

Dei Gratia Training & Development Solutions

COMPANY PROFILE

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Contents

01 Company Overview

02 Accreditations

03 Skills Development Training

04 Programmes offered by Dei Gratia Training and Development Solutions

05 MQA Services

06 Continuous Improvement Process



About Us

Company Overview

Dei Gratia Training and Development Solutions (PTY) Ltd provides Technical Mining-, Engineering-, Process-, Management-, Safety, Health and environmental-, Supervisory-, and Team Building Training since 1995 and is a registered service provider with the Mining Qualifications Authority. In 2015 Dei Gratia expanded to the Services SETA through scope extension and is ISO 9001-2015 Compliant. In 2020 we expanded to the ETDP-, CATHS- SETA and the QCTO with a variety of learning programmes through scope extension.

The scope of work offered, is customized and personalized to meet any cliental needs. Focus is guided by a philosophy, which demands a holistic and highly practical approach to business. All approaches ranges from integrated strategy and business planning to customize interventions, which support a range of organizational development initiatives. With knowledge regarding organization obligations and respective acts, Dei Gratia Training and Development Solutions will strive to meet all clients' expectations.





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About Us

Company Overview

Dei Gratia Training & Development Solutions is a provider of educational and training services which focus on meeting training needs in a large variety of sectors. Since the inception of Dei Gratia Training & Development Solutions, we have been driven by a passion of making a difference in the training and development environment. From our humble beginnings in 2006, we have grown from offering only 1 Seta accredited programmes to now offering a large variety of skills programmes and full qualifications in different sectors, and with different SETA's.

Our personal touch, commitment to offering quality targeted training solutions to clients as well as our continuous quality assurance resulted in credibility amongst our clients, ETQA's and quality assurance bodies.

Our expertise and experience in the training field has equipped us to assist our clients with their unique set of training and educational requirements. Whatever you're particular training needs, be it training centre development, workshops or training, we are able to assist.





Basic Information

- Provides comprehensive training and consultancy services
- Dei Gratia Training and Development Solutions (PTY) Ltd established in 1995 as a service provider for relevant industries adhering to Mine Health and Safety Act, Occupational Health and Safety Act and other Act's and Regulations relevant to other countries
- Operating in Southern Africa including South Africa, Namibia, Botswana, Swaziland, Mozambique and Venda
- ISO 9001-2008 compliant since 2011
- ISO 9001-2015 compliant since 2019
- Company registration number 2006 / 001908 / 07
- National Supplier Database
- Certified as level 2 contributor to BBBEE

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Dei Gratia Merits

- Unique and creative solutions that meet client's expectations not only by realizing the client's objectives and expectations, but particularly by our strict adherence to the ethical principles of adhering to legal liability and company procedures
- Continuous search for opportunities beyond the agreed objectives
- Creative approaches to the clients' special needs in order to find unique and tailored training and development solutions
- Team work based on the implementation of progressive training and development solutions
- Professional quality of services provided by a highly motivated team
- Courage and readiness to communicate on behalf of clients in crisis
- Strong technological background
- 24/7 availability if required during emergency

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Accreditations, Registrations & Facts

Why is accreditation important when choosing a training provider?

Accreditation guarantees the following:

- Dei Gratia Training & Development Solutions has gone through a process of compiling, and implementing a QMS (Quality Management system) that was verified and approved by the relevant Quality Assurance Bodies as Listed below.
- The training material used by Dei Gratia is aligned with the unit standards and qualifications registered on the NQF. The material was thus verified and approved by the ETQA's (Education and Training Quality Assurers) of the different SETA's.
- Dei Gratia uses only qualified and registered training and assessment personnel.
- Dei Gratia training premises and administration services have been approved by the ETQA.
- Assessment results of learners are verified by the ETQAs and uploaded on the NLRD (National Learner Record Database). This means that all successful learners will be awarded the relevant credits for the unit standards.
- Learners thus accumulate credits towards full qualifications.
- The Statement of results is issued once the ETQA has finalised their processes.

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Who is Dei Gratia Accredited with?

