

B-BBEE



Chartall Business College is an innovative and modern provider of education and training.

We use multiple modes of training delivery to enhance our course offering and we can tailor a unique solution for each client. Once we understand your particular needs, we will design a training solution that reaches as many people as possible in the most cost-effective way. For example, some clients prefer face-to-face (classroom) as the main delivery method with online top up and support including video copies of the training sessions for those who missed a class. Other clients have embraced our online, tablet or computer delivery with periodic webinar tutorials because it allows them to reach staff in the more remote areas.

The B-BBEE Codes of Good Practice have recently been revised (GG No. 36928 11/10/2013) and the new codes come into effect in April 2015.

These codes are far more stringent and encourage organisations to do much more than they did previously to retain or improve their B-BBEE standing. Skills Development has been enhanced to 20 points on the scorecard, and is now a priority element with a sub-minimum of 40% for large enterprises.

Skills Development is clarified in the new code as the extent to which employers carry out initiatives designed to develop the competencies of black employees and blacks externally.

In this regard, Chartall Business College is capable of:

- Advising organisations on how to maximise the potential points for skills development and
- Assisting organisations by providing the learning specified in the codes to support those organisations in achieving the needed Skills Development points.

The B-BBEE Code's Learning Programme Matrix sets out seven areas where skills development is possible. These are:

- A) Bursaries
- B) Internships
- C) Learnerships
- D) Learnerships or Apprenticeships
- E) Work-integrated learning
- F) Informal training (workshops, seminars, conferences, short courses)
- G) Informal training (informal on-the-job)

Chartall Business College is rated at level 2 on the new scorecard (refer GG No. 36928 11/10/2013), which allows our clients to claim back 125% of their skills development spend with us towards their own B-BBEE procurement score. In addition, as Chartall Business College is a QSE and an "empowering supplier", additional points may be claimed on the Enterprise and Supplier Development Scorecard.

Chartall Business College can assist employers formulate solutions for all seven areas. We are also able to guide organisations on how to ensure the optimum mix across the matrix.

Chartall Business College offers training for:

- Full qualifications
- Learnerships
- Short courses (accredited and non-accredited)

A full list of current qualifications can be found on our website (www.chartall.co.za).

We also offer Recognition of Prior Learning (RPL) support and assessment. In addition, we have experience designing and implementing a Credit Accumulation and Transfer (CAT) system. Both RPL and CAT are utilised to shorten training time by giving exemption for non-formal training and informal workplace training.

All qualifications can be earned in full or in part through recognition of prior learning (RPL). RPL is an assessment-only process which assesses the candidates' existing knowledge and learning, howsoever it was obtained. Chartall Business College's RPL advisers will work with candidates to assist them to match their workplace learning to the requirements of the nationally registered qualification.

Most qualifications can also be offered as learnerships, which require a specific combination of theory and workplace learning. SARS allows for learnership tax allowances, both when learners register for and when they complete the registered learnership. These can provide employers with additional funding to cover all or some of the cost of the learnership training.

Companies wishing to discuss skills development needs should contact Chartall Business College to arrange a meeting with a training solutions consultant. At this meeting we will help you to identify the most suitable skills programme, select the optimal delivery method and assist you to select staff who have the potential to complete the programme. Chartall Business College also has experienced facilitators who can manage projects involving learners with disabilities.

Chartall Business College Registration and Accreditation

Chartall Business College is registered with the Department of Higher Education and Training (DHET) as both a private college and a private higher education institute. For qualifications on the occupational qualifications sub-framework, Chartall Business College has primary accreditation with the BANKSETA and secondary accreditation with FASSET, SABPP, ETDP SETA and SERVICES SETA. For qualifications on the higher education qualifications sub-framework, Chartall Business College is accredited by the Council on Higher Education (CHE).



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Chartall Business College (Pty) Ltd. (reg. no. 2003/015217/07) is provisionally registered by the Department of Higher Education and Training until 31 December 2018 (registration no.: 2012/FE07/044)

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