SAIS). In addition we had the privilege to host Nicolas Diancono as the keynote speaker on AI.

Our dedication to excellence, coupled with our pursuit to effect positive change, has enabled us to forge meaningful connections, drive impactful initiatives, and inspire transformative outcomes in 2023. As we look to the future, we remain steadfast in our mission to create lasting social and economic change, and we invite you to join us on our journey.

Skills Development and eLearning

Since successfully achieving accreditation for 7 QCTO Occupationship Qualifications, the TSIBA Ignition Academy has also been accredited as an Assessment Centre for the two qualifications detailed below, with our application with the WRSETA pending final approval as an Assessment Centre for the Sales Assistant Occupational Qualification. .

Qualification Title	Type	NQF Level	Sector
Project Manager	Learnership	5	Services
Small Business Consultant	Learnership	5	Services

This accreditation sees us listed on the QCTO approved Assessment Centre database and means we will be able to administer assessments for these qualifications not only for our own learners, but also for those of other Skills Providers, enabling a new revenue stream.

New projects:

We are excited to be implementing our first two QCTO Occupational Programmes in 2024 namely six employed Learners towards the qualification OC Data Science Practitioner and ten (10) towards the qualification OC Software Tester. We welcome the inclusion of two new YES learners who will assist our Skills Development team on these projects. We have appointed a Junior Graphic Designer that will assist our Elearning Specialist with course material development and a Learner Support Officer that provides after hours support to our active learners.

Developments on the LMS:

We are piloting the use of the Safe Exam Browser feature to maximise the integrity of all assessments administered by us and that is accessible to Learners. This feature will not only help us to better serve our current cohorts but will be an incentive to Skills Developments Providers who wish to use our services as an Assessment Centre.

We are happy to report that all legacy courses have been completely populated on the LMS and that we are currently in the process of building our QCTO courses on the LMS.

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We are using automation features to automate a number of processes, such as the enrolment process. A reporting tool called Insights has been implemented. This as well as the LMS built in reporting features allow us to track learner activity, participation, performance, at risk students, and assessment submission and completions. This allows us to make better, real time decisions on learner performance.

Our active learners numbers are:

Unemployed Learnerships

Organisation Name	Qualification	Year enrolled	No.
Penguin (TIA) 2023	Business Administration 4	2023	2
Thatha-iThuba	Business Administration 4	2023	1

Employed Learnerships

Organisation Name	Qualification	Year enrolled	No.
Transcend JCI Learnership 2023	Business Administration 4	2023	6
Transcend JCI Learnership 2023	Generic Management 5	2023	20
Citadel	Business Administration	2023	3

Skills Programmes

Organisation Name	Qualification	Year enrolled	No.
Bulungula	BA4: SP2-Business Administration	2023	10
Bulungula	GM5: SP1-Team Development	2023	6

Quality Assurance Projects

Organisation Name	Qualification	Year enrolled	No.
Knysna Education Trust	Generic Management 5	2023	28

Enterprise and Supplier Development

Business Essentials

After many weeks of conceptualising the 2023/2024 learning journey and proposal, and a rigorous recruitment process, the 2023/2024 Business Essentials cohort (generously supported by AARD Mining) officially kicked off the programme on the 21st of November 2023. This cohort comprises 10 inspiring small businesses based in Gauteng and represents various industries such as construction, manufacturing and digital procurement.

The programme, tailored to needs identified by the team during a gap-analysis, focusses on (i) Leadership Development, (ii) refining Value Proposition and Business Models, (iii) Becoming Investor-ready, (iii) Finances, including accredited training in Financial Management for Small Businesses and finally a bespoke journey in the last month where businesses can choose between Master Classes in AI for Small Businesses, Marketing, or Design Thinking.

The cohort wrapped up 2023 with an in-person Leadership workshop, a virtual Leadership think-tank, as well as a one-on-one leadership coaching session. The feedback received from these sessions was extremely positive, as we look forward to all the insights, growth and learnings that are yet to be unwrapped for the remainder of the programme.