- Education, Training and Development Practices Sector ETDP SETA
- Quality Council for Trades and Occupations QCTO
- Quality Council for Trades and Occupations QCTO Trade Test Centre
- Mining Qualifications Authority Seta MQA
- Service Seta SSETA
- Culture, Arts, Tourism, Hospitality, Sports Seta CATHSSETA

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Who are our partners Accredited with?

- AgriSETA
- Wholesale and Retail WRSETA
- Media Information Communication Technologies MICTSETA
- Health & Welfare HWSETA
- Transport Education Training Authority TETA

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Training

Benefits to Employer and Individuals

Skills development and training has benefits for the employer, the employee and those wishing to secure employment or wishing to work independently. We will firstly focus on the general benefits of skills development for the employer in general and then look at the benefits for individuals.

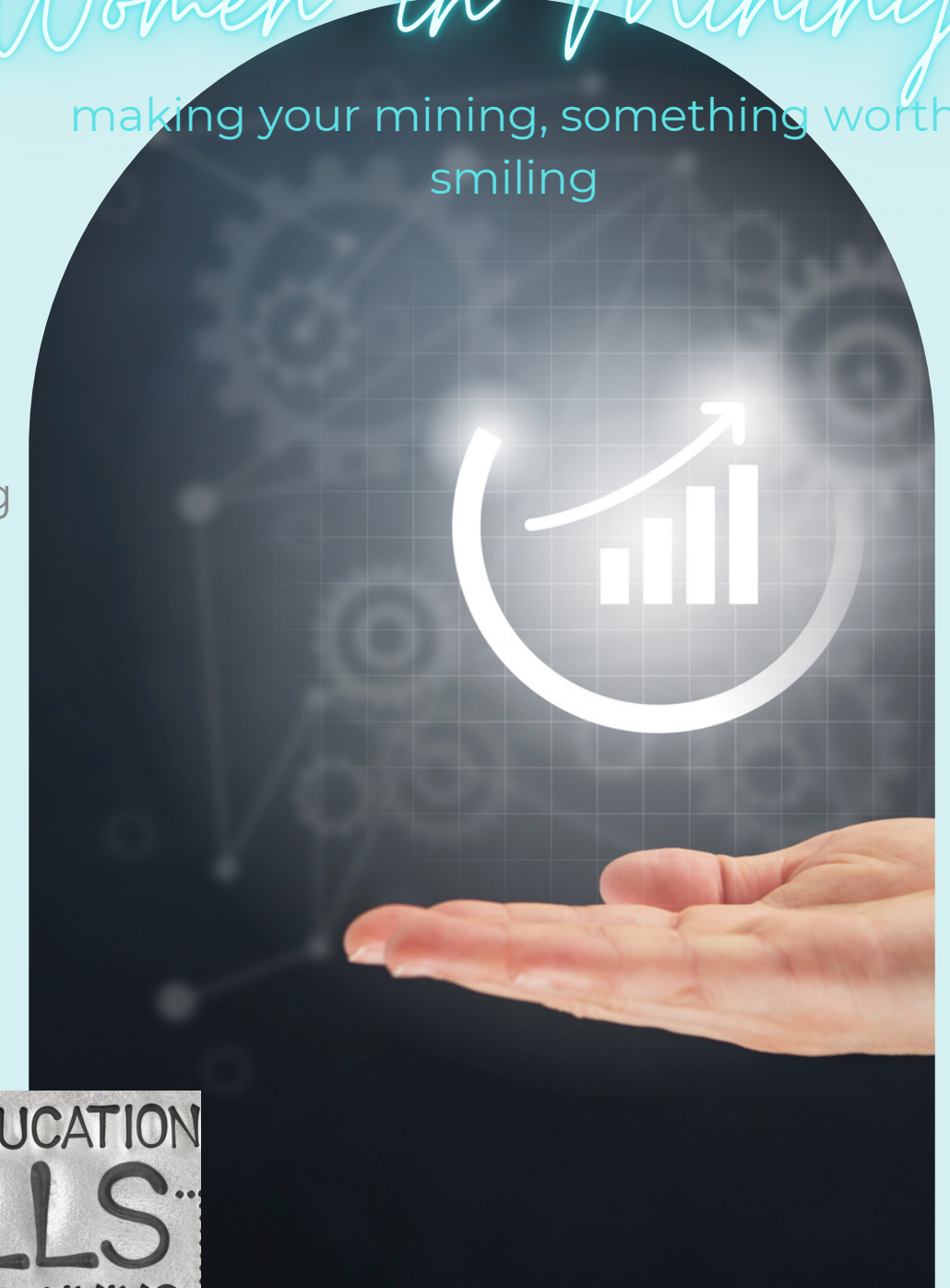
Why should employers become involved in skills development and training?

