



Business *Profile*

Presented By:
CUMLAUDE INSTITUTE

Presented To:
STAKEHOLDERS

Preparing For A Brighter Future Ahead.



About Us

Cumlaude Institute is an accredited Skills Development and Training Provider which is 100% Black-owned. We specialize in the implementation and research of Quality Management Systems (QMS), and we are also accredited by the QCTO as a Training Provider.

We offer Internship Programs to graduates and Learnership Programs to the youth of South Africa. These programs provide professional learning experiences through meaningful, practical work aligned with students' fields of study or career interests. They focus on career exploration, skill development, and personal growth. Our training programs are interactive and run for 12 to 18 months, facilitated by qualified and experienced professionals.

In addition to training, we offer continuous business monitoring, business development support, and advisory services to various entities across different industries. We also manufacture and produce specialized food products, including canned and preserved foods, dried fruits, processed dried meats, and more.

Our mission is further advanced through initiatives such as disability mainstreaming, inclusion, and advocacy for the recognition of people with disabilities. These efforts ensure their full participation in empowerment and skills development programs aimed at improving societal well-being.

We operate within the Republic of South Africa, primarily in three regions: Gauteng, Eastern Cape and Free State. Clients and stakeholders can reach us at our Head Office in QwaQwa (Phuthaditjhaba).

VISION

Our cornerstone is market knowledge and a wide business network, upon which we build customized interactive platforms to provide high-quality services that cater to our broad customer base. Our business is distinguished by quality, customer service, and trusted values. We maintain our passion for the continuous improvement of processes, quality, and customer-related services.

MISSION

Our goal is to provide excellent customer service to our clients and partners by giving them a central role in the business, treating them with respect and integrity. We aim to deliver quality service on time and at the convenience of our clients. Additionally, we are committed to training young men, young women, and people living with disabilities who wish to operate in the same industry as us. Our vision is to become a significant service provider.

OUR VALUES

- People
- Accountability
- Quality
- Transparency
- Professionalism
- Ethics

OUR BLOOD STREAM

- To support Skills Development initiatives that produce mid-level and high risk skills that transform different sectors.
- To support workplaces in the sectors to develop and grow the skills levels of the current workforce.
- To facilitate initiatives to grow finance and accounting skills enabling employability in the wider economy through partnerships with significant industry players.
- To serve the industry to promote national skills plan and NQF bases Unit Standard.

OVERALL INDUSTRY

We are in the skills and training development industry, where we provide Internship and Learnership Programs to our stakeholders, offering a professional learning experience that includes meaningful, practical work related to their field of study or career interest.

Our Services & Products

- Learnership Programs: We offer accredited learnerships and accredited skills programs. Our learnership programs run for a 12month period, which consist of 70% Practical's (workplace experience in the actual field of study) and 30% theory in the classroom. Our learnership programs consist of screening and selection. Screening through proven assessment Test methods and interviews to ensure the participants of any program are suited for that particular learning program.

- Internship Programs: Graduates from universities, universities of Technology and TVET Colleges in preparing them the Professional World. Structured learning experiences in a professional setting that allow graduates to gain valuable work experience in a student's chosen field of study. Host Employment/Workplace Placement: Placement of our learners/candidates in established institutions and companies to ensure they receive sufficient exposure to their specific industry during their Practical's. Build the practical and soft skills that employers want to see. Helping incumbents gain a better understanding of a specific job/industry.

- Mentoring/Career Guidance: Mentoring of learners in a Learnership or Skills Program to ensure they have all information concerning their industry available to them and ensure they make sound decisions based on sound advice.
 - Business Development: Company registrations, youth entrepreneurship development, BBBEE, SARS registrations, Central supplier database registration.
 - Skills Development: As an accredited training Provider we implement the highest quality of accredited programs which are recognized by SAQA and Sector Seta.
 - Skills Development facilitation and Governance.
 - Quality management system (ISO 9001:2015)
- Institutional research and development
- QMS HEALTH AND SAFETY
 - PROJECT MANAGEMENT
 - DIGITAL MARKETING
 - Team Building
 - QUANTIFICATION OF HUMAN CAPITAL
 - Online Learning

