

Let your BEE  
contributions  
make a real  
difference.



Your BEE contributions can make a *real* difference where it counts, socially and economically, in our country.

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**“Yandisa Ulwazi” - Expand Your Knowledge**

## BEE in South Africa

Black Economic Empowerment is an economic growth framework for the country and South African businesses to include black people across the 7 pillars of the BEE scorecard which include, Ownership, Management, Employment, Skills Development to name a few.

The tables below list the seven pillars and the BEE scorecard.

Pillar	Points
Ownership	20
Management Control	10
Employment Equity	15
Skills Development	15
Preferential Procurement	20
Enterprise Development	15
Socio-Economic Development	5
	<b>100</b>

Score	Level	Recognised
100+	1	135%
85-100	2	125%
75-85	3	110%
65-75	4	100%
55-65	5	80%
45-55	6	60%
40-45	7	50%
30-40	8	10%
<30	NC	0%

Applying the Codes of Good Practice means a company will be measured according to a scorecard and receive a score out of 100.

- Medium and large companies, with an annual turnover above R35 million, are scored on all seven elements of the generic scorecard.
- Qualifying small enterprises (QSEs), with a turnover between R5 million and R35 million, have to comply with only four elements of the scorecard, which they can choose for themselves.
- Exempted micro-enterprises (EMEs), with a turnover of up to R5 million, are automatically considered BEE compliant without having to apply any elements of the scorecard.

# TSA Africa – profile in brief

## Skills Training & Educational Programmes

We at TSA AFRICA believe that the best way for an individual to sustainably access the economy is by providing the fundamental building blocks of ability and competence through 'Effective Education'.

This includes providing our youth and educators with a much needed support structure and a study technology where we are able to effectively rehabilitate and empower both youth and educators alike whilst at School, College and University.

The TSA AFRICA approach, services and training programmes, including our study technology courses, have been tried and tested and the successful results have proven to be the answer to current problems facing our youth, educators, schools and many small and large businesses in South Africa.

At TSA AFRICA our training methodology and educational programmes which includes the world renowned Study Technology have provided many SED and ED beneficiaries with the much need opportunity to put into practise the theory learned, thus allowing for true competence in the workplace.

This approach has allowed many schools, students, educators and many a business to successfully achieve their desired and set goals.

We have learned that it means caring about the person and not being reasonable about any potential stops or barriers that would otherwise prevent them from achieving their life long dreams but caring enough to get them through the stops or barriers and to provide the service that's going to assist our youth and future business leaders to access the South African economy.

At TSA we offer the following services:

- *Socio Economic, Enterprise & Skills Development Consulting Services*
- *Skills Development Facilitation Services*
- *Sourcing, Recruitment & Assessment Services*
- *Study Technology & Life Skills Support Programmes*
- *Business Management & Administration Training Programmes*
- *Supporting Documentation for BEE Verification Purposes*



# Terms & Definitions

**Socio Economic Development (SED)** is defined as:

“Monetary and Non-Monetary contributions actually initiated and implemented in favour of beneficiaries by a measured entity with the specific objective of facilitating sustainable access to the economy for those beneficiaries.”

- 1% of Nett Profit After Tax
- 5 points

**Enterprise Development (ED)** is defined as:

“Enterprise Development Contributions consist of monetary and non-monetary, recoverable and non-recoverable contributions actually initiated in favour of a beneficiary entity by a measured entity with the specific objective of assisting or accelerating the development, sustainability and ultimate financial independence of the beneficiary. This is commonly accomplished through the expansion of a beneficiaries financial and/or operation capacity.”