The majority of employers are compelled by Legislation to get involved in skills development. They must:

- Pay skills levies
- Participate in skills development and training
- Comply to B-BBEE requirements

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Skills Plan

Skills Development Levies, Skills Development and Training and B-BBEE go hand in hand. It is therefore important for employers to understand this, as they would enable them to benefit from investing in skills development and training.

Employers who have employees must:

- *Pay 1% of their payroll to SARS towards the Skills Development Levies fund.*
- *Appoint a SDF (Skills Development Facilitator)*
- *Submit a WSP (Workplace skills development plan)*
- *Implement skills training and development through skills programmes, learnership, internships and pivotal training for both employees and the unemployed.*
- *Submit an ATR (Annual training report)*

To ensure that the employer can improve his B-BBEE Scorecard, the following applies:

- *Training is aimed at black people and not only black African employees, in other words unemployed African people should also be included in the WSP.*
- *Bonus points can be earned or absorbing unemployed black African learners into the workforce.*

The pre-requisites for the points being awarded are:

- *Workplace Skills Plan (WSP) approved by SETA*
- *Annual Training Plan (ATP) approved by SETA*
- *Implementation of priority skills programme generally, but specifically for black African people*
- *PIVOTAL Report approved by SETA*



The Different

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Training Programmes

The different training programmes that could be included in training could be:

- Short programmes
- Skills programmes
- Learnerships
- Apprenticeships, and
- Internships



Short Programmes Are non-credit bearing programmes that can be based on work related skills and/or knowledge. (Non-accredited training – attendance certificate issued)

Skills Programmes Are credit-bearing programmes that are based on registered unit standards or clusters of unit standards that are registered on the NQF

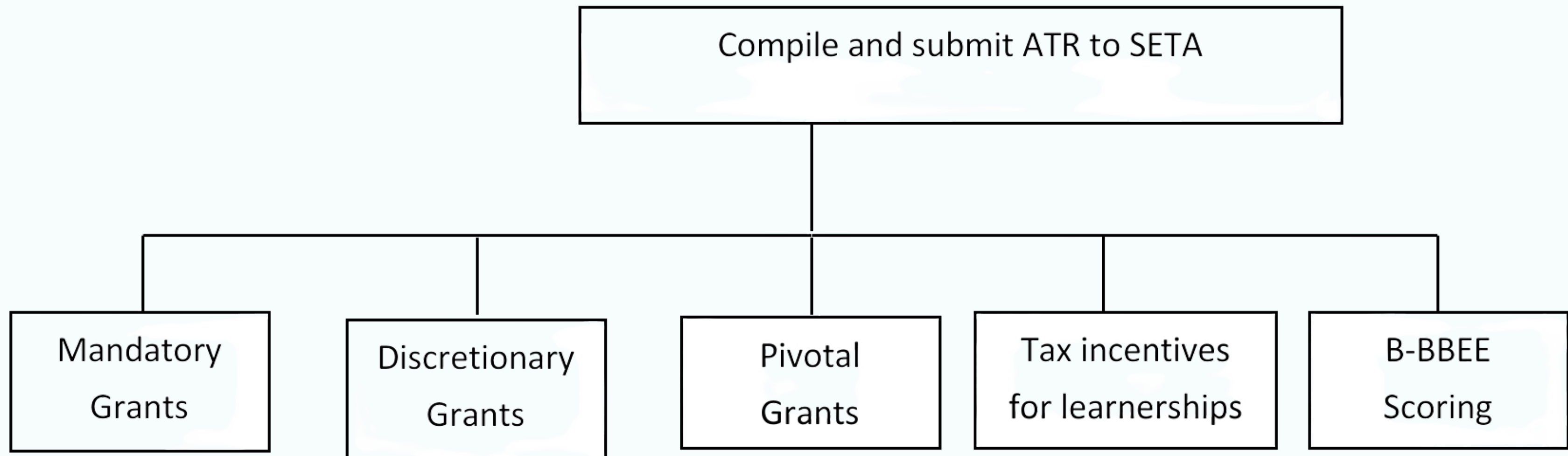
Learnership/Apprenticeships Are instructional and work-based learning programmes that require a formal contract. It involves institutional instruction together with structured supervised experiential learning in the workplace. The learning in the workplace could involve coaches, mentors and assessors

