



# SUSTAINABILITY

National Institute for Development and Training



ANNUAL REPORT 2022

We Change Lives

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# Forward

Prof. HB Klopper , Chairman of the Board &  
Dr Lientjie van Rensburg-Welling, Chief Executive Officer, NID Training



Historically, a large percentage of South Africa's disabled population have no access to formal schooling, with more than half being denied access to high school for various reasons of circumstance. The lack of education and employable skills exacerbates an already high unemployment number. Within the disability community, the percentage of unemployment is estimated at around 85%. Those who are employed find themselves in minimum wage positions with little chance of promotion due to primarily attitudinal workplace accessibility.

Founded in 1881, the NID - National Institute for the Deaf (NID) is a Non-Profit Company (Registration Number 1999/009816/08) and a registered Public Benefit Organisation (PBO No: 130002634), delivering and offering a diverse range of quality services exclusively to the D/deaf.

To address the high unemployment rate amongst persons with disabilities, NID Training offers accessible accredited occupational and artisan skills training and work placement services at its main campus in Worcester, as well as at its various training units throughout South Africa.

As all workplaces are unfortunately not accessible to D/deaf students only, NID Training (previously a department of NID) adapted its training strategy and model to incorporate a disability business aligned inclusive model. Through this model, the NID Training team, work hand in hand with Executive Teams, Human Resource Managers and Business Partners, Skills Development Facilitators, Transformation-,

Employment Equity- and Learning and Development Professionals, to map put the type of disability that would best suit the needs of a particular organisation.

The NID Training department has evolved over the past 21 years, and have reached a level of maturity, where its training and work placement services were expanded to a disability inclusive model. It is for this reason that the NID Training Department, have become an independent Non-Profit Company on 1st August 2021, known as NID Training NPC (Registration Number 2015/111569/08).

NID Training has its foundation in the resolution taken on 3 March 2021 by the board members of the NID to activate a Company that can provide accredited post-secondary further education and training to persons with disabilities and persons who are under employed so that they can enter the labour market self-sufficiently.

NID Training NPC continues to provide for a variety of accessible career path choices available to students with disabilities and has partnered with employers across

a variety of Industry Sectors. These sectors include amongst others: Agriculture, Automotive, Beauty, Care, Cleaning, Construction, Hospitality, Information Technology, Joinery/ Woodwork, Upholstery, Welding and Wholesale & Retail. Support from especially the Banking sector enables NID Training to offer a variety of enrichment and workplace readiness programmes to students with disabilities.

NID Training NPC is a Non-Profit Company (Registration Number 2015/111569/08) and a registered Public Benefit Organisation), delivering and offering a diverse range of quality services to persons with disabilities. Our policies and institutional plans are in line with the White Paper for PostSchool Education and Training (2013) and the National Skills Development Strategy and have been explicitly developed to address the specific needs of persons with disabilities.

We are a Level 1 BBBEE contributor, have AgriSeta accreditation and programme approval with 10 Sector Education Training Authorities (SETA's).

Our training strategy is based on a business

transformation support model. We introduce our beneficiaries to Corporate South Africa through a guided work placement model to achieve our aim of addressing the high unemployment rate in the disability sector.

We change lives through Skills Development Facilitation initiatives in support of Employment Equity and Broad Based Black Economic Empowerment targets.

The NID Training eco-system provides for a variety of accessible skills- and occupational directed training programmes, resulting in structured career paths and gainful employment for beneficiaries, in conjunction with various industry partners.

NID Training create impact by rendering services across South Africa, at local community level, to more than 2000 beneficiaries year on year.

We promote a holistic and accessible training approach, preparing beneficiaries for the open labour market and enabling them to earn sustainable livelihoods where they can contribute to South Africa's economy.





# *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.

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## 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.

