



**FEBRUARY 14, 2025**

**SOUTH AFRICAN COUNCIL FOR GRADUATES (SACGRA)**

**CO-OPERATIVE PROFILE**

**SUBSIDIARY ORGANIZATIONS:**



**AFRICAN  
COUNCIL  
for  
GRADUATES**

Leading African Innovations



**earnpreneurship**



**Your playing small does not  
serve the world.  
Who are you not to be great?**

# WHO WE ARE & BOARD OF DIRECTORS?

## MISSION

To grow a high calibre of youth and the advancement of graduate cooperatives as viable economic entities to fast track job creation, accelerate innovations and industrialization, promote foreign direct investment and invest in skills transfer to grow the economy in municipalities and rural areas.

## VISION

Internationally recognized champion for youth economic advancement

## VALUES WE LIVE BY

Integrity - High Performance – Collaboration - Stakeholder Priority - Entrepreneurial

## ACCOLADES

The SACGRA is a member of the Presidential Youth Working Group since June 9, 2015 to advise the President of the Republic on matters affecting implementation of the youth policy.

**Mr Maqubela served as the Chairperson of the Economic Participation & Transformation Work Stream of the Presidential Youth Working Group in 2015-2017. He was also inducted on the World Association of Cooperative Education's Coop Hall of Fame in 2015.**



**Mark Cunningham,**  
Deputy Chairperson



**Nomzamo Kunene,**  
Director: Non Executive



Board Chairperson,  
**Ms Busisiwe Nsutsha**



Founder & CEO,  
**Thamsanqa Maqubela**



# I. WORKPLACE TRAINING STRATEGY & TEAM OF EXPERTS



The SACGRA (formerly SACGC) has made a commitment to contribute towards workplace training by hosting interns annually. The interns are sponsored by several SETAs for a period of 12 months to build their careers and work experience. All qualifying graduates will receive stipend top ups from the SACGRA when they meet or exceed targets and milestones for personal development, business discovery and problem solving after three months of being hosted at the South African Council for Graduates. SACGRA has a reputable history of absorbing eligible interns into its staff team.

The SACGRA subscribes to the principle of internship assessment, rotational learning and performance of structured tasks. These described as follows - PXT Assessment and Learning on the job (15%), workplace discovery, networking and insights (35%) and performance of structured tasks (50%).



**Mr. Albert Dlamini,**  
Placement & Operations  
Officer



**Ms. Tholakele Makena**  
PR Intern



**Mr Nsuku Ndlovu**  
Database Maintenance



**Ms Tia Gonyane**  
Receptionist



**Ms Hlubi Eland**  
Marketing Intern



**Mr Basindise Fikeni**  
PA to the Founder & CEO



**Mr Lucias Malope**  
HR Supervisor



**Mr Solomon Musekwa**  
RIP 1960 - 2020



**Ms Buliswa Mthethwa**  
Finance & Placement  
Supervisor



**Mr Ian Brodie**  
Developer Business Toolbox



**Ms Sebenzile Zulu**  
Placement Supervisor



**Ms Mnonhlanhla Nhlapo**  
Finance & Placement Officer



**Ms Portia Gumede**  
Office Care



**Mr Nare Sebatjana**  
Finance & Placement Officer



**Ms Happy Mabusela**  
Finance & Placement Officer



**Mr. Levi Ndlovu**  
IT Technician



**Mr Ondlani Shirinda**  
IT Officer



**Mr. Mphumzi Dabula**  
Placement Officer



**Mr. Albert Dlamnini**  
Placement Officer



**Mr Simphiwe Vulindle**  
RIP 1977 - 2020

# I. TRAINING AGENDA: SMARTER



The SACGRA trains its employees, learners and graduates to adopt the agenda of thinking, speaking and presenting in a **SMARTER** way to solve problems and bring innovations to industry, government and non-government sector.

DEVELOP THE EDGE

ENGAGE · INNOVATE · LEAD · GROW

**S**

**SPECIFIC**

What is the **SPECIFIC** goal you want to **achieve**?  
The more **detail**, the better.

**M**

**MEASURABLE**

How will you **MEASURE** the goal? How will you **track progress** and know once you have **achieved** it?

**A**

**ACHIEVABLE**

Can you **ACHIEVE** the goal? What **skills** do you **have** and which ones will you need to **obtain**?

**R**

**RELEVANT**

How **important** is the goal to you? Is it **RELEVANT** to your **values** and get you towards your **purpose**?

**T**

**TIMEBOUND**

**When** does this need to happen? What is the **end-date**?  
Why does it need to be **TIMEBOUND**?

**E**

**EVALUATE**

How did you **perform**? What can you **learn**?  
**EVALUATE** you progress to get better results.

**R**

**REWARD**

**When** and **how** will you **celebrate**? **REWARDS** help to build sustainable habits.

## 2.1 INTERNSHIP COMPLETION TESTIMONIAL



**Winston Malatji**  
Electrical Engineering

EWSETA funded programme, intern placed at Host Employer Partner City Power.

