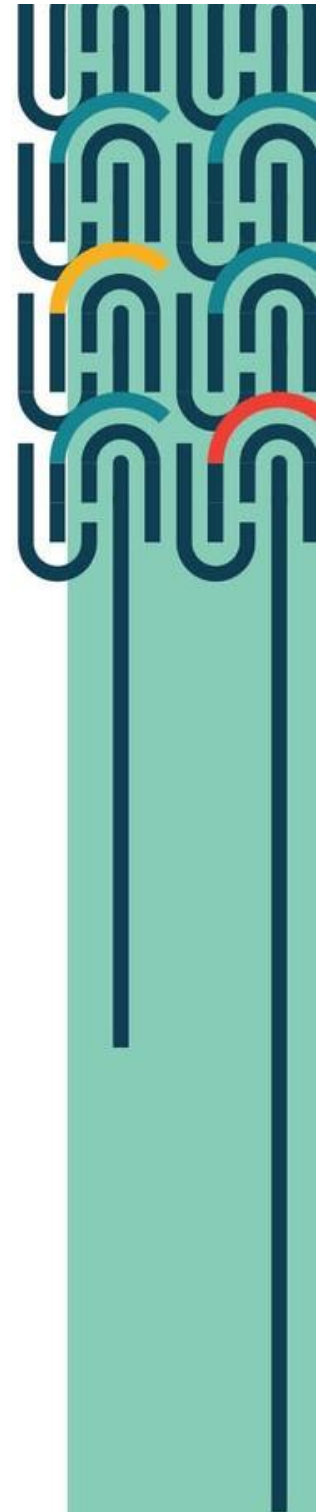




APPETD

Association of Private Providers of
Education, Training and Development

2024 Events



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Foreword for the APPETD continuing professional development and learning repository.

It is a privilege to write the foreword to this first edition of the APPETD learning and continuing professional development (CPD) repository. APPETD was established 22 years ago as a Non-profit Company, incorporated for a communal or group interest benefit and as a public benefit.

APPETD has nine objects which are to:

1. Provide and maintain an environment that is supportive of the business of private education and training.
2. Fulfil the role of Advocacy.
3. Collectively collect and defend the right of members.
4. Establish reputable and recognised private education and training industry through member commitment to a nationally recognised quality management system.
5. Market the company and its objectives.
6. Secure funding to build institutional and member capacity.
7. Provide guidance and good practice codes for the members to maintain the highest professional standards possible.
8. Conduct research to promote best practice in member community.
9. Provide international linkages to support the interests of private providers.

In 2013, the then Minister: Higher Education and Training (HET), the Honourable Dr Blade Nzimande, MP, published the *White Paper on Post-School Education and Training* (WPPSET), followed in 2022 by the *National plan for Post-School Education and Training* (NPPSET). Both these documents are clear that private higher education providers, private colleges, private skills development providers, and private adult learning centres are an integral part of the PSET system. This status is also clearly enunciated in Chapter nine of the *National Development Plan 2030*, adopted by all social partners in 2012.

APPETD has taken its role seriously as a key stakeholder and role-player in the further development, design and implementation of a quality, credible and authentic PSET system. In the last three years APPETD established a chamber to advance, express and showcase the excellent CPD and research programmes and projects undertaken through the APPETD organisation. The APPETD board adopted a strong strategic position about being a voice for private providers and for always being there for our members and others who need support, guidance and assistance to navigate the increasingly exciting but sometimes challenging PSET system.

One of the ways we have done this is to host regular online or face-to-face workshops, colloquia, and more recently Town Hall debates and



discussions. These initiatives have always been in response to our members' requests for more information about policy changes, quality assurance, new PSET developments, Learnerships, qualifications, broad based Black economic empowerment (BBBEE) artificial intelligence, funding, entrepreneurship development, recognition of prior learning (RPL), and so forth. The APPETD Board responded positively, and monthly (sometimes twice a month) engagements in different formats were hosted by the CEO and the APPETD staff, in a way that was efficient, effective and delightful in the outcomes achieved.

APPETD also hosts a helpline, through which we have been able to respond to many queries and calls for guidance from our members and even wider afield. Many of these requests for guidance and information have arisen from our workshops. The APPETD board, on the joint recommendation of the APPETD chamber of higher education and research (HER), and our chamber which deals with all matters related to the Quality Council for Trades and Occupations (QCTO chamber), approved the publication of an online learning, CPD and information repository, and I am delighted to launch the first edition.

As a Board, we trust that you will find much value in reading through the various presentations, and 'meeting' the presenters virtually through their brief Bios and photos. We will be publishing similar repositories twice a year, to ensure that private providers in PSET are well-equipped to innovatively embrace, develop and implement all the necessary 'elements' that comprise a vibrant and growing PSET system. We trust that this first online repository will indeed be of mutual public benefit importance to each of you who read it.

SA Lloyd


Shirley Lloyd

Chairperson: APPETD




Date	Topic	Speaker	Presenta tion	Summary
2023	PUBLIC FUNDING OF THE COLLEGE SECTOR: A SOCIAL-RETURN-ON-INVESTMENT IN HIGHER EDUCATION IN SOUTH AFRICA	Dr Cornelia Carol September- – Did not provide Bio or picture	Link	"Public Funding of the College Sector: A Social-Return-on-Investment in Higher Education in South Africa," by Dr. Cornelia Carol September, explored the impact of increased government funding for public Technical and Vocational Education and Training (TVET) colleges in South Africa. It aimed to assess the social return on investment (SROI) of these funds, particularly in addressing past inequalities and meeting labor market demands. The presentation outlined a framework for measuring SROI, focusing on social outcomes like employability, social inclusion, and economic participation, to justify and guide future funding.




