



**TSIBA**  
BUSINESS SCHOOL

**An Introduction to  
Industry Practical Project (IPJ)**

# TSIBA ACCOLADES

## About Us

TSIBA Business School (registered with the DHET as TSIBA Education NPC) is an accredited higher education institution offering undergraduate and postgraduate business qualifications.

The Business School aims to provide its students with a world-class and rewarding business education. This is supported by generous tuition scholarships which enable students to contribute towards their tuition at relative levels of affordability. All TSIBA accredited qualifications have Financial Sector Conduct Authority (FSCA) recognition.

Return on investment since inception in 2004 through our Business School includes over 4500 annual tuition fee scholarships awarded, over 2000 students directly impacted and a post-graduate employment rate of over 90%. Eight TSIBA students have been awarded Mandela Rhodes Scholarships. The Mandela Rhodes Scholarship is Africa's most prestigious scholarship awarded to aspiring post-graduate scholars across the continent on the basis of academic excellence, entrepreneurship, leadership and reconciliation. This follows the awarding of 3 Kofi Annan and 4 Allan Gray Orbis Fellowships to TSIBA students, all of whom have gone on to postgraduate studies at other academic institutions.

TSIBA is a member of the United Nations (UN) Principles for Responsible Management Education (PRME).

## Our Story

Since opening its doors in 2004 TSIBA has always offered an innovative approach to accessing and financing quality business education. In addition to providing accredited qualifications to bridge the gap between secondary school and tertiary studies, the unique TSIBA scholarship model has enabled our undergraduate students to pay at relative levels of affordability, removing financial barriers to tertiary education. This is social justice in action and a deeply held commitment of TSIBA.

Access to education is however an entry point only. Inside TSIBA, our approach is to hold education as a catalyst for the best of what people can be. The core subjects which underpin excellent business education are necessary and provided in full here. But they are not sufficient.

TSIBA goes beyond by placing attitude, leadership and entrepreneurship as credit bearing subjects at the heart of all of our curricula. All graduates of TSIBA have deeply explored the questions of what is my work, what is success, and how do I add value. These are the questions we all must answer. The answers build each of our own unique stories and they build our citizenship. When this is achieved the outcomes are profound, especially in the communities where TSIBA proudly has its roots.

8

Mandela  
Rhodes  
Scholars

3

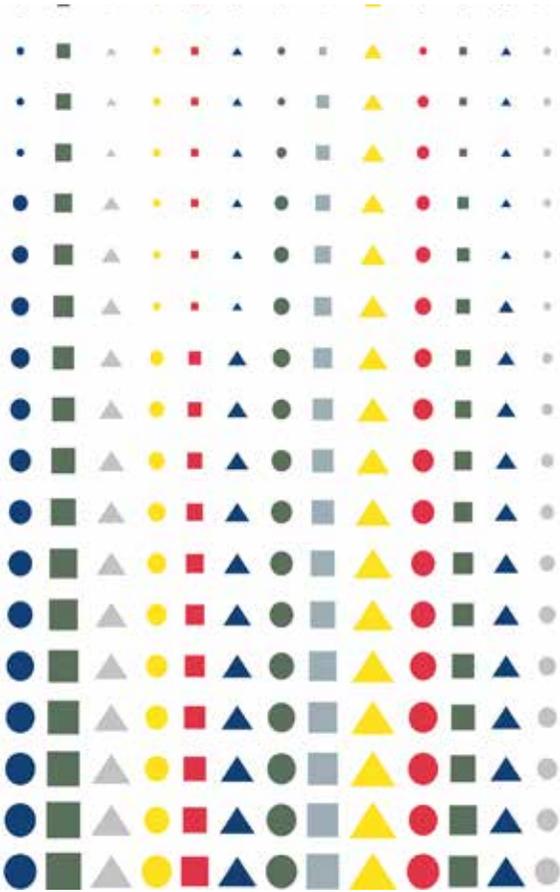
Allan Gray  
Orbis  
Foundation  
Fellows

3

Kofi Annan  
Fellows

15

Social Change  
awards &  
Acknowledgments



## About the TSIBA Industrial Practical Project (IPJ)

Forming part of the final year of our accredited Bachelor of Business Administration (BBA) degree is the Individual Practical Industry Project (IPJ-3). The purpose of this project is to provide industry experience for our final year students while serving as an academic prerequisite for completion TSiBA's Bachelor of Business Administration (BBA) degree in Entrepreneurial Leadership.

Our objective is to provide students in their final year of study with an internship opportunity to apply as many of the theoretical and practical concepts learned over the course of the degree as possible, with an emphasis on project management and industry analysis. These Industry Practical Projects (TSIBA Internships) run twice a year – in the first and second semesters. During the time TSIBA students are required spend time within a company and to perform the following tasks:

- Undertake a defined project
- Hold responsibility for completion daily tasks
- Research the industry in which the company operates
- Complete strategic management and IPJ assignments which will have a firm focus on the Market, Macro and Micro Environments.

## What is a intern?

Internships are one of the various ways in which young people can be offered structured entry level positions in their chosen occupation or profession. An internship programme is a starting point to accelerate careers, familiarise candidates with a corporate environment and provide employers with a source of excellent candidates for permanent positions in their specialist areas.





### **Benefits of hosting an intern**

There are a number of financial benefits associated with hosting a TSiBA student on the Industry Practical Project internship. Included amongst these are the following:

#### **SARS youth employment subsidy**

The South African Revenue Services (SARS) offers tax incentives to employers who employ people below the age of 29. The attached guide to SARS Employment Tax Incentive provides further information on this – and the SARS website is very informative on this particular incentive. (Please note that intern hosting organization typically pay amounts between R3 000 and R10 000 - depending on the nature of the internship and the affordability of the company).

#### **Broad Based Black Economic Empowerment points: Skills Development**

In the revised B-BBEE codes of good practice, the definition of beneficiaries for Skills Development has been expanded from employees to include expenditure more broadly on unemployed black people. The new codes have also doubled the expenditure required to meet compliance targets in this category. Since TSiBA is an accredited educational institution, all bursaries and internship expenditure, (including the IPJ and associated monthly living allowances) to TSiBA students qualify for Skills Development expenditure under Category B (Learnership) of the learning matrix.

### **Our requirements of Hosting an IPJ Intern**

As a partner in the education of our students we request host companies to offer the following to our students:

- An uninterrupted internship of sixteen weeks - in the office or via digital and remote working.
- A structured project provided to the student, to allow them the opportunity to work towards specific objectives and that will enable them to achieve the required academic deliverables, and to deliver value to the host organization.
- A mentor/supervisor who will support and guide our student during his or her time working in your organization.



## Terms and Conditions

Should you wish to host a TSIBA student on the IPJ we will enter into a formal agreement. In addition to specification of the responsibilities of the parties during the IPJ period, the agreement requests that hosting organizations offering employment to TSIBA graduates following completion of the IPJ and BBA Degree make payment of a voluntary placement fee as a donation to TSIBA.

Any voluntary placement fees or donations paid to TSIBA go directly to supporting our financial sustainability and ultimately towards funding scholarships for other students who will be coming through the TSIBA ranks – in effect ensuring opportunities for the next generation of TSIBA graduates.

### Contact

Cindy Krawe

021 532 2750 (ext. 152)

or

email: [cindy.krawe@tsiba.ac.za](mailto:cindy.krawe@tsiba.ac.za)

[www.tsiba.ac.za](http://www.tsiba.ac.za)

*We thank you in advance for your commitment to education and enabling our students to become the Future Business Leaders who will take South Africa forward.*

