



**MABATAU**  
SCHOOL OF  
EXCELLENCE

# 2024



# VOCATIONAL TRAINING PROPOSAL

**OPTIMAL BLEND OF INNOVATION  
AND EXCELLENCE**



[www.mabataugroup.co.za](http://www.mabataugroup.co.za)



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# COMPANY OVERVIEW

Mabatau Group is dedicated to driving South Africa's growth through excellence in various sectors. Our core companies include:

- **Mabatau Agricultural Solutions** - Empowering farmers with expertise and resources.
- **Mabatau Construction** - Building quality infrastructure with a commitment to professionalism.
- **Mabatau School of Excellence** - Equipping learners with vital skills and knowledge for success.
- **Mabatau Pump Services** - Ensuring efficient and reliable water solutions.

## 1 PROFESSIONALISM

We maintain high standards of professionalism, ensuring our teams are well-trained, knowledgeable, and respectful, building trust with clients and partners.

## 2 EFFECTIVENESS

We focus on practical solutions and efficient processes, consistently meeting project goals and delivering impactful results for our clients and communities.

## 3 INTEGRITY

Integrity is central to our business, driving us to operate with transparency, honesty, and ethics, fostering trust and accountability in all our dealings.

## 4 QUALITY

We prioritise the well-being of the communities we serve, going beyond profit to make a meaningful impact through skills development and social upliftment.

## 5 SELFLESSNESS

We are committed to delivering top-tier services and products, ensuring high standards in every project and providing exceptional value to our clients.



# Our Purpose



At Mabatau, we believe that true progress is measured not by the wealth we accumulate, but by the lives we uplift, the integrity we uphold, and the quality we deliver in every endeavour.



## MISSION

We are driven by a mission to maintain the highest professional standards across our endeavours. We are committed to serving our clients, communities, and the nation with integrity and a dedication to progress.



