



NID Training NPC

# National Institute for Development and Training Annual Report 2023



## Transformation

## We Change Lives

# TABLE OF CONTENTS

FOREWORD	3
OUR PURPOSE	5
OUR GUIDING PRINCIPLES	5
OUR STRATEGIC OBJECTIVES	5
VISION	6
MISSION	6
OUR SLOGAN	6
OUR CREDENTIALS	6
OUR VALUES	7
OUR COMMITMENTS	8
ORGANOGRAM	9
BOARD OF DIRECTORS	10
MANAGEMENT TEAM & WORKFORCE PROFILE	11
PRODUCTS AND SERVICES	12
PROGRAMMES OFFERED	13
IMPACT AND BENEFICIARIES	14
RESEARCH DEVELOPMENT AND INNOVATION	15
ENTERPRISE DEVELOPMENT	16
OUR PARTNERS	17
MEMBERSHIPS AND COLLABORATION	18
FINANCES	19
CELEBRATIONS	20

## CONTACT DETAILS

087 630 2438

[lientjjevanrensborg@nidtraining.org.za](mailto:lientjjevanrensborg@nidtraining.org.za)

# FOREWORD



The national disability prevalence rate is 7,5% in South Africa, and yet having a disability is not readily accepted in workplace culture. There seems to be a lack of awareness and knowledge about various disabilities, the levels of disabilities (if any) and what to expect of colleagues with disabilities.

For many people with disabilities, finding and sustaining work is a challenge. It is estimated that 85% of people with disabilities in South Africa are unemployed.

All over the world, people with disabilities are less likely to be employed than people without a disability, and even when employed, they are more likely to report underemployment, involuntary part-time, conditional employment, or earning lower than average salaries.

Although several and comprehensive civil rights laws prohibit discrimination based on disability and promulgate equal opportunities for participation in the workforce, the employment rates of people with disabilities are still lower when compared with comparably educated, non-disabled colleagues.

The South African Workforce Profile Trend for the representation of people with disabilities from 2018 to 2020 confirms that their representation in the total workforce remained almost stagnant for the past 20 years at 1%, with a slight increase to 1,3% during 2020.

**It is time to break the poverty chain and take action!**

The rationale of the NIDT's Training Programmes is the acceleration of youth transitions into the labour market, to support economic growth and recovery, and reduce the estimated 60% youth unemployment rate in South Africa, by offering anticipated demand-driven and tailor-made occupational programmes through designed upskilling, reskilling and cross-skilling, and provided in partnership with employers.

NIDT aims at alleviating poverty, reducing inequality and unemployment, contribute to achieving an inclusive society and translate skills development into sustainable jobs and livelihoods, with younger women, rural youth, people with disabilities and those with lower levels of schooling and restricted access to sustainable economic activity as a priority.

Due to the pace of change in the fourth industrial revolution business environment, NIDT implements a demand-led leadership approach that considers both the needs of the marketplace and the holistic development of

young people with disabilities as they enter the workplace or prepare for entrepreneurship.

NIDT's Training Programmes also focus on a coordinated response and collaborative effort between government, training institutions, employers, industry associations, and professional bodies, as it is needed to respond appropriately and to continually adapt to the ever-changing technological demands.

Innovative and demonstrable solutions in enhancing access to quality tertiary education, advancing digital, technical, and occupational skills development, and offering demand-driven future skills-matching together with supporting institutional capacity-building are key to NIDT's projects.

Employability traits, which include soft skills or life skills, and the ability to plan a career are embedded within NIDT's programmes to prepare youth with disabilities for their transition into the workplace.

NIDT's programmes also considers the development of closer relationships between training institutions and workplaces, as it is important to distinguish between preparing learners to be employment-ready and profession-ready when enrolling them into different types of training programmes.

***'Until the great mass of the people shall be filled with the sense of responsibility for each other's welfare, social justice can never be attained'.***

**Helen Keller (1951)**





# OUR PURPOSE

The reason we do the things we do.

To address the high unemployment rate amongst persons with disabilities by offering affordable, accessible, career focused, accredited qualifications to promote their employability and place them into gainful employment resulting in financial independence.

# OUR GUIDING PRINCIPLES

- Health, Safety and Environment;
- Delivering for Consumers and Clients;
- Developing our People and Valuing Diversity;
- Growing Responsibly Through Decisions Consistent with our Business Ethics and Integrity;
- Ongoing Focus on Quality Performance and Efficiency.