- 3% of Nett Profit After Tax
- 15 points

**Skills Development (SD)** is defined as:

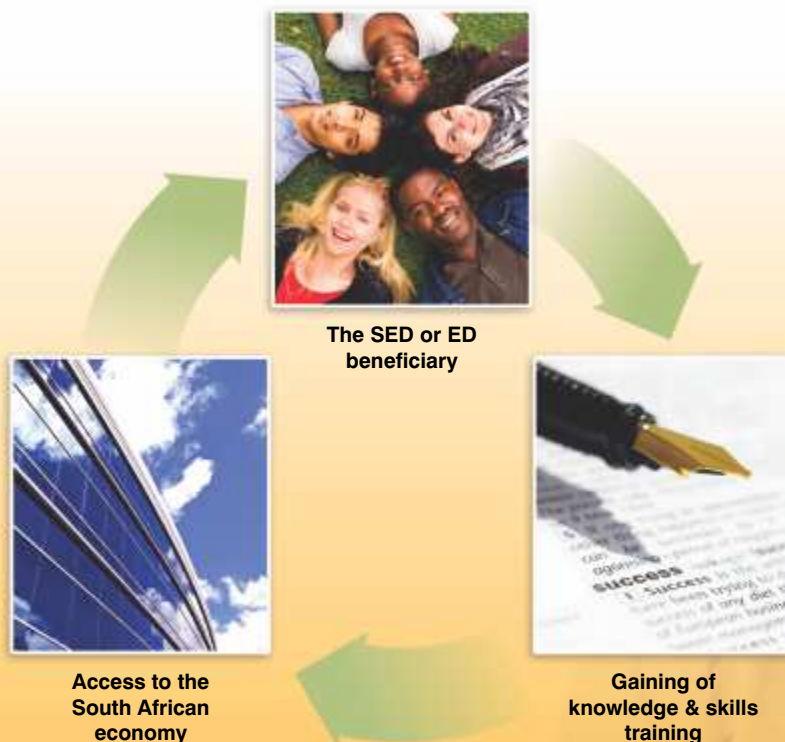
Skills development supported by the 1% SDL is for all company staff, regardless of race and gender. Over and above the 1% SDL, the BEE Code of Good Practice on Skills Development (Code 400) has a target of an additional 3% skills development spend specifically on black employees. Meeting this voluntary target earns the company six points on its skills development scorecard. A company that meets a voluntary target of 0.3% of skills development spend on black disabled employees can earn another three points on this scorecard. If 5% of black employees are enrolled on learner ship programmes, the company earns another six points on the scorecard. A total of 15 points can be earned on the scorecard for skills development spend on black employees. Code 400 says companies will get points on the skills development scorecard only if they are in compliance with the Skills Development Act and the Skills Development Levies Act.

## SED & ED at work

Socio-Economic Development is defined as the aim to have more South Africans gain sustainable access to the economy.

There are 3 essential parts that make a successful Socio-Economic and Enterprise Development programme, namely:

- The SED or ED Beneficiary
- The Acquiring of Knowledge and Skills
- The Sustainable Access to the South African Economy



# SED & ED Beneficiaries Programmes

SED SCHOOL INFRASTRUCTURE  
ENHANCEMENT PROGRAMME



## The Infrastructure

Before any form of education can take place it is imperative that infrastructure exists or is developed so as to enable the transfer of knowledge, this includes:

- Classroom Resources
- School Infrastructure
- Human-Resources

SED EDUCATORS  
ENHANCEMENT PROGRAMME



## The Educator

If an educator is unable to part knowledge and unable to teach including identifying barriers to learning in students, then it is highly likely that students will not understand the lesson or learn. Providing ample education is the responsibility of all teachers

**Providing a return on investment while simultaneously creating sustainable access to the South African economy.**

75% of South African Schools are under-resourced (only 1 in 5 schools have libraries).

Services required include:

- Infrastructure
- Text Books etc.
- Study Technology
- Human Resources

The Educators Enhancement Programme provides priority skills to educators by improving their capacity to effectively educate our students.



#### SED STUDENT ENHANCEMENT & FINANCIAL SUPPORT PROGRAMME



### The Student

Students who can not concentrate on their studies due to financial pressures and cannot understand the written word due to study barriers will struggle to achieve their goals and seldom succeed in life .

#### ED BUSINESS SUPPORT & DEVELOPMENT PROGRAMME



### The Enterprise

An entrepreneur with no know-ledge or understanding of the natural laws in management & administration is likely fail in business. Financial support, training & mentoring are essential tools the beneficiary will need in order to succeed in todays tough economic times.

The Student Enhancement & Financial Support Programme is designed to provide priority skills and financial aid to students. Our support programmes improve the students ability to learn, understand & apply the theory.