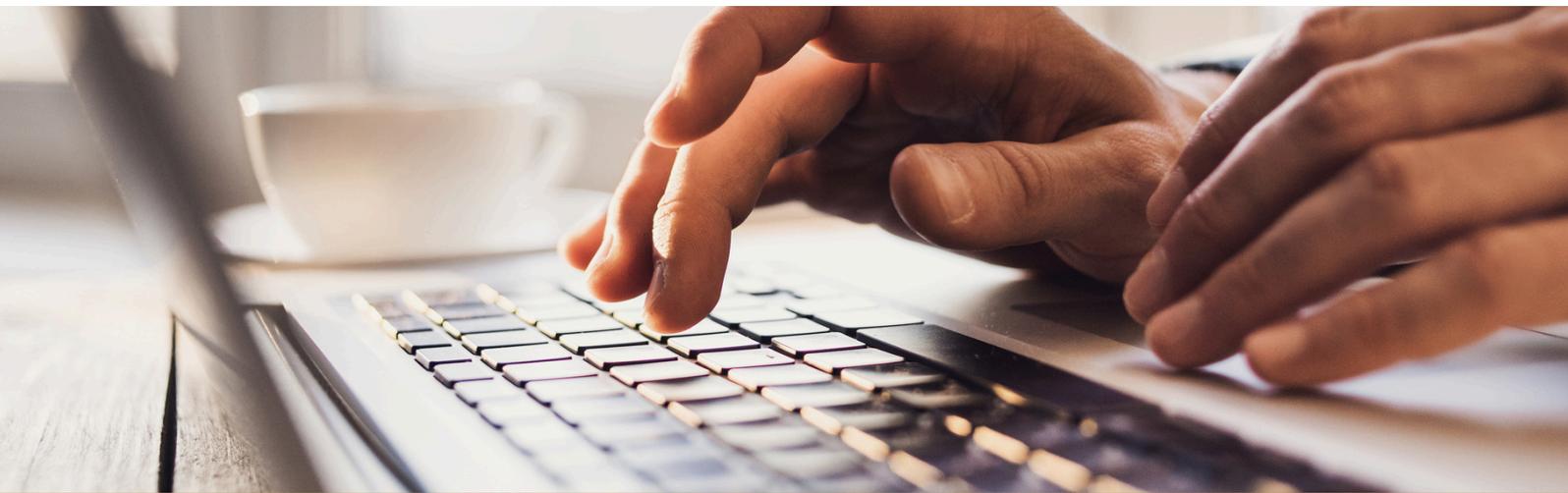
## VISION

We aspire to be a leading force in each sector we operate in. We envision Mabatau as a trusted brand synonymous with quality, expertise, and innovation.



# Executive Summary

Mabatau Group, a leading diversified holding company, is dedicated to driving South Africa's economic and social progress through excellence across key sectors, including agriculture, construction, education, and water services. Recognising the urgent need to address South Africa's critical skills shortage, we have developed comprehensive vocational training programmes designed to equip individuals with the practical skills required in high-demand industries. This initiative is not just about training; it's about transforming lives and empowering communities to thrive in a competitive job market.



We are seeking collaboration with educational institutions, foundations, government departments, and private companies to deliver these accredited vocational training programmes. Our targeted courses in welding, bricklaying, plumbing, animal production, plant production, and poultry production are specifically designed to meet industry standards and address the country's most pressing skill gaps. By focusing on diverse populations—including youth, women, people with disabilities, and other marginalized groups—this programme aims to foster inclusive economic growth, enhance employability, and support social upliftment.



Our proposal outlines how Mabatau Group's expertise, experience and commitment to quality align with both national priorities and global goals. We offer robust implementation plans that emphasise collaboration, resource sharing, and continuous improvement, ensuring the long-term sustainability and impact of our programmes. This initiative is more than a training programme—it's a strategic partnership opportunity to build a skilled workforce that can drive South Africa's future economic growth. We invite you to explore this collaboration and help us create a legacy of empowerment and progress for South Africa.



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# Introduction

South Africa is grappling with a severe skills shortage, particularly in the vocational trades. Unemployment rates remain alarmingly high, hindering economic growth and social development. A dearth of skilled labour is a critical bottleneck impeding the nation's progress across various sectors. Mabatau Group, a diversified company dedicated to South Africa's progress, is committed to addressing this challenge through its vocational training initiatives in sectors that drive the country's growth, including agriculture, construction, education, and water services.



We seek to collaborate with organizations to deliver accredited and non-accredited vocational training programmes, addressing the critical need for skilled labour in South Africa. This proposal outlines our expertise, vision, mission, and the alignment of our training programmes with national and international development goals. These programmes are designed to bridge the skills gap, create employment opportunities, and empower marginalised communities. Through partnerships, we aim to equip South Africans, young and old, with the necessary skills to enter the workforce and contribute meaningfully to society.

# Our Accreditation

Accredited training is a cornerstone of our vocational programmes, offering far-reaching benefits that extend beyond individual skill development to impact industries and communities as a whole. In a competitive job market, the value of accredited training cannot be overstated—it serves as a guarantee of quality, rigour, and industry relevance that sets both learners and employers on a path to success.

- Our programmes are aligned with current industry needs, making graduates highly sought after by employers who value standardised, relevant skills.
- Accredited qualifications are often recognised internationally, expanding career prospects and access to global opportunities.
- Employers trust accredited qualifications, leading to reduced recruitment risks, lower onboarding costs, and higher initial productivity.

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## AGRICULTURE SECTOR EDUCATION & TRAINING AUTHORITY (AGRISETA)

- National Certificate: Animal Production
- National Certificate: Plant Production
- National Certificate: Poultry Production



## QCTO (QUALITY COUNCIL OF TRADES & OCCUPATIONS)

- Occupational certificate: Welder
- Occupational certificate: Bricklayer
- Occupational certificate: Plumber



## TETA (TRANSPORT EDUCATION & TRAINING AUTHORITY)

- Operate counter-balanced lift truck - F1
- Operate counter-balanced lift truck - F2



# Programme Objectives

## ➤ Current Job Market

South Africa faces a significant challenge with high unemployment rates, particularly among the youth. According to recent statistics, the youth unemployment rate is above 50%. This critical situation demands immediate intervention through practical and market-relevant vocational training programmes.