# OUR STRATEGIC OBJECTIVES

- To train and empower unemployed and under employed youth and persons with disabilities;
- To promote self-reliance;
- To create employment opportunities;
- To promote entrepreneurial skills;
- To minimise dependency on social grants by offering opportunities to acquire skills and knowledge;
- To alleviate poverty and unemployment amongst youth with disabilities enabling them to support themselves and their families whilst productively contributing to the industry as well as society.

# OUR VISION

NID Training's vision is: The holistic development of persons with disabilities.

# OUR MISSION

The holistic development and transformation of persons with disabilities and persons who are under employed, by rendering accredited training and work placement services to them through the following activities:

- To provide education and training services to persons with disabilities order to promote their economic independence, human dignity and self-realisation;
- To conduct any fundraising activities in order to obtain financial and other support to develop, promote and extend the Company's objectives.

# OUR SLOGAN

Our slogan speaks to our company's overall brand and services. **WE CHANGE LIVES**

# OUR CREDENTIALS

- B-BBEE Level 1 Contributor
- SETA Accreditation
- QCTO Registration
- Team Of Training & Development Experts
- Offer Bespoke Training & Development Solutions
- National Footprint
- Annual Impact > 2000+
- Non-Profit & Public Benefit Organisation



# OUR VALUES

Our Values guide the decisions, actions and behaviours of our people; are evidenced in our clients' and students' experience of the service we deliver every day; and drive our performance and growth.



## ACCOUNTABILITY

Mustering the Courage to SEE IT Finding the Heart to OWN IT Obtaining the wisdom to SOLVE IT Exercising the means to DO IT.



## DIVERSITY

Diversity is about what makes each of us unique and includes our backgrounds, personality, life experiences and beliefs, all of the things that make us who we are. It is a combination of our differences that shape our view of the world, our perspective and our approach.



## INTEGRITY

The quality of being honest and having strong moral principles.



## UNITY

The state of being whole and undivided.



## EMPOWERMENT

Creating a degree of autonomy and self-determination in people and in communities.



## TRANSFORMATION

The process of changing completely the character or appearance of some in order to improve it.

# OUR COMMITMENTS

We have created a set of Commitments which define in clear, simple terms what we want to offer to everyone who works and studies at NID Training in return for that skill and dedication. We want NID Training to be an organisation where our people feel valued, respected, supported, cared for and happy.

The Commitments ensure our behaviour - both as an organisation, and towards each other, supports that goal. The Commitments support our Vision and Values which embody the spirit of NID Training and what we stand for.

## RESPECT

We treat each other fairly and with respect.  
We know fairness, respect and courtesy come first.  
We celebrate individuality and appreciate everyone's contribution.

## GROWTH

We have opportunities to develop and progress.  
We develop our people.  
We support and encourage everyone to build their skills and fulfil their potential.

