APPETD
Association of Private Providers of Education, Training and Development

2025 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	Presentation	Summary
2025/02/04	**APPETD Online Workshop: Cybersecurity Essentials for Educational Institutions - Protecting Data in a Digital Age**	**Prof Wynand Goosen** 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: •Pioneer in the New Venture Creation Program for Entrepreneurial thinking •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 ITCsolutions •Developed systems to link strategy to strategic implementation, that drives execution and productivity Prof. Goosen has also created various successful companies. These include organisations such as The Learning Corporation Ltd; The Infomage Rims Group;SkillzBook, and Gold Rose Investments. Keanan Strydom • Keanan Strydom Co-Founder, Chief Executive Officer & Executive Director Wraith Cyber Systems • CEO of Wraith Cyber Systems, Keanan specializes in cybersecurity and IT support, helping businesses secure their digital assets, protect sensitive information and data and optimizes business' operations. • Expertise in penetration testing, IT infrastructure development and risk management • Leads his team in delivering proactive security solutions that protect against evolving cyber threats and attacks • Creates robust networks of infrastructure for businesses.	Link	As digital reliance continues to grow, safeguarding sensitive data has become increasingly vital. This timely and relevant workshop focused on strategies for protecting institutional data.

	Topic	Speaker	Presentation	Summary
2025/02/26	**Masterclass: Mental Wellness and Suicide Prevention Talk**	**Lino Muller** **Lino – Suicide Prevention Specialist & Mental Health Advocate** Lino is a mental health advocate and suicide prevention specialist with a background in performance maximisation coaching, facilitation, and assessment. His journey began in the UK, working alongside a leading authority on suicide prevention. Motivated by personal loss, he transitioned from a successful career in sports coaching to focus on equipping frontline professionals with the skills to recognise and prevent suicide. **Key Highlights:** • Personal experience with suicide fuels his advocacy. • Worked in the UK with a leading suicide prevention expert. • Provides practical training on suicide awareness and intervention. • Committed to breaking mental health stigma and fostering resilience. Lino is passionate about creating open, supportive environments and looks forward to sharing valuable insights.	Link	This masterclass highlighted the growing importance of recognising and understanding suicide and its impact, as well as the need for awareness in our communities and workplaces. The goal was to raise awareness and foster a deeper understanding, ultimately leading to a more informed discussion on the subject

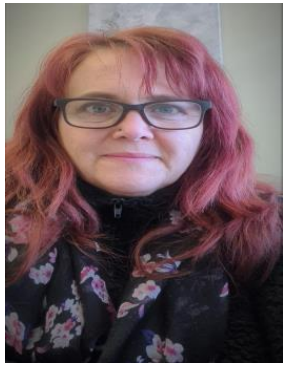
Date	Topic	Speaker	Presentation	Summary
2025/03/11	**APPETD Online Workshop: Embracing Change: Leading Organisational Transformation in Uncertain Times.**	**Dr Graeme Lategan** With an impressive career wingspan in excess of 35 years, commanding several Key senior management and leadership positions, Graeme is considered a “Management Veteran” and a “Formidable Leader”. Graeme is an accomplished international trainer and an adept virtual/hybrid facilitator with assignments in various countries worldwide. He creates a mesmerizing experience for his audience and clients whether facilitating, training, speaking or consulting. Passionate about helping individuals and organisations reach their full potential by providing keynote speaking topics, expert training, professional facilitation & consultation services, Graeme delivers practical, actionable insights and tools that can be applied in any business or industry. His energy is dynamic & engaging with precision focus to inspire and motivate your team to reach and disrupt their mindset professionally, personally, socially and spiritually.”	Link	As organisations continue to adapt and optimise their work models, leaders need strategies for effective change management and organisational resilience. This workshop focused on equipping leaders with the tools and strategies necessary for navigating effective change management and enhancing organisational resilience

Date	Topic	Speaker	Presentation	Summary
2025/03/25	**APPETD Online Workshop: Key Insights on new Institutional Types and Upcoming Policy**	**Dr Shirley Lloyd** 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 "*Recognition of Prior Learning: A Social Entrepreneurial Praxis".* 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.	Link	The Higher Education Act, No. 101 of 1997 (as amended) laid the groundwork for new types of higher education institutions. In 2022, the DHET published a draft policy outlining three new institutional types—Higher Education Colleges, University Colleges, and Private Universities—and sought public feedback. APPETD actively contributed and hosted a workshop with Mr. Mabizela from the DHET. With the final policy soon to be gazetted. This workshop focused on how institutions can position themselves for accreditation under the new framework.