## ➤ Goals & Objectives

The primary goal of our programmes is to enhance the employability of South Africans by providing high-quality vocational training in critical skills areas.

### **Specific objectives include:**

- To train individuals in welding, bricklaying, plumbing, animal production, plant production, and poultry production.
- To increase the employment rate of programme participants.
- To contribute to the development of sustainable livelihoods and entrepreneurship among trainees.
- To promote gender equality and social inclusion through targeted training and support services.



# Programme Timelines

At Mabatau Group, we recognise that learners come from diverse backgrounds and have varying levels of experience. To accommodate these differences and provide the most effective training experience, our programmes are structured with flexible timelines that cater to both beginners and those with more advanced skills.



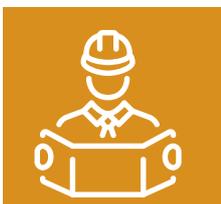
## **BEGINNER PROGRAMMES (12 - 20 DAYS)**

These short, intensive courses are designed for individuals who are new to a particular trade or skill. Over a period of 12 to 20 days, learners will gain foundational knowledge and hands-on experience, allowing them to quickly grasp the basics and build confidence in their abilities. These programmes are ideal for those looking to enter the workforce promptly or explore new career paths.



## **ADVANCED PROGRAMMES (6 - 12 WEEKS)**

For those with prior experience or basic knowledge in a field, our advanced programmes offer a deeper dive into specialised skills. Spanning 6 to 12 weeks, these courses provide in-depth training and practical application, equipping learners with the expertise needed to excel in more complex tasks and higher-level roles. This timeline allows for thorough mastery of skills while fitting into a manageable period.



## **NATIONAL CERTIFICATE PROGRAMMES (3 YEARS)**

Our most comprehensive training offerings, the National Certificate programmes, are designed for individuals committed to mastering a trade or profession. Over three years, learners will engage in extensive coursework and hands-on practice, leading to a nationally recognised qualification. These programmes are tailored for those who aspire to become certified professionals and leaders in their chosen fields.



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# Training Programme



## Agriculture Training Programme

- **Accreditation:** AGRI-SETA
- **Target Audience:** Aspiring farmers and agricultural workers





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# Training Programme



## Bricklaying Training Programme

- **Accreditation:** Quality Council for Trades & Occupations (QCTO)
- **Target Audience:** Individuals interested in pursuing a career in construction





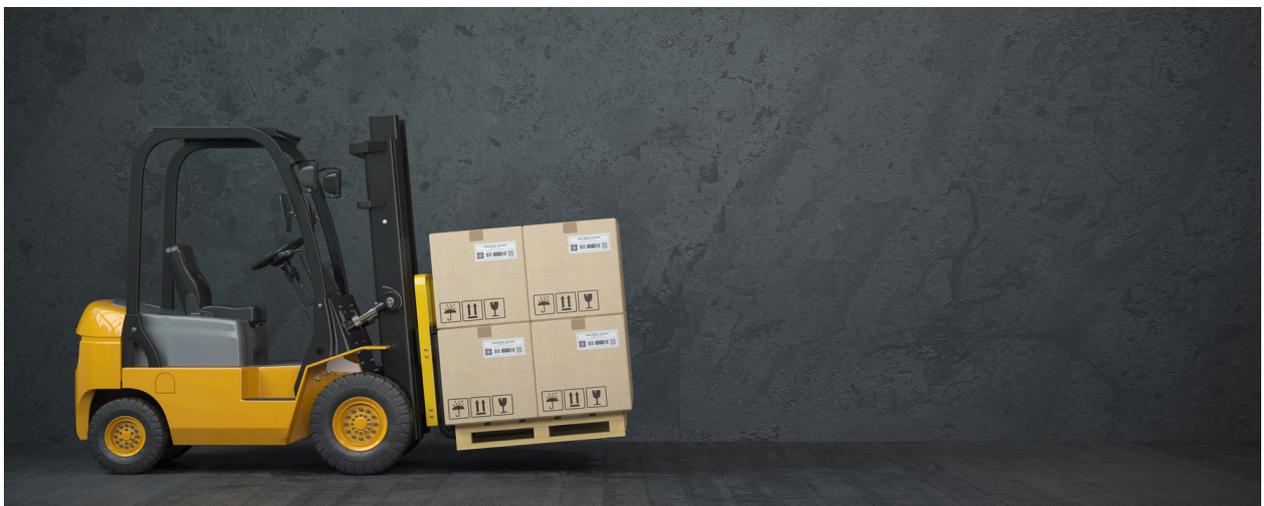
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# Training Programme



