

A Skills Development Program

Powered by

Growth Institute

Workplace Integrated Training Solutions

An approved private college



PLACE
TEACH
RECRUIT



Contents

What is the accelerator program?	3
Program duration	3
How do businesses benefit from the program?	4
Tangible Benefits:	5
Company Offering Training	5
Tangible Benefits:	6
Company Absorbing the Trainee	6
Tangible Benefits:	7
Cyclical (Perpetual) Approach	7
Selection Criteria	8
The Internship and Learnership	9
Process in a Nutshell	9
Program Details - Internships	10
Progression Path: Financial Accounting	11
Progression Path: Business Management	12
Progression Path: Entrepreneurship	13
Program Cost	14
Contact Details	14

What is the accelerator program?

- An intense, focused skills intervention
- Leading to a **first** professional qualification in:
 - ✓ Bookkeeping, or
 - ✓ Business Management, or
 - ✓ Small Business Management

Program duration

- Minimum three months, or
- Meeting client requirements

How do businesses benefit from the program?

- The program promotes a Perpetual Skills Development Approach
- Aimed at companies who have to done any training in a financial year, and
- Who is compelled to do training before a financial year ends
- This is a stepped program designed to ease the burden of skills development expenditure
- The program can be linked to our **Optimiser Program** if skills development funding is required

Tangible Benefits: Company Offering Training

Hypothesis

Company A has 50 employees and an annual payroll of R5 000 000. It has done no formal training in the book-year that is ending in 3 months.

Solution

Employ two interns (1 African Male and 1 African Female) at R2 500 per month, let them complete formal qualifications at R30 000 and assure their absorption at year end.

- People score on SD scorecard: $2.35 + 2.38 = 4.73$
- Expenditure score on SD scorecard: $1.29 + 1.28 = 2.57$
- Shortfall: $8 - 4.73 - 2.57 = 0.7$ (Spend R2 626 on a short course for a disabled employee)
- Absorption points: 5

Result

- Training fees: $(R30\ 000 \times 2) + R2\ 626 = R62\ 626$
- Salaries spend: $(R2\ 500 \times 2 \times 3) - (R\ 1000 \times 2 \times 3) = R9\ 000$
- 13 points at R71 626 for R5 510 per point

Tangible Benefits: Company Absorbing the Trainee

Hypothesis

Company A absorbs the two interns itself at the end of the financial year (Or keeps them on payroll and seconds them to a host company).

Solution

They place these two learners on learnerships of R15 000 as some of the credits obtained during the internship is recognised. They place them on 36 hour a week contracts and increase their salaries to R2 860 to comply with minimum wage legislation.

- People score on SD scorecard: $2.35 + 2.38 = 4.73$
- Expenditure score on SD scorecard: $1.69 + 1.69 = 3.38$

Result

- Training fees: $(R15\ 000 \times 2) = R30\ 000$
- Salaries spend: $(R2\ 860 \times 2 \times 12) - (R\ 1000 \times 2 \times 12) - (R95\ 000 \times .28 \times 2) = - R8\ 560$ or 8.11 points at R21 440 for R2 644 per point

Tangible Benefits:

Cyclical (Perpetual) Approach

Hypothesis

Company A implements both interventions in the 2nd financial year

Result

- People score on SD scorecard: $2.82 + 2.38 = 5.20$
- Expenditure score on SD scorecard: $2.82 + 2.38 = 5.20$
- Absorption points: 5
- Training fees: R90 000
- Salaries spend: R440
- 15.40 points at R90 440 for R5 873 per point