Internships Mixed mode delivery with institutional instruction as well as supervised learning in an appropriate workplace or simulated work environment. Learners who have completed their formal studies at further and higher institutions of learning could also do an internship to gain experiential knowledge in the workplace.

Skills Development and Training and the Annual Training Report



Training should be conducted as planned in the WSP as submitted to the SETA. The employer then has access to the following grants and tax incentives.



Overall benefits to the Employer



Upon Submission of WSP, Implementation of Training and Submission of ART	B-BBEE Scorecard: 20 Points Priority Element – Skills Development
<ul style="list-style-type: none"> • Access to compulsory grants for submission of the WSP. • Access to discretionary grants for the implementation of the WSP. • Tax incentives are applicable at the registration of learners for learnerships and also for the completion of learnerships. • PIVITOL grants for offering qualified learners the opportunity to gain experience in the workplace. 	<ul style="list-style-type: none"> • 8 points if 6% of skills development expenditure is spent on black african people. • 4 points if 0.3% of Skills development expenditure is spent on black african employees with disabilities. • 4 points if the number of black employees involved in learnerships/apprenticeships and internships are 2.5% of the total number of employees. • 4 points if the number of unemployed black african people in learnerships, apprenticeships and internships should constitute 2.5% of the total number of employees. • Bonus points by absorbing 100% of the black african people into the industry at the end of the learnership programme.

- Further benefits include:*
- Better skilled workforce
 - Improved productivity
 - Affordable skills development options
 - Customised skills training
 - SDF advice and support
 - The ability of immediate implementation of newly acquired skills and knowledge in the workplace.

How Can an Employer Get Involved in Skills Development?



Levy-paying employers are encouraged to take skills development within the company seriously to benefit fully from promoting a learning culture. The following steps are proposed:

- Register for and pay Skills Development Levy to SARS
- To plan skills development and submit a Workplace Skills Plan (WSP), the employer needs to employ:
 - A person that will take on the role as the Skills Development Facilitator (SDF). The SDF can be an employee of the company or it can be outsourced to a registered SDF. This individual will head the skills audit, compile the WSP, implement the training and compile the Annual Training Report (ATR).
 - A Training Committee consisting of various role players within the company. Their role will be advisory and supporting to the SDF.
- Conduct a skills audit across all employees within the company. The objective of the skills audit is to identify:
 - Current skills of all employees.
 - Skills gaps where actual performance does not match expected performance.
 - Training needs where there are skills gaps.
 - Training programmes and training providers that could address the training needs.
- Compile a Workplace Skills Plan (WSP) keeping in mind B-BBEE targets as well as critical and scarce skills.
- Submit the WSP to the relevant SETA for approval.
- Implement training as planned using skills programmes, short programmes, learnerships and internships.
- Training can be in-house or accredited training providers that have been identified in the WSP can be used.
- At the end of the financial year the SDF compiles the ART and submits it with the WSP for the next year.

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The Benefits to Individuals



Dei Gratia Training and Development Solutions understand the importance of skills development for the individual.