ACCREDITED QUALIFICATIONS WE OFFER

- General Education and Training Certificate: Food and Beverage Handling Processes NQF Level 1
- NC: New Venture Creation (SMME) NQF Level 2
- FETC: New Venture Creation NQF Level 4
- FETC: Generic Management NQF Level 4
- GETC: Business Practice
- NC: Generic Management Level 5
- National Certificate: New Venture Creation (SMME) Level 2
- Further Education and Training Certificate: New Venture Creation Level 4
- Business Practice Level 1
- General Education and Training Certificate: Clothing Manufacturing Processes
- National Certificate: Wholesale and Retail Operations
- National Certificate: Wholesale and Retail Operations Supervision
- Occupational Certificate: Road Transport Manager NQF Level 05
- Occupational Certificate: Supply and Distribution NQF Level 07

- Occupational Certificate: Project Manager NQF Level 5
- Occupational Certificate: Store Person NQF Level 2
- Occupational Certificate: Cash Office Clerk NQF Level 2
- Occupational Certificate: Dispatching And Receiving Clerk NQF Level 3
- Occupational Certificate: Sales Assistant NQF Level 3 (General and Retail Sales Advisor)
- Occupational Certificate: Cloud Administrator NQF Level 04
- Occupational Certificate: Software Developer NQF Level 05
- Occupational Certificate: Internet-of-Things NQF Level 04
- Occupational Certificate: Bus Driver NQF Level 03
- Occupational Certificate: Supply Chain NQF Level 05
- Occupational Certificate: Investment Adviser NQF Level 06
- Occupational Certificate: Insurance Claims Administrator NQF Level 04
- Occupational Certificate: Financial Advisor NQF Level 06
- Occupational Certificate: Long Term Insurance Advisor NQF Level 05
- Occupational Certificate: Office Administrator NQF Level 05

ACHIEVEMENTS & PREVIOUS PROJECTS

Cumlaude Institute has engaged in the implementation of nearly ten learnership programs since 2021, receiving three Sector of Education and Training Awards for exemplary achievement. Cumlaude Institute's learnerships assisted over 1400 learners earn professional academic certificates, with over four hundred and fifty (450) finding employment in a variety of fields and two hundred and fifty (250) registering their businesses under Cumlaude Institute's incubation program. Furthermore, Cumlaude Institute has trained ten cooperative owners and fifty-eight municipal employees.

Cumlaude Institute enrolled four hundred (400) unemployed, young, and disabled individuals in a Food and Beverages Manufacturing SETA funded learnership program for the General Education and Training Certificate: Food and Beverage Handling Process NQF Level 1 and New Venture Creation NQF Level 4. Cumlaude Institute therefore won its first accolade in the FoodBev SETA annual awards for Successfully Implemented Partnership together with Rose Mugs in 2022.

Cumlaude Institute has ensured that learners maintain a maximum attendance rate of (100%) at all times. These represent the Cumlaude Institute's initiatives. In the first place, despite the fact that the students receive a monthly stipend to cover their living expenses and transportation, Cumlaude Institute has taken it upon itself to offer daily transportation for the students via Maluti Bus Service. Cumlaude Institute also provided daily catering services for the students' breakfast and lunch, recognizing that everyone has distinct life experiences and challenges.

In the conclusion of the program, two hundred and fifty (250) students were assisted with business plan writing, business profiles, logo creation and registering their companies. Both parties—the Cumlaude Institute and the learners' companies—agreed that newly founded businesses would run under the mentoring of the Cumlaude Institute for a period of three years.

In the following year of 2023, Cumlaude Institute enrolled three hundred and fifty (350) learners on Food and Beverages Manufacturing SETA funded learnership program for the General Education and Training Certificate: Food and Beverage Handling Process NQF Level 1 and Further Education and Training Certificate: Generic Management NQF Level 4. For this program, Cumlaude Institute won its first solo accolade for Best Skills Development for People with Disabilities.