## Operate Counterbalance Lift Truck (F1 & F2) Programme

- **Accreditation:** TETA
- **Target Audience:** Aspiring Lift Truck Operators





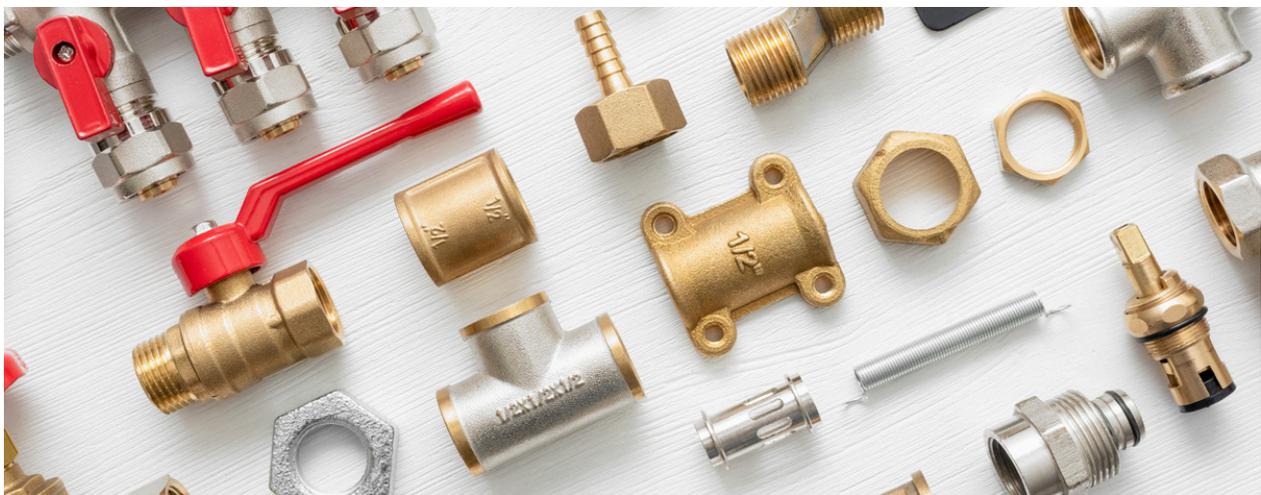
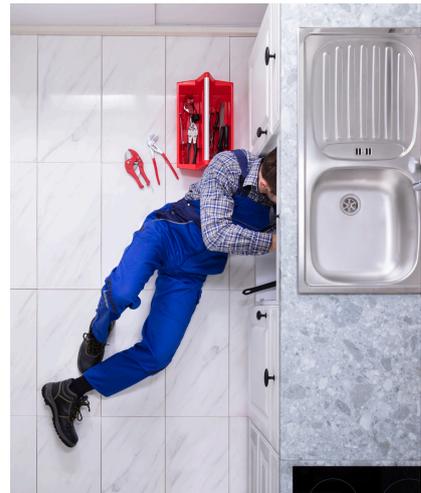
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# Training Programme