You are important to us. It is our business to ensure that you make the right training choices, starting from the time you make the decision of training provider, training course, the best options until you are assessed as competent. We know that work related competency opens many doors that lead to:

- Employment
- Self-employment
- Advancement in a career
- Changes in a career
- Better productivity

To ensure that skills development and training is accessible to all individuals Dei Gratia Training and Development Solutions offer the following further benefits to individuals:

- Accredited training options.
- Affordable training options.
- Guidance in portfolio building.
- Hands-on approach to training. Theory and practical are integrated and lead to applicable work-related skills.
- Hands-on approach to training.
- Theory and practical are integrated and lead to applicable work-related skills.
- Continuous support.
- Programmes that are building blocks towards a full qualification.
- Building of a career.

Programmes
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WR Wholesale & Retail SETA Accredited Programmes

- Wholesale and Retail Operations

HW Health & Welfare SETA Accredited Programmes

- Social Auxiliary Work
- Victim Empowerment and Support
- Counselling

ETDP SETA Accredited Programmes

- Facilitator Training Programme
- Assessor Training Programme
- Moderator Training Programme
- Skills Development Facilitator

SERVICES SETA Accredited Programmes

- Generic Management Qualification
- Project Management Qualification
- Introduction to Leadership
- Business Practice Qualification
- Business Administration Qualification
- New Venture Creation Qualification
- Hygiene and Cleaning
- Getting ready for business Skills Course
- Computer Skills Course
- Financial Skills Course
- The Business World Skills Course
- Administration Skills Course
- Personal Development Skills Course
- Human Development Skills Course
- Entrepreneurship Skills
- Supervision and Management
- Health, Safety and Customer Service Skills Course
- Hairdressing Qualification
- Beauty & Nails Qualification
- Domestic Services

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CATHS SETA Accredited Programmes

- Food and Beverage Services Learnership Qualification
- Assistant Chef

QCTO Accredited Qualifications and Part Qualifications

- Training and Development Practitioner Qualification
- Early Childhood Development Practitioner Qualification
- Hairdressing Qualification

AGRI Seta Accredited Programmes

- SHE Representatives
- OHS Occupational Health and Safety
- First Aid
- Fire Fighting Level 2
- Plant Production
- Farming
- Mixed Farming Systems
- Animal Production
- Macadamia Production and De-husking

TETA Transport

- Transport
- Professional Driving
- Freight Handling
- Road Transport Supervision
- Supply Chain Management

Occupational Health & Safety

- Apply Safety & Health Procedures
- Fire Fighting
- Health & Safety Representative
- First Aid
- Legal Liability
- Maintain Occupational Health & Safety

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CMQA Services and Programmes

Here we want to express our heartfelt gratitude to our clients for the trust they have been placing in us. Since 1995, over eighty five major South African and international companies have been our clients. We have proven our training and development expertise and experience in a number of industries and provided training and consultation on a number of topics. We believe that the length of our service agreements is proof of the positive effect of our activities on our clients' business.

- Compliance to relevant Act's
- Mining Training
- Safety, Health, Environmental and Quality (SHEQ)
- Management and Supervisory Training
- Contractor Management Services
- Health and Safety Induction Training
- Continuous Improvement and Back to Basics Programmes
- Machinery Operators Training

Compliance to Relevant Act's

Sound Occupational Health and Safety Policies are essential for employees, but they are also increasingly important for your customers and other stakeholders. Occupational Health and Safety Management system is a strong sign of your organization's commitment to your employees' health and safety. Many organizations implement an Occupational Health and Safety Management System (OHSMS) as a fundamental part of their risk management strategy to address changing legislation and protect their workforce and other persons working under their control.

A well maintained Occupational Health and Safety Management System enable organizations to manage operational health and safety risks and improve performance.