Date	Topic	Speaker	Presentation	Summary
2025/04/09	**APPETD Online Workshop: Rewire the mind for successful personal transformation**	**Mr Vuyisile Nomvalo** After years of experience in the corporate world in South Africa, he gained exposure to African and Global Markets as an HR Leader while working for Ernst & Young, commonly known as EY. He spent 19 years at EY, building on a remarkable 37-year career. Prior to joining EY in 2004, he worked for leading companies such as AngloGold Ashanti, Harmony Gold Mine, and Northam Platinum Mine. Throughout his career as an HR professional, his focus was always on helping management and employees improve company performance. This work ignited a strong passion for seeing individuals succeed in their roles, which, in turn, drove company productivity and the development of future leaders. His commitment to fostering growth and success led to opportunities for personal and professional development. He travelled to cities like Maputo, Budapest, Paris, and Amsterdam to not only enhance his own skills but also to train other managers across the EMEIA region. Despite these achievements, he continually sought answers to a pressing question: How could goal-driven professionals achieve greater success beyond traditional performance systems? This exploration led him to discover life coaching as a career, where he could channel his passion for helping others succeed. In March 2023, he transitioned into this fulfilling path, taking early retirement to focus on empowering others in their personal and professional journeys.	Link	This workshop inspired participants to transform and learn how to reset their minds. Research in neuroscience and psychology has shown that our minds can continue to grow at any age when properly stimulated. This workshop unlocked the potential within our minds, allowing us to discover new opportunities for learning and ongoing personal growth.

Date	Topic	Speaker	Presentation	Summary
2025/04/24	**APPETD Masterclass: The Role of Artificial Intelligence in personalised learning: Strategies for implementation.**	**Prof Wynand Goosen** 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: •Pioneer in the New Venture Creation Program for Entrepreneurial thinking •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 ITCsolutions •Developed systems to link strategy to strategic implementation, that drives execution and productivity Prof. Goosen has also created various successful companies. These include organisations such as The Learning Corporation Ltd; The Infomage Rims Group;SkillzBook, and Gold Rose Investments.	Link	As AI continues to evolve, its integration into education promises to redefine traditional teaching methods and empower students to achieve their full potential., and this workshop explored its potential for tailored learning experiences.

Date	Topic	Speaker	Presentation	Summary
2025/05/08	**APPETD Online Workshop: The Future of Credentials: Micro-Credentials and Digital Badges in Professional Development.**	**Dr. James Keevy** **James Keevy** is an experienced policy researcher that has worked in South Africa, Africa and internationally for the last 30 years. Following 13 years at the South African Qualifications Authority in research policy and international liaison capacities, he joined JET Education Services in 2014 as the chief executive. His specific areas of expertise include qualifications, the recognition of learning, digitalisation, the professionalisation and migration of teachers, and more recently the application of large language models (LLMs) in education. He has worked closely with several international agencies, including UNESCO, UNESCO UNEVOC, OECD, ILO, UNICEF, World Bank, Commonwealth Secretariat, Commonwealth of Learning, SADC Secretariat, African Union Commission and others. At present his main expertise lies in the ability to oversee large multinational research and evaluation teams to execute programmes in a robust and efficient manner. He brings a strong international network and perspective that has translated into a wide range of published research, most recently, this includes a review for the ILO and UNICEF of alternative learning opportunities that lead to microcredentials with a focus on youth.	Link	Micro-credentials and digital badges are transforming the landscape of professional development by offering flexible and targeted ways to acquire and demonstrate skills. In this workshop, participants explored the practical applications of these credentials, they learned how to strategically select and integrate them into their career paths. By understanding how to leverage these credentials, professionals improved their employability, opened doors to new opportunities, and maintained a competitive edge in an ever-changing job market.

Date	Topic	Speaker	Presentation	Summary
2025/05/28	**APPETD Masterclass: Advancing Equity in Education: Strategies for Inclusive Curriculum Design**	**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.	Link	As South Africa continues to advance towards more equitable educational environments, it is crucial for educators to have the skills and resources necessary to design curricula that reflect the diverse backgrounds and needs of all students. This workshop offered educators valuable strategies and insights for developing inclusive curricula, ensuring that all learners feel represented, supported, and empowered in their educational journey.