## Plumbing Training Programme

- **Accreditation:** Quality Council for Trades & Occupations (QCTO)
- **Target Audience:** Youth and adults looking for opportunities in technical services





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# Training Programme



## Welding Training Programme

- **Accreditation:** Quality Council for Trades & Occupations (QCTO)
- **Target Audience:** Unemployed youth and adults seeking skills in welding





# Additional Programmes

In addition to our core vocational training offerings, Mabatau Group is proud to present a diverse range of specialized programmes designed to meet the needs of various learners, including those requiring tailored support and non-traditional training paths.



## Artisan Recognition of Prior Learning (ARPL)

A programme that allows individuals with existing skills and experience to gain formal recognition and certification equivalent to a certified artisan. This pathway is ideal for those seeking to formalise their skills without undergoing traditional training.



## Reskilling Programmes

Focused on individuals looking to transition into new careers or industries. These programmes provide targeted training to equip learners with the necessary skills to succeed in a different field.



## Skills Programmes

Short, intensive courses designed to quickly equip learners with specific, job-ready skills. These are ideal for those looking to rapidly enter the workforce or upgrade their existing skill set.



## Unaccredited Programmes

Practical, hands-on training that, while not leading to formal accreditation, provides learners with valuable skills that can enhance employability or entrepreneurship.



## Special Programmes for Practical Learners

Tailored training for individuals who excel in practical, skill-based tasks and thrive in hands-on learning environments.

Programme

# Outcomes



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Mabatau Group is committed to ensuring that every learner who participates in our training programmes achieves meaningful and impactful outcomes that enhance their employability and career prospects.

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## **CERTIFIED ARTISAN EQUIVALENT**

For learners enrolled in our Artisan Recognition of Prior Learning (ARPL) and accredited training programmes, the outcome is more than just acquiring skills—it's about gaining formal recognition for those skills. Graduates will receive certification equivalent to that of a certified artisan, a qualification that is recognised and respected across industries. This certification validates their expertise and also significantly boosts their career opportunities, making them highly competitive in the job market.

## **IMMEDIATE JOB READINESS**

Through our beginner and advanced programmes, learners will emerge with the practical, hands-on skills necessary to enter the workforce immediately. Whether they are new to a trade or refining existing skills, these programmes are designed to ensure that participants are job-ready, equipped with the tools and knowledge to contribute effectively from day one.

## **CAREER ADVANCEMENT AND MOBILITY**

For those pursuing long-term training in our National Certificate programs, the outcome is a robust qualification that opens doors to advanced career opportunities. Graduates of these programmes are not only skilled practitioners but are also prepared for leadership roles and continuous career growth. The comprehensive nature of the training ensures that they can adapt to various roles within their industry, offering them greater flexibility and mobility in their careers.

## **SKILL DIVERSIFICATION**

Our range of specialised programmes, including reskilling and unaccredited programmes, allows learners to diversify their skill sets, making them more versatile in the workforce. Whether they are shifting careers or expanding their expertise, these programs provide learners with the ability to adapt to changing job markets and take on new challenges confidently.

# Implementation Plan



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## Phase 1: Planning and Preparation

We will start with a detailed needs assessment to identify target communities and specific skills shortages, engaging local stakeholders to ensure alignment with community needs.

Formal partnerships will be established through Memorandums of Understanding (MOUs) that outline roles, responsibilities, and expectations. Resources, including training facilities, equipment, and trainers, will be allocated, and a comprehensive budget will be developed to cover all programme aspects.



## Phase 2: Programme Launch

Recruitment and selection of candidates from diverse populations will be completed through a rigorous and transparent processes. Comprehensive training curricula will be developed for each vocational programme, ensuring alignment with industry standards and accreditation requirements.