<p>05.02.2024</p>	<p>Feedback Session from OQACC Committee</p>	<p>Dr Shirley Lloyd</p>  <p>Shirley Lloyd describes herself as an educator, a public servant, an activist and a social entrepreneur. She believes in social justice and views her work in education and training, and particularly related to the NQF and Recognition of Prior Learning (RPL) as part of fulfilling her life’s work. She is very recently retired from the position of Director of the NQF Directorate in DHET, which was a position she valued and enjoyed. She holds a PhD, and the title of her thesis is “<i>Recognition of Prior Learning: A Social Entrepreneurial Praxis</i>”. She has been a teacher, a lecturer, an inspector of education, a principal of 2 TVET Colleges, a senior manager in a SETA, and worked in national government departments. She was a Board member of SAQA for over 9 years and has also worked at SAQA in the international relations directorate. She has worked in many countries, assisting them to develop their own NQFS and RPL policies and processes. She has published and written articles and papers about NQF development; RPL; Quality Assurance and Work and Learning. She currently supervises Master’s and Doctoral students, and she will now since retiring, have more time to supervise more students, write and publish papers, and pursue her academic career in the higher education space. She believes that it is most important to remain current and active in one’s field of study, and is energised by applying the principles of Ubuntu, Batho Pele and Thuma Mina.</p>	<p>Link</p>	<p>The presentations from the APPETD Feedback Session on February 5, 2024, by Dr. Shirley Lloyd detailed the discussions with the OQACC Committee. The first part addressed qualifications, assessments, certifications, and other related issues. Key points included the prioritization and processing of occupational qualifications and skills programs, the public comment process on new qualifications, and the committee's recommendations for qualification registrations and deactivations according to QCTO standards. It also highlighted the review of occupational qualifications to new nomenclature and the registration of skills programs.</p> <p>The second part focused on the assessment report, detailing national external assessments, the assurance of assessments against QCTO standards, competency rates for EISAs, and post-EISA monitoring processes. It covered certification statistics, including the issuance of trade and occupational certificates, the maintenance of certification systems, and challenges such as verification issues, misrepresentation, and ongoing digitization projects. Both parts emphasized ongoing communication and workshops to address and resolve the identified issues.</p>
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<p>7.02.2024</p>	<p>Future Focused Learning Material Development & Design</p>	<p>Mrs Gizelle McIntyre</p>  <p>Mrs Gizelle McIntyre is the Founding Member of Transcend Consulting – a Learning and Development and Coaching Consultancy. Simultaneously, she is the Group HRD Manager for the Nemtek Group.</p> <p>With an impressive 26-year career, Gizelle has navigated diverse domains, excelling in Managing ODETD, Business and Life Coaching, Psychometry, Facilitation, HRD, Learning and Development, HRD Consulting, and Leadership Development. Gizelle is distinguished by her Chartered HRD designation (SABPP) and the prestigious "Lifetime Achievement Award" from SABPP, recognizing her outstanding contributions to the HRD field. Her credentials extend to a Fellowship Designation at CIPPT, where she also serves as a board member.</p> <p>Additionally, Gizelle is a committee member and member of COMENSA (Coaching and Mentoring Professional Body). Her need to continuously learn is reflected in postgraduate qualifications encompassing Positive Psychology, Psychology, Education, Training and Development, and Management.</p>	<p>Link</p>	<p>The discussion delved into the pivotal roles that Subject Matter Experts (SMEs), Assessors, and Moderators played in shaping learning content. The journey unfolded through the exploration of Learning Material Development for Course Creation, a crucial step in molding the process. As they navigated this terrain, the spotlight turned towards the imperative aspects of Inclusive Teaching and Special Needs Education, emphasizing the importance of creating content that catered to diverse learning needs and styles. The discussion extended to various Teaching/Training Methodologies, adapting to the dynamic landscape of Remote Training and Learning.</p> <p>Additionally, they navigated the intricate world of quality councils and the ETQA, ensuring that learning materials aligned seamlessly with the ever-evolving standards. Finally, the exploration concluded with a focus on Skills Programmes, dissecting the nuanced requirements of Full and Part Qualifications within the frameworks of HEQSF and OQSF, setting the stage for a comprehensive understanding of Future-Focused Learning.</p>
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<p>21.02.2024</p>	<p>Online Learning and Teaching Trends 2024</p>	<p>Prof Wynand Goosen</p>  <p>8</p> <p>Prof. Wynand Goosen is the CEO of the Infomage Rims group, from where he constantly launches various strategic initiatives in the Skills Development sector, such as:</p> <ul style="list-style-type: none"> • Pioneer in the New Venture Creation Program for Entrepreneurial thinking • Facilitated various Strategic Development workshops for a range of clients in the private and public sectors. • Created international collaborative frameworks between South Africa and the European Union • Represented South Africa on various international business platforms. • Developed a range of Foresight and Innovation Tools for Strategic Planning • Devised an incubation system for start-up enterprises. • Scoped and developed Management Information Systems and developed ITC solutions. • Developed systems to link strategy to strategic implementation, that drives execution and productivity <p>Prof. Goosen has also created various successful companies. These include organizations such as The Learning Corporation Ltd; The Infomage Rims Group; SkillzBook, and Gold Rose Investments.</p>	<p>Link</p>	<p>During this workshop, we explored the latest trends in online learning and teaching. With the rapid advancement of technology, the way we approached education drastically changed. This workshop provided insights into the latest tools and strategies that could be used to enhance the online learning experience for both educators and learners.</p> <p>Participants had the opportunity to learn about various online teaching methods, including the use of multimedia tools, interactive assessments, and collaborative learning environments. We also discussed the importance of creating engaging and interactive online content that fostered active learning.</p> <p>Whether attendees were educators, instructional designers, or simply interested in the latest trends in online learning, the workshop catered to all. We joined together to explore the exciting world of online education and discovered new ways to enhance the learning experience for everyone.</p>