Duration: 12-month programme



## 2.2. INTERNSHIP COMPLETION TESTIMONIAL

**Masechaba Mathe**  
Mechanical Engineering

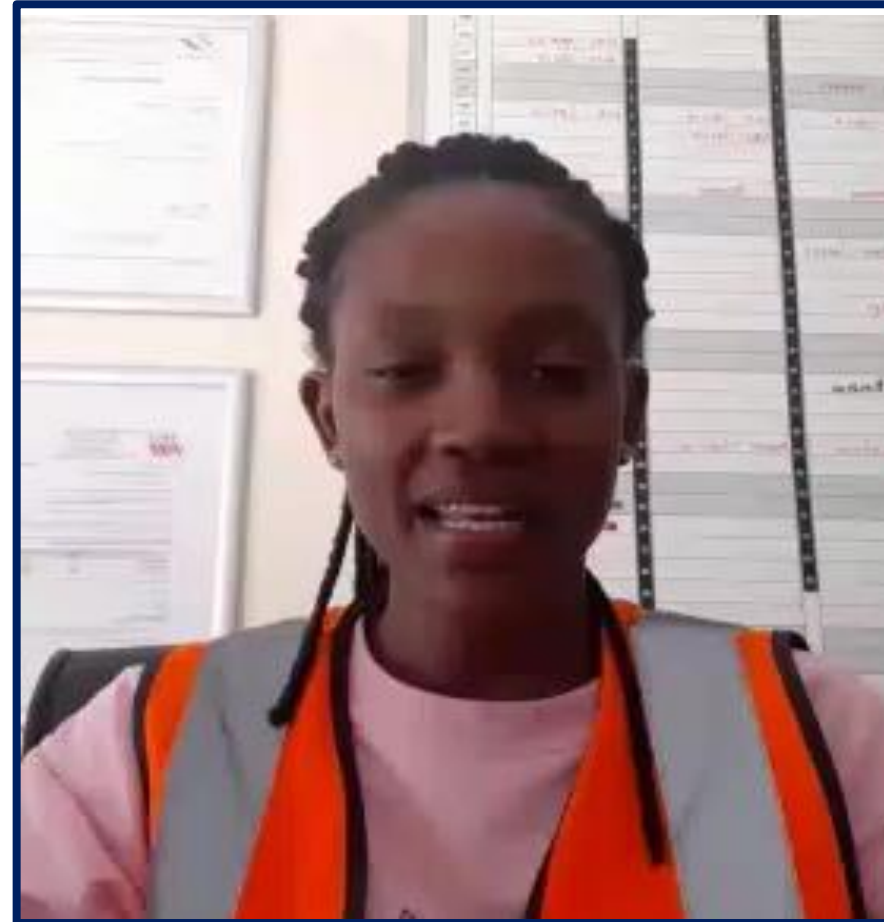
merSETA funded programme, intern  
placed at Host Employer Partner  
Aeroklas Duys-Ford.

Duration: 12-month programme



merSETA

**AEROKLAS**





## 2.3 MORE INTERNSHIP COMPLETION TESTIMONIAL

**Bongi**  
Information Technology

MICTSETA funded programme,  
intern placed at Nkgwete IT  
Solutions.

Duration: 12-month programme



## 2.4 MORE INTERNSHIP COMPLETION TESTIMONIAL



**Margo**  
Computer Systems Engineering

MICTSETA funded programme, intern placed at Microzone IT Solutions.

Duration: 12-month programme.





### 3.VALUE OF AN INTERNSHIP/WIL/CANDIDACY PROGRAM

- Opportunity to sample the quality of graduates from colleges & universities;
- Secure and recruit human capital at discounted and subsidized rate;
- Contribute towards youth employment and nation building;
- Help universities and colleges meet the employability target;
- Talent management and succession planning opportunity;
- Register with the professional body;
- Be mentored by a professional in the field
- Help the SETAs to achieve the skills development target;
- Create an opportunity for the youth to become professionals.



**LIFETIME AWARD:** SACGRA CEO, Mr. Thamsanqa Maqubela presented the Youth Empowerment Catalyst Award, Lifetime category to Prof. Bonginkosi Nzimande in April 2024 at the SETA Skills Summit.

# 4. PRODUCT 1: SUBSIDIZED INTERNSHIP PARTNERS & FUNDERS



## CURRENT AND RECENT FUNDERS

CLIENT	BUSINESS VALUE	BENEFICIARIES	YEAR
FP&M SETA	R15 million	290	2017-19/23
FOODBEV SETA	R48 million	450	2016-18/23
CHIETA	R3.5 million	130	2018-19
Services Seta	R22 Million	400	2017-19
CETA	R4.7 million	200	2019-22
BANKSETA	R40 Million	332	2022-24
MICTSETA	R4.8 Million	80	2021-22/23
CATHSSETA	R8.1 Million	160	2020-22
LGSETA	R45 Million	950	2023-25
EWSETA	8.1 Million	139	2020-22
merSETA	R38.5 Million	400	2019-22