Date	Topic	Speaker	Presentation	Summary
2025/06/13	APPETD Masterclass: Navigating the Future of Remote and Hybrid Work: Best Practices and Emerging Technologies	**Dr Linda Meyer** Dr Linda Meyer is a dedicated academic leader and higher education executive, currently serving as the Managing Director of ADvTECH's Independent Institute of Education (IIE)—Rosebank College, and as President of Rosebank University College in Accra, Ghana. With over thirty years of experience, she has made significant contributions to both the public and private sectors through strategic leadership, operational oversight, and institutional transformation initiatives. Her previous roles have included Chief Operating Officer, Dean, Academic Executive, acting Deputy Director-General, Head of Justice College at the Department of Justice and Constitutional Development, and Chief Director of Corporate Services within the same department. She has also served as a Commissioner at the Commission for Conciliation, Mediation, and Arbitration (CCMA), while fulfilling numerous advisory and consultancy roles across various strategic portfolios. Dr Meyer has participated extensively in national governance structures, having contributed to the work of the Council on Higher Education (CHE), South African Qualifications Authority (SAQA), Higher Education Quality Committee (HEQC), Higher Health (South Africa and the United Kingdom), the Magistrates Commission of South Africa, Services SETA, Education Training and Development Practices SETA (ETDP SETA), South African Airways, and the SMME Foundation. In her current capacity, she continues to support a range of governance and advisory forums, including serving on SAQA's Audit, Risk, and ICT Committees, the Advisory Council of the Bridget Mabandla Justice College, and previously represented Universities South Africa (USAf) at the Quality Council for Trades and Occupations (QCTO) on the Occupational Qualifications, Assessment, and Certification Committee (OQACC). Dr Meyer holds a PhD in the Management of Technology and Innovation from South Africa, a Doctor of Business Administration from the United States, an MBA, a Postgraduate Diploma in Management Studies from the United Kingdom, a Bachelor of Commerce in Law, and a Bachelor of Business Administration. Professional certifications in Labour Relations, Human Resource Management, Human Resource Development, and Labour Law further support her academic background. She is actively engaged in scholarly and public discourse, particularly in areas promoting transformation, diversity, equity, inclusion, and social justice. Her published work, media commentary, and speaking engagements demonstrate her dedication to promoting inclusive academic environments and promoting societal well-being. Dr Meyer brings a comprehensive understanding of governance, innovation, risk management, international partnerships, and stakeholder relations to her leadership	Link	As remote and hybrid work models continue to evolve, organizations must adapt to stay productive, connected, and resilient. This workshop explored proven strategies and cutting-edge tools that support effective remote and hybrid teams. Attendees gained insights into best practices for communication, collaboration, and culture-building, while also examining emerging technologies shaping the future of work

Date	Topic	Speakers	Presentation	Summary
2025/06/24	**APPETD Face-to-Face Workshop: The Power of Different: Building a future where all minds are valued in the classroom and workplace.**	Dr. Shirley Lloyd, Dr Lintjie Van Rensburg-Welling, Ms Pauline Corker, Dr. Dr Jean Mitchell, Ms Susina Jooste, Mrs Thabang Njuza **Dr. Shirley Lloyd** Dr Shirley Lloyd is an education specialist with a career rooted in public service and a commitment to lifelong learning. She has held leadership roles in colleges, SETAs, and national bodies such as SAQA, contributing to major policy reforms. Her PhD explored Recognition of Prior Learning as a social entrepreneurial approach to equity in education. Shirley's work is guided by principles of social justice, connecting systemic thinking with human impact. She offers valuable guidance on inclusive education systems that respond to diverse learner pathways while supporting national development.	Link	Neurodiversity is a growing and vital conversation in education, training, and workplace environments. The Power of Different was an insightful and interactive workshop designed to equip participants with the knowledge and tools needed to understand, embrace, and support neurodiverse individuals within their organisations and communities. This workshop explored the strengths, challenges, and experiences of neurodivergent people, offering practical strategies to promote inclusion and accessibility in both the classroom and workplace. Through meaningful dialogue, shared stories, and expert input, participants gained a deeper appreciation for the value that different minds bring to learning and working environments.

Dr Lintjie Van Rensburg-Welling,

Dr Lientjie van Rensburg-Welling is the CEO of NID Training and a specialist in inclusive occupational education and training. Her career began in the hospitality industry and evolved into academic and corporate learning environments. She holds six academic qualifications, including a PhD focused on accessible career paths for persons with hearing loss. Lientjie's professional drive is grounded in lived experience, and she is known for her clarity, insight, and practical expertise in curriculum design, assessment, and training delivery.
Her leadership shapes national conversations on disability inclusion and employment access.

Dr. Dr Jean Mitchell

Dr Jean Mitchell is an education specialist with over 40 years of experience in curriculum design, inclusive education, and academic development. She has worked across universities, teacher training colleges, and international education bodies, contributing to open and distance learning and national curriculum reform. Her work includes content development, academic writing, and postgraduate supervision. Jean is known for her thoughtful approach to accessible learning and her ability to align educational tools with policy and practice. She continues to support inclusive education through evidence-based training resources.

Ms Pauline Corker,

Pauline Corker is a creative strategist with over 20 years of experience in the food, media, and learning & development sectors. She holds qualifications in Food and Consumer Science, Outcomes-Based Education, and Desktop Publishing. Her work includes developing training materials, educational content, and communication tools for occupational and workplace learning. Pauline focuses on creating accessible, practical resources that support learner readiness and inclusive onboarding. She brings a clear, differentiated approach to training design, ensuring that content is relevant, easy to apply, and aligned with workplace needs.