We provide financial assistance towards:

- Study Technology Training
- Student Resources including Books etc.
- Access to Bursaries & Student Loans

An entrepreneur who does not know how to apply business theory in real time situations will eventually fail. By providing a much needed practical training and a one-on-one mentoring service we are able to ensure a level of ability in those entrepreneurs to be able to manage, administrate and grow their enterprise successfully.

# TSA Africa SED & ED Programmes

We at TSA Africa are able to structure your Socio-Economic Development (SED) and Enterprise Development (ED) programmes to comply with BEE Codes of Good Practice, thereby ensuring your BEE points for SED and ED.

Our SED programmes are designed to assist the beneficiary complete his or her studies and by doing so we and you through your SED contributions are assisting our youth with the required skills and knowledge in order to potentially gain future employment at your organisation or at another organisation thus creating sustainable access to the economy for those beneficiaries.

The ED programmes at TSA Africa are designed to assist the beneficiary organisations with the resources and necessary 'know-how' in order to sustainably and successfully run a business. This is done primarily through on the job coaching mentoring and training.

By doing so we and you through your ED contributions are able to provide the much needed training and financial assistance to those enterprises who are struggling to stay afloat in these tough economic times. In many cases we at TSA Africa were able to put together a SED and ED programme that will provide the contributing organisation with a return on investment. Please feel free to contact us with the details on such programmes.



## **In-Sourced or Out-Sourced SED & ED Programmes?**

Many organisations struggle when trying their hand at running an in-house SED programme largely due to the fact that they do not know what all is involved.

If your organisation does not have the resources, time or inclination to start a full scale internal SED or a ED programme and it is not core to your business (as it tends to be time consuming) but ensuring that your organisation secures the necessary and required points on your scorecard, then enlisting the services of TSA Africa as your Out-Sourced SED & ED Service Provider to implement your programmes is the sensible decision to make.

For those organisations who wish to maintain their SED and ED programmes internally our experience and knowledge in programme management, advisory services and expertise will surely assist your organisation in achieving the objectives of your programme.



# Information Technology Programme in Rama City

sponsored by SITA Socio Economic Development Contributions



2011 kicked off with a programme which has seen twenty young unemployed youth from Rama City, just outside Pretoria, being trained in two IT qualifications, study and life skills.

Due to the much needed support and Socio Economic Development contributions from SITA (Specialist In Air Transport Communication And IT Solutions), these twenty unemployed youth from Rama City will now receive training in study and life skills, an integral part of education otherwise not given to them during the basic education in school.

The programme focuses on the fundamentals of education, study and the necessary life skills we all take for granted.

There have been many success stories written by these students on the knowledge gained from knowing how to study, how to UNDERSTAND what is being taught to them and finally and very important, the ABILITY to APPLY the information in the course, thus gaining true KNOWLEDGE and the much needed competence to be able to perform in the workplace.

The programme provides the following to students:

- 1 Two IT Qualifications After 18 Months Of Training
- 2 Study And Life Skills Training
- 3 All Daily Meals
- 4 Financial Assistance Towards Transport Costs To And From The Training Venue
- 5 Dell Laptop Computers For Training And Future Employment Needs



Programmes like these are made possible by the determined staff at TSA Africa and with the Socio Economic and Enterprise Development contributions from many business and other organisations in South Africa.

Dear Mr. Rui Castro,

We at MSL Strategies (PTY) Ltd. would like to thank you for your help in securing over a R 1 million rand in Socio Economic Development funding for 20 unemployed youth from the Rama City area.

These youth have in most cases only completed the basic schooling education and have no means to study further in order to gain the necessary skills that will allow them to become employed.

The Rama community have reclaimed their land back in the land restitution process and are in the middle of developing their land. One of the exciting projects is our training and upliftment of the community and as we have recently partnered with Supersport United to be a supporter club for Rama City and MSL are going to be running learning programs for Supersport. A relationship that we are very excited about and feel that we are able to really uplift this community through our educational training programs.