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<p>7.02.2024</p>	<p>APPETD Feedback session from meeting with the QCTO senior management team</p>	<p>Dr Shirley Lloyd</p>  <p>Shirley Lloyd describes herself as an educator, a public servant, an activist and a social entrepreneur. She believes in social justice and views her work in education and training, and particularly related to the NQF and Recognition of Prior Learning (RPL) as part of fulfilling her life’s work. She is very recently retired from the position of Director of the NQF Directorate in DHET, which was a position she valued and enjoyed. She holds a PhD, and the title of her thesis is “<i>Recognition of Prior Learning: A Social Entrepreneurial Praxis</i>”. She has been a teacher, a lecturer, an inspector of education, a principal of 2 TVET Colleges, a senior manager in a SETA, and worked in national government departments. She was a Board member of SAQA for over 9 years and has also worked at SAQA in the international relations directorate. She has worked in many countries, assisting them to develop their own NQFS and RPL policies and processes. She has published and written articles and papers about NQF development; RPL; Quality Assurance and Work and Learning. She currently supervises Master’s and Doctoral students, and she will now, since retiring, have more time to supervise more students, write and publish papers, and pursue her academic career in the higher education space. She believes that it is most important to remain current and active in one’s field of study, and is energised by applying the principles of Ubuntu, Batho Pele and Thuma Mina.</p>	<p>Link</p>	<p>The document was a presentation from a feedback workshop held on February 27, 2024, by Dr. Shirley Lloyd, representing APPETD (Association of Private Providers of Education, Training, and Development). It outlined challenges such as the alignment and replacement of qualifications and skills programs, regulatory issues, communication barriers, terminology confusion, the roles of Qualification Partners (QP), site visit requirements, and External Integrated Summative Assessments (EISAs).</p> <p>Proposed solutions included APPETD coordinating critical information, improving communication with a guideline document, and holding regular meetings with the Quality Council for Trades and Occupations (QCTO). Immediate actions and future meetings aimed to address potential regulatory amendments and unresolved issues. Communication involved representatives from QCTO, APPETD, the CEO, and chairpersons from Higher Education and QCTO Chambers. The presentation aimed to address challenges, propose solutions, and outline communication channels between APPETD and QCTO.</p>
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<p>06.03.2024</p>	<p>The 10 biggest business trends for 2024 everyone must be ready for now</p>	<p>Mrs Gizelle McIntyre</p>  <p>Mrs Gizelle McIntyre is the Founding Member of Transcend Consulting – a Learning and Development and Coaching Consultancy. Simultaneously, she is the Group HRD Manager for the Nemtek Group. With an impressive 26-year career, Gizelle has navigated diverse domains, excelling in Managing ODETD, Business and Life Coaching, Psychometry, Facilitation, HRD, Learning and Development, HRD Consulting, and Leadership Development. Gizelle is distinguished by her Chartered HRD designation (SABPP) and the prestigious "Lifetime Achievement Award" from SABPP, recognizing her outstanding contributions to the HRD field. Her credentials extend to a Fellowship Designation at CIPPT, where she also serves as a board member. Additionally, Gizelle is a committee member and member of COMENSA (Coaching and Mentoring Professional Body). Her need to continuously learn is reflected in postgraduate qualifications encompassing Positive Psychology, Psychology, Education, Training and Development, and Management.</p>	<p>Link</p>	<p>As we reached the beginning of the second quarter of 2024, it was crucial for business owners and leaders to start planning and preparing for the future. The world of business was constantly evolving, and staying ahead of the curve was essential for success. In this workshop, we explored the top 10 trends that were predicted to shape the business landscape in the next few years. From technological advancements to changes in consumer behaviour, we examined how these trends would impact businesses of all sizes and industries. By attending and participating in this workshop, participants gained a comprehensive understanding of the key trends to watch out for, along with the tools and strategies needed to adapt and thrive in this dynamic business environment.</p>
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<p>19.03.2024</p>	<p>Skills Development in the B-BBEE and Employment Equity</p>	<p>Mashadi Monaedi</p>  <p>Mashadi Monaedi is a social sustainability practitioner and qualified skills development facilitator. She holds a Master’s Degree in Development and Management from North-West University. She has over 15 years of experience in running and managing CSI, transformation, skills development, and social labor programs, as well as B-BBEE function management and facilitation workshops.</p> <p>Mashadi established ASI after spending 10 years in the corporate environment, fulfilling B-BBEE, skills development, and social sustainability-related mandates. She is passionate about providing solutions to businesses and seeing these solutions in action, as well as guiding businesses to a place where they can get the best out of their people. Mashadi does not rest until she feels businesses can operate optimally to be a catalyst for positive transformation.</p> <p>If you were to summaries Mashadi in one succinct attribute, it would be: she likes to make things work. And she will not stop until they do.</p>	<p>Link</p>	<p>In this workshop, we delved into the importance of skills development in transformation and employment equity. We began by providing an overview of the B-BBEE scorecard, detailing its objectives and the opportunities that existed for SDPs. We then moved on to discuss the crucial link between the Employment Equity Act and skills development, identifying possible opportunities for SDPs.</p>