Ms Susina Jooste

Susina Jooste is a training specialist with over 30 years of experience in education, academic quality assurance, and curriculum development. As former director of The Private Hotel School in Stellenbosch, she led programme innovation and institutional growth. She currently supports inclusive training initiatives at NID Training and serves on the Accreditation Committee of the Council on Higher Education. Susina is known for her practical insight when developing scalable training ecosystems that are grounded in real workplace needs. Her work supports sustainable pathways from education into employment for learners across a range of abilities and backgrounds.

Mrs Thabang Njuza

Thabang Njuza is a skills development expert with over 20 years of experience in hospitality training and youth empowerment. She co-founded the Hospitality Academy, delivering accredited programmes that have supported thousands of learners into employment. With a background in Food Service Management, Thabang combines operational expertise with training delivery, coaching, and project facilitation. Her client base includes public and private sector organisations. Drawing on lived experience with neurodiversity, she brings empathy and insight to inclusive learning and is committed to building programmes that create real opportunities for young people.

Date	Topic	Speaker	Presentation	Summary
2025/07/10	**APPETD Workshop: Private Higher Education Accreditation: Navigating the CHE and SAQA Processes**	**Dr Felicity Coughlan** Dr Felicity Coughlan is currently the Chief Academic Officer at NewBridge Graduate Institute. Her career in higher education spans a little over 30 years during which she has held positions such as lecturer, Head of Department, Associate Dean, Deputy Registrar and Director of Strategic Planning at Rhodes University and the University of the Witwatersrand. That was followed by a 17- year stint as the Academic Director of The Independent Institute of Education. She has also chaired the Accreditation Committee of the HEQC and been on the HEQC Board. Her D Phil is from UNISA and focused on diversion from the criminal justice system for young people in trouble with the law and her Master's from the University of London focused on primary health care. While her academic background is eclectic her real passion is in education leadership and management where she focuses on creating systems, policy and process designed to create space for academics to do their work with the best possible student impact.	Link	As accreditation remains a critical concern for private institutions, this workshop guided participants through the complexities of the CHE and SAQA accreditation processes. The presenter provided the knowledge and tools needed to ensure your institution meets the highest standards of educational excellence.

Date	Topic	Speaker	Presentation	Summary
2025/07/29	APPETD Masterclass:	**Ricky Harris (Did not provide picture)** Ricky Harris – CEO, Chartered Institute of Customer Management (CICM) Ricky Harris is a dynamic South African entrepreneur with a career rooted in education, professional training, and customer experience development since the early 1990s. He is the founder of Prosperity Career College, a registered FET institution offering N4, N5, and N6 Business, Financial, Marketing, and Human Resource Management programmes. These qualifications are fully accredited by the QCTO and DHET. Over the years, Ricky has successfully aligned academic learning with industry demands. His college has provided essential customer service skills programmes to several major corporations and public sector entities, including Eskom, Johannesburg Town Council, Madibeng Municipality, Rustenburg Municipality, and Improchem. In 2015, Ricky extended her impact in the professional training space by joining the Chartered Institute of Customer Management (CICM) South Africa. As CEO, she has led CICM to become a trusted provider of accredited Customer Management and Employee Empowerment programmes through Services SETA. The institute also offers training for Call Centre Practitioners and Customer Experience Professionals, as well as curriculum development, certification, and professional membership services. Ricky has been instrumental in CICM's expansion into multiple African countries, including Malawi, Zambia, Namibia, Zimbabwe, and Botswana—facilitating workshops, certifications, and customer experience consultancy services. She also spearheaded CICM's official partnership with Ba Isago University in Botswana, focusing on research, curriculum design, certification, and membership. Driven by a belief that skills development is essential for personal growth, career advancement, and national progress, Ricky is passionate about empowering individuals to thrive in an evolving job market. Her work continues to shape the customer experience landscape across Southern Africa, helping professionals and organisations unlock new levels of performance and service excellence.	Link	This workshop explored the innovative strategies and best practices that empower employees to excel in customer service. Participants gained a deeper understanding of how empowerment fosters a supportive and collaborative work environment, leading to improved customer satisfaction and loyalty.

Date	Topic	Speaker	Presentation	Summary
2025/08/12	**APPETD Maasterclass: Future Proofing the Curriculum: Integrating AI and ChatGPT into Course Design**	**Ms Linda Ingram** Linda Ingram, a seasoned marketing professional, was part of the ETDP SETA Board from April 2020 till December 2024 and is a Board Member of APPETD. She owns and manages The Education Scene, an education consulting business specialising in strategic and operational development in the education sector, which she has successfully run for over 10 years. Linda's marketing expertise was developed over two decades at a multi-million Rand organisation, where she served as Global Marketing Director and shareholder. In this role, 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 work supported services for over 80,000 students worldwide, demonstrating her ability to lead impactful global marketing initiatives. Earlier in her career, Linda held various marketing and sales positions. Her passion for enhancing the learner and student experience continues to drive her commitment to improving service quality and creating effective, sustainable educational solutions.	Link	The session explored global and local shifts, demonstrated hands-on use of ChatGPT in course development, addressed quality assurance and compliance concerns, and outlined actionable steps to pilot AI integration. With live demos, interactive prompts, and practical takeaways participants left equipped to lead innovation, enhance curriculum relevance, and confidently begin their AI journey. This session offered a practical roadmap to harness AI in education.