Your valued help has indeed provided these youth with an opportunity that come once in a lifetime. We would also like to thank TSA Africa for providing these learners with the Study Skills for Life and The Way to Happiness training programmes which has brought about a big change in their attitude towards studying and life in general.

We have recognised TSA Africa a highly valued necessary organisation that is very much needed in South Africa today.

We hope that you and TSA Africa's sponsors will continue to assist and think of us in the future as there are many more youth that could benefit from your financial assistance and truly effective educational programmes.



Best Wishes to you and your team,  
Mafagahle Mogaladi  
Managing Director

## The S.T.E.P Academy & SITA Socio Economic Development Programme Testimonials – *Mabopane Training Centre*

Ever since I started Learning how to learn I have gained a lot. Such as learning how to learn and realised that I never knew how to do that. I also see a purpose of studying. I gained my self esteem back as I thought that I am a failure or had put limits on my educational success. I gained knowledge, courage, understanding and self control. I learned that I can learn and never stop learning therefore I gained ability and believe in myself. I learned that I can confront and how to do that, as well as discovering new things everyday. I thank you for helping me see things in different perspectives.

*Rosinah Mmating Sesoko*

... It changed the way I thought about learning. I didn't know that a person could love to learn and never want to stop. Things that I thought were impossible and difficult to learn, I now find them easy as ABC. I hated doing Maths and Physical sciences because I didn't get most of the things right, but yet I know that I am bright and good at solving problems.

... I feel everything is possible, I feel like I can do anything, I feel eager to learn and find it fun and interesting. I even want to learn how to design and improve in my drawing.

Big compliments to you sir.

*Mashau Tshidi Mercy*

# Testimonials

## Educators

“Thanks for opening our knowledge about (i) the three barriers (ii) using a correct dictionary, (iii) knowledge of difference between “bright” and “dull” learners, and (iv) preparation of lessons (good). I hope what we’ve learned will never perish in our minds. We should forever remember this course as one of the most important in our lives. Thank you.”

– *Sipho A. Mabena*

“I have been teaching for as long as I can remember. Seeing learners drop out of school was just one of those unfortunate things ...

No, I was wrong! The answer, I have discovered during this course, is the learners might have experienced a barrier to study. I am inspired by this course. I have enhanced my teaching methods. Above all, my enthusiasm to impart to learners the skill of using a dictionary is restored. The course has made me realize my potential as an educator and develop my personal talent.”

– *Tranna C. Tshabalala*

“The poor performance in mathematics in our school can be attributed to the foundation phase. Learners should be taught the basic language of mathematics, symbols and its operations.

By applying “Study Technology” most learners would improve their performance in Mathematics. “Study Technology” should be taught at school in line with the National Curriculum Statement (NCS). A special “Thank You” to our instructors for bringing this course to our attention.”

– *Neave Kubheka*

## Learners

“This course was very well planned and informative. It gives hope to the hopeless. Once you understand the three barriers to study, you then delete all the lies that people (teachers) have told you about yourself. The destroying comments, like you are stupid, this course is only meant for the wise, and many other ones that actually decrease your self worth. Personally I believe I can study anything I land my eyes on, or wish to study because I now know I’m equipped with intelligence and have solutions to the barriers to study. This discovery has increased my self worth. The 100% mark is attainable once you know how to study.

This is a course to success!!!” – *S.T.*

“...it helped me understand how important study skills are and how to use them. It also showed me that I can understand and do a number of things I thought were not possible. I can now use my full potential when studying...” – *C.M.*

“I now know how to overcome the barriers to study. I’m more confident that I’ll do well in my studies and every thing that I do. And my vocabulary has improved.” – *T.D.*

“There’s a lot of information in this course but the nice thing is that in the end it’s all useful. When starting the course I didn’t think I’d be keen on finishing it because it was too grilling for me. Once I realised the usefulness of the information and its importance I was ready to give it my all.” – *L.S.*

“I think this is very good for us and it should not stop with us, it should be carried on to other students. I think it should be done at an early stage, while a student is in Grade 1, so that she can carry this information to her higher education.” – *L.M.*

Socio  
Economic  
& Enterprise  
Development  
Beneficiaries





## TSA AFRICA

"Yandisa Ulwazi" - Expand Your Knowledge

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