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<p>16.04.2024</p>	<p>Diversity and inclusivity</p>	<p>Dr Tony Khatle</p>  <p>Dr Tony Khatle has completed his Doctoral Studies in Educational Management at the University of Johannesburg.</p> <p>He has accumulated a wealth experience in working with both the private and public education sector, corporate institutions, parastatals, and NGO's. He served as a CEO of APPETD from 2006 – 2010. He has acquired a strong background in the education and training field, international exposure in leadership management and lifelong learning.</p> <p>Dr Tony Khatle has acquired extensive knowledge & experience in the Higher Education & Further Education & Training sector in South Africa.</p> <ul style="list-style-type: none"> •In 1980-1981 studied for a Junior Secondary Teacher's Certificate (JSOC). •1982-1985 appointed a Teacher at Selelekela Senior Secondary School. •1985-1987 promoted to be a Head of Department (H.o.D) for official languages. •1988-1996 Principal-Herbert Mdingi Adult Centre (formerly Orlando Adult Education Centre). •1996-2001 Education Specialist (Gauteng Department of Education). •2002-2004 IDSO (Inspector of Schools Johannesburg East District). •2004-2005 Head of Business School for International College Group (ICG). •2006-2010 Chief Executive Officer (CEO) for Association of Private Providers of Education & Training Development (APPETD). •2011 to date Senior Researcher & Educational Consultant on Leadership & Management Strategies. <p>He has assisted Adopt-a-School Foundation (now Cyril Ramaphosa Foundation), Kagiso-Shanduka Trust, Kagiso Trust in conducting Strategic Planning sessions for Secondary Schools in the Free State, Limpopo, Mpumalanga, Northwest & Northern Cape provinces.</p> <p>He is also a motivational speaker and has written a book entitled "From an ordinary clerk to a Chief Executive Officer" in 2008. Also contributed several articles in Educational Journals as a researcher</p>	<p>Link</p>	<p>The workshop emphasized the critical role of diversity and inclusion in driving high performance within the workforce, businesses, economies, and societies globally. We explored how high levels of equality, diversity, and inclusion are linked to greater innovation, productivity, talent recruitment and retention, and overall workforce well-being.</p> <p>Considering the immense impact of COVID-19 on the workplace, we addressed the pressing need to re-evaluate and review diversity and inclusion practices and their benefits. According to the latest findings from the International Labour Organization, "one-in-four people do not feel valued at work," highlighting that those who feel included are more likely to hold senior roles.</p> <p>Participants gained valuable insights into the importance of fostering an inclusive environment and actionable strategies to enhance diversity within their organizations.</p>
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<p>25.04.2024</p>	<p>Innovation in Learning Showcasing Trends and the Future.</p>	<p>Adi Stephan</p>  <p>Chief Learning and innovation officer With more than 27 years' experience in all aspects of Human Capital and Learning, Adi's success is derived from his ability to develop and manage world-class solutions utilising the latest technologies and methodologies. Equipped with an extensive background in human resources and information technology his skill lies in creating innovative solutions and environments that translate employee behaviours into high impact outcomes. For Learning initiatives to be successful, these outcomes must: enhance knowledge retention, be personalised to individual needs, foster collaborative, and social learning, offer an experience rather than an event, be totally strategically aligned, fit around the shape of work, and allow the individual to learn whenever, wherever and, however. But most importantly be FUN and ENGAGING! Originally from Windhoek Namibia, he currently resides with his wife and daughter on a smallholding in Midrand / Johannesburg.</p>	<p>Link</p>	<p>The workshop delved into the latest trends in learning innovation, exploring how they shaped the future of education. We tackled the challenges and considerations that arose alongside these advancements, offering valuable insights to navigate them effectively. By the end, participants gained a comprehensive understanding of the outlook and actionable recommendations to harness the power of learning innovation for success.</p>
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<p>5.05.2024</p>	<p>Unlocking the power of AI in content creation</p>	<p>Anderson Studios</p> <ul style="list-style-type: none"> • Paul Lensen  <p>With over two decades of industry experience in video production and a dedicated focus on e-learning content creation, I've had the privilege of shaping educational experiences at the forefront of EdTech innovation. My journey began at pioneering start-ups like Uni4 and MasterStart, where I lead content creation teams. I now run my own business, Anderson studios a leading content creation company operating in South and Western Africa serving the energy, aviation and marine sectors. Inspired by the potential of media to drive change, particularly in the realms of health and safety, and induction training, I've championed DEIA principles in all facets of my work. These values serve as the bedrock of our creations, ensuring that our content is accessible, inclusive, and resonant across diverse audiences in parallel, I've maintained a keen interest in how AI is revolutionizing e-learning content creation. With a focus on practical applications, I've explored how AI technologies enhance efficiency and effectiveness in content production, from personalized learning experiences to automated content generation.</p>	<p>The workshop delved into the transformative role of AI in content creation, exploring how these technologies are shaping the future of educational materials. We tackled the challenges and considerations that arose alongside these advancements, offering valuable insights to navigate them effectively. By the end, participants gained a comprehensive understanding of various AI tools and actionable recommendations for leveraging their potential in course development.</p> <p>What we covered:</p> <ul style="list-style-type: none"> • Introduction to AI in Content Creation: Welcomed attendees and provided a brief overview of AI's impact on content generation. • Understanding AI Tools for Content Creation: Explored generative AI and its capabilities, harnessed the power of avatars in course creation, and examined deep language processing tools, video AI, and music generation. • Hands-On Workshop: Engaged participants in an interactive session for topic selection, showcased a live demonstration of integrating multiple AI tools, and provided step-by-step guidance for creating dynamic and engaging content. • Q&A Session: Addressed doubts and queries, ensuring clarity on the applications of AI in content creation. <p>Link</p>
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<p>12.06.2024</p>	<p>Level Descriptors, CHE learnerships and QCTO all hands-on deck</p>	<p>Townhall Dr Shirley Lloyd Mrs Gizelle Mc Intyre Ms Kim Courtois Mr Vijayen Naidoo Mr Sabelo Buthelezi Mr Zamokwakhe Khuzwayo Dr Alti Kriel Ms Lizahni Wolff Mrs Yenusha Ramluggan Dr Indira Bhagaloo Dr Linda Meyer Mr Joe Samuels</p>	<p>Link</p>	<p>Case one is an issue that fell into the higher education space and raised the question of whether higher education institutions should be able to offer their qualifications in the form of a learnership. There had been a lot of confusion about this, and several APPETD members who were private HEIs asked that APPETD host a colloquium to discuss the issue.</p> <p>Case two was a QCTO issue, posing the question of how to ensure that replacement and aligned qualifications were in place where legacy qualifications had been de-registered. This was particularly important to ensure that skills development continued in the face of challenges related to de-registered qualifications.</p>
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Dr Shirley Lloyd

