



# **National Institute for Development and Training**

## **Company Profile and Prospectus**



**We Change Lives**



# ABOUT US

NID Training ( N I D T ) is a Non-Profit Company and a registered Public Benefit Organisation, delivering and offering a diverse range of quality services to under skilled youth and persons with disabilities.

NIDT is a Level 1 B-BBEE contributor, have AgriSeta accreditation and programme approval with 10 Sector Education Training Authorities (SETA's).

NIDT is also registered with the Quality Council for Trades and Occupations (QCTO).

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 amongst youth.

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.

NIDT 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

To address the high unemployment rate amongst under skilled youth and 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 under skilled 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 enabling them to support themselves and their families whilst productively contributing to industry as well as society.





# OUR VISION

NID Training's vision is: The holistic development of under skilled youth and persons with disabilities.

# OUR MISSION

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

- To provide education and training services to promote 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 **WE CHANGE LIVES** speaks to our company's overall brand, services and culture.

# 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+ Beneficiaries
- 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.

We want NID Training to be an organisation where our people feel **valued, respected, supported, cared for and happy.**

The NID Training 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.

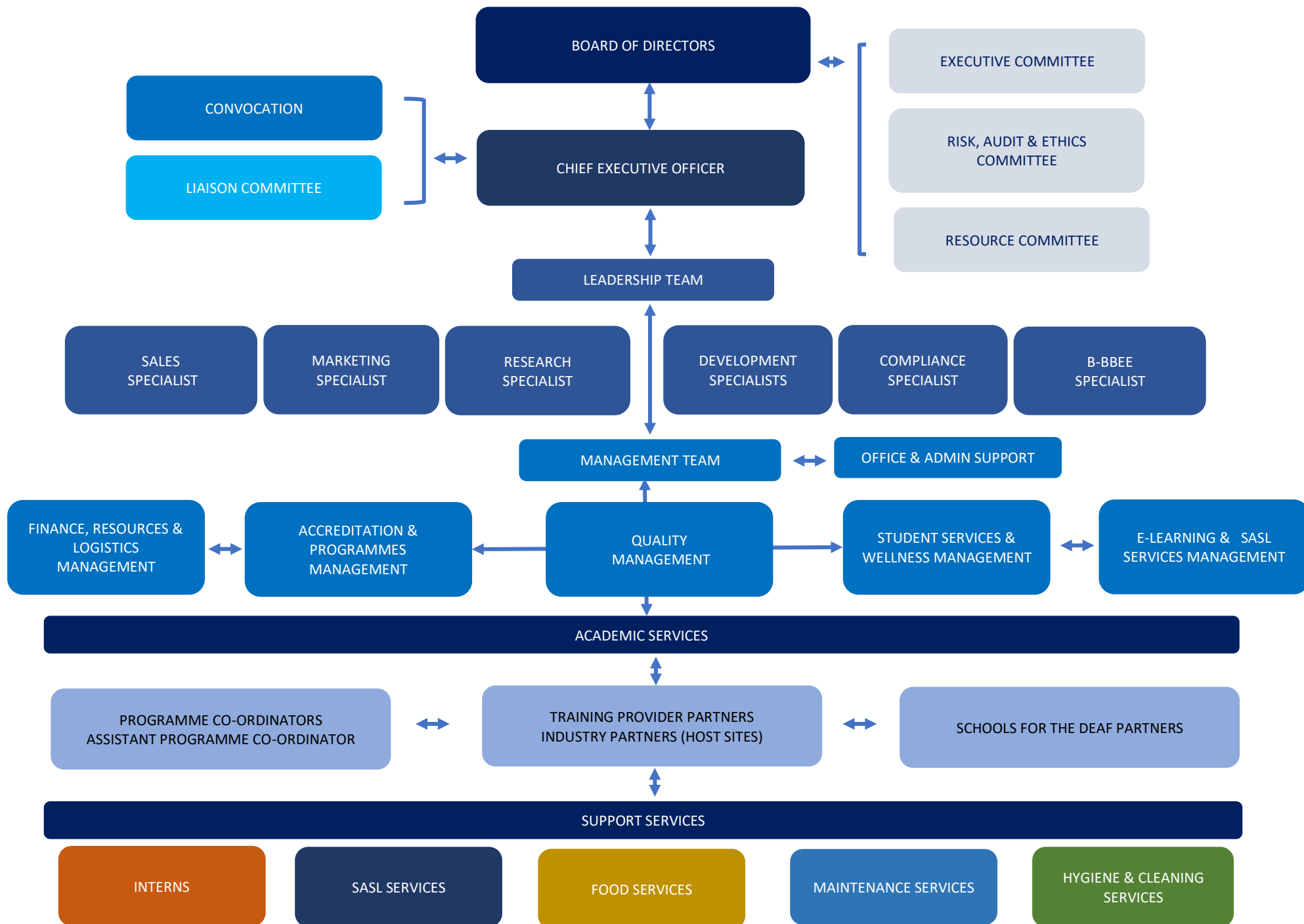
**These commitments represent the foundation stone of our culture, which places our people at the heart of the business.**