# 5. PRODUCT 2: PXT ASSESSMENT – MANDATORY FOR INTERNS



PXT

Report designed for

**Sally Sample**

## ProfileXT® Individual Graph

Assessment Taken: 25/03/2010

Printed: 26/06/2019

**CONFIDENTIAL**



South Africa Council for Graduate Education and Training  
SACGET

SACGC  
167 14th Road, Whitby Manor Office Estate  
Building 2653, Noordwyk,  
Midrand, Gauteng

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imagine great people®

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### ProfileXT Individual Graph

Sally Sample

#### Summary Graph

Learning Index



Verbal Skill



Verbal Reasoning



Numerical Ability



Numerical Reasoning



Thinking Style

Energy Level



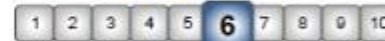
Assertiveness



Sociability



Manageability



Attitude



Decisiveness



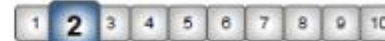
Accommodating



Independence



Objective Judgment



Behavioural Traits

Enterprising

People Service

Creative

Interests

**THE PXT ASSESSMENT  
OCCUPATIONAL OR  
CAREER INTERESTS:**

1. Technical
2. Mechanical
3. Financial/Admin
4. Enterprising
5. People Service
6. Creative

**PRICE PER UNIT:  
R3500**



## 6. ENTREPRENEURSHIP & COOPS VIABILITY PROBLEM?

The number of registered cooperatives in South Africa is growing very fast, from 2009 to date; 22030 cooperatives are registered with the Companies and Intellectual Property Commission (CIPC).

This is 15 times higher than the cooperatives that were registered between 1922 and 1994. The major challenge is the failure rate of the cooperatives.

Out of 22030 cooperatives that were registered only 2644 are still running. This indicates that 88% of the cooperatives failed.

Here is an opportunity for  
**your business:** provide  
market access through  
enterprise and supplier  
development funding!



# 7. PRODUCT 3: DIGITAL BUSINESS TOOLBOX FOR SMMEs/COOPS



<b>Starting a Business</b> Research Your Idea Feasibility Start Up Costs Pricing & Costing The Business Plan Business Entities & Formation Compliance Business Premises Accounting & Finance Sales & Marketing <b>GENERAL</b> Business Development Canvas <b>Accounting &amp; Financial</b> Accounting & Bookkeeping Cash Flow Management Debtors Personal Management Pricing & Costing INK-101/201/202	<b>Business</b> General Buying a Business Expanding & Growing Franchising General Market Research Improving Your Business Family Business <b>Compliance</b> Business Entities BEE Consumer Protection Act Hospitality Industry Intellectual Property National Credit Act Taxes & SARS UIF Compensation Fund NDI <b>Operations</b> Exporting / Importing IT - Information Technology WEB - World Wide Web Inventory & Materials Property - Buying / Renting	<b>Health &amp; Safety</b> Workplace Safety HIV/AIDS Occupational Health Toxic Hazards BKEC 101 <b>Labour / Staff</b> Disciplinary Codes & Practice Employment Employment Equity & ETPA Interviewing/Employing/Dismissal Information & CCMA Working Documents Payroll Policies & Procedures INFOGRAPHIC	<b>Sales &amp; Marketing</b> Customers Marketing Selling Networking Trade Shows Guest Houses & Tourism INFOGRAPHIC <b>Management &amp; Restructure</b> Business Turnaround Difficult Times Management Project Management <b>Legal &amp; Insurance</b> Estates Insurance Legal Contracts Legal Tips Wills & Trusts	<b>Soft Skills</b> Finding Yourself Maximising Your Potential Thinking Skills Setting Your Vision & Defining Your Goals Personal Confidence & Motivation <b>Management</b> MHA Management Basics Labour Procedures Operations Management <b>Sales &amp; Marketing</b> Successful Prospecting in Sales Closing the Sale Basics Of Marketing <b>Career &amp; Employment</b> How to Deal at Interviews Fastest Way to the Interview Interview Secrets Essential Job Searching Tools Becoming More Employable How to Prepare for An Interview Tips To Create A Top CV
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In partnership  
with:



The Business Toolbox coupled with the PXT Assessment are the two cornerstones of entrepreneurship advancement from the SACGRA.

Business Toolbox is R9 500 per user and the PXT Assessment (career fit) is R3 500 per use. Both are electronic apps on USB and email respectively.

The business toolbox covers all aspects of business, from starting a business, compliance, management, sales and marketing, policies and contracts, finance and accounting, health and safety, legal and insurance, career and employment, human resource and labour issues as well as everything needed to run a successful business.