Date	Topic	Speaker	Presentation	Summary
2025/08/27	**APPETD Workshop: Unlocking Skills Funding: Mastering WSPs for Maximum Impact**	**Karl Tischlhauser** Karl Tischlhauser is an education professional currently managing the Academic Department at IRG. He lectures Research Practice at the Da Vinci Institute and has previously worked with several higher education institutions, including Eduvos, Regent Business School, CTU Training Solutions, and SAAHSP — to name a few. Karl completed his Master's degree cum laude in 2024 and is presently pursuing a PhD with the University of the Witwatersrand (WITS). Passionate about academic excellence and institutional development, he continues to contribute to curriculum design, research supervision, and academic leadership across the sector.	Link	This insightful workshop was designed to equip private training providers with the knowledge and tools to effectively understand and optimize Workplace Skills Plans (WSPs). The session explored the benefits of compliance, such as SDL refunds and B-BBEE advantages, while clarifying the key roles and responsibilities of SDFs. Attendees gained practical guidance on aligning training initiatives with PIVOTAL programmes to maximise grant access and prepare for the upcoming QCTO transition. Through real-world case studies and actionable insights, the workshop highlighted common pitfalls to avoid and offered strategies to strengthen HR planning and drive long-term organisational impact.

Date	Topic	Speaker	Presentation	Summary
2025/09/16	**APPETD Workshop: Disability Best Practice in Training, Education, and Workplaces**	**Dr Lientjie Van Rensburg-Welling, Dr. Dr Jean Mitchell and Ms Pauline Corker** **Dr Lientjie Van Rensburg-Welling** Dr Lientjie van Rensburg-Welling is the CEO of NID Training and a specialist in inclusive occupational education and training. Her career began in the hospitality industry and evolved into academic and corporate learning environments. She holds six academic qualifications, including a PhD focused on accessible career paths for persons with hearing loss. Lientjie's professional drive is grounded in lived experience, and she is known for her clarity, insight, and practical expertise in curriculum design, assessment, and training delivery. Her leadership shapes national conversations on disability inclusion and employment access.	Link	This insightful workshop that explored how institutions and workplaces can embrace and support neurodiverse individuals. It provided practical guidance and thought leadership on creating inclusive environments where differences are not only acknowledged but celebrated. This conversation equipped participants with strategies to enhance inclusivity, improve training approaches, and drive meaningful change across the education and employment landscape.

Dr. Dr Jean Mitchell

Dr Jean Mitchell is an education specialist with over 40 years of experience in curriculum design, inclusive education, and academic development. She has worked across universities, teacher training colleges, and international education bodies, contributing to open and distance learning and national curriculum reform. Her work includes content development, academic writing, and postgraduate supervision. Jean is known for her thoughtful approach to accessible learning and her ability to align educational tools with policy and practice. She continues to support inclusive education through evidence-based training resources.

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Pauline Corker is a creative strategist with over 20 years of experience in the food, media, and learning & development sectors. She holds qualifications in Food and Consumer Science, Outcomes-Based Education, and Desktop Publishing. Her work includes developing training materials, educational content, and communication tools for occupational and workplace learning. Pauline focuses on creating accessible, practical resources that support learner readiness and inclusive onboarding. She brings a clear, differentiated approach to training design, ensuring that content is relevant, easy to apply, and aligned with workplace needs.