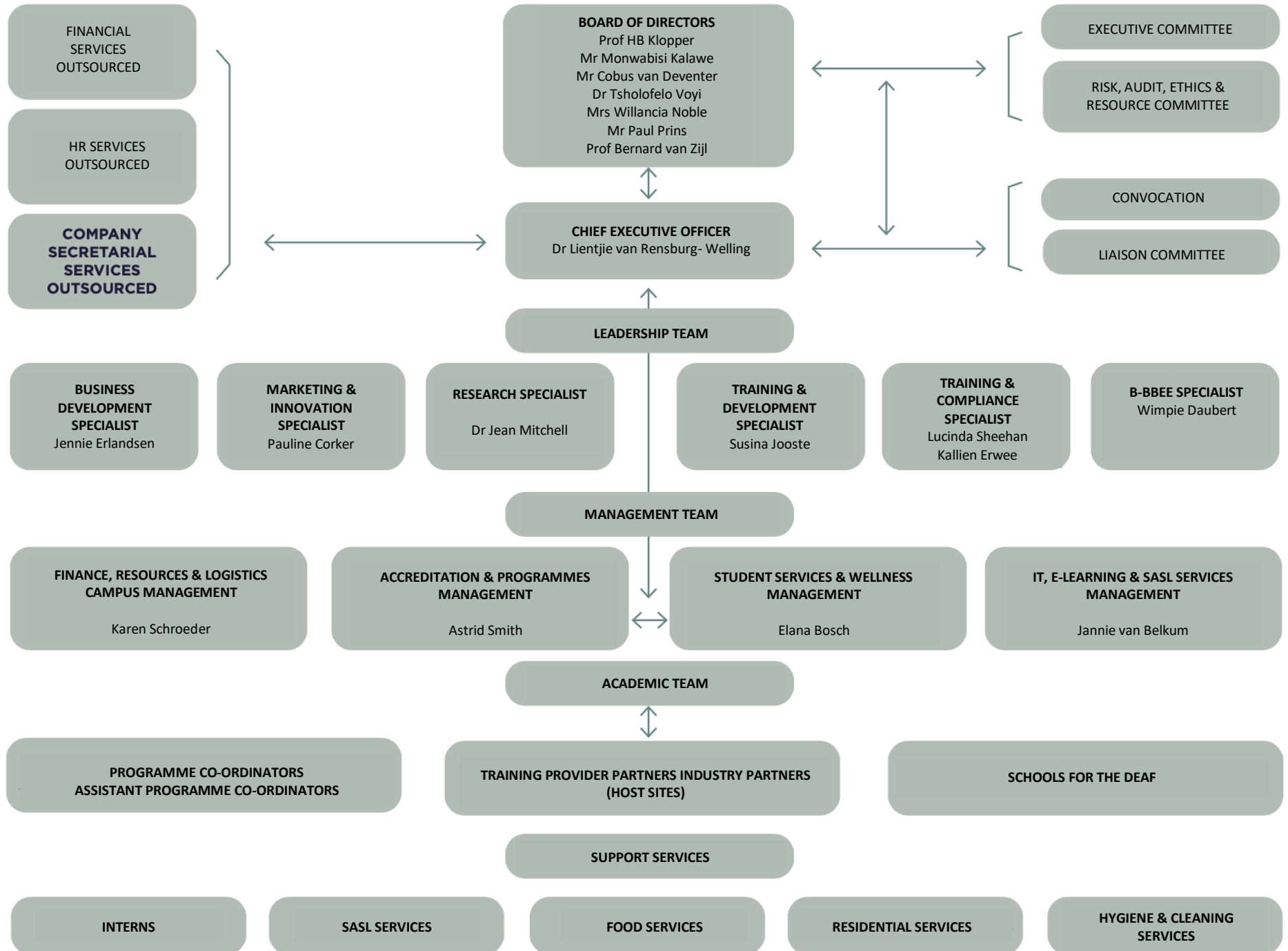
## TEAMWORK

We work as part of a positive and caring team. We care for each other, our students and clients. We enjoy what we do.



These commitments represent the foundation stone of our culture, which places our people at the heart of the business. They act a set of standards – and a call to action – to all of us in how we behave and treat each other every day. Our people live these commitments everyday so that we can continue to build a culture of which we can be proud.

# ORGANOGRAM: 2022



# BOARD OF DIRECTORS



**Prof HB Klopper**  
CHAIRMAN



**Mr Monwabisi Kalawe**  
VICE CHAIRMAN



**Cobus van Deventer**  
CHANCELLOR



**Mrs Willancia**  
DIRECTOR



**Mr Paul Prins**  
DIRECTOR



**Prof Bernard van Zijl**  
DIRECTOR



**Dr Tsholofelo Voyi**  
DIRECTOR

# MANAGEMENT TEAM



**Dr Lientjie van Rensburg-Welling**  
CHIEF EXECUTIVE OFFICER



**Mrs Karen Schroeder**  
CAMPUS MANAGER



**Mrs Elana Bosch**  
STUDENT AFFAIRS MANAGER



**Ms Astrid Smith**  
ACCREDITATION &  
PROGRAMME MANAGER



**Mr Jannie van Belkum**  
IT & SASL MANAGER

Total Workforce Profile	
DEMOGRAPHICS	% OF EMPLOYEES
African & coloured	59,46
Female	59,46
Disability	37,84