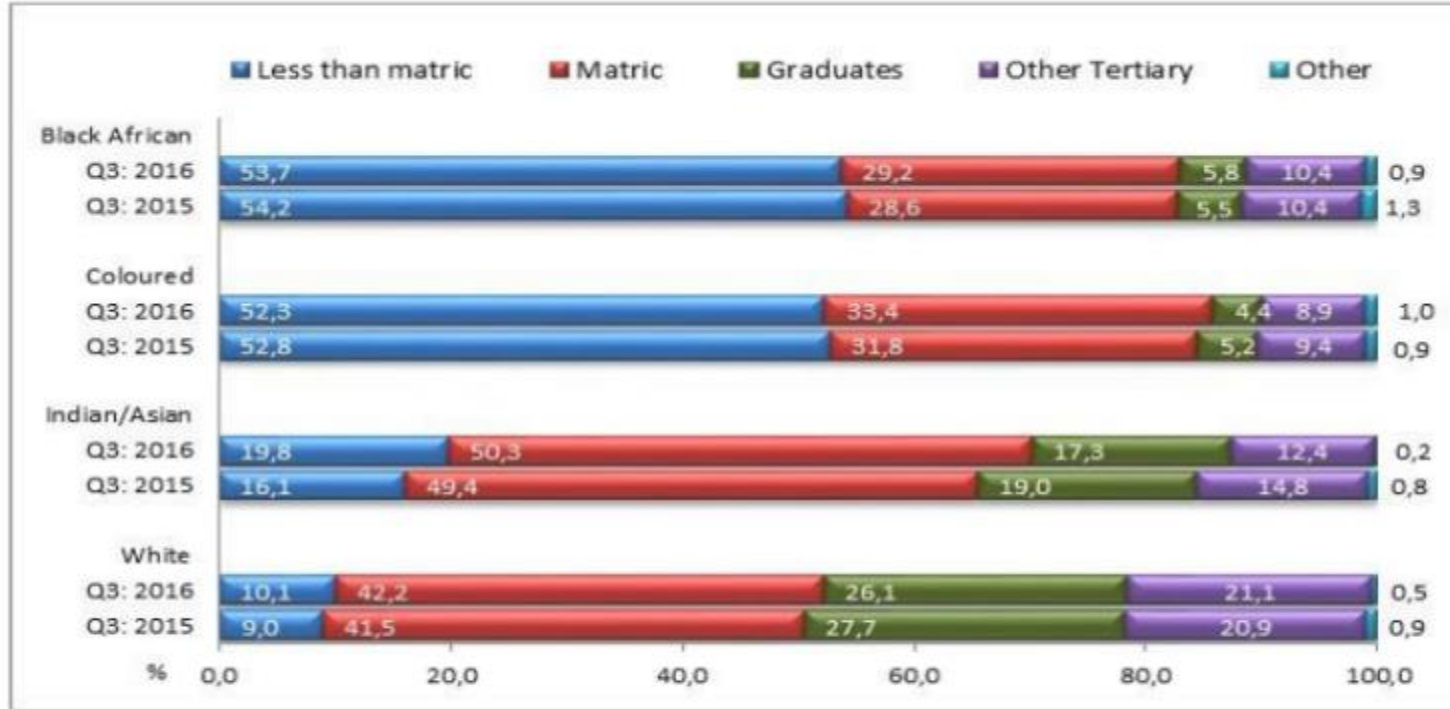
It is an A-Z comprehensive business operations software in a CD which has a plug and work features for small and medium sized business.

We recommend it to Development Finance Institutions such as the SEFA, NEF, IDC as a complementary package to help scale a business.

Current clients include De Beers Marine, Royal Bafokeng Enterprise Development, Petra Diamonds for their supplier and enterprise development programs.

# 8. PROBLEM WE ARE SOLVING - UNEMPLOYABILITY

## STATS SA RESEARCH, QUARTER 3 – 2022: GRADUATE EMPLOYABILITY BY RACE



Note: 'Graduate' includes post-higher diploma, bachelor's degree, post-graduate diploma, honours degree and higher degree. Values for 'Other' are not shown on the graph.

The share of employed persons with tertiary qualifications (graduates and other tertiary) was highest among the white and Indian population groups. In Q3: 2016, 47,3% of employed white population and 29,7% of employed Indian/Asian population had a tertiary qualification, while the share of the employed with tertiary qualification among the black African and the coloured population was only 16,2% and 13,3% respectively.



Over 770 000 graduates are unemployed, making it President Ramaphosa's biggest problem.



## EVIDENCE OF WORK DONE:

### 8.1 merSETA INTERNSHIP SITE VISIT

Mumy & Sons in  
Lusikisiki, Ngquza  
Hill Municipality.

January 25, 2021







## 8.2 merSETA INTERNSHIP SITE VISIT



SEMA Quality Solutions,  
Vanderbijlpark, Nov 2020 – Gauteng.





## 8.3. WORKPLACE TRAINING TRACK RECORD : CHIETA

Main Funder (Candidacy & Stipends)



Co-Funder (Stipends)



### WIL & GRADUATE CANDIDACY PROGRAMME

**Number of Interns: 60**

**Budget: R 3 260 000**

**Period: Phase 1 – 30 Interns at 6 months/ Phase 2 – 30 Candidacy Graduates: 12 months**

**Stipend: R2 500 & R5 000 respectively**

The CHIETA funded programme focused on the candidacy with 30 graduates in internal auditing and 30 students/graduates for the internship.

It was supported by Aveng Manufacturing and DPW Mpumalanga on the side of the internship, whilst DPW (several regions) hosted the Candidacy Programme graduates for the Internal Audit Technician Programme. Since the project was funded on a 6 month basis by CHIETA, yet the IAT programme has at least 12 month requirement, FOODBEV SETA came in to fund stipends at R5000 per month; while CHIETA funded the course fees and laptops for the graduates.