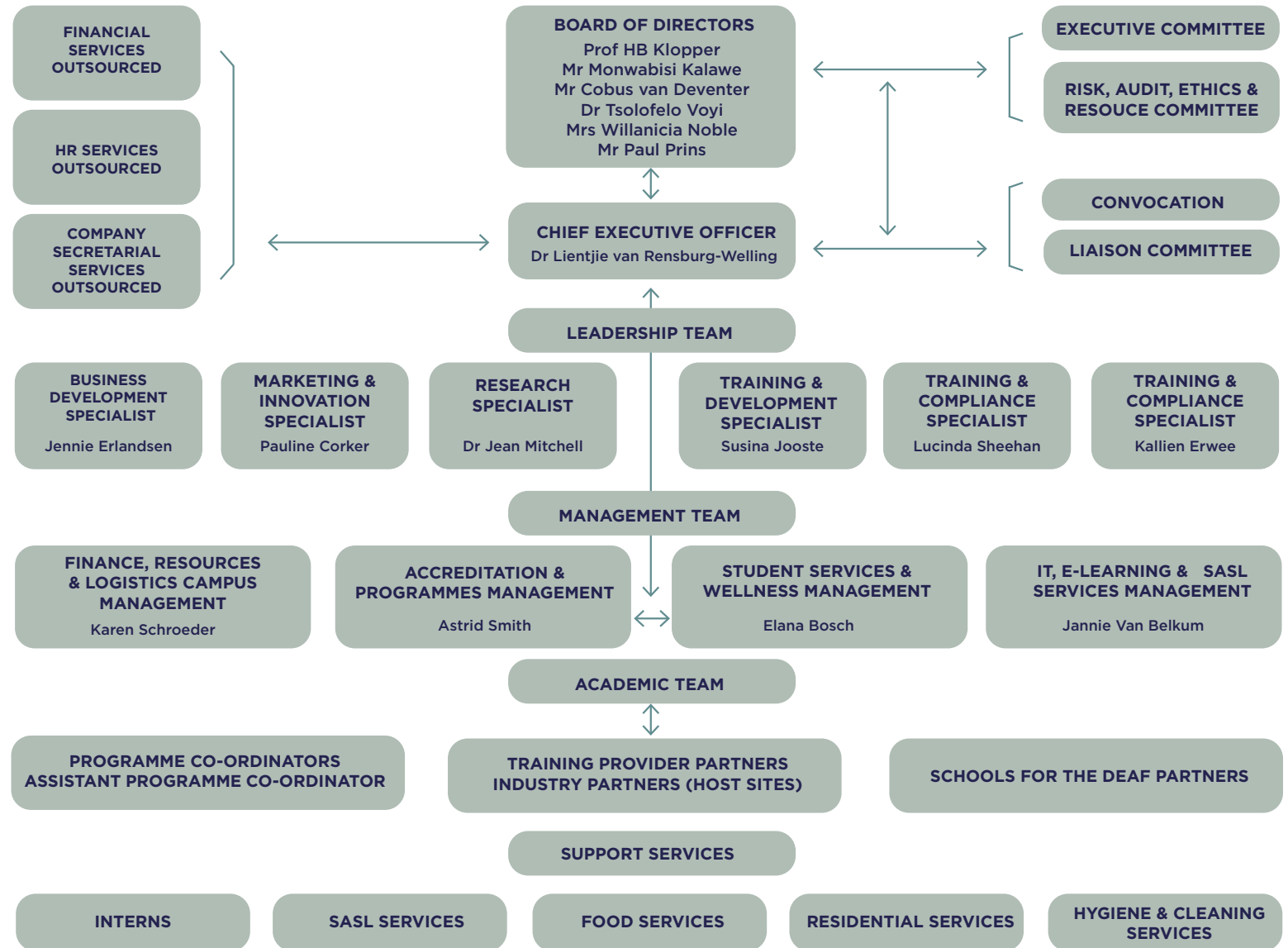
We care for each other, our students and clients.

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 as 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 every day so we can continue to build a culture of which we can be proud.

# Organogram



# Board of Directors



Prof HB Klopper  
CHAIRMAN



Mr Monwabisi Kalawe  
VICE CHAIRMAN



Mr Cobus van Deventer  
CHANCELLOR



Mrs Willancia Noble  
DIRECTOR



Mr Paul Prins  
DIRECTOR



Dr Tsolofelo 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, E-LEARNING & SASL  
MANAGER

## Total Workforce Profile

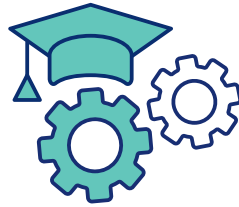
DEMOGRAPHICS	% OF EMPLOYEES
African & Coloured	59,46
Female	59,46
Disability	37,84

# Products & Services



## Consulting

- B-BBEE
- Tax Rebates



## Training

- Learnerships
- Skills Programmes
- Short Courses



## Research

- Peer Reviews
- Articles
- Conferences
- Academic Handbooks



## Development

- Quality Management Systems
- Policies & 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