# PRODUCTS AND SERVICES



## Consulting:

- B-BBEE
- Tax Rebates



## Training:

- Learnerships
- Skills programmes
- Short courses



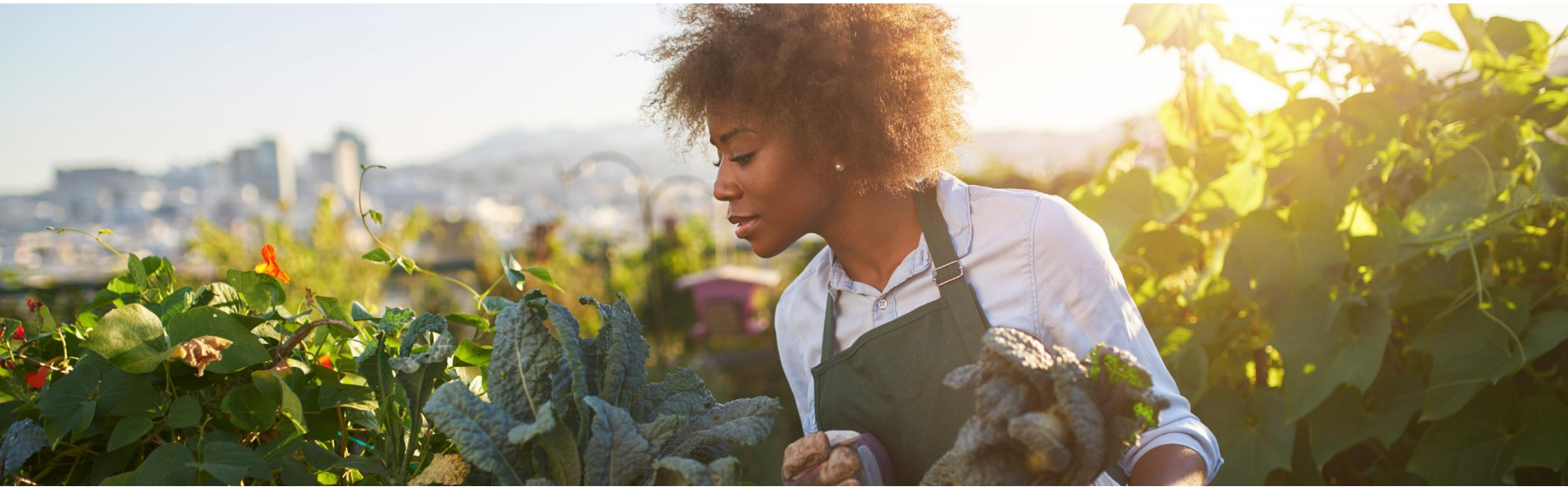
## Research:

- Peer reviews
- Articles
- Conferences
- Academic handbooks



## Development:

- Quality management systems
- Policies and procedures
- Programme development



# TRAINING PROGRAMMES OFFERED

## Agriculture

- National Certificate: Mixed Farming Systems NQF Level 1
- National Certificate: Plant Production NQF Level 2
- National Certificate: Plant Production NQF Level 3
- National Certificate: Plant Production NQF Level 4

## Beauty and Nail Technology

- Further Education & Training Certificate: Beauty & Nail Technology NQF Level 4

## Business Practice and Administration

- General Education and Training Certificate: Business Practice NQF Level 1
- National Certificate: Business Administration Services NQF Level 2
- National Certificate: Business Administration Services NQF Level 3
- Further Education & Training Certificate: Business Administration Services NQF Level 4

## Hospitality and Cleaning

- National Certificate: Professional Cookery NQF Level 4
- National Certificate: Food & Beverage Services NQF Level 4
- National Certificate: Accommodation Services NQF Level 2
- Skills Programme: Assistant Chef NQF Level 2
- Skills Programme: Cook - Convenience Foods NQF Level 2
- Skills Programme: Kitchen Cleaner NQF Level 2
- Skills Programme: Laundry Assistant NQF Level 2
- General Education and Training Certificate: Hygiene & Cleaning NQF Level 1

## Information Technology and Computer Sciences

- National Certificate: End User Computing NQF Level 3
- Further Education & Training Certificate: Systems Development NQF Level 4 & 5

## Upholstery

- National Certificate: Furniture Making - Wood NQF Level 2
- National Certificate: Furniture Making - Wood NQF Level 3

## Welding

- Further Education & Training Certificate: Welding & Application Practice N1 & N2

## Short Courses

- Consumer Finance Education
- Workplace Readiness
- Leadership & Self-development
- First Aid

## Programme Support Offered for Students & Funders

- Recruitment & testing of students
- Student SETA registration
- Training material
- Portfolio of Evidence
- Stationery
- Training equipment and tools
- Personal Protective Equipment (PPE)
- Covid-19 compulsory training
- Theoretical training venues
- Host sites (practical / workplaces)
- Facilitation, assessment & moderation
- Industry visits
- Monthly mentor meetings
- Monthly client reports
- SETA credit capturing & reports
- SETA compliance & verification visits
- Student certification