**CANDIDACY PROGRAM HAS THE GREATEST IMPACT FOR A GRADUATE IN TERMS OF WORKPLACE EXPERIENCE AND PROFESSIONAL TRAINING IN SA.**



1. Induction of interns placed at Aveng Manufacturing with Ms Thembekile Pilusa (SACGC Placement Manager) with Dr. Ludidi & Ms Malele. 2-3 March 10, 2017 - Launch & induction of the Candidacy Program at DPW head offices in Pretoria & connection to provinces through video conferencing. 4 Graduation programme for the candidacy interns in 2020 and introduction to Minister Patricia Delille on Jan , 2020.



## 8.4. WORKPLACE TRAINING TRACK RECORD : FP&M SETA



### WIL & INTERNSHIP PROGRAMME

**Number of Interns: 220**

**Budget: R 6 360 000**

**Period: Phase 1: 12 months/ Phase 2: 6 months**

**Stipend: R2 500 & R4 000 respectively**

FP&M SETA has funded two programmes which commenced in February 2017. These include the Work Integrated Learning (WIL) for TVET college students and internship programme for university graduates. WIL was for 12 months, whereas the internship was for 6 months.

The internships were successful in that they attracted over 40 host employers from both private and public sector. Key host employers include the DPW, Aveng Manufacturing, Vuselela TVET College, SSG Consulting, Moripe Holdings, Vaal University of Technology, PUTCO, Ndlambe Municipality and others.

More learners need placement and stipends to be able to complete their WIL program and graduates. What can your organization/ department offer to produce skilled and capable work force.

FP&M SETA has added a good work experience and skills transfer through WIL and Interns.



SACGC Internship Programmes funded by FP&M SETA: **1.** Vuselela TVET College launch in January 2017 with interns and host employers

**2.** FP&M SETA CEO and SACGC CEO at the FP&M SETA Outreach in November 2017.

**3.** Right; SACGC Induction of interns and supervisors at the Ndlambe Municipality in the Eastern Cape – April 2017. The Vuselela TVET College (Matlosana, North West) Ndlambe (Port Alfred, Eastern Cape) projects ended on February 2018. Majority of the interns require an additional 6 months to graduate.



# 8.5 WORKPLACE TRAINING TRACK RECORD : FOODBEV



**MAIN FUNDER (CANDIDACY, WIL & INTERNSHIP STIPENDS).**



FOODBEV contracted SACGC to recruit and place into workplace training 80 interns (phase 1) and 230 interns and graduates (phase 2) from March 2017.

The program has been supported by a large variety of host employers from private and public sector companies such as Metro Rail, DPW (Mtata, Pretoria & JHB), SACGC, Vaal University of Technology, 1KZN TV, LIMUSA, Parliament of SA, Trade & Investment KZN, The Innovation Hub, Keller Williams, University of Pretoria, Senkosi Environmental, Metsimaholo Municipality and Vhembe TVET College, Transnet Port Terminal (Richards, Durban, Saldanha, Cape Town), Study Trust, WNIF and One on One Community Based Programmes.

FOODBEV's stipend offers hope and dignity to the university graduates as they transition into the world of work. Partaking in the CHIETA



## **WIL & GRADUATE CANDIDACY PROGRAMME**

**Number of Interns: 310**

**Budget: R 15.8 million**

**Period: Phase 1 – 80 Interns at 6 months/ Phase 2 – Candidacy**

**Graduates: 12 months**

**Stipend: R2 000 (TVET College) & R5 000 (University Graduate)**

**1.** Metro Rail interns in Durban; **2.** Induction of Interns at Metsimaholo Municipality, Metro Rail Durban & Vhembe TVET College; **3.** Induction of interns at King Cetshwayo Municipality, Richards Bay and **4.** Mr Gcobani Gqangeni at the SACGC Annual Review and Gala Dinner on Oct 31, 2017 in Midrand and Mr Steve Molala with Ms Sipho Khuzwayo listening to presentations. **5.** Foodbev CEO, Ms Selamolela with Minister Nxesi (DPW), Dr Moloko and SACGC CEO, Mr Maqubela **6.** Mr Maqubela with interns in Thohoyandou at the Vhembe TVET College.



# 8.6 SMME & COOPS TRAINING TRACK RECORD: HWSETA



## SMME TRAINING: BUSINESS TOOLBOX INCUBATION, HEALTHY AND SAFETY IN THE WORKPLACE TRAINING.

Number of SMMEs: 9, Budget: 700 000  
Period: Phase 1: 12 months  
Program Content: Health & Safety & Incubation  
Accredited training in health and safety for business owners, SACGRA staff members and aspiring entrepreneurs.

The SACGRA has been given funding by HWSETA to equip SMME, cooperatives and some employees with business training in 2019-2020.

Training included the business toolbox incubation – where business owners are helped to run viable and sustainable business.



The SACGRA is pleased to have worked with the HWSETA to produce skilled and capable SMMEs and COOPS in the area of workplace safety and how to run a business through the business toolbox incubation.

Participants were elated to receive their accredited training certificates.



