



SERVICES SETA ACCREDITATION EVALUATION REPORT

PROVIDER CONTACT DETAILS:

Registered Name of Provider: Tusanang Training Academy (Pty) Ltd

Trading Name of Provider: Tusanang Training Academy (Pty) Ltd

Satellite campuses if any: N/A

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Lynnwood Ridge
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0040

Company Registration number: 2015/268833/07

Date of Report: 30 April 2020

Provider Accreditation Number: 12719

Introduction

This is a report of an institutional and learning programme evaluation of **Tusanang Training Academy (Pty) Ltd** undertaken by the **SSETA- Services Sector Education Training Authority**.

The principal purpose of this evaluation report is to provide feedback on the extent to which **Tusanang Training Academy (Pty) Ltd** is effectively providing quality education and training to learners within the context of the National Qualifications Framework and against the **SSETA- Services Sector Education Training Authority** accreditation criteria.

1. Method & Evaluation process followed:

The accreditation process has 3 phases:

Step 1: Application form by Provider

The provider completed the Online Application for Accreditation form as part of the accreditation process. The application form served as a guide for **SSETA- Services Sector Education Training Authority** appointed evaluators as to what exists at the provider's site at the time of its application for accreditation.

Step 2: Desktop Evaluation

Evaluators appointed by **SSETA- Services Sector Education Training Authority** conducted the evaluation through desktop, which took place at **SSETA – Services Sector Education Training Authority**, as per **SSETA- Services Sector Education Training Authority** criteria.

Step 3: Outcome of the evaluation

The outcome of evaluation of the application for accreditation is communicated to the provider only once the evaluator's recommendations have been verified and ratified by **SSETA- Services Sector Education Training Authority** Accreditations division.

Glossary of abbreviations used in this report:

SAQA- South African Qualifications Authority
QCTO- Quality Council for Trades and Occupations
SSETA- Services Sector Education Training Authority
SETA- Sector Education Training Authority

PA- Programme approval
NYR- Not yet recommended
MoU- Memorandum of Understanding

- US- Unit Standard
- SO- Specific outcome
- AC – Assessment criteria
- CCFO's- Critical cross-field outcomes
- EEK's- Essential embedded knowledge

RPL- Recognition of Prior Learning

2. Type of Submission:

First time evaluation:	
Remedial Evaluation:	
Extension of Scope Evaluation:	
MOU: Programme Approval	X
Monitoring Site Visit Remedial Evaluation	

3. Outcome of Evaluation:

Accreditation status awarded

Learning Programme Title	Recommended for Accreditation	Full Accreditation	Accreditation Not Yet Recommended	Programme Approval Awarded (MOU Providers)
Further Education and Training Certificate: Generic Management - General Management				x

This serves as a confirmation that **Tusanang Training Academy (Pty) Ltd** has been evaluated and based on the recommendations of the **SSETA- Services Sector Education Training Authority** evaluator, **Tusanang Training Academy (Pty) Ltd** has been awarded **Programme Approval** status as a provider for the delivery of the following learning programme:

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Name of Learning programme/ Skills programme	Recommended for Programme Approval	NQF level	Number of Credits	Expiry Date	Unit Standards / Qualification aligned to Learning programme		Qualification to which the learning program and unit standards are linked / contextualized
					US	US Title	
National Certificate: Generic Management General Management:	Programme Approval	NQF Level 05	162	2023-06-30			Qualification Title: National Certificate: Generic Management General Management: SAQA I.D. 59201 LP 60269 NQF Level: NQF Level 05 Credits: 162 Registration start date: 2018-07-01 Registration end date: 2023-06-30 Last date for enrolment: 2024-06-30 Last date for achievement: 2027-06-30
Core		NQF Level 05	6	2023-06-30	242044	Apply the principles of knowledge management	The SDP will use the Service Seta learning material
Core		NQF Level 05	6	2023-06-30	242037	Build teams to achieve goals and objectives	The SDP will use the Service Seta learning material
Core		NQF Level 05	6	2023-06-30	242020	Create and manage an environment that promotes innovation	The SDP will use the Service Seta learning material
Core		NQF Level 05	8	2023-06-30	242032	Develop, implement and evaluate an operational plan	The SDP will use the Service Seta learning material
Core		NQF Level 05	6	2023-06-30	252027	Devise and apply strategies to establish and maintain workplace relationships	The SDP will use the Service Seta learning material