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Mrs Gizelle McIntyre

Mrs Gizelle McIntyre is the Founding Member of Transcend Consulting – a Learning and Development and Coaching Consultancy. Simultaneously, she is the Group HRD Manager for the Nemtek Group. With an impressive 26-year career, Gizelle has navigated diverse domains, excelling in Managing ODETD, Business and Life Coaching, Psychometry, Facilitation, HRD, Learning and Development, HRD Consulting, and Leadership Development. Gizelle is distinguished by her Chartered HRD designation (SABPP) and the prestigious "Lifetime Achievement Award" from SABPP, recognizing her outstanding contributions to the HRD field. Her credentials extend to a Fellowship Designation at CIPPT, where she also serves as a board member. Additionally, Gizelle is a committee member and member of COMENSA (Coaching and Mentoring Professional Body). Her need to continuously learn is reflected in postgraduate qualifications encompassing Positive Psychology, Psychology, Education, Training and Development, and Management.

Ms Kim Dry-Courtois

Founder of VeryCoolIdeas, a leading training provider since 2000, delivering professional education and skills development programmes across various industries. Kim has infused the brand with her enthusiasm and professionalism. From early in her career, Kim successfully completed several national and international qualifications in ETD Practices. In 1997, Kim became one of the very first assessors in South Africa. She constantly looks at innovative ways to make learning, an empowering experience. "I would like to see training as a profession rather than as a default career option," she says. Kim is respected and regarded as a specialist within her field. As a Community Expert Practitioner, Kim is actively involved in realigning historic national qualifications into the occupational format. Furthermore, she represents the community and technical vocational sectors on the CET/TVET chamber of the ETDP SETA. Highly motivated and determined, Kim's philosophy of 'never giving up' drives positive socio-economic development which contribute towards improving South Africa's standing on the world stage.

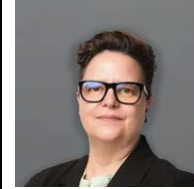


Mr Joe Samuels

Joe Samuels founded Samuels Squared (PTY) LTD in December 2020 to advance his educational vision. With a BSc (Hons) and an M Phil from the University of the Western Cape, he has 20+ years of senior management experience in education. His roles include medical lab technician, teacher, and lecturer at UWC, and Coordinator for Continuing Education Programmes at UWC. At the South African Qualifications Authority (SAQA), he served as Director, Deputy Executive Officer, and CEO until January 2020. Joe was crucial in developing the National Qualifications Framework (NQF) in South Africa, ensuring SAQA's consistent unqualified audit reports. Internationally, he helped establish the SADC Qualifications Framework and contributed to global conventions on higher education. He promoted digital learner records and was instrumental in forming qualifications verification networks. Joe served on councils like the Council on Higher Education (CHE) and chaired the Education Sector Committee of the SA National Commission for UNESCO. He currently chairs the Nelson Mandela University Governance and Ethics Committee, co-directs Samuels Squared, and as of April 2024, chairs the Ministerial Task Team on the National Senior Certificate for Adults (NASCA).

Dr. Indira Bhagaloo

Dr. Indira Bhagaloo is a trailblazer in the Financial Services Sector, with over 20 years of experience and a history of holding influential executive roles. Currently, as the Director of Strategic Relations and Education at Cornerstone Performance Solutions, she harnesses her extensive knowledge to propel transformative strategies and initiatives. For the past seven years, Indira has been a driving force at Cornerstone, crafting and executing the company's academic and vocational strategies. Her dynamic leadership has expanded product offerings, increased market reach, led business development efforts, nurtured strategic relationships, and established scalable delivery systems in the education sector. Additionally, she plays a pivotal role in several regulatory working groups, advocating for impactful skills transfer. Indira's doctoral research showcased a pragmatic evaluation of adult learning transfer, blending insights from education, organisational, and systems theories. Her innovative methodology reflects her commitment to integrating diverse perspectives to enhance learning outcomes. Passionate about revolutionising traditional learning, Indira collaborates with major organisations to drive substantial business impact through focused staff training and qualifications. Her leader-led philosophy emphasises practical application over theoretical instruction, offering tailored solutions to bridge specific skills gaps and overcome challenges.

Dr Linda Meyer

An experienced C-suite executive with a 25-year record in strategic leadership, revenue growth, and transformative success in complex private and public sectors. Specializes in talent leadership, organizational change, business development, governance, risk management, public policy, and performance evaluation. Skilled in domestic, regional, and international project implementation with high accountability. Experienced in public policy, government and regulatory affairs, project management, finance, communication, and stakeholder relations. Dr Linda a PhD in Management of Technology and Innovation (RSA), DBA in Business Management & Global Entrepreneurship (USA), MBA (UK), Post Graduate Diploma in Management Studies (UK), Bachelor of Commerce in Law, BBA, and various diplomas and certificates in education, labour relations, HR management, and law. Currently Managing Director of the Independent Institute of Education's Rosebank College and serves on multiple boards and committees including SAQA, QCTO, and HEQC. Former member of Higher Health TTT on Gender-Based Violence, DHET boards, ETDP SETA, Services SETA, and DoJ&CD Audit committee. Previously held roles such as COO, Dean, Head of Justice College, Chief Director at DoJ&CD, and CCMA Commissioner. Passionate about social impact, DEI, and social justice. A published author, thought leader, media guest, and conference speaker.