## 8.7. WORKPLACE TRAINING TRACK RECORD : SERVICES SETA



Host employer completion and graduate completion ceremony – King Cetshwayo District Municipality for learners funded by Services SETA in Richards Bay. The programme had 400 interns placed in several provinces across the country.





## 9. CAMPUS INNOVATION & STUDENT ENTREPRENEURSHIP

To cultivate an innovative spirit, groom an entrepreneurial culture and increase the manufacturing desire amongst students with the goal to attract a critical mass of students to run sustainable and globally competitive cooperatives/SMMEs upon graduation.

Promote student entrepreneurship through campus innovation. Targets 20% of SA's college and university students to graduate and run own businesses through toolbox incubation.



**Youth Employment Challenge:** Premier of the Northern Cape, Dr. Zamani Saul (right) with Mr. Bertus Van Wyk (Afrisam, Ulco), Ms Melissa Itumeleng, SACGRA intern funded by BANKSETA at Afrisam and Mr. Thamsanqa Maqubela, SACGRA CEO.



# 10. ANNUAL RECOGNITION AWARDS

The SACGRA has since 2015 hosted the Prestigious Youth Employment Awards to recognize business and government entities that promote youth employment and entrepreneurship. In 2017, it added Co-operatives/SMME and Entrepreneurship as part of the awards to recognize contribution towards growth in industrialization, manufacturing and innovation excellence;



**2015:** Minister Lindiwe Sisulu, DHS



**2015:** Minister Bonginkosi Nzimande, DHET



**2015:** Minister Thembelani Nxesi, DPW



**2015:** Ms Felling Yende, CEO FP&M SETA



**2016:** Ms Lillian Bususu, Rosebank College



**2016:** President Jacob Zuma, RSA President



**2017:** Ms Nombulelo Nxesi, CEO ETD P SETA



**2017:** Dr Murray Hofmeyr, National Director, Study Trust



**2017:** Ms Priscilla Mdlalose, CEO CBE & Dr Thabo Mashongwane



**2017:** Host Employers – Metismaholo Local Municipality, National Treasury, Council for the Built Environment, Study Trust, Arebaokeng Hospice, Vaal University of Technology, National Skills Authority, King Cetshwayo District Municipality, Moripe Holdings, Aveng Group, Vhembe TVTET College & Metrorail/Prasa.



**2017:** Youth Employment & Co-operatives Champions – Food & Beverage SETA, FP&M SETA, AVENG GROUP, ETD P SETA, DPW & CHIETA



**2017:** Best Performaing & Behaving Interns – Hlompho Monstioa – DPW, Neliswa Sifuba – PUTCO, Mhlathi – Aveng Manufacturing, Asemahle Nkungwana – DPW Mtata, Nondumiso Khuzwayo – Arebaokeng Hospice, Leponesa – Metsimaholo Municipality.



# II. Community Social Investment – Life After Matric Programme

**LAMP**  
*Life after Matric Programme*

**19 JULY 2019**  
FRIDAY

**08:00AM – 16:00PM**  
TIME

*Rev Lucky Mgabli*  
*Mrs Bonny Mgabli*  
*Sir Stuart Vllathi*  
*Mr Thamsanga Maqubela*

THE SOUTH AFRICAN COUNCIL OF GRADUATES (SACGRA) IN PARTNERSHIP WITH THE SHARPEVILLE METHODIST CHURCH PRESENT THE SECOND ANNUAL LAMP WORKSHOP. THIS EVENT SERVES TO PREPARE, MOTIVATE, GUIDE AND EMPOWER GRADE 12 LEARNERS TO FACE FUTURE CHALLENGES WITH CONFIDENCE.

**ADDRESS : 7080 KHANTSI STREET, SHARPEVILLE**

SHARPEVILLE METHODIST CHURCH IN PARTNERSHIP WITH



The SACGRA has since 2018 partnered with the Methodist Church in Sharpeville to invest in the development of quality learners from grade 10-12.

The Life After Matric Program (LAMP) has since increased the number of participants from 400 (2018) to 800 in 2019.

In 2020, NWU Vaal Campus has joined forces with the SACGRA to host the event in July.



**LAMP in PICTURES:** 1. Prof Kgwadi (Vice Chancellor, NWU), Dr Ludidi & Mr Maqubela on a partnership meeting in Feb 2020 2. LAMP attendees in 2018 3. Mr Mark Cunningham on career fit and assessment at the LAMP 2019 4. Dr Ludidi interacts with learners during the exhibition visits in 2019.