**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



# BOARD OF DIRECTORS



**Prof HB Klopper**  
**CHAIRMAN**



**Mr Monwabisi Kalawe**  
**VICE CHAIRMAN**



**Cobus van Deventer**  
**CHANCELLOR**



**Ms Christine Quickfall**  
**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**  
**FINANCE MANAGER**



**Mrs Elana Bosch**  
**STUDENT AFFAIRS MANAGER**



**Ms Astrid Smith**  
**ACCREDITATION &  
PROGRAMME MANAGER**



**Mr Jannie van Belkum**  
**SASL MANAGER**

# PRODUCTS AND SERVICES



## Consulting:

- B-BBEE
- Tax Rebates
- Workplace Sensitisation
- Reasonable Accommodation



## Training:

- Learnerships
- Occupational Qualifications
- Skills programmes
- Part Qualifications
- Short courses



## Research:

- Peer reviews
- Publishing of Articles
- Conference Presentations
- Academic handbooks



## Development:

- Quality management systems
- Policies and procedures
- Programme development



# TRAINING PROGRAMMES OFFERED

## AGRICULTURE

National Certificate: Mixed Farming Systems NQF 1  
National Certificate: Plant Production NQF 2  
National Certificate: Plant Production NQF 3  
National Certificate: Plant Production NQF 4  
Occupational Certificate: Garden Worker - NQF 2  
Occupational Certificate: Horticultural Farm Foreman NQF 4

## BEAUTY AND NAIL TECHNOLOGY

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

## BUSINESS PRACTICE AND ADMINISTRATION

Occupational Certificate: Small Business Consultant NQF 5

## CULINARY

Occupational Certificate: Chef - 3 Year Apprenticeship NQF 5  
Occupational Certificate: Cook - NQF 4  
Occupational Certificate: Kitchen Hand - NQF 3  
Occupational Certificate: Food Handler - NQF 2

## CLEANING

General Education and Training Certificate: Hygiene & Cleaning NQF 2  
Occupational Certificate: Commercial Cleaner NQF 1  
Occupational Certificate: Healthcare Cleaner NQF 2  
Occupational Certificate: Kitchenette Cleaner NQF 1  
Occupational Certificate: Ablution Cleaner NQF 1  
Occupational Certificate: Above Surface Cleaner NQF 1  
Occupational Certificate: Floor Cleaner NQF 1

## INFORMATION TECHNOLOGY AND COMPUTER SCIENCES

National Certificate: End User Computing NQF 3  
Further Education & Training Certificate: Systems Development NQF 4 & 5  
Further Education & Training Certificate: Technical Support NQF 4 & 5  
Occupational Certificate: Internet of Things Developer NQF 4  
Occupational Certificate: Cloud Administrator NQF4  
Occupational Certificate: Cybersecurity Analyst NQF5  
Occupational Certificate: Data Science Practitioner NQF5