Training will commence at facilities agreed upon with the partner, delivered by experienced trainers, and supported by additional services like mentorship, career counselling, and life skills training. Partner organisation will provide additional support in line with their expertise.



# Implementation Plan

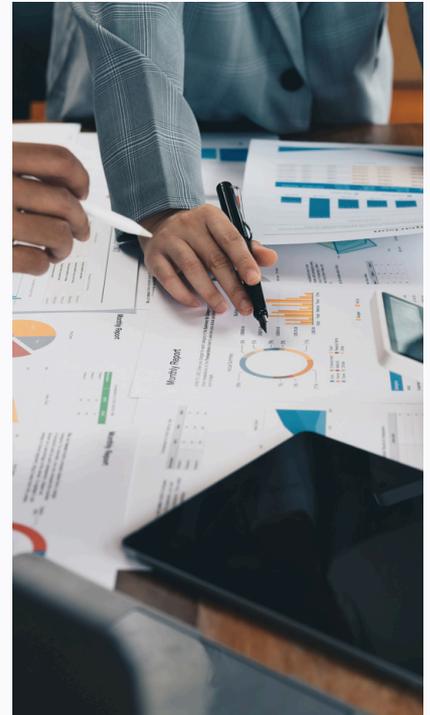


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## Phase 3: Monitoring and Evaluation

A robust monitoring and evaluation framework will track trainee progress and overall programme success, using qualitative and quantitative metrics.

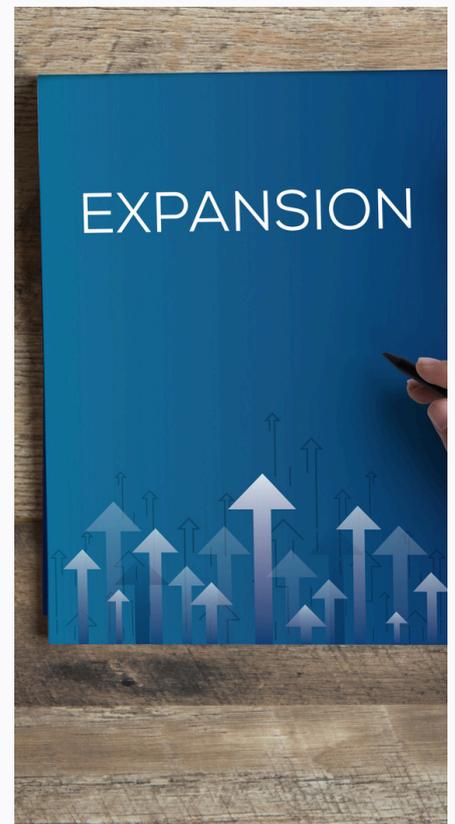
Regular feedback sessions with trainers, beneficiaries, and partners will help us identify areas for improvement, allowing for adjustments to training methodologies and programme components. Detailed progress reports will be prepared for stakeholders, maintaining transparency and accountability.



## Phase 4: Expansion and Sustainability

Opportunities to expand the programme to additional communities and regions will be explored based on initial success, developing a scalable model for replication. Sustainable funding sources, including grants, corporate sponsorships, and government support, will also be explored to ensure long-term viability.

Local community engagement in programme management will be encouraged to build ownership, with local trainers trained to transition programme management to community stakeholders over time.





Transformative

# Impact: Future Vision

## Revolutionizing South Africa's Workforce

Imagine a South Africa where every individual, regardless of background, has the skills and confidence to thrive in a rapidly evolving economy. Mabatau Group's vocational training programmes are not just about imparting skills—they are about transforming lives, revitalising industries, and reshaping the future of our nation. Through our initiatives, we envision a new generation of skilled professionals who are not only job-ready but also empowered to innovate, lead, and drive change in their communities.

