



[www.afritransformation.co.za](http://www.afritransformation.co.za)

# company **PROFILE**

accredited  
**learning  
institution**  
specialising  
in training &  
learnership  
initiatives

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WE ARE THE CHANGE



AfriTransformation Agents is a B-BBEE Level 1 Contributor with 100% Black Ownership.

We are an accredited learning institution specialising in training & learnership initiatives, focused on the B-BBEE codes of good practice.

AfriTransformation renders excellent and affordable need-specific training to all companies in different industries.

We then connect these initiatives to our clients' B-BBEE needs and customize our model accordingly so that we can accommodate our clients in all areas, whether it be on-site or off-site training.

Through our strategically specialised structure, we can run any number of abled or disabled learnerships in any industry. We work with individuals who are either employed by organisations or contracted in. Being an accredited training provider, we ensure that our clients are eligible for tax rebates of up to R80 000 per abled-bodied person and R120 000 per disabled-bodied person, referred to in section 12H of the income tax act of South Africa.

## Our services include:

- Accredited Learnership Programmes
- Customised short courses
- Accredited & Unaccredited Skills Programmes
- Enterprise Development Beneficiary
- Supplier Development Beneficiary
- Socio-Economic Development Beneficiary
- Learner Sourcing & Placement
- Skills Audit
- WSP/ATR Pivotal Plan
- Skills Development Workshops
- Human Resource Solutions
- Payroll Solutions

AfriTransformation Agents was created by Karl Reddy, who sought to empower change and true transformation. Karl initially opened AfriTransformation as a solution to all B-BBEE requirements by creating real transformation within organisations. For the past year, he has assisted many clients in interpreting and implementing the codes within their businesses. This included outsourcing Skills Development and BEE Consulting Services to external training providers, as well as identifying gaps and assisting companies to meet their skills requirements.



We are immensely proud to stand by our slogan: **'We are the Change'**.

Although we are a new business, we are here to create real change and to date, have enriched the lives of so many young underprivileged learners. With the help of South Africa, we promise to continue being the change and creating true transformation.

We trust that you will help us create a better South Africa and empower more Youth.

## Our commitments:

- ✓ To deliver quality training
- ✓ To contribute to the success of our unemployed youth and the development of their education
- ✓ Create unique customised solutions
- ✓ Provide excellent customer service with integrity
- ✓ Ensure all clients expectations are met
- ✓ To treat everyone equally
- ✓ To continuously improve and get better as a service provider, creating real economic change

# PRODUCTS & SERVICES

## Customised Short Courses

We can consult and create 1-on-1 training sessions, group training and other training programs for your company.

## Enterprise Development Beneficiary

This is a transaction from any business to either EME or QSE, which are at least 51% black owned. The aim is to provide contributions to assist in the operating, financial and **development** towards business sustainability. For Enterprise Development you will have to spend 1% of your net profit after tax.



## Supplier Development Beneficiary

This is a business strategy that involves working with your diverse **suppliers** to boost their performance and drive continued business growth. Through education, mentoring and access to resources, you will help drive more sustainable and robust economic opportunities for your own business.

## Learner Sourcing & Placement

Sourcing of B-BBEE aligned unemployed candidates both abled & disabled, sourced according to Provincial or National Economically Active Population (EAP Targets).

At the end of the learnership we assist these learners in gaining permanent employment via our clients combating unemployment in South Africa.

## Socio-Economic Development Beneficiary

The main aim of the Socio-Economic Development (SED) element is to address the challenges posed by the prevailing socio-economic conditions of underdevelopment, which condemn the marginalised to perpetual dependence and poverty.

SED contributions consist of monetary and non-monetary contributions implemented for communities, natural persons or groups of natural persons that are actually initiated and implemented.

75% or more of the beneficiaries of the contributions should be Black so that the full contribution is recognised.

- 1% of the Net Profit After Tax (NPAT)
- 1% average of the last 5 years NPAT
- 1% x "indicative profit margin" x Turnover (where "indicative profit margin" is NPAT/turnover)
- This method is used if the NPAT in the measurement period and average of the last 5 years NPAT at a loss or less than a quarter of the industry norm.

### B-BBEE Consulting Services

- Gap Analysis Reporting
- B-BBEE Strategy for all elements on the B-BBEE Scorecard
- Monthly tracking and Monitoring of B-BBEE Compliance
- Supply Chain Analysis
- B-BBEE File Preparation and Pre-Audit Preparation for B-BBEE Audit
- B-BBEE Facilitation of B-BBEE Audit with an Accredited SANAS Verification Agency
- Ongoing expert B-BBEE Advisory
- Employment Equity Submissions to the Department of Labour



### Learnership Qualifications

**Duration – 12months**

**Accredited with Services Seta**

- Business Practice – NQF Level 1
- Hygiene & Cleaning – NQF 1
- New Venture Creation – NQF 2
- New Venture Creation – NQF 4
- Generic Management – NQF 4
- Generic Management – NQF 5

## SHORT COURSES CREATED TO EMPOWER YOUR STAFF

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- ✓ Business Writing
- ✓ Financial & Industry Aspects
- ✓ Business Plan
- ✓ Negotiation Skills
- ✓ Ethics & Customer Service
- ✓ Finance
- ✓ Operations & OHS
- ✓ Staff Management
- ✓ Administration & Negotiation
- ✓ Computer Skills
- ✓ Entrepreneurial Skills
- ✓ Professional Behaviour
- ✓ Business Communication
- ✓ Leadership
- ✓ Communication Skills



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