Selection Criteria

Category 1

- Grade 12
- Math Core 50% **or** Math Literacy 60%
- English 50%

Category 2

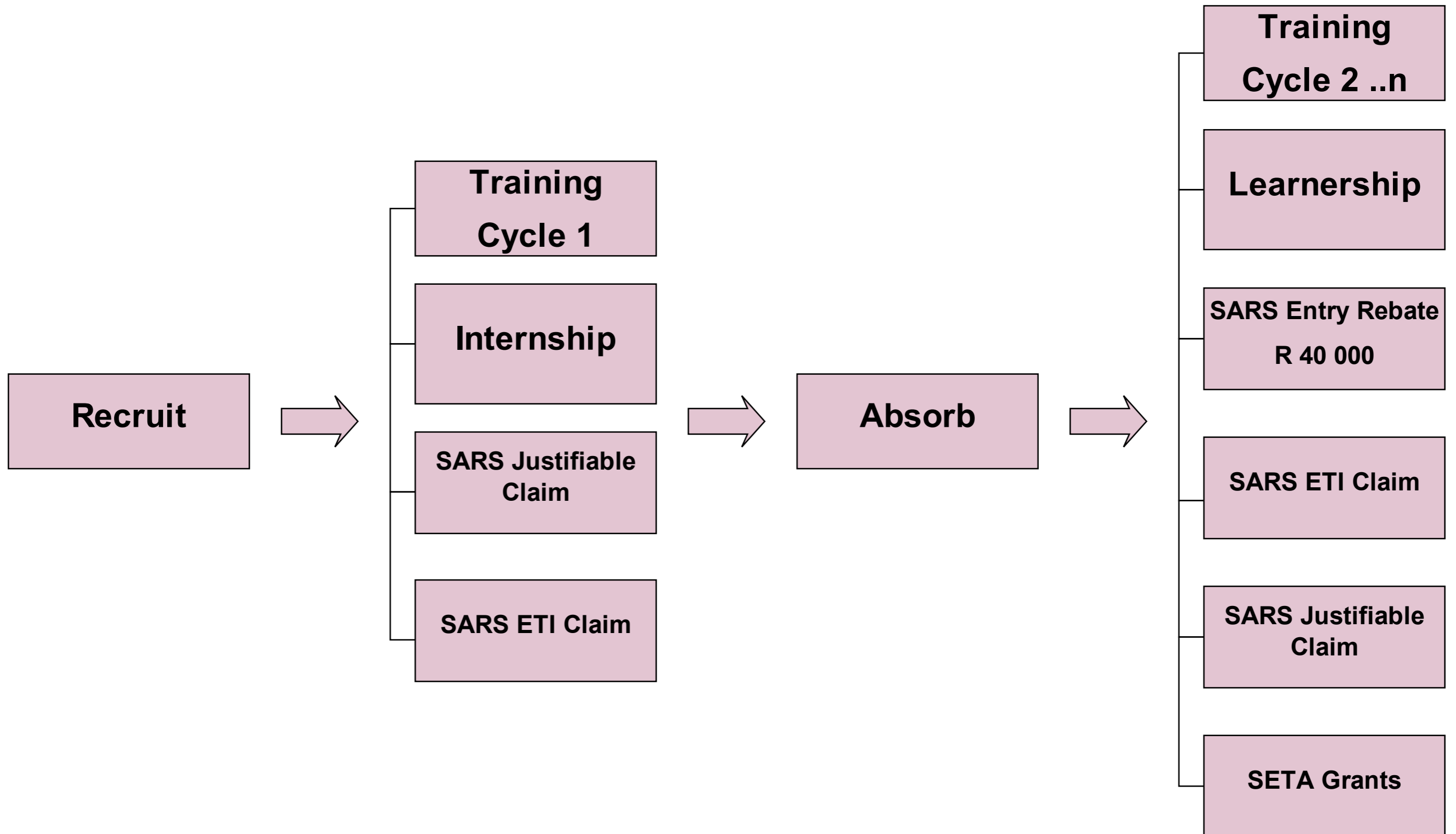
- Incomplete Commercial Degree/Diploma
- Accounting 60%

Category 3

- Incomplete N6
- Accounting 60%, **or**
- Mathematics 60%

Candidates must pass a basic entry test on application

The Internship and Learnership Process in a Nutshell



Program Details - Internships

Bookkeeping Program

Subjects:

Bookkeeping to Trial Balance

Computerised Bookkeeping

Payroll & Monthly SARS Returns

Business Literacy

National Certificate Bookkeeping

NQF 3

SAQA ID 58375

Business Management

Subjects:

Business Management I

Bookkeeping to Trial Balance

Business Literacy

National Certificate Small Business Financial Management

NQF 4

Entrepreneurship Program

Subjects:

Entrepreneurship I

Bookkeeping to Trial Balance

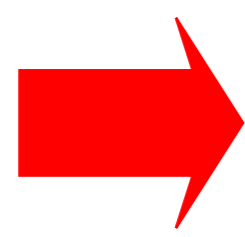
Business Literacy

National Certificate Small Business Financial Management

NQF 4

All exams are externally assessed and moderated by a professional body. The required pass mark on all subjects is 60%

