

COMPANY PROFILE



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Who are we?

Inkululo African Solutions pty ltd is an enterprise whose core focus is on skills development and training, human resource support programs and talent acquisition. We believe that people are the most important asset in any organization; we believe that people are the core business resource, and our passion lies in helping them to learn, grow, and evolve.

Investments of time, energy and money can give people encouragement, confidence, and vision as well as skills and knowledge needed for us to reach our full potential.

We render a people centered service that seeks to unlock the potential hidden in every individual to respond to the needs posed by our competency based socio-economic landscape.

Reskilling and upskilling the workforce

- Upskilling is the process of learning new skills or of teaching workers new skills.
- Reskilling is the process of learning new skills so you can do a different job, or of training people to do a different job.

Both are now effective strategies for employers to combat what is expected to become a perennial skills shortage.

Reskilling means looking for people with 'adjacent skills', that are close to the new skills your company requires. It provides a lateral learning experience.

A culture of upskilling, on the other hand, means teaching employees new, advanced skills to close talent gaps. It involves your team members in continuous education and helps them to advance along their current career path. These employees may have worked for your organization for several years and possess an in-depth understanding of both your culture and your customers.

Vision:

Believing in possibility

Mission:

"We imagine that it's possible, we speak possibility, we hear the sounds of possibility, and we see the rays of possibility until we attain the impossible".

Core Values:

P--persevere
O--overcome
S--sacrifice
S--service
I--integrity

"WE WILL EITHER FIND A WAY OR CREATE ONE"



B--believe
L--learn
E --empower

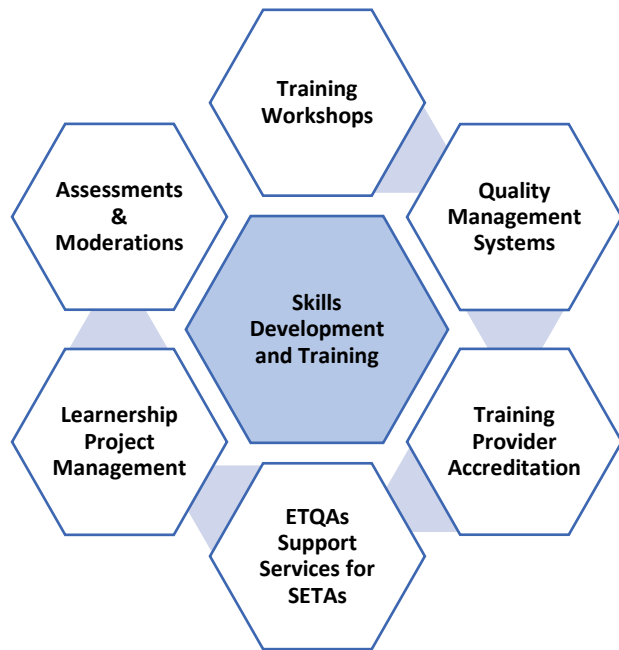
Motto:

“We will either find a way or create one”

“WE WILL EITHER FIND A WAY OR CREATE ONE”

We provide the following services

Skills Development and Training



Human Resources Support



Inkululo African Solutions is accredited with:

- QCTO
- Services seta
- FoodBev Seta
- LG SETA
- MICT SETA
- HWSETA

“WE WILL EITHER FIND A WAY OR CREATE ONE”

Skills Development and Training

Targets and Objectives

1. Training Workshops

We conduct National Training Seminars and Webinars covering a range of scope. We also assist you to conduct in-house training, covering many industries to improve performance and productivity.
Seta accredited training courses

2. Learnerships Implementation Support Services

We guidance and support in the management of successful learnership implementation to improve return on investment for learners and their employers.

- Deeper understanding of the learnership regulations.
- Tools and practical guidelines to assist you throughout the implementation of the learnership process.
- Useful tips on how to make your interactions with your SETA and the ETQA helpful and productive.
- Mentors and Coaches support.