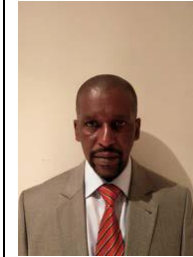


Mrs Yenusha Ramluggan

Yenusha Ramluggan is the Head of School at GPHE. With over 25 years of experience in education and 11 years in higher education, Yenusha specialises in innovative thinking, strategic design, management, and leadership. She holds a Masters in management and has currently completed an MBA in Leadership, Consulting, and Innovation and is awaiting certification. Yenusha is dedicated to advocating for transformation, diversity, and equity in education. Her extensive experience includes curriculum development, lecturing, academic quality assurance, and integrating technology in learning. She has also successfully led high-performing, cross-functional teams, and managed large campuses, ensuring operational efficiency and strategic alignment.

Mr Vijayen Naidoo

Mr Vijayen Naidoo was appointed as the CEO of the Quality Council for Trades and Occupations on 1 June 2017 having previously held the post of Chief Director for Occupational Quality Assurance since 2014. He is now serving his second term as the CEO after having been re-appointed by the Minister (HESI) as from June 2022. Prior to this, Mr. Naidoo worked for Umalusi (Council for General and Further Education and Training), as the Senior Manager: Quality Assurance of Assessment, where he was responsible for managing the development and implementation of the Umalusi quality assurance systems to support the introduction of the National Certificate Vocational (NCV) in 2007 and the National Senior Certificate (NSC) in 2008. Mr Naidoo has almost 35 years of experience in the education and training sector and has held various positions including teacher, technical college lecturer, Deputy Principal of a Technical College, and Deputy Chief Educational Specialist at the Gauteng Department of Education. His work focusses on Skills Development and the provisioning thereof across the Post School Education and Training Sector (PSET) Sector. Mr Naidoo serves on the Board of South African Qualifications Authority (SAQA), the National Skills Authority (NSA), the Council for Higher Education (CHE) and Umalusi. He also serves on various task teams and structures which contribute to the development of key policies in the education and training sectors. His latest appointment is as a Member of the Committee for Integrated Post Schooling Education and Training (PSET) Planning. His areas of expertise are in Systems Planning, Quality Assurance and Assessment.

Mr Sabelo Buthelezi

Sabelo Buthelezi has over 34 years' industry and training experience. He has worked as artisan Electrician, Lecturer, Snr Lecturer and HOD within the TVET Sector. He was also the Head of Electrical Section at INDLELA responsible for Assessment. He has held different position within Sector of Educational and Training Authorities. He is currently the Chief Director of Special Projects in the Department of Higher Education and Training. He is a member of the QCTO committee for Occupational Qualification Development, Assessment and Certification. He has presented papers nationally and internationally on Vocational Education and Training focussing on quality apprenticeship. Buthelezi's qualifications include diplomas in electrical engineering, mechanical engineering and post-school education, a Bachelor of Education (Honours) degree (UKZN), a Master's degree in Public and Development Management (Wits), and several certificates related to skills development.



Mr Zamokwakhe Khuzwayo



Mr. Zamokwakhe Khuzwayo is the Executive Officer of the National Skills Authority (NSA) Secretariat. He previously worked as a Director for Human Resource Development Strategy and Policy at the Department of Public Service and Administration (DPSA). Prior to that he held a position of Director Quality Assurance at the Public Service Sector Education and Training Authority (PSETA). Mr. Khuzwayo led the formulation of several flagship policies intended to contribute to the achievement of a capable, ethical and development-oriented public service. These include the Public Service Graduate Recruitment Scheme, the Public Service Skills Audit Methodology Framework, The eLearning Policy Framework, amongst others. He represented the South African Government on the Human Resource Administration Committee of Southern African Development Community (SADC) Commission. Served as the member of the Global HR Leaders Forum established by the Korean International Cooperation (KOICA). He is currently serving as an Ex officio member of the National Skills Authority (NSA) Board, a Council member of the Human Resource Development Council (HRDC), a Council member of the National Apprenticeship and Artisan Development Advisory Body (NAADAB), and a Council Member of the Quality Council for Trades and Occupations. He holds a Master's Degree in Public Development and Management from the University of the Witwatersrand.

Dr Alti Kriel




Dr Alti Kriel is the Chief Executive Officer (CEO) of the Institute for Work at Height (IWH), a Trade Association and a Professional Body. She holds under- and postgraduate Degrees in Education and Theology, and a PhD from the University of Pretoria in South Africa. Her career in education and training started as a teacher, then lecturer after which she was appointed as Director of Public FET's and ABET at Umalusi. From there she joined the Services SETA and then the IWH. Her involvement with the NQF, which is still a passion, started when she was appointed as Member of SAQA's NSB 09: Health Sciences and Social Services, for a three-year period, expiring in 2001.

Lizahni Wolff



An experienced C-suite executive with a 25-year record in strategic leadership, revenue growth, and transformative success in complex private and public sectors. Specializes in talent leadership, organizational change, business development, governance, risk management, public policy, and performance evaluation. Skilled in domestic, regional, and international project implementation with high accountability. Experienced in public policy, government and regulatory affairs, project management, finance, communication, and stakeholder relations.