## UPHOLSTERY

National Certificate: Furniture Making - Wood NQF 2  
National Certificate: Furniture Making - Wood NQF 3  
Occupational Certificate: Upholstery Frame Maker NQF 2  
Occupational Certificate: Upholstery Cover Fitter NQF 2  
Occupational Certificate: Upholstery Frame Preparer and Template Maker NQF 3

## ARTISAN

Occupational Certificate: Assistant Handy person NQF 2  
Further Education & Training Certificate: Welding & Application Practice N1 & N2

## RETAIL

Occupational Certificate: Perishable Goods Replenisher NQF 2

## HEALTHCARE

Occupational Certificate: Disability Attendant NQF 3



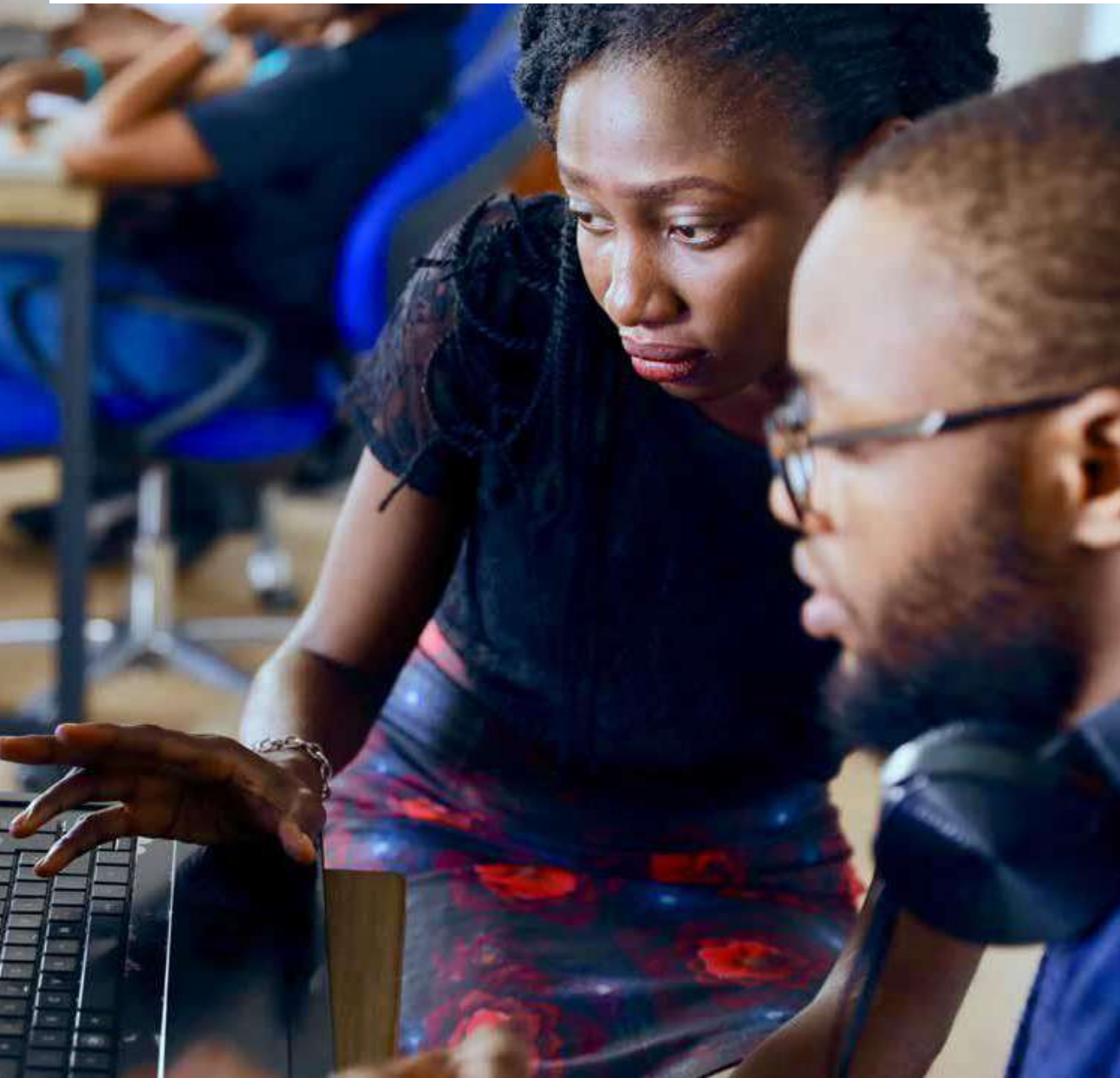


# CLIENT & STUDENT SUPPORT

- ✓ Recruitment & testing of students,
- ✓ Student SETA/QCTO registration,
- ✓ Training material & Portfolio of evidence,
- ✓ Stationery,
- ✓ Training equipment and tools,
- ✓ Personal Protective Equipment (PPE),
- ✓ Theoretical training venues,
- ✓ Host sites (practical / workplaces),
- ✓ Facilitation,
- ✓ Assessment & moderation,
- ✓ Industry visits,
- ✓ Monthly mentor meetings,
- ✓ Monthly client reports,
- ✓ SETA/QCTO credit capturing & reports,
- ✓ SETA/QCTO compliance & verification visits,
- ✓ Student certification,
- ✓ Student database management.



# SOFT SKILLS AND WORK PLACEMENT SUPPORT



## SOFT SKILLS

- ✓ Consumer Finance Education
- ✓ CV Writing Skills
- ✓ Job Interview Skills
- ✓ Behaviour and Ethics in the Workplace
- ✓ Basic Conditions of Employment

## LIFE SKILLS

Drug & Alcohol Abuse

Nutrition, HIV, TB and Other Health Related Matters

## WORKPLACE READINESS

- ✓ Sensitisation of workplaces
- ✓ Sensitisation of non-disabled colleagues
- ✓ Job Placement and Settling in Support

## SASL INTERPRETING SERVICES

- ✓ Job Interviews
- ✓ Workplace meetings



# ENTERPRISE AND SUPPLIER DEVELOPMENT INITIATIVES

As a B-BBEE 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:**