3. ETQAs Support Services for SETAs

- Accreditation systems and processes
- Provider evaluation and monitoring activities
- Curriculum development
- Management of learnerships implementation
- Capacity building workshops
- External moderation/ Verifications
- Advise on Quality Assurance of Learner Achievements Processes
- MOU Implementation amongst SETAs

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Skills Development and Training

4. Assessment and Moderation

Assessments and moderation form an integral part in the accreditation process, and in learning and development. We offer a pool of suitably qualified and experienced assessors and moderators that can be contracted for accreditation purposes. We also conduct assessments and moderation on your behalf-on a contractual basis

5. Training Material Development Services

- Alignment matrix
- Structured Curriculum with learning programme and assessment strategy
- Learner Guide
- Facilitator Guide
- Assessor Guide
- Moderator Guide
- Learner Portfolio of Evidence
- Learner Induction Pack (for Skills Programmes and Full Qualifications ONLY)

6. Training Provider Accreditation Services

Design and Development of Quality Management Systems that all relevant company policies and procedures

We offer Quality Management Systems that are aligned to SAQA and SETA requirements, and all policies and procedures are customised to how the company operates. We employ an interactive approach by learning your business, vision, strategic goals and align them to the SETA requirements.

Alignment of the training material to the SAQA Registered Unit Standards/ Qualifications

We specialise in designing training material. Alternatively, where there is already training material in place – we are responsible for aligning the training material to ensure that it is NQF aligned and in-keeping with the unit standard requirements.

Human Resources Support

Targets and Objectives

1. Talent Acquisition

Inkululo has specialist recruiters onboard as well as the ability to network with other recruitment agencies to find the exact business fit for you. For us it is not a volumes game, our aim is to fully understand your business' culture before we start sending any candidates. We are recruiting on attitude and aptitude rather than just experience and qualifications. We do headhunt, permanent and temporary staffing.

2. HR Outsourcing

Inkululo provides reliable high quality HR management and administration outsourcing, planning and implementation to help your organisation increase efficiency, improve service levels, and reduce operating costs. By offloading core management and HR administration to Inkululo, your organisation can focus on those strategic issues that support the core business. By starting off conducting a Human Resource audit to assess what needs urgent attention, Inkululo will assist in getting your company compliant with current labour legislation.

3. CV Screening and Response Handling

Many organisations these days prefer to source their own candidates for vacancies, however, the sheer number of applications received can result in a huge strain on an organisation's resources, often distracting key personnel from their crucial day-to-day tasks.

Inkululo can assist your organisation with the screening process.

We can provide outsourced screening solutions, thus allowing clients who create their own candidate pool, to focus on their core business.

Human Resources Support

1. Employee Health & Wellness Programs

Workforce Healthcare offers employee wellness programmes (EWPs) which consider the wide range of your employees' needs, providing a wellness programme which supports both the organisation and your staff. Our EWPs provide your employees with the support they need in all aspects of their lives, helping them function at their fullest. A happy, engaged employee is a productive employee.

2. Organizational Development

Using behaviour science knowledge and skills, we can create organizational effectiveness. The Human Resource Practice can deliver on:

- Organisational culture management
- Talent management
- Employee engagement
- Leadership
- Teambuilding
- Change management (including enterprise resource planning – ERP – support)

3. Company Policies

We create specific policies for companies that meet the specialised needs of your business, Such as:

- Disciplinary Code
- Grievance Procedure Policy
- Employment Contracts (fixed term and standard)
- Performance Improvement Program
- General Business Policies
- Service Level Agreement

Client and Experience

“WE WILL EITHER FIND A WAY OR CREATE ONE”

- Statistics South Africa
 - NHBRC
 - Moipone Fleet
 - MACQUARIE Group
 - SALP Holdings
 - Tshani Consulting
 - Vico Group
 - Luphawu Environment
 - SAFDA/Vukani Fashions
 - Ndawoentle Construction
 - Zenzo Trading and Projects
 - Ubukhobakho
 - Gauteng Department of Education
 - Gauteng Department of Sports
 - Gauteng Department of Economic Development
 - Gauteng Premiers Office
 - Council for GeoScience (CGS)
 - Barloworld
 - Cokisa Consulting
 - Greeco
- CHAPS
 - Technology Innovation Agency (TIA)
 - FoodBev Seta
 - Mintiro
 - Wits RHI

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