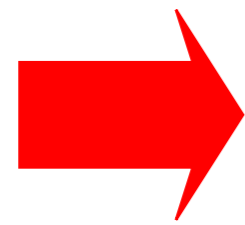
Progression Path: Financial Accounting



**4. National Diploma: NQF 6
SAQA ID 20366**



- **Financial Accountant**
- **Accounting Officer**
- **Tax Consultant**



**3. National Diploma: NQF5
SAQA ID 36213**



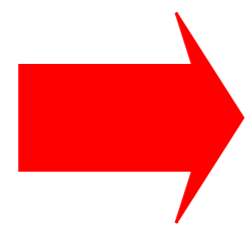
- **Financial Manager**
- **Tax Technician**



**2. FET Certificate: NQF 4
SAQA ID 58376**



- **Senior Bookkeeper**
- **Junior Accountant**



**1. National Certificate: NQF 3
SAQA ID 58375**



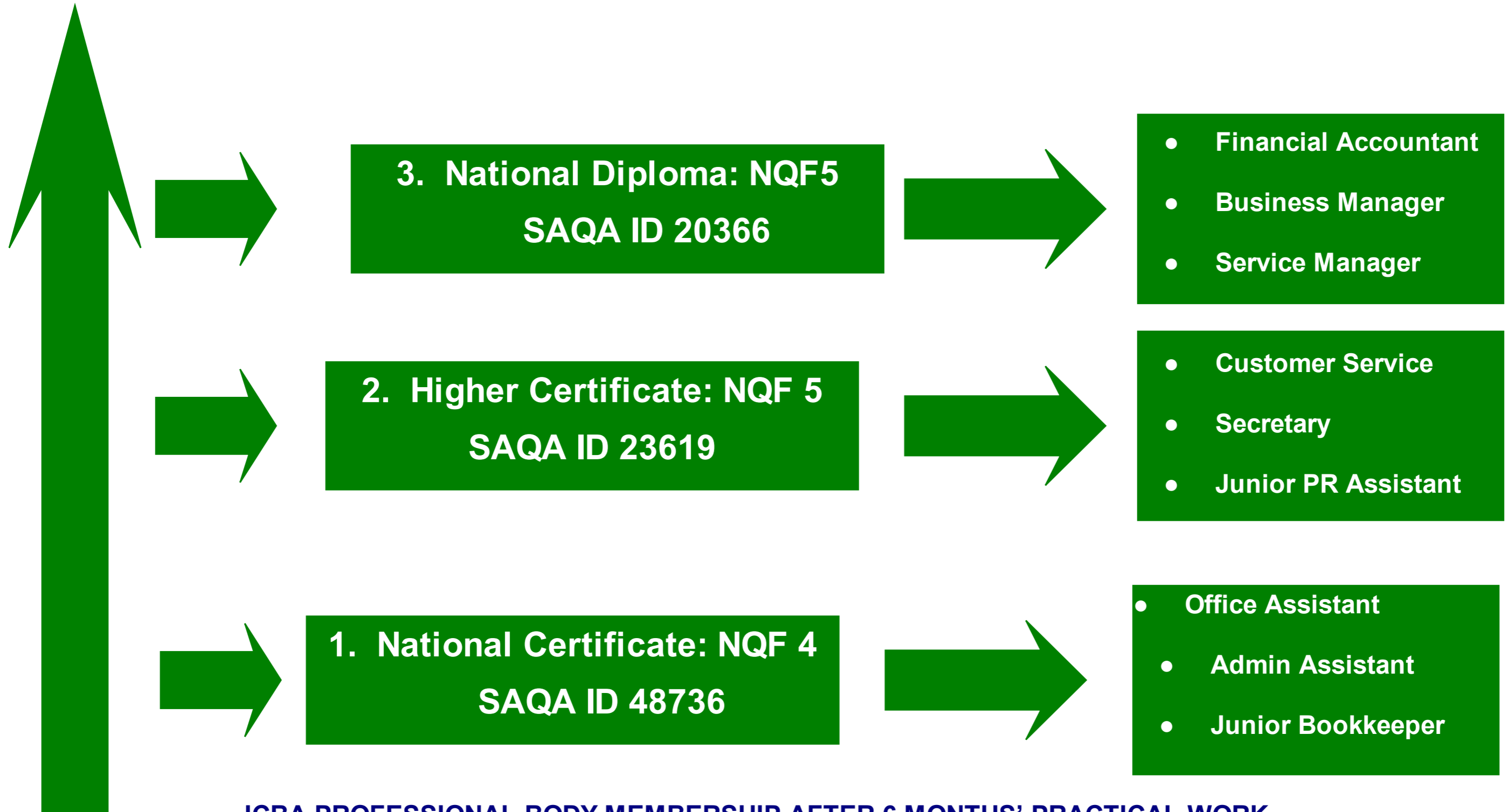
- **Junior Bookkeeper**
- **Accounts Clerk**
- **Recon Clerk**
- **Payroll Clerk**