Core		NQF Level 05	8	2023-06-30	242021	Formulate recommendations for a change process	The SDP will use the Service Seta learning material
Core		NQF Level 05	8	2023-06-30	252029	Lead people development and talent management	The SDP will use the Service Seta learning material
Core		NQF Level 05	6	2023-06-30	252043	Manage a diverse work force to add value	The SDP will use the Service Seta learning material
Core		NQF Level 05	8	2023-06-30	252034	Monitor and evaluate team members against performance standards	The SDP will use the Service Seta learning material
Core		NQF Level 05	8	2023-06-30	252025	Monitor, assess and manage risk	The SDP will use the Service Seta learning material
Core		NQF Level 05	8	2023-06-30	252035	Select and coach first line managers	The SDP will use the Service Seta learning material
Fundamental		NQF Level 05	8	2023-06-30	120300	Analyse leadership and related theories in a work context	The SDP will use the Service Seta learning material
Fundamental		NQF Level 05	6	2023-06-30	252026	Apply a systems approach to decision making	The SDP will use the Service Seta learning material
Fundamental		NQF Level 05	6	2023-06-30	252036	Apply mathematical analysis to economic and financial information.	The SDP will use the Service Seta learning material
Fundamental		NQF Level 05	5	2023-06-30	252042	Apply the principles of ethics to improve organisational culture	The SDP will use the Service Seta learning material
Fundamental		NQF Level 05	8	2023-06-30	252022	Develop, implement and evaluate a project plan	The SDP will use the Service Seta learning material
Fundamental		NQF Level 05	8	2023-06-30	252040	Manage the finances of a unit	The SDP will use the Service Seta learning material
Fundamental		NQF Level 05	8	2023-06-30	12433	Use communication techniques effectively	The SDP will use the Service Seta learning material

Elective		NQF Level 05	4	2023-06-30	252030	Analyse compliance to legal requirements and recommend corrective actions	The SDP will use the Service Seta learning material
Elective		NQF Level 05	5	2023-06-30	252041	Promote a learning culture in an organisation	The SDP will use the Service Seta learning material
Elective		NQF Level 04	3	2023-06-30	114212	Explain the impact of organisational wellness on a business environment and indicate a strategy for a business unit	The SDP will use the Service Seta learning material
Elective		NQF Level 05	9	2023-06-30	12140	Recruit and select candidates to fill defined positions	The SDP will use the Service Seta learning material
Elective		NQF Level 04	8	2023-06-30	12761	Demonstrate an understanding of macroeconomic principles as they apply to the South African business environment	The SDP will use the Service Seta learning material
Elective		NQF Level 05	4		252024	Evaluate current practices against best practice	The SDP will use the Service Seta learning material
Elective		NQF Level 05	8		252033	Develop ways of dealing with the impact of dreaded diseases and in particular HIV/AIDS	The SDP will use the Service Seta learning material
Elective		NQF Level 05	5		252039	Develop a plan to combat corruption	The SDP will use the Service Seta learning material
Elective		NQF Level 05	8		10048	Identify brand mix elements,	The SDP will use the Service Seta learning material
Elective		NQF Level 05	4		252031	Apply the principles and concepts of emotional intelligence to the management of self and others	The SDP will use the Service Seta learning material

Staff Details:

List of Facilitators	Learning Programmes Delivered by Facilitator	Qualifications and Experience
Daphne Els-6208080037081	59201 LP 60269	<p>Copy of CV provided.</p> <p>Certified copies of qualification provided.</p> <p>Certified copy of ID provided.</p> <p>SLA provided.</p>
List Constituent Assessors	Unit Standards/ Qualifications the Assessor is assessing	Qualifications and Experience
Daphne Els-6208080037081	59201 LP 60269	<p>Constituent assessor registration has been verified for the following Qualification:</p> <p>59201 LP 60269</p> <p>The registration is valid until 31 March 2020. Registration number:</p> <p>Copy of CV provided.</p> <p>Certified copies of qualifications provided.</p> <p>Certified copy of ID provided.</p> <p>SLA provided.</p>
List Constituent Moderators	Unit Standards/ Qualifications the Moderator is moderating	Qualifications and Experience
Khan Denis Teyim-01406952	59201 LP 60269	<p>Constituent moderator registration has been verified for the following Qualification:</p> <p>59201 LP 60269</p> <p>The registration is valid until 31 March 2020. Registration number:</p> <p>Copy of CV provided.</p> <p>Certified copies of qualifications provided.</p> <p>Certified copy of ID provided.</p> <p>SLA provided.</p>