# IMPACT AND BENEFICIARIES: 2022



	HEADCOUNT	%
Total Number of Beneficiaries (TNB):	2 423	
Total Number of Beneficiaries:	2 292	94,59
Provinces (TNBP):		
Total Number of Beneficiaries:	131	5,40
Worcester (TNBW):		
Total Number of Beneficiaries:	60	45,80
Worcester Residential:		
Total Number of Deaf Beneficiaries:	245	10,11
Total Number of Beneficiaries:	4	0,16
International:		

# RESEARCH, DEVELOPMENT AND INNOVATION

When rendering specialised services in a complex environment such as the disability sector, it is of critical importance that service offerings are based on sound scientific facts and recent developments, trends and innovation.

The following initiatives add to the existing body of knowledge of NID Training NPC:

- Continuous personal development of all employees;
- Management and leadership development;
- Alignment of services to market needs, focusing on critical and scarce skills;
- Attendance of workshops and conferences;
- Contributions / presentations at workshops and conferences;
- Contributions to scientific articles to be published in accredited journals;
- Contributions to academic handbooks.
- Publishing of disability Diary entries;
- Disability awareness and sensitisation initiatives;
- Hosting / coaching research students (Masters and PhD);



# ENTERPRISE AND SUPPLIER DEVELOPMENT INITIATIVES

As a BBBEE Level 1 contributor NID Training fully adheres to the definitions and targets stipulated in the Code. Preferential Procurement including Enterprise and Supplier Development are supported through the following initiatives, to name but a few:

## **NID TRAINING BEAUTY SALON:**

ED initiative implemented (NID Training provided support to 2 black disabled females and 1 coloured female, to start their own business with NID Training infrastructure, coaching and mentoring support);

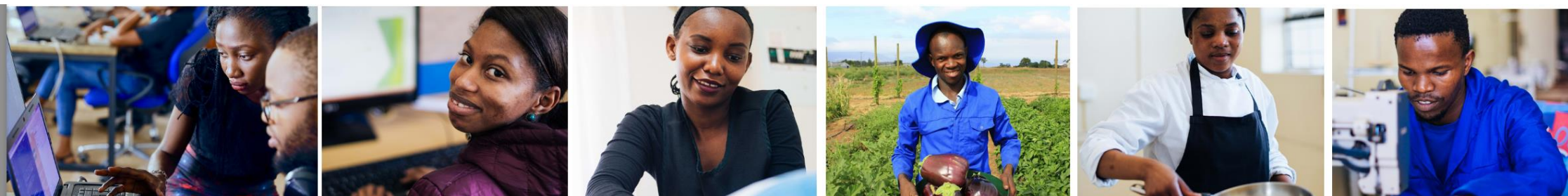
## **NID TRAINING FOOD SERVICES:**

Our Foodservices prepares nutritious meals for our students. Meals are prepared by Professional Cookery students, under the close supervision of experienced staff members and facilitators.

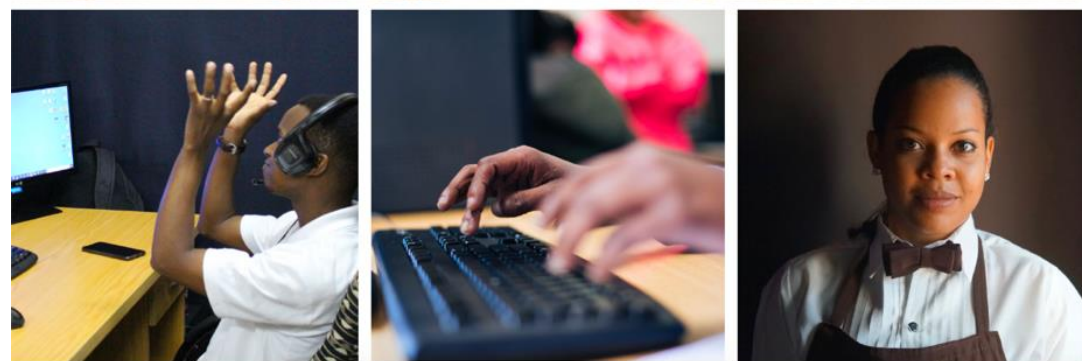
## **NID TRAINING SCHOOLS PROJECT:**

Outsourced to a 100% Black Female Owned, CATHSSETA Accredited Training Provider.