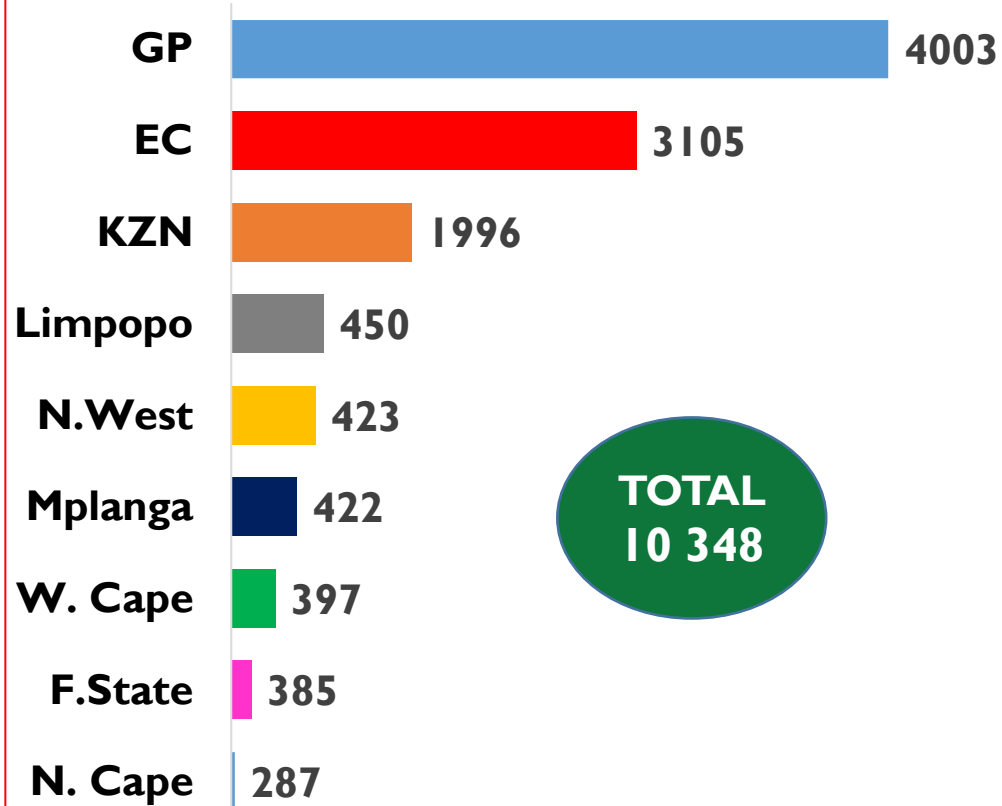


## I3. DATABASE OF GRADUATES

# 12.1 DATABASE OF UNEMPLOYED GRADUATES BY PROVINCE

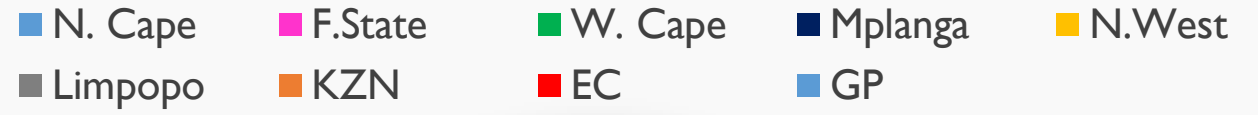
## DATABASE APPLICANT BY REGION

(number of applicants)