## Creating a Skills Revolution

Our approach goes beyond traditional training methods. We are pioneering a "Skills Revolution" by integrating cutting-edge technologies, such as virtual and augmented reality, into our training programmes. Imagine trainees mastering complex welding techniques through immersive VR simulations or agricultural students visualising crop growth patterns using AI-driven predictive tools. This innovative approach ensures that our graduates are not just equipped with skills—they are at the forefront of technological advancement, ready to lead South Africa into a new era of industrial excellence.

## Strategic Partnerships for Exponential Impact

We believe in the power of partnerships to amplify our impact. By collaborating with top-tier educational institutions, cutting-edge technology providers, and visionary public and private enterprises, Mabatau Group is creating a powerful network of change-makers. These strategic partnerships allow us to scale our programmes, reach more individuals, and tackle South Africa's skills shortage on a national level. Together, we can turn challenges into opportunities and set a new standard for vocational training in the country.



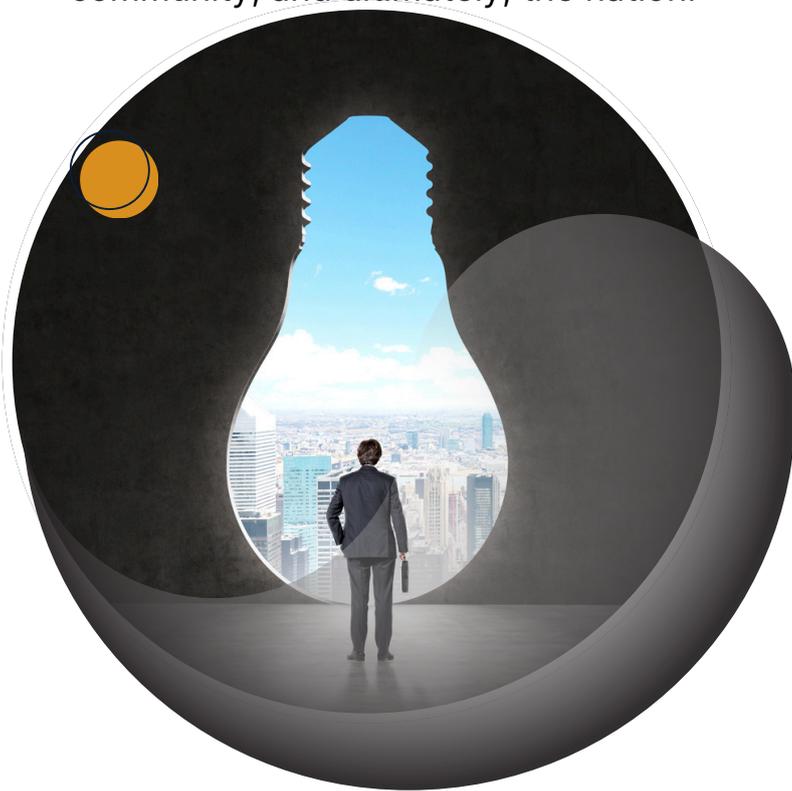


Transformative

# Impact: Future Vision

## The Ripple Effect

Our impact doesn't stop at the individual level. Each graduate of our programmes becomes a catalyst for broader societal change. As these skilled professionals enter the workforce, they contribute to higher productivity, increased innovation, and stronger economic growth. Moreover, their success stories inspire others in their communities, creating a ripple effect that spreads hope, motivation, and a collective drive toward progress. The transformation of one life can lead to the upliftment of an entire community, and ultimately, the nation.



## A Legacy of Empowerment

Mabatau Group is not just building a training programme; we are creating a legacy. A legacy where every learner who walks through our doors leaves not only with a certificate but with the confidence, knowledge, and tools to build a better future for themselves and their communities. Our vision is to be remembered not just as a training provider, but as a catalyst for national transformation—a driving force behind South Africa's journey toward economic empowerment, social equality, and global competitiveness. :::



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# CONTACT US



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