Coaching and mentoring support are provided to persons with disabilities to develop and manage businesses independently. The Enterprise Development Businesses also serve as practical training platforms for students in Professional Cookery, Hygiene & Cleaning, Agriculture and Beauty & Nail Technology Programmes.



# OUR PARTNERS



Hospitality Academy



FOSTER-MELLIAR



EMPOWERMENT  
Transformation Solutions



LUBOS  
ZULU



merSETA  
MANUFACTURING, ENGINEERING  
AND RELATED SERVICES SETA



# MEMBERSHIP AND COLLABORATION: Professional Bodies & Government Agencies



# FINANCIALS

## NID Training NPC

(Registration number: 2015/111569/08)

Annual Financial Statements for the year ended 31 March 2023

### Statement of Financial Position as at 31 March 2023

Figures in Rand	Note(s)	2023	2022
<b>Assets</b>			
<b>Non-Current Assets</b>			
Property, plant and equipment	2	971,505	1,090,087
<b>Current Assets</b>			
Inventories	3	-	6,545
Trade and other receivables	4	1,783,751	346,700
Cash and cash equivalents	5	12,912,962	10,692,097
		<b>14,696,713</b>	<b>11,045,342</b>
<b>Total Assets</b>		<b>15,668,218</b>	<b>12,135,429</b>
<b>Equity and Liabilities</b>			
<b>Equity</b>			
Reserves		4,664,700	-
Accumulated loss		(293,148)	2,127,202
		<b>4,371,552</b>	<b>2,127,202</b>
<b>Liabilities</b>			
<b>Current Liabilities</b>			
Trade and other payables	8	10,936,686	9,670,574
Provisions	7	359,980	337,653
		<b>11,296,666</b>	<b>10,008,227</b>
<b>Total Equity and Liabilities</b>		<b>15,668,218</b>	<b>12,135,429</b>

Due to the South African Personal Information Protection Act (POPI) which officially came into effect on 1 July 2020, client lists will not be published in the NID Training Annual Report.

We are grateful for the generous contributions from our clients and our partnerships within the business sector, government, trusts and foundations.

We thank all these caring people for helping us to change lives in the worlds of our beneficiaries. The positive impact is profound.

## NID Training NPC

(Registration number: 2015/111569/08)

Annual Financial Statements for the year ended 31 March 2023

### Statement of Comprehensive Income

Figures in Rand	Note(s)	2023	2022
<b>Revenue</b>			
Rendering of services		37,768,288	16,457,815
Rental Income		2,219,175	566,076
	9	<b>39,987,463</b>	<b>17,023,891</b>
<b>Cost of sales</b>			
		<b>(6,545)</b>	<b>(496,753)</b>
<b>Gross profit</b>		<b>39,980,918</b>	<b>16,527,138</b>
<b>Other income</b>			
Donations received		-	539,333
<b>Operating expenses</b>			
Accounting fees		(480,000)	(320,000)
Advertising		(61,156)	(12,368)
Auditors remuneration	12	(201,383)	(7,063)
Bank charges		(95,799)	(19,390)
Cleaning		(420,345)	(81,546)
Commission paid		(28,842)	-
Computer expenses		(188,998)	(144,029)
Consumables		(132,634)	(56,181)
Depreciation, amortisation and impairments		(159,901)	(71,143)
Employee costs		(15,249,475)	(5,392,237)
Meals and rations		(1,828,826)	(597,755)
Gifts		(15,500)	-
IT expenses		(106,187)	(32,834)
Insurance		(57,175)	(41,571)
Lease rentals on operating lease		(1,584,504)	(685,512)
Medical expenses		(10,954)	(13,821)
Utilities		(628,663)	(449,905)
Pest control		(23,751)	(10,114)
Petrol and oil		(54,179)	(23,401)
Placement fees		(13,200)	(8,800)
Postage		(4,752)	(6,346)
Printing and stationery		(248,540)	(410,121)
Protective clothing		(112,294)	(89,844)
Repairs and maintenance		(553,431)	(202,525)
Security		(84,985)	(52,427)
Subscriptions		(20,076)	(12,833)
Telephone and fax		(267,289)	(13,101)
Training program expenditure		(14,821,475)	(5,941,134)
Transport and freight		(18,522)	(6,803)
Travel - local		(444,159)	(236,467)
		<b>(37,916,995)</b>	<b>(14,939,271)</b>
<b>Operating profit</b>		<b>2,063,923</b>	<b>2,127,200</b>
Investment income	13	180,427	2
<b>Profit for the year</b>		<b>2,244,350</b>	<b>2,127,202</b>
Other comprehensive income		-	-
<b>Total comprehensive income for the year</b>		<b>2,244,350</b>	<b>2,127,202</b>

# CELEBRATIONS

## **NIDT Research, Innovation and Development Initiatives**

NID Training participated in the Harambee: Close the Gap Publication. Harambee is the Provider of Choice of the South African Presidency.