- Mine Health and Safety Act and Regulations
- Minerals Act Regulations in accordance of Schedule 4 of the Mine Health and Safety Act
- Occupational Health and Safety Act and Regulations
- Mines and Works Act of 1956 on which legislation of some neighbouring countries are based
- Development of Mandatory and discretionary Codes of Practise
- Development of Safe Working Procedures

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Mining Training Courses

- Legal Liability for Miner/Artisan (Underground and Surface Operations)
- Legal Liability for Production / Engineering Foreman
- Legal Liability for Service Departments
- Mine Overseers Certificate of Competency – Coal
- Mine Managers Certificate of Competency – Coal
- First Aid Training
- Fire Fighting Training

Mining

- Competent Person A for Surface and Underground Coal
- Competent Person B for Surface and Underground Coal
- Blasting Assistants for Surface and Underground Coal
- National Certificate for Rock Breaking in Surface Excavations
- Gases and Gas Testing in Underground Fiery (Coal) Mines
- Flame Proofing in Underground Fiery (Coal) Mines
- Operation of Mobile Machinery for Surface Excavations and Underground Coal
- Occupational Health and Safety Representative activities in the Mining and Minerals Sector
- Lamps man Certificate for Underground Coal
- Further Education and Training Certificate in Occupational Safety

Mineral Processing

- Flotation
- Crushing
- Crushing and Screening
- Dense Medium Separation
- Milling Material
- Ore Reception
- Scrubbing and Screening
- Tailings Dam Operation
- Thickening of a Slurry
- Water Reticulation
- National Certificate Mineral Processing – Level 2
- National Certificate Mineral Processing – Level 3
- Further Education and Training Certificate: Mineral Processing

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Machine Operator Training

Apart from protecting your valuable assets, operator and technical training of your staff is essential in ensuring maximum productivity, safety and mechanical availability. Dei Gratia Training and Development Solutions can provide programmes that is tailor made to suit both your equipment as well as your specific working conditions.

Training courses to operate the following mobile machinery:

- Rubber wheel or track dozer
- Hydraulic excavators
- Front end loaders
- Tractor Loader Backhoe
- Skid steer loader
- Haul and dump trucks (Articulated, rigged or dump trucks)
- Motor grader
- Low bed
- Light delivery truck

Lifting and Rigging Operations

In order to ensure the safety of workers and the equipment involved, any operation involving the use of a crane to lift items must be planned thoroughly before being carried out. Therefore it is essential that proper and adequate training is done for the planning and performing of an incidental lift using a lifting apparatus and commonly available rigging components, such as slings, shackles, eye bolts, and turnbuckles.

Training Courses aligned to the National Code of Practise:

- Fork Lift
- Telelogger
- Overhead Crane
- Truck Mounted Crane
- Mobile Crane
- Telescopic Boom Handler
- Lift and move a load using manual lifting equipment and tackle
- Basic Rigging
- Advanced Rigging
- Lifting Tackle Inspection

Legal Compliance Audit

- The objective is to identify areas of legal non-compliance and company requirement deviations based on presidential audit checklist.
- The approach applied includes an initial desk study (paper trail) where all appropriate documents are reviewed (safety management system & working files), which is followed by a detailed assessment on site whereby the paper trail is assessed against the appropriate requirements.
- Upon completion of the onsite review, a comprehensive report is prepared by the lead auditor. The audit report is based on non-compliances and deviations, but also reflects areas of good operational practices and pockets of excellence.
- To ensure that your company is aware of the key findings, a feedback report will be given. A hard copy and e-copy of the report will also be provided for distribution and rectification of identified shortfalls.
- An action plan to be derived from the final report and if the process needs to be retained, a follow up audit on the action plan will be conducted at a period as decided by the client

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Management and Supervisory Training

- Team Building
- Back to Basics
- Continuous Improvement Process
- Strategic Planning
- Change Management
- Foundations of Supervision
- Planning and Organising Skills
- Staffing Skills
- Leadership Skills
- Control Skills
- Base Line Management Programme
- First Line Management Programme
- Leadership Development for Middle Managers

Continuous Improvement Process

Over the past twenty five years Dei Gratia Training and Development Solutions successfully implemented Continuous Improvement Process and Back to Basics programs at:

- Exxaro Coal
- Kumba Resources
- Anglo Coal
- De Beers Consolidated
- Lafarge Mining
- Metorex Gold Division
- Total Group
- Zizwe Mining
- Sasol Base Chemicals
- Khethekile Mining
- Rosh Pinah Mine
- Transhex Operations LOR