<p>26.06.2024</p>	<p>Nano-influencers in Marketing and Digital Commerce</p>	<p>Kopano Shimange</p>  <p>A successful online brand communicates the right message to the right people in the right way and a successful online business is one that serves its customers and makes money. That's where my expertise lies, in learning as much as possible about this and coaching my clients to achieving this for themselves. They say that those who do, teach...but in my case, I teach because I can do, and I have done it before. I use my experience in traditional and digital media as well as my years of skills and knowledge in the online brand and business space to equip my clients with the tools that they need to take their brands and businesses to the next level. I am a patient coach, a serial entrepreneur and a multiple brand builder, this is what continues to build me and strengthen me as a results-driven African, online brand and online business builder.</p>	<p>Link</p>	<p>There was a time when influencer marketing was all about creating noise and awareness for brands. Companies called on influencers with large followings to post content that would spark conversations about their products and services, hoping that the noise would somehow lead to sales and consideration. Those times have changed.</p> <p>Today, influencers and content creators are leading their followers towards sales. Through digital commerce and traffic-driven campaigns, companies can work with creators of all sizes to drive sales and conversions for their offerings. We also saw the significant results that nano and micro-influencers were achieving.</p> <p>In our time together, we explored this relationship and how creators and businesses worked together to impact the bottom line.</p>
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16.07.2024	<h3>The Future of Higher Education in the World of AI</h3>	<p>Yuri Baijnath -Microsoft – Did not provide Bio or picture</p>	<p>Link</p>	<p>This session explored the transformative potential of artificial intelligence (AI) in higher education. We began by examining the current state of AI applications in education, such as adaptive learning systems, AI-driven administrative tools, personalized learning experiences, and virtual teaching assistants. Next, we delved into how AI could revolutionize personalized education through custom learning paths and continuous feedback, enhance accessibility by breaking down barriers for students with disabilities and those in remote areas, and accelerate research through advanced data analysis and global collaboration platforms. We also addressed the challenges and ethical considerations associated with AI integration, including data privacy, bias and fairness, and job displacement. Future trends and predictions were discussed, highlighting lifelong learning models, immersive virtual and augmented reality experiences, and dynamic AI-driven curriculum development. The session featured case studies showcasing innovative institutions and global perspectives on AI adoption in higher education. We concluded with a vision for an AI-enhanced educational future that is accessible, personalized, and innovative, followed by a Q&A session to engage and address audience questions. Participants joined us to understand how AI was reshaping higher education and to explore the opportunities and challenges it presented.</p>
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<p>31.07.2024</p>	<p>Liability insurance and the importance of new requirements</p>	<p>Liza Harmse</p>  <p>Liza is a Chartered Accountant (CA(SA)) with 23 years' experience in the financial services industry. Her experience ranges from enterprise-wide risk management, credit approval for lending to SME's, to project finance, and for the last 10 years she has been specializing in insurance broking and the Risk Finance (self-insurance, cell captive and UMA's) environment. Her last position in corporate environment prior to entering the consulting space in 2019 was that of MD of a short-term insurance cell captive license with a turnover of R2.7bn in gross written premium. She has experience of managing teams of people with varied specialties and experience. She is both strategically minded, but practical in the application and implementation of systems and processes.</p>	<p>Link</p> <p>The session was essential for private higher education institutions aiming to navigate the registration process with the Department of Higher Education and Training (DHET) in South Africa. Participants gained crucial insights into the specific insurance requirements necessary for registration and how these factors contributed to financial stability and student protection.</p> <p>What we covered:</p> <ul style="list-style-type: none"> • Registration Requirements Overview: Discussed the comprehensive documentation needed for DHET registration, emphasizing the importance of a surety agreement. • Insurance Implications: Explored the specific insurance requirements mandated under the 2016 Regulations for the Registration of Private Higher Education Institutions, focusing on coverage for liabilities and operational risks. • Financial Viability: Analysed how insurance played a critical role in proving financial viability and safeguarding the interests of both institutions and their students. <p>Attendees left equipped with the knowledge to ensure their institutions were prepared to meet DHET requirements and engage effectively with experts in the field.</p>
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29.08.2024	Complementary Lunch Hour session	<p>Dr Shirley Lloyd</p>  <p>Shirley Lloyd describes herself as an educator, a public servant, an activist and a social entrepreneur. She believes in social justice and views her work in education and training, and particularly related to the NQF and Recognition of Prior Learning (RPL) as part of fulfilling her life's work. She is very recently retired from the position of Director of the NQF Directorate in DHET, which was a position she valued and enjoyed. She holds a PhD, and the title of her thesis is "<i>Recognition of Prior Learning: A Social Entrepreneurial Praxis</i>". She has been a teacher, a lecturer, an inspector of education, a principal of 2 TVET Colleges, a senior manager in a SETA, and worked in national government departments. She was a Board member of SAQA for over 9 years and has also worked at SAQA in the international relations directorate. She has worked in many countries, assisting them to develop their own NQFS and RPL policies and processes. She has published and written articles and papers about NQF development; RPL; Quality Assurance and Work and Learning. She currently supervises Master's and Doctoral students, and she will now, since retiring, have more time to supervise more students, write and publish papers, and pursue her academic career in the higher education space. She believes that it is most important to remain current and active in one's field of study, and is energised by applying the principles of Ubuntu, Batho Pele and Thuma Mina.</p>		<p>Complimentary lunch-hour sessions were designed to provide an in-depth discussion on the Draft CHE Good Practice Guide on Articulation and Communiqué 7 Teaching and Learning HEPS.</p> <p>These sessions presented a great opportunity for our members to collaborate and provide valuable feedback, ensuring that their voices were heard in shaping the future of higher education pathways.</p>