## **Peer Reviews Conducted:**

Ref. No.: 2112. Manuscript title: Factors for the employability of people with disabilities at a selected provincial government department. Journal: SA Journal of Human Resource.

Ref. No.: 935. Manuscript title: The matrix of linguistic exclusions in career construction for D/deaf learners. Journal: African Journal of Disability.

Ref. No.: 897. Manuscript title: Exploring the role and lived experiences of people with disabilities working in the agricultural sector in Northern Nigeria. Journal: African Journal of Disability.

Ref. No.: 974 Manuscript title: A case study of three interventions to improve the learning situation for school children with hearing impairment in Tanzania Journal: African Journal of Disability.

## **Articles Published:**

Manuscript ID: -280-GJSSS Title: Sensitising Prospective Workplaces on the Needs of Students with Hearing Impairments. Global Journal of Social Sciences Studies Vol. 8, No. 2, 35-47, 2022, e-ISSN: 2518-0614.

Manuscript Ref. No.: 949 Title: The development of a suitable training model for students with disabilities. African Journal of Disability.

## **Policy Making:**

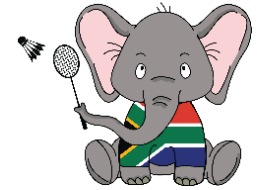
NIDT was invited as an APPETD member to participate in a webinar on the Policy for the Recognition of South African Higher Education Institutional Types on 31 August 2022.

## **Participation in Climate Change Hackathon**

The IT students of NID Training have been invited to participate in a Climate Change Hackathon (CLIMATHON 2022) led by Egypt University of Informatics (EUI) and powered by Amazon Web Services (AWS), targeting undergraduate students from all universities across Egypt, Arab and African Countries 28 August - 29 September 2022. This hackathon was directed to all university students across Egypt, Arab Countries, and Africa, under the patronage of the Egypt Ministry of Communications and Information Technology (MCIT) and the Egypt Ministry of Higher Education and Scientific Research (MoHESR). Six of our students participated in the hackathon.

### **Badminton World Federation**

The students of NID Training participated in a competition to design a logo and mascot for the Badminton All Africa Games held in Benoni in February 2023. The NID Training Elephant designed by Christelle van Rooi was formally approved by the Badminton World Federation as the official mascot for the event.



### **Absa Ready To Partner Campaign**

NID Training has been selected by the Absa Marketing team, to participate in the Absa Ready to Partner Campaign. Absa made a video of NID Training’s students that participated in the End User Computing programme. Students were given the opportunity to share their success stories.

### **Mediclinic Outreach Programme**

Mediclinic has supported the NIDT’s students with various support programmes i.e. HIV Aids, First Aid en mental wellnes, offered by their medical staff.

### **QCTO Accreditation**

NID Training has been accredited by the QCTO, to offer various QCTO qualifications.

### **#COMEASYOUARE Through The Lens Of Disability Empowerment – Absa Internal Event**

As part of the Culture Transformation journey, Absa continue to promote diversity and inclusion within the organisation to allow all colleagues to #ComeAsYouAre. Persons with disability is a strategic pillar within the Transformation, Diversity and Inclusion strategy and the intent is to encourage appreciation, create awareness to disclose and declare disability in a non-judgemental space and to remind colleagues what is in it for them to do so. It is important for Absa to educate colleagues on the different types of disabilities and on what tools and resources they have available, to allow for more inclusivity and to provide the right levels of support for colleagues to bring their unique skills, capabilities, and contributions to create a more sustainable organisation. Jannie van Belkum was the keynote speaker at this event, and the NID Training SASL interpreters interpreted during this event.

### **Giving Back to Our Communities**

NID Training supported 50 Early Childhood Development centers with nutrition and menu planning training. This project started on 20 October 2022 and is one of NID Training’s Socio Economic Development initiatives.