**Qualify to write other
professional board**



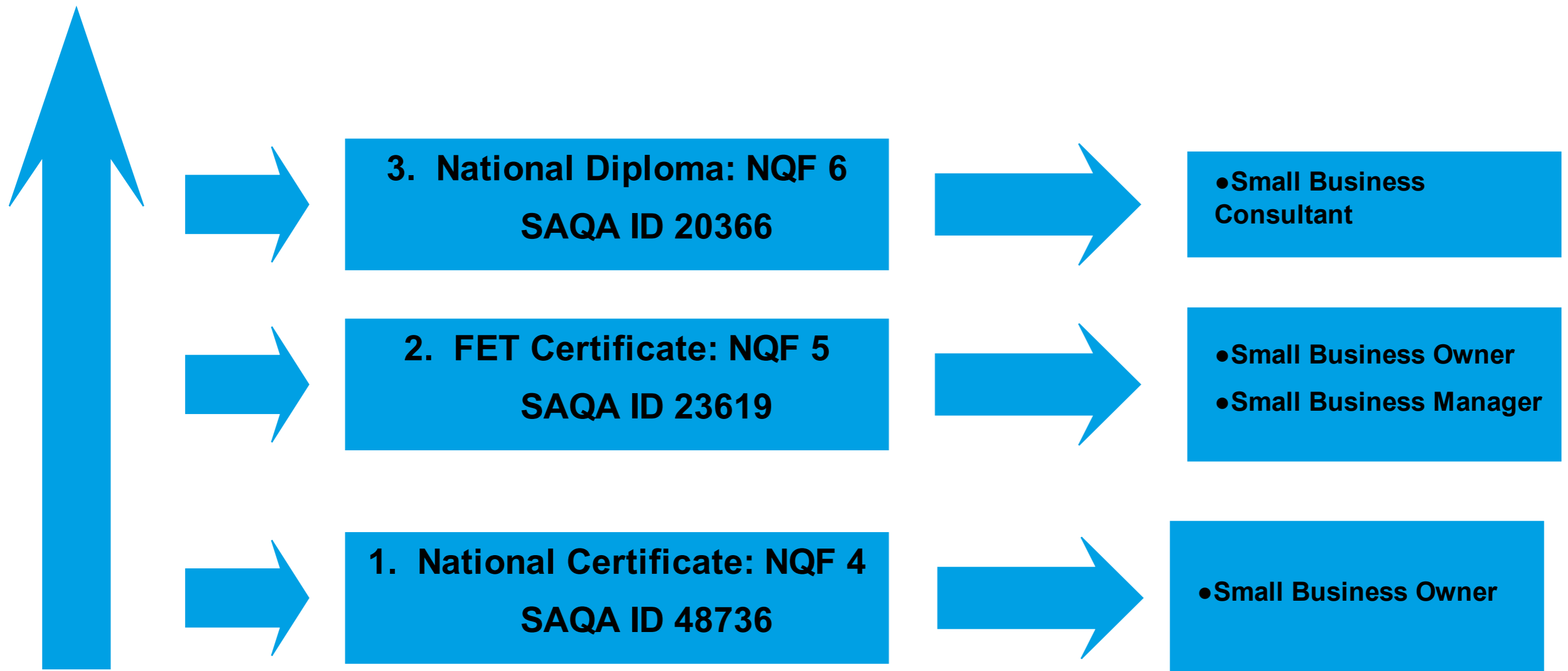
ICBA PROFESSIONAL BODY MEMBERSHIP AFTER 6 MONTHS' PRACTICAL WORK

Progression Path: Business Management



ICBA PROFESSIONAL BODY MEMBERSHIP AFTER 6 MONTHS' PRACTICAL WORK

Progression Path: Entrepreneurship



ICBA PROFESSIONAL BODY MEMBERSHIP AFTER 6 MONTHS' PRACTICAL WORK

Program Cost

Class fees, exam fees and books (per person) R30 000,00

Sub-Total R30 000,00

Vat at 15% R4 500,00

Total Cost per person R34 500,00

Recruitment Fee (if applicable) - R5 000,00
VAT excl.

Contact Details

Email:

- jacques@growthinstitute.co.za
- lynnd@growthinstitute.co.za
- peter@growthinstitute.co.za

011 534 8449

www.growthinstitute.co.za