Stay In Touch

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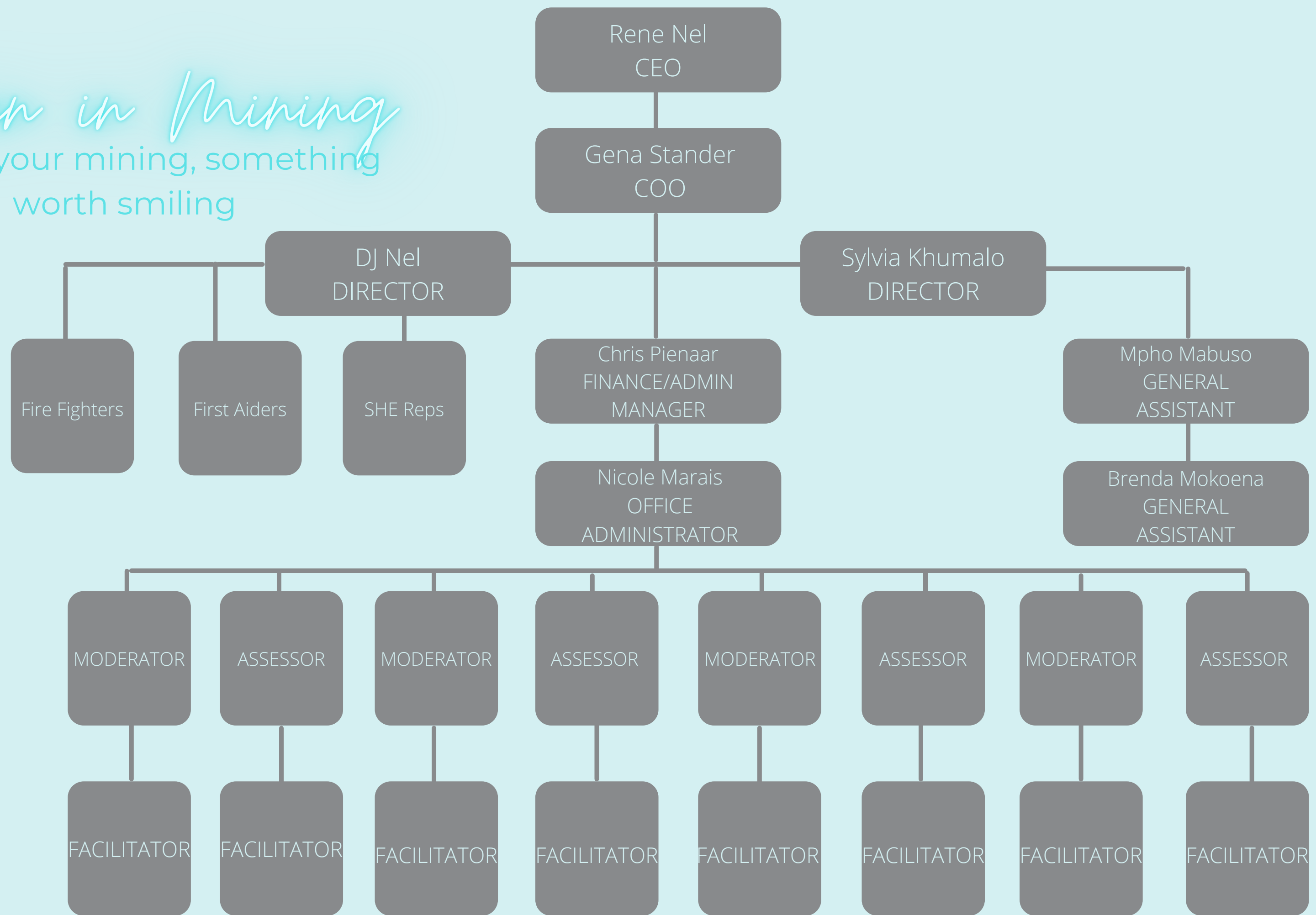
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 **THANK YOU**