8 Core criteria

Criteria	Comments
1. Policy statement: The organization's aims, objectives and purposes are spelt out	<ul style="list-style-type: none"> • Accreditation letter from W&R Seta has been provided • MoU Provider • Letter of Intent from QCTO is in place dated 02/07/2019
2. QMS: Outline procedures that implement quality management	<ul style="list-style-type: none"> • MoU Provider
3. Review mechanisms: Outline the ways in which the implementation of policies would be monitored	<ul style="list-style-type: none"> • MoU
Programme delivery: Outline how learning programmes would be developed, delivered and evaluated	<p>Qualification Title: National Certificate: Generic Management General Management: SAQA I.D. 59201 LP 60269</p> <ul style="list-style-type: none"> • Curriculum document- SDP will use Services SETA learning material • Alignment Matrix – SDP will use Services SETA learning material • Learner Guide- SDP will use Services SETA learning material • Facilitator Guide- SDP will use Services SETA learning material • Notional hour matrix- SDP will use Services SETA learning material • Notional hour matrix- SDP will use Services SETA learning material • Formative Assessment- SDP will use Services SETA learning material • Summative Assessment- SDP will use Services SETA learning material • FISA- SDP will use Services SETA learning material • Assessment Guide- SDP will use Services SETA learning material

	<ul style="list-style-type: none"> • Learner POE Guide- SDP will use Services SETA learning material • Moderator Guide- SDP will use Services SETA learning material • Internal Moderation Report- -The SDP is advised to conduct internal moderation to identify the gaps in the learning material and the gaps must be addressed before learning intervention commences
<p>5. Staff policies: Outline policies and procedures for staff selection, appraisal and development</p>	<p>MoU Provider</p>
<p>6. Learner policies: Policies and procedures for the selection of learners are outlined, and learners are given guidance and support</p>	<p>MoU Provider</p>
<p>7. Assessment policies: Outline policies and procedures for forms of assessments that are used and how they are managed</p>	<p>MoU Provider</p>
<p>8. Management system and policies: Indicate the financial, administrative and physical structures and resources of the organization, as well as procedures of accountability within the organization</p>	<p style="text-align: center;">MoU Provider</p> <ol style="list-style-type: none"> 1. CIPC document provided for Tusanang Training Academy (Pty) Ltd , Company registration number 2015/268833/07 2. Tax clearance certificate provided 3. Business plan in place. 4. Public liability insurance provided. 5. Occupational health and safety audit certificate provided. 6. There is a Lease agreement between Kilnerpark Galleries (Pty) Ltd (Landlord) and Tusanang Training Academy (Tenant).

General Comments:	
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Areas for Remediation:

First time evaluation Report:	
Remedial Evaluation Report:	
Extension of Scope Evaluation Report:	
MOU: Programme Approval Report	
Monitoring Site Visit Remedial Evaluation Report	

Short-term requirement:

Description of Remediation	Comment (Evaluator)

Long term requirement/recommendation: N/A

Description of Remediation	Comment (Evaluator)

Areas still to be remediated:

Short-term requirement:

Long term requirement/recommendation N/A

Description / or Quality Indicator	Comment (Evaluator)

History of Provider Accreditation: N/A

Learning Programme against accreditation	Accreditation Status	US	NQF	Credit	US Expiry Date

4. Conclusion


Name of Evaluator: Daniel Mocwagole

Name of Executive Manager: Andile Sipengane

Date: 28 April 2020

Date: 30 April 2020

Signature: 

Signature: 

- a. **Tusanang Training Academy (Pty) Ltd** has been **Recommended for Programme Approval** status as a skills development provider in line with the SAQA qualification's last date for Enrolment
- b. All conditions met in the report above will need to be maintained and improved in order to meet the requirements for accreditation.
- c. You would be required to comply with the reporting procedures of **SSETA- Services Sector Education Training Authority**.
- d. A Monitoring Site Visit will be conducted at least once during your period of accreditation, and you will be contacted prior to the visit
- e. Finally, SSETA- Services Sector Education Training Authority congratulates **Tusanang Training Academy (Pty) Ltd** on their achievement.

Kind Regards