Mentorship: Connect2Grow

We hosted our second event for Connect2Grow, on the 20th of September 2023, an advanced mentor workshop hosted by Rishad Ahmed - renowned keynote speaker, leadership expert and trusted advisor to the world's leading Fortune 100 companies and people focused organisations.



This 3 hour workshop took place at the TSIBA Business School and was focused on enabling and improving mentors' capacity to assist mentees in their roles as Entrepreneurial Leaders. The event was interactive and energetic with role-plays of various scenarios and how to best deal with them. Rishad focused on issues related to the South African SMME landscape with its unique challenges and entrepreneurship in the township economy. The recording of this fruitful workshop has been shared on our mentorship platform, allowing all mentors and mentees within our community to easily access it. Click [here](#) for video highlights of this workshop. Our Connect2Grow mentorship platform has grown to 63 registered participants, and we are excited to grow our community and engagement as Deutsche Bank generously pledged funding for the continuation of the program in 2024.



LevelUp:

On the 27th of September 2023, LevelUp hosted its annual showcase event which celebrates a group of innovative, skilled and passionate business men and women - the 2022/2023 cohort - who have completed the programme. This year's showcase was held at Innovation City, and we were joined by our LevelUp alumni, the RCS team, and valuable guests within our growing network. Over and above celebrating the cohort, this showcase was a fantastic opportunity to foster new relationships, explore innovative solutions and participate in an intriguing discussion hosted by Nicolas Diacono (Founder of Nincotech, France) on the possibilities and pitfalls of generative AI.

The Showcase was an official side-event to the South African Innovation Summit (SAIS), proudly contributing to the week-long celebration of Innovation across Africa.

[Here](#) is a directory of our alumni, as well as the businesses in residence for 2023/2024. A recording of the presentation on Artificial Intelligence can be found [here](#).



Looking Ahead



Our ownership of a spacious and technologically well equipped TSIBA Ndabeni provides an important foundation for growth and sustainability. With the progress achieved through the 2023 second semester TSIBA is now even more strongly positioned to offer additional programmes and to do so for greater student numbers at undergraduate and postgraduate, and for non-degree purposes through both TSIBA Business School and TSIBA Ignition Academy. Chief among these in the pipeline are:

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.

TSIBA Elevate

To further expand our impact, the TSIBA Elevate programme will commence in 2024. TSIBA Elevate will provide international students with an opportunity to Learn critical business skills requested in increasingly complex business environments, to experience Cape Town, South African and grow personally while doing so, while supporting the Impact that TSIBA is a catalyst for. We look forward to hosting our very first TSIBA Elevate cohort.

Executive Education

TSIBA's aspiration to offer Executive Education gathered pace through the second semester of 2023 with a view to making this available from 2024 in collaboration with Zurich based SBS Swiss Business School. With a vision to bring world class executive education to Africa, South Africa and Cape Town in particular SBS Business School have partnered to offer two of its most sought after executive education offerings at TSIBA Business School in the first semester of 2024. Facilitated by Dr Michael Gerlich, PhD, MBA (Cambridge), the two SBS short-course programmes on Strategic Analysis and Corporate Foresight and Transformational Leadership respectively will be on offer.

While TSIBA continues to adapt and bring new initiatives into our ecosystem, we remain conscious that our values and our reputation sit at the heart of our social enterprise, and particularly for the increasing volatility, uncertainty, complexity and ambiguity (VUCA) which characterise these times, To this consciousness a 2023 second second collaboration with Henley Business School (UK) has served to guide TSIBA with specific pathways to navigate and align our internal values and actions with our external offerings across all elements. The process has commenced and extends with a continued with Henley Business School (UK) as a guiding collaborative partner.

[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 to the Fund for TSIBA and key strategic projects can be made through [Give here](#).