## 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
- ✓ Student database management

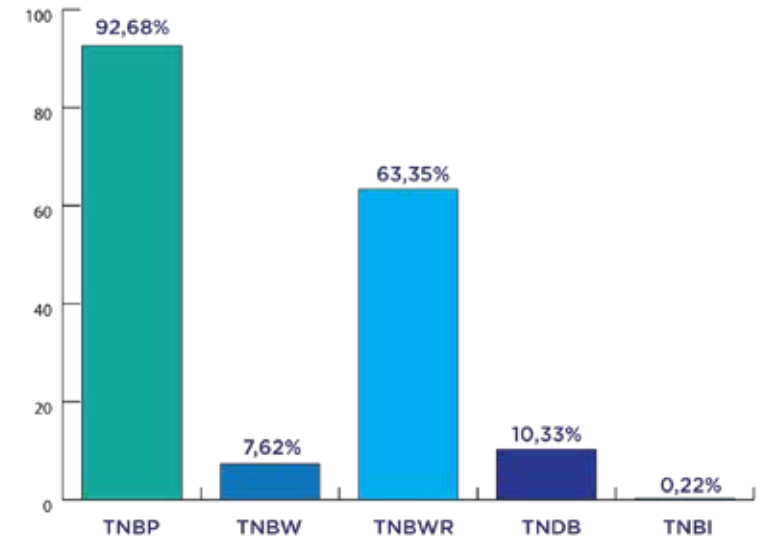


# Impact & Beneficiaries



Beneficiaries (TNB)

Headcount 2026



Total Number of Beneficiaries: Provinces (TNBP)

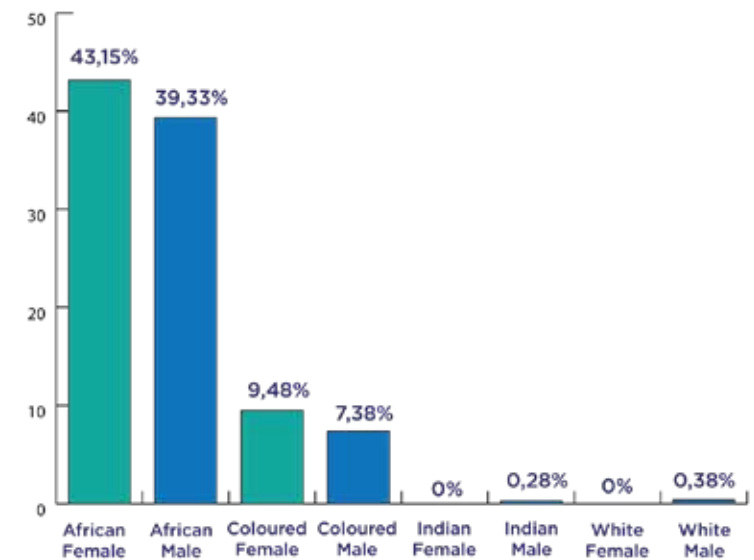
Total Number of Beneficiaries: Worcester (TNBW)

Total Number of Beneficiaries: Worcester Residential (TNBWR)

Total Number of Deaf Beneficiaries (TNDB)

Total Number of Beneficiaries: International (TNBI)

Demographics



# Research, Development & 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);
- ✓ Industry related and market research.



# Enterprise & 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, 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



# Membership & Collaboration:

*Professional Bodies  
& Government Agencies*



# Financials

**NID TRAINING NPC**  
(Reg No 2015/111569/08)

**STATEMENTS OF FINANCIAL POSITION**  
as at 31 March 2022

	NOTES	2022 R	2021 R
<b>ASSETS</b>			
<b>Non-current assets</b>			
Plant and equipment	4	1,000,087	-
<b>Current assets</b>			
Inventories	5	6,545	-
Trade and other receivables	6	346,700	-
Cash and cash equivalents	7	10,692,097	-
<b>Total assets</b>		<b>12,135,429</b>	<b>-</b>
<b>EQUITY AND LIABILITIES</b>			
<b>Capital and Reserves</b>			
Reserves		2,127,204	-
<b>Current liabilities</b>			
Provisions	8	337,953	-
Trade and other payables	9	9,670,372	-
<b>Total equity and liabilities</b>		<b>12,135,429</b>	<b>-</b>

**NID TRAINING NPC**  
(Reg No 2015/111569/08)

**STATEMENTS OF COMPREHENSIVE INCOME**  
for the year ending 31 March 2022

	NOTES	2022 R	2021 R
Income	11.1	16,828,700	-
Other income		280,257	-
Sales	11.2	777,010	-
Cost of sales	11.3	(496,753)	-
Operating expenses	11.3	17,108,957	-
		(14,981,753)	-
<b>Net profit for the year</b>		<b>2,127,204</b>	<b>-</b>
<b>Other comprehensive income for the year</b>		<b>-</b>	<b>-</b>
<b>Total comprehensive income for the year</b>		<b>2,127,204</b>	<b>-</b>

## Revenue Streams

Revenue Streams (NID Training NPC August 2021 - March 2022)	2021 / 2022 %
Government: NSF (Project Management Fee)	4,1
Government: SETA	1,4
Government: Schools for the Deaf	2,0
Private Sector	77,5
ETI Refunds	3,9
Interntional	0,9
General	0,5
Foodservices	4,5
Rentals	0,3
Donations	4,8

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, 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.