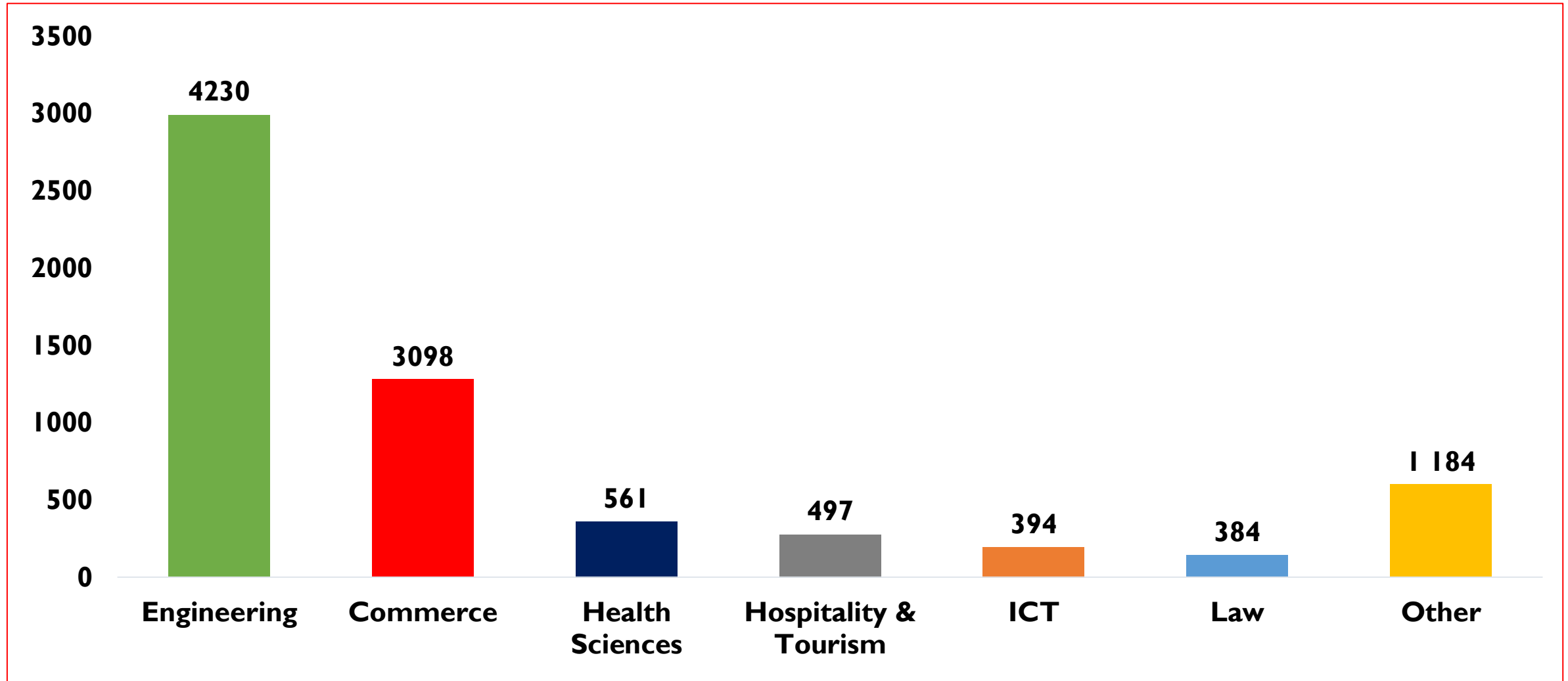


## DATABASE APPLICANT BY REGION

(as a %)

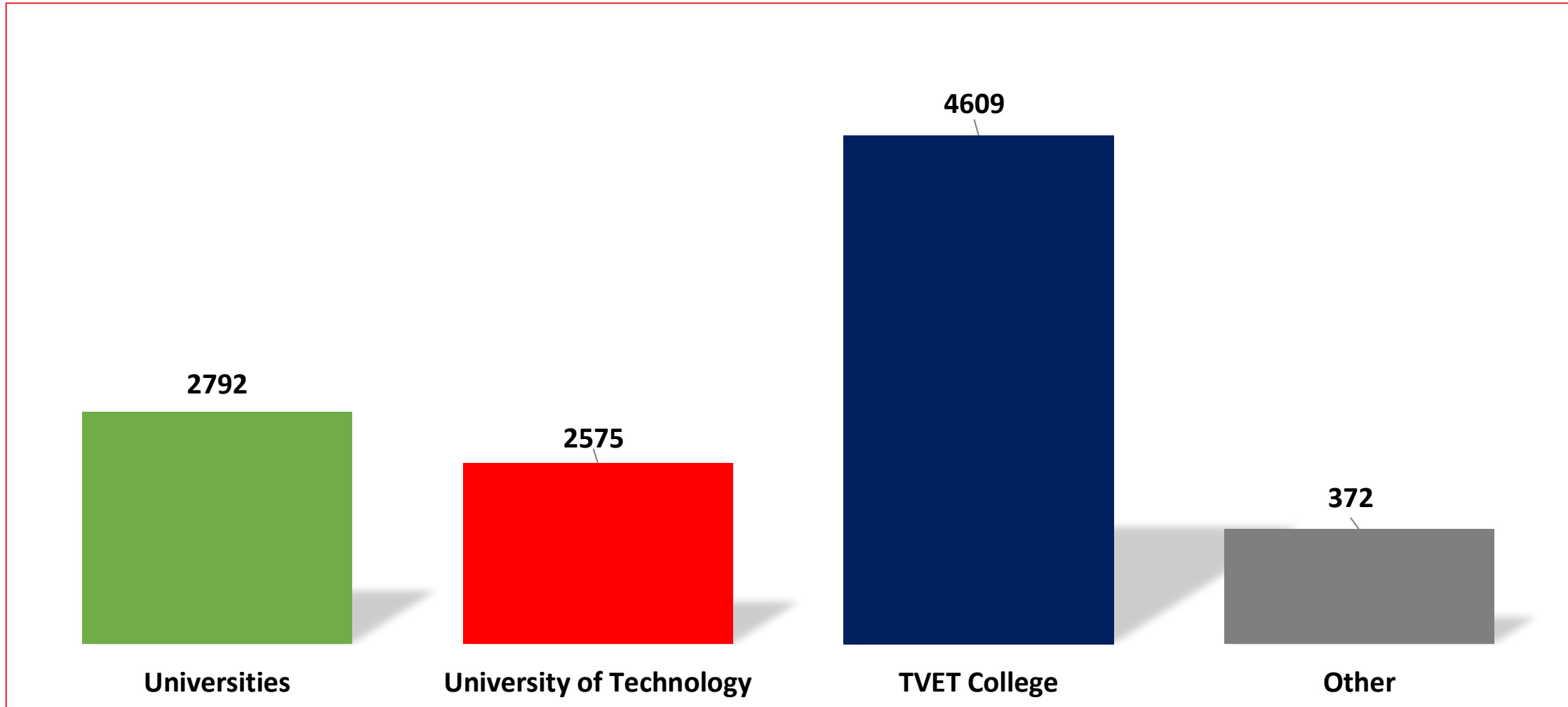


## 12.2 GRADUATES PER QUALIFICATION





## 12.3 GRADUATES PER INSTITUTION TYPE





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# THANK YOU

**Busisiwe Nsutsha**

**CHAIRPERSON**

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**Thamsanqa Maqubela**

**FOUNDER & CEO**

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