Cumlaude Institute and INSETA successfully enrolled two hundred and fifty (250) learners on Insurance Sector of Education and Training funded program for Further Education and Training Certificate: Wealth Management NQF Level 4. The learnership program, which is a vocational education and training program connects organized learning with work experience to attain a recognized certification. All our learners were offered host employment by various stakeholders that we work with, including: Metropolitan, Avbob Funeral Service, Covision Group, Tlokotsi Financial Services (Assupol Broker), Moloi Funeral Services, Baroka Funerals, Motshoane Funeral Service, Dorah and Dorcas Funeral Service, Be Courageous Funeral Services, Moloi Funeral Services, Future NMS Trading. In the conclusion the program, Cumlaude Institute was awarded Change Markers Award at the INSETA annual awards.

The learnership programme has been a holistic development: this programme has fostered the development of soft skills like communication, critical thinking, and problem-solving. These competencies are essential for success in any professional setting, enabling learners to excel in their chosen careers. The program has empowered participants with skills and knowledge that transcend the theoretical realm, poverty eradication as the key component that Cumlaude Institute stands for. This is where learnerships play a pivotal role, and where businesses can make a fundamental difference by investing into the growing and developing the practical skills and theoretical knowledge needed in their industry sector and businesses, while radically changing the youth unemployment trajectory. Learnerships bridge the gap between the current education provided, versus what is needed by the labour market and employers. They are central to skills upliftment in South Africa and in bringing young people onto the employment ladder and into solid career and employment trajectories. Eradication of high employment rate has been thus far been a successful execution done by Cumlaude Institute. Our goals and missions has been successfully been fulfilled.

The learnership program has provided the incumbents with an opportunity to meet new people who might be future colleagues or mentors. Networking with and learning from full-time professionals during their work experience journey, in which Cumlaude Institute aims for the learners to be absorbed, with which on record we have 4 host employers that has given our learners fixed term contracts, while others are on probation contract basis, we are therefore happy to report to Insurance Sector Education and Training Authority (Inseta) that 60 learners who was on the programme have been offered employment.

In cooperative training, it is important to understand the project's initial aim in order to properly appreciate its overall nature. Cumlaude Institute enrolled hundred and fifty (150) company owners in its New Venture Creation Skills Program and QMS 9001 in March 2024, funded by Mining Qualification Authority. The program's purpose is to provide small businesses and cooperatives with appropriate and needed training on any of the following themes/topics:

- Business planning/goal setting.
- Opportunities for growth and market positioning for SMMEs.
- Practical legal requirements for SMMEs.
- Marketing and sales.
- Financing and funding
- Financial management for growth.
- HR and people management.
- Focusing on the future growth and growing your businesses.

Prior to switching to Google Classroom, candidates had weekly online classes using Teams and got evaluations and assessments via email. Every week, the facilitator distributed one or two assessments via Google Classroom, giving students at least one week to return them. To track the applicants' progress, the project manager created registers. The program was a success since all of the candidates submitted their paperwork within the deadline specified by the program administration. It was the first hybrid implementation for Cumlaude Institute's employed team.

The program comprises the following hundred and fifty (150) cooperative owners: 70% women, 50% youth, 15% persons with disabilities, and 100% who reside in rural areas.

The Department of Cooperative Governance and Traditional Affairs (COGTA) commissioned Cumlaude Institute to provide training for two hundred and fifty 250 managers from Gauteng municipalities on an emerging leadership development program. The course, conducted over four months, was designed to equip learners with the essential leadership, management, and public service skills required to meet the mandates of their municipalities. The program covered a range of competencies, including public management, communication, customer service, financial management, and project management. This report summarizes the progress, results, successes, challenges, and lessons learned during the implementation of this training program.

The program aimed to provide emerging leaders with the necessary knowledge and skills to effectively manage teams, enhance performance, and support their municipalities' mandates. Participants were enrolled in the Generic Management qualification at NQF Level 5. The course covered critical areas such as self-management, public management, communication, customer service, and project management.