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<p>05.09.2024</p>	<p>Unlock the power of networks</p>	<p>STEPHEN ENDERSBY Management. While completing his postgraduate qualification, he served as an associate lecturer in marketing, consumer behaviour, and business management. In 2001, he became the Brand Manager at Wits Marketing and Communications, honing his marketing skills under the mentorship of the Marketing Manager and Director. In January 2005, Stephen joined a JSE-listed education Group. Over six years, he held various roles, including Tertiary Marketing Manager and Group Marketing Manager. He later established and led the Business and Market Intelligence portfolio and oversaw the marketing and CRM components of the group’s ERP implementation. Pursuing his entrepreneurial dream, Stephen founded TIOLi, a specialist management consulting and business development agency, serving the education and broader service sectors.</p> <p>LINDA INGRAM</p>  <p>Linda Ingram, a seasoned marketing professional, joined the ETDP SETA Board in April 2020 and is a Director of APPETD. Linda owns and manages The Education Scene, an education consulting business specialising in strategic and operational development in the education space and has done so successfully for over 10 years. Linda's marketing expertise was honed over 20 years at a multi-million Rand organisation, where she served as Global Marketing Director and shareholder. During her tenure, she collaborated with five major public universities and several private institutions, managing online and distance learning delivery operations in South Africa, Namibia, Botswana, Kenya and the UK. Her efforts facilitated services for over 80,000 students worldwide, showcasing her ability to drive global marketing initiatives effectively.</p> <p>Earlier in her career, Linda worked in various marketing and sales positions. Her passion for enhancing the learner and student experience fuels her dedication to improving service quality and creating effective, sustainable solutions for clients.</p>	<p>Link</p>	<p>This workshop was not just an information session; it was a gateway to transforming network strategy, scaling connections, and propelling institutions to new heights. Participants had the opportunity to network with fellow CEOs and managers, gain insights from real-world case studies, and engage in interactive activities that provided practical tools and strategies.</p> <p>What we covered:</p> <ul style="list-style-type: none"> • The Art of Building Networks: Mastered the craft of forging meaningful connections and leveraging social capital. • The Science of Networks: Explored the dynamics of network structures and their impact on information flow and influence. • The Mathematics of Networks: Analysed key metrics to identify influencers and predict growth opportunities.
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<p>25.09.2025</p>	<p>Complementary Lunch Hour session</p>	<p>Dr Shirley Lloyd</p>  <p>Shirley Lloyd describes herself as an educator, a public servant, an activist and a social entrepreneur. She believes in social justice and views her work in education and training, and particularly related to the NQF and Recognition of Prior Learning (RPL) as part of fulfilling her life’s work.</p> <p>She is very recently retired from the position of Director of the NQF Directorate in DHET, which was a position she valued and enjoyed. She holds a PhD, and the title of her thesis is “<i>Recognition of Prior Learning: A Social Entrepreneurial Praxis</i>”. She has been a teacher, a lecturer, an inspector of education, a principal of 2 TVET Colleges, a senior manager in a SETA, and worked in national government departments. She was a Board member of SAQA for over 9 years and has also worked at SAQA in the international relations directorate. She has worked in many countries, assisting them to develop their own NQFS and RPL policies and processes. She has published and written articles and papers about NQF development; RPL; Quality Assurance and Work and Learning. She currently supervises Master’s and Doctoral students, and she will now, since retiring, have more time to supervise more students, write and publish papers, and pursue her academic career in the higher education space. She believes that it is most important to remain current and active in one’s field of study, and is energised by applying the principles of Ubuntu, Batho Pele and Thuma Mina.</p>	<p>Complimentary lunch-hour sessions were designed to provide an in-depth discussion on the Draft CHE Good Practice Guide on Articulation and Communiqué 7 Teaching and Learning HEPS.</p> <p>These sessions presented a great opportunity for our members to collaborate and provide valuable feedback, ensuring that their voices were heard in shaping the future of higher education pathways.</p>
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<p>26.09.2024</p>	<p>QCTO Challenges and Successes - APPETD Online Workshop</p>	<p>Andrea</p>  <p>With 21+ years' experience in the Education Compliance industry, Andrea is a specialist in the QCTO/Seta world. She has an unrivalled success track-record in the QCTO & Seta accreditation, benefits and grants space. With her business partner, Ingrid van Heerden, Andrea started Thrive Learning Facilitation in 2003, harnessing their collective skills and experience which has made Thrive a pivotal partner for any training or corporate organisation in South Africa. Thrive assists providers on their QCTO journey, through solid planning and alignment to the NQF, accurate and seamless compliance and a solid, high-quality foundation to offer maximum chance of learner success.</p> <p>How do they do this? Strategic, in-depth conversations with each SDP lead the way to a clear QCTO direction - then the supply of high-quality materials, accurate quality management systems, competent facilitator-assessors and of course seamless compliance and accreditation, all this combined with SDP capacitation and step-by-step guidance throughout leads to a solid foundation for interactive QCTO training roll out and successful assessment and learner certification.</p> <p>Andrea has a strong professional education with a Bachelor of Commerce (BCom) Business Management & Entrepreneurship from UNISA, a B Nurs (hons.) from Wits medical school and Occupationally Directed Education & Training Practitioner Diploma. This background has earned her a robust reputation as a client-centric, SDP business strategist equipped with the skills to understand all stakeholder needs and translate them into holistically beneficial solutions. Andrea places huge focus on people development and unleashing human potential which she firmly believes are vital components to economic inclusion and business sustainability.</p>	<p>Link</p> <p>This workshop was not just an information session; it was a catalyst for enhancing our understanding of qualification frameworks, compliance, and quality assurance in education. Participants engaged with industry leaders, shared experiences, and acquired actionable insights to elevate their institutions' practices.</p> <p>What we covered:</p> <ul style="list-style-type: none"> • Legacy Qualification Extensions: Discussed the implications of enrolment extensions and varied interpretations from MerSETA, CathsSeta, and Services SETA. • QCTO Accreditation & Compliance: Reviewed the role of QCTO and SETAs in accreditation, compliance requirements, and the importance of high-quality training materials and systems. • EISAs (Education and Institutional Assessment Standards): Examined recent developments, implementation strategies from AQPs, and criteria for future evaluations of high-quality providers. <p>This collaborative environment fostered innovative thinking and practical solutions for navigating the evolving landscape of education and training.</p>
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