Date	Topic	Speaker	Presentation	Summary
2025/09/30	**APPETD workshop: From Legacy Qualifications to Occupational Qualifications: A Practical Transition Guide**	**Gizelle McIntyre** With over 25 years of transformative leadership experience, Gizelle McIntyre stands as a distinguished Executive Coach, Learning & Development Specialist, and Human Resources Manager who has redefined organizational excellence across the automotive and manufacturing sectors. As a Positive Psychology Practitioner, her impressive credentials include serving as a COMENSA MCSC Committee member, maintaining her status as a Chartered HR Professional, and holding positions as both a CIPPT Board member and designated Fellow ODETDP. Throughout her illustrious career spanning Management, Human Resources, Skills Development, and Talent Management, Gizelle has held pivotal leadership positions as General Manager and Director, where she consistently drove organizational effectiveness and cultivated high-performance cultures. Her exceptional contributions to Human Resource Development and Learning & Development earned her the prestigious "Lifetime Achievement Award" from SABPP, cementing her reputation as an industry leader in both strategic HR management and comprehensive learning solutions. As a strategic organizational partner and Learning & Development specialist, Gizelle excels in designing and implementing cutting-edge programs that focus on leadership development, skills enhancement, talent management, and organizational design. Her expertise in creating comprehensive learning ecosystems ensures sustainable workforce development and capability building. Her recent high-impact projects include Senior Leadership Development initiatives with Sterkla for automotive giants Mahle and Ford (2020-present), as well as mentoring and learning development programs with Futurefit and NWU Business School (2022-2024). Gizelle's dual expertise as both an HR Manager and Learning & Development Specialist extends to collaboration with senior executives at industry-leading organizations including Mahle, Ford, VWSA, and BMW, where she addresses complex people-related challenges, designs strategic learning interventions, and ensures HR strategies align seamlessly with business objectives. Her unique blend of hands-on experience across manufacturing, sales, administration, and distribution sectors, combined with her deep understanding of adult learning principles, enables her to deliver highly tailored HR and L&D solutions that tackle industry-specific challenges, from process optimization to comprehensive workforce development and skills transformation. Her coaching and learning methodology combines a strengths-based philosophy with the proven GROW model and evidence-based learning design principles, fostering self-awareness, resilience, capability development, and measurable results. This integrated approach not only accelerates individual growth through targeted learning interventions but also cultivates cultures of continuous learning, excellence, and collaboration that meet the demanding performance standards of modern automotive and manufacturing environments. Currently pursuing her doctorate, Gizelle holds advanced post-graduate qualifications in Psychology, Management, and Education & Training Development, complemented by her Chartered Professional Designation from SABPP and Fellowship at CIPPT. These qualifications uniquely position her at the intersection of HR management, learning science, and organizational development. As a passionate public speaker and recognized thought leader, she continues to inspire through her ongoing contributions to skills development, learning innovation, and organizational growth initiatives.	Link	This workshop unpacked the critical shift from legacy qualifications to occupational qualifications, providing clarity on processes, compliance requirements, and implementation strategies. It will offered actionable guidance to support a smooth transition, ensuring alignment with regulatory frameworks and industry needs. Participants gained insights into best practices, key timelines, and tools to effectively manage this change within their institutions.

Date	Topic	Speaker	Presentation	Summary
2025/10/23	**APPETD Masterclass: Navigating Post-EISA Monitoring Visits: Practical Insights and Tools for SDPs**	**Jeanine Wishart and Thanya Reddy** Jeanine brings over 20 years of experience in the education and training sector, having guided SETA and QCTO providers through accreditation, compliance, audits, and external moderation within the EISA process. She has managed training organisations, contributed to SETA committees, and supported countless skills development providers in strengthening their quality systems. Today, Jeanine focuses on upskilling adults over 45 to confidently use ChatGPT and apply AI tools in both business and everyday life.	Link	In this session, presenters Jeanine Wishart and Thanya Reddy shared their first-hand experiences of navigating post-EISA monitoring visits. Rather than theory, this presentation focused on practical realities, lessons learned, and insights from the field that can support Skills Development Providers (SDPs) facing similar processes. The session highlighted: • What to realistically expect during post-EISA monitoring visits • Common challenges and how they were approached in practice • Key reflections on compliance requirements and preparation • Suggestions for building resilience in your organization's monitoring processes This presentation offered a supportive space for professional growth and dialogue

Date	Topic	Speaker	Presentation	Summary
2025/10/28	**APPETD Hybrid Workshop: The Gold Standard Launch**	Dr. Shirley Lloyd, Dr Lintjie Van Rensburg-Welling, **Dr. Shirley Lloyd** Dr Shirley Lloyd is an education specialist with a career rooted in public service and a commitment to lifelong learning. She has held leadership roles in colleges, SETAs, and national bodies such as SAQA, contributing to major policy reforms. Her PhD explored Recognition of Prior Learning as a social entrepreneurial approach to equity in education. Shirley's work is guided by principles of social justice, connecting systemic thinking with human impact. She offers valuable guidance on inclusive education systems that respond to diverse learner pathways while supporting national development. Dr Lientjie Van Rensburg-Welling Dr Lientjie van Rensburg-Welling is the CEO of NID Training and a specialist in inclusive occupational education and training. Her career began in the hospitality industry and evolved into academic and corporate learning environments. She holds six academic qualifications, including a PhD focused on accessible career paths for persons with hearing loss. Lientjie's professional drive is grounded in lived experience, and she is known for her clarity, insight, and practical expertise in curriculum design, assessment, and training delivery. Her leadership shapes national conversations on disability inclusion and employment access.	Link	The APPETD Gold Standard Launch marked a historic milestone for South Africa's private education sector — introducing a comprehensive quality framework aimed at recognising and promoting excellence, integrity, and accountability across private institutions. The event featured a dynamic lineup of presenters, including innovators and education experts, who shared valuable insights on strengthening quality, inclusivity, and impact across the education and training landscape. Key highlights included: • Insightful discussions on Inclusive Education • Exploring the realities and opportunities for NEET youth • Examining Micro-Credentials and Skills Recognition • Gaining a deeper understanding of the Gold Standard and its application across institutions and industries