Infrastructure, coaching and mentoring support and empowerment of Black Female owned business that employs youth and persons with disabilities.

## **NID TRAINING FOOD SERVICES:**

Meals are prepared by culinary students, under the close supervision of experienced staff members and facilitators.

## **NID TRAINING SCHOOLS PROJECT:**

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

**Enterprise Development Businesses also serve as practical training platforms for students.**

**Corporates can participate in these ED initiatives to attract B-BBEE points.**





# 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, 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.



# WHY PARTNER WITH US?

- ✓ We have a B-BBEE Level 1 rating with a procurement recognition of 135%,
- ✓ Skills development solutions are positioned to meet B-BBEE Codes of Good Conduct, Employment Equity targets and operational requirements,
- ✓ We offer a variety of SETA accredited programmes,
- ✓ Reputable data for B-BBEE verification purposes,
- ✓ ETI and 12H Tax rebates make services more affordable,
- ✓ Hosting of students through our partnership network,
- ✓ Donations to NID Training are Tax Deductible.

*A taxpayer making a bona fide donation in cash or of property in kind to a section 18A-approved organisation like NID Training, is entitled to a deduction from taxable income if the donation is supported by the necessary section 18A receipt issued by the organisation.*

*(Receipts are issued for the purposes of Art 18A of the Income Tax Act, 1962. Donations are used exclusively for the purposes of NID Training NPC's beneficiaries).*



## MEMBERSHIP AND COLLABORATION: Professional Bodies & Government Agencies



**CAPE CHAMBER**  
OF COMMERCE & INDUSTRY







For further information or to arrange a meeting, please contact us:



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*NIDT is a Non-Profit Company  
(Registration Number  
2015/111569/08) and a registered  
Public Benefit Organisation.*