Key Components of the Program:

- Enrollment of learners and distribution of learning materials
- Implementation of training in three locations: Midrand, Mogale City, and EastRand
- Learner support and completion of tasks with departmental support
- Evaluation and certification of learners' performance
- Alignment with unit standards on the National Qualifications Framework (NQF)

Cumlaude Institute has enrolled ten employees in a Chemical Industries Education and Training Authority (CHIETA) funded Quality Inspector NQF Level 3 program. The qualification prepares learners to work as quality controllers, verifying and validating raw materials, work-in-progress, and final goods or services. Overall, the qualification is applicable to all working industries. The goal of this qualification is to train students to work as Quality Inspectors, making measurements with precision tools and comparing products/services to established standards to analyze variances and assure compliance with specifications.



OUR PARTNERSHIPS

FoodBev
Manufacturing SETA

 **inseta**
INSURANCE SECTOR EDUCATION
AND TRAINING AUTHORITY



Transport Education Training Authority
Driven by Vision



fp&m
seta
Fibre Processing & Manufacturing Sector Education and Training Authority

 **CHIETA**
INNOVATING FOR IMPACT

W&RSETA
WHOLESALE & RETAIL SETA
Skills Development for Economic Growth



mictseta

 **QCTO**
Quality Council for Trades & Occupations



GAUTENG PROVINCE
CO-OPERATIVE GOVERNANCE AND
TRADITIONAL AFFAIRS
REPUBLIC OF SOUTH AFRICA

 **CUT**
CENTRAL UNIVERSITY OF
TECHNOLOGY, FREE STATE



Cumlaude Institute maintains strong working relationships with various SETA's, including FoodBev SETA, INSETA, TETA, FP&M SETA, CHIETA, W&R SETA, MICT SETA, Services SETA, and QCTO. We also collaborate closely with COGTA, CUT (Central University of Technology), and Maluti TVET Colleges.

OUR ACHIEVEMENTS

FoodBev SETA hosted an award ceremony on Wednesday, the 27th November 2024, in Cape Town. Cumlaude Institute was honored to be part of the Food and Beverage Seta stakeholder Recognition & Appreciation awards ceremony. Cumlaude Institute was nominated under the category for Skills Development for People with Disabilities. Indeed, the institute has made commendable efforts to include and upskill people with disabilities by fostering an inclusive and supportive learning environment. This marks an impressive milestone achieved on Cumlaude Institute 2024 calendar. Indeed, hard work pays off.

Congratulations to Cumlaude Institute Team.

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COGTA Graduations hosted by Cumlaude Institute

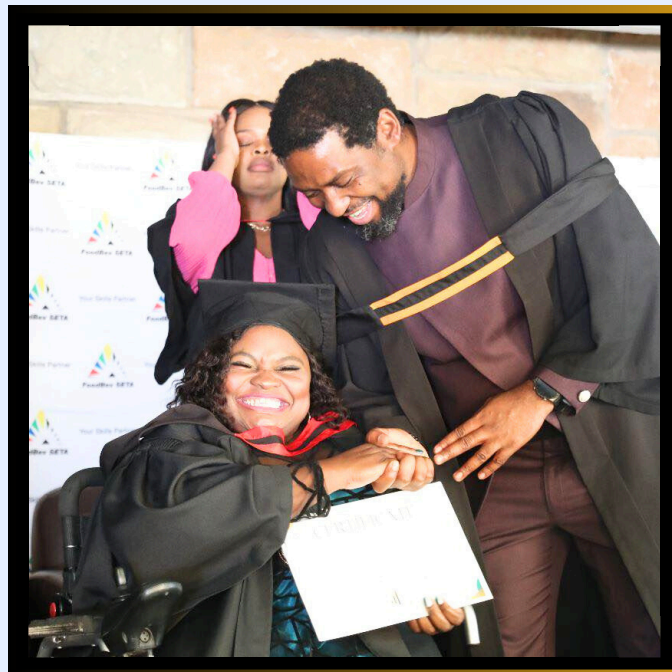
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We proudly honour the remarkable accomplishments of our COGTA students who have successfully completed their learning journey. We salute your resilience, commitment, and determination.

OUR GALLERY

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OUR BRANDING

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