Mr Liyanda Handula

Liyanda Handula is the Founder and Chief Executive Officer of Masithuthuke Holdings (Pty) Ltd, a dynamic enterprise committed to driving inclusive economic growth and transformation in South Africa. With a career spanning both the private sector and state-owned enterprises, Mr. Handula brings a wealth of strategic insight and operational expertise to every endeavour he undertakes.

Over the years, he has held influential leadership positions in high-impact organizations, including UK Trade and Investment, where he played a pivotal role in fostering international business relations, and several Sector Education and Training Authorities (SETAs), contributing to the advancement of skills development and workforce readiness across key industries. Currently, Mr. Handula serves as the Deputy Chairperson of APPETD, where he champions quality education and equitable access to learning opportunities. His leadership is widely recognized for its clarity of vision, commitment to empowerment, and ability to inspire transformation. A thought leader and changemaker.

Mr. Handula has been featured in prestigious publications such as Leadership Magazine and Black Business Quarterly, underscoring his influence in the business and development sectors. His accolades include being named Entrepreneur of the Year (2019) at the Top Empowerment Business Awards, and more recently, Businessman of the Year (2025) at the BBQ Business

Awards, affirming his continued impact and excellence.

Mr. Handula holds a Master of Business Administration (MBA), equipping him with the academic foundation to complement his practical leadership experience. He remains deeply committed to building sustainable enterprises, mentoring emerging leaders, and contributing meaningfully to South Africa's socio-economic progress.

Prof HB Klopper

With over 30 years of experience across various sectors and industries, Prof HB Klopper is a distinguished leader in higher education. He has held prominent leadership roles, including Head of Department, Head of School, Executive Dean, Director, CEO, Academic Head at institutions such as Rand Afrikaans University, University of Johannesburg, Monash University South Africa, DaVinci Institute for Technology Management and Belgium Campus iTversity. An active contributor to the global research community, HB has authored 59 textbook chapters and 47 business case studies, while also serving on editorial boards and supervising postgraduate studies. In addition to his academic leadership, Prof Klopper has made a significant impact as a consultant and advisor to businesses, helping leaders adapt and build more agile organisations capable of continuous learning and growth. His expertise in empowering leaders has shaped numerous organisations across industries, driving innovation and sustainable development. HB's dedication to education, innovation and leadership extends to his role as a member of various boards, including the Marketing Association of South Africa's Professional Designation Board (MASA-PDB), National Institute for Development and Training (NIDT), South African Private Higher Education (SAPHE), South African Business Schools Association (SABSA) and MOC South Africa (MOCSA). He is also involved in prominent industry bodies and business forums such as Institute of Marketing Management (IMM), AgriXGroup, CEO APX and the Workplace Wellness Association of Southern Africa (WWASA). As a servant to Belgium Campus iTversity and the broader society, Prof Klopper is committed to the development and empowerment of people through education, embracing innovation and technology to ensure a lasting impact.

Prof Hoosen Rasool

Professor Rasool is the Director of FR Research Services, a bespoke research consultancy specialising in labour markets, industrial policy, skills identification and anticipation, post-school education and training, and skills migration policy. FR Research Services is active in sub-Saharan Africa, conducting commissioned research, providing advisory services, strengthening national systems, and building capacity. He is a board member of the National Skills Authority and appointed by the Minister as a skills expert. Prof Rasool served as advisor to the Department of Higher Education & Training (South Africa); the Namibia Training Authority (Namibia); the Human Resource Development Council (Botswana), and TEVETA (Kenya). He consults with the ILO, World Bank, UNDP, IOM, SADC, European Union, GIZ, British Council and UNESCO. Prof Hoosen Rasool previously served as Managing Director of the Management College of Southern Africa (MANCOSA) and Chief Executive Officer of the Clothing & Textiles Sector Education and Training Authority. Prof Rasool and his research team have conducted over 100 commissioned research studies in the last decade. He is also a research associate of the Durban University of Technology, the University of Pretoria, the University of Cape Town, JET Education Services and the Centre for Employment Initiatives (UK). His current research focuses on aligning macroeconomic policy, industrial policy, labour market policy, and skills development.

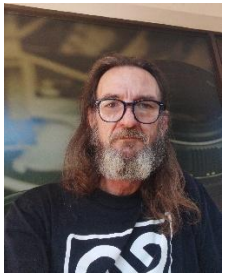
Professor Zahraa McDonald

Zahraa is an Associate Professor in the Religion Studies at the University of Johannesburg. She joined the Religion Studies department in 2024 and has been the head of the department since January 2025. She is involved with teaching on the honours programmes and supervising postgraduate students.

Her research niche is situated in the intersecting fields of the Sociologies of knowledge, education and religion. On the one hand, she has worked on Islamic Education. On the other hand, she has researched mainstream education, from basic to higher education. Her research is driven by the fact that education is a crucial social institution shaping how society changes.

She has been a member of a team of seventeen institutions and organisations from four Southern African and three European countries in the EU funded project, the Potential for Microcredentials in Southern Africa (PoMiSA

Boyd Mooiman



Boyd Mooiman is the Owner-Operator of Lubo's Zululand (Pty) Ltd, bringing over 21 years of hands-on experience in developing robust policies, operational procedures, integrated systems, and impactful learning programs.

A seasoned professional with a deep commitment to practical, sustainable solutions, Boyd has built a reputation for translating complex regulatory and operational requirements into clear, actionable frameworks. His work spans across industries, always with a focus on compliance, efficiency, and capacity building.

Jade Atkinson

Jade Atkinson is a Software Developer at Foster-Melliar, specializing in the design and development of innovative digital solutions that enhance user experience and business performance. He holds a Bachelor of Commerce in Business Management, which laid a strong foundation in strategic thinking and organizational operations before transitioning into the IT industry. Jade began his journey with Foster-Melliar through a learnership programme, where he demonstrated strong technical ability and a passion for continuous learning. After successfully completing the learnership, he advanced to an internship position, contributing to several key development projects and expanding his expertise in modern software technologies. Today, as a permanent in-house developer, Jade plays an integral role in creating and maintaining applications for a variety of clients. He also holds a qualification in Software Testing, strengthening his ability to deliver reliable, high-quality software solutions.

Jacques Jardine

Jacques Jardine is a seasoned IT training professional with over two decades of experience in the field. He began his career as an IT trainer in February 2005 and has since evolved into a leadership role with broad responsibilities. Since October 18, 2010, he has been with Foster-Melliar in Johannesburg, where he now serves as the Training Manager within their Learning Solutions division.

In his current role, Jacques manages the Academy and Software Development teams and oversees all accredited training programmes, including coordination with key South African accreditation bodies such as QCTO and the various SETAs . His educational foundation includes Multiple IT, Business and Learning and Development qualifications, equipping him with the formal project-governance capability to manage training development and accreditation processes.

Throughout his tenure, Jacques has helped align Foster-Melliar's training portfolio with industry best practices, ensuring that learners and organisations gain relevant, up-to-date skills in IT and digital transformation. Foster-Melliar's mission—to empower individuals and organisations to grow, adapt and thrive through skills and systems that drive lasting success—fits well with his focus on accredited learning that leads to practical, measurable outcomes.

Jacques' long service at Foster-Melliar (15+ years) and his early start in training (since 2005) make him a trusted voice in the South African IT training and accreditation space, particularly where custom-developed training and learnerships integrate with national qualifications frameworks. His blend of project-management and learning and development experience, and accreditation oversight position him uniquely to lead the development of learning solutions that meet both organisational needs and regulatory requirements.

Kaiyal Ramsamy

Kaiyal Ramsamy is a passionate Software Developer at Foster-Melliar, dedicated to creating innovative, user-focused solutions that make technology more accessible and effective. His journey with Foster-Melliar began as an intern, where his curiosity for problem-solving and commitment to learning quickly led his to a full-time developer role.

Driven by a love for continuous growth, Kaiyal has earned multiple Microsoft certifications, including Solution Architecture, Power Platform development, Power BI and automation.

These achievements reflect his expertise in building intelligent, data-driven systems and his dedication to staying ahead in an ever-evolving digital landscape. Kaiyal enjoys turning ideas into impactful solutions and thrives on collaborating with teams to bring innovation to life.

Date	Topic	Speaker	Presentation	Summary
2025/11/13	**APPETD Workshop:**	**Dr Lientjie Van Rensburg-Welling,** Dr Lientjie van Rensburg-Welling is the CEO of NID Training and a specialist in inclusive occupational education and training. Her career began in the hospitality industry and evolved into academic and corporate learning environments. She holds six academic qualifications, including a PhD focused on accessible career paths for persons with hearing loss. Lientjie's professional drive is grounded in lived experience, and she is known for her clarity, insight, and practical expertise in curriculum design, assessment, and training delivery. Her leadership shapes national conversations on disability inclusion and employment access.	Link	This insightful and interactive workshop explored innovative strategies to create more inclusive learning and working environments for people with disabilities. This session equipped educators, training providers, and workplace mentors with the tools and understanding needed to better support neurodiverse learners throughout their educational and professional journeys.