



COMPANY PROFILE



Name: Tjantjello (Sesotho/Setswana)
Pronounced: /tjan-tjel-lo/
Meaning: Interest, Pursuit, Zeal

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“Nurturing Excellence, Empowering Growth”

The Company

Tjantjello Training Solutions (TTS), founded in 2007 by the visionary leader and entrepreneur Puleng Juliet PELEMBE, has emerged as a beacon of excellence in skills development and training in South Africa. Derived from "Tjantjello," a Sesotho word meaning *{Interest, Pursuit, or Zeal}*, our name embodies dedication to fostering a culture of lifelong learning and unwavering commitment to skills development. With its headquarters in Mondeor, Johannesburg, South Africa, and holding an externally verified Level 1, BBBEE contributor status.

Our Vision



To position TTS as the epitome of excellence in skills development across a spectrum of diverse competencies, bridging the gap between soft skills and artisanal crafts.

Our Mission



At TTS, our mission is to cultivate a dynamic culture of learning and growth, offering high-quality training, meticulous assessment, and innovative skills development solutions.

Core Values

- **Integrity:** We uphold ethical principles that guide our actions, cultivating trust and respect in every interaction.
- **Accountability:** We live up to our commitments and responsibilities, ensuring transparency and reliability in everything we do.
- **Honesty:** We value open and sincere communication, building stable relationships and fostering a culture of authenticity
- **Innovation:** We embrace creativity and forward-thinking, perpetually seeking new ways to enhance our services and impact.
- **Reliability:** TTS is synonymous with consistency, delivering results that our stakeholders can always depend on.



Our Approach

Our uniqueness stems from a three-pronged approach:



Embracing Inclusive Learning:

We recognize the diversity of the learners we engage with, including the employed, the unemployed, the disabled, small business owners, and those pursuing survivalist ventures. Our view extends to informal traders as well, facilitating a comprehensive support system.



Learner-Centric Philosophy:

The essence of our company is to respect the individuality of each learner with their unique needs and learning preferences. Our goal is to develop concrete learning models that resonate with all learners. Equally important to us are transparent and fair valuation practices.



Holistic Advancement in Skill Development:

Tied together by our comprehensive approach, we help you accelerate your learning and development. We navigate the intricate landscape of skills development regulations, including compliance with the Skills Development Act, Skills Development Levies Act, and more.

Our Promise

Our promise is simple yet profound – we are committed to nurturing excellence and empowering growth. This promise is embedded in the way we do business and guides all of our interactions and commitments.

Nurturing Excellence: We are committed to providing top-tier training, assessment and skill development solutions. Our goal is to elevate individuals and organizations to a level of excellence and promote success in both personal and professional spheres.

Empowering Growth: TTS goes beyond imparting skills; we are catalysts for change. We help our stakeholders seize new opportunities and overcome challenges by equipping them with the knowledge, skills and confidence to succeed.

Through our promise of nurturing excellence and empowering growth, TTS becomes a partner in your journey towards a brighter and more prosperous future.



Industries We Serve

At TTS, our expertise and commitment extends across diverse sectors, enabling us to cater to the unique needs of various industries. Our comprehensive approach to skills development and training ensures that we are well-equipped to serve, but not limited to, the following industries:

Wholesale And Retail, Insurance Services, Manufacturing, Corporate Enterprises Small and Medium Businesses

Our Accreditations

TTS holds accreditation from key bodies, including the Wholesale and Retail SETA (W&RSETA) as our primary ETQA, extends to FP&M SETA, Services SETA, Insurance SETA and the Quality Council for Trades and Occupation (QCTO).



Executive Team



Puleng Juliet Pelembe
| CEO

Puleng Juliet Pelembe, the visionary force driving Tjantjello Training Solutions (TTS), combines over two decades of expertise in HR management, organizational development, training, and project management with an unwavering commitment to excellence and integrity. Her strategic decisions fuel business growth, empower HR management, and cultivate stakeholder relations, all while championing innovation and ethical leadership. She excels in aligning strategies with employment equity and BBBEE requirements, crafting impactful training initiatives, and establishing effective policies for growth and development.

Puleng holds a Bachelor of Training and Development from North-West University, a Diploma in Project Management, and is currently pursuing a PGDip in Future Studies at Stellenbosch Business School. Fluent in multiple languages including English, Zulu, S.Sotho, Xhosa, Afrikaans, Tsonga, Tswana, and N.Sotho, she communicates and embraces diversity seamlessly across cultures.



Calisto Pelembe
| CFO

Calisto Pelembe is a dynamic Chief Financial Officer at TTS. With a strong foundation in leadership management and a passion for innovation, Calisto drives business success through professional financial strategy, meticulous budgeting and informed decision-making. Building on his roles as Accounts Payable and Debt Officer at ICASA, Calisto's proven track record underlines his attention to detail and craftsmanship in his dealings with our clients. With a bachelor's degree in leadership management from the UFS Business School and certifications in project management and financial management, he demonstrates a commitment to excellence. Outside of work, he enjoys football, running and cycling, demonstrating a disciplined approach.

Management Team



Kim Willoughby
| HR Manager

Kim Willoughby is an accomplished Human Resources Manager at Tjantjello Training Solutions (TTS), with a distinguished career history that includes pivotal roles at Discovery Health and Shanduka Black Umbrellas. Holding a degree in Human Resources Management from the University of Johannesburg and certifications in NLP Life coaching, Lean Six Sigma Green Belt, ETDP and more. Kim is a seasoned expert in HR and training. Her impactful leadership as the Head of Nextgen Academy at Shanduka Black Umbrellas, coupled with her current role as a HR Manager at TTS, reflects her commitment to driving growth, learning, and success across individuals and organizations.



Zak Barnard
| Head of Strategy

Zak Barnard, a seasoned professional whose journey has spanned from the dynamic world of supermarkets to the forefront of training and development. A true visionary, Zak's exceptional track record in shaping high-performance teams and aligning strategic frameworks with organizational objectives brings exceptional expertise to the table. He has a remarkable track record in operational leadership and human resource development, Zak's decades of experience bring an unparalleled blend of strategic thinking, team building, and innovation. From his roles as the owner of Prieska SPAR & Tops Supermarket and pivotal positions in retail giants like Woolworths and Pick & Pay Supermarkets, Zak's expertise resonates with a diverse array of industries.



Sophia Buys-Lekaota
| Regional Rep

Sophia Buys-Lekaota is a dynamic and seasoned professional with over 30 years of combined training and development experience in the hospitality and hygiene industries. Her journey from various roles at Southern Sun Hotels to leadership positions at Bidvest Prestige reflects her adaptability and commitment to excellence. Her commitment to lifelong learning is reflected in her pursuit of a Bachelor of Business Administration degree from the Southern Business School and numerous certifications including support, evaluation, moderation, and management. As a seasoned professional, Sophia's dedication to driving growth and improving the training environment has a profound influence on our mission. Sophia's holistic approach and extensive experience make her an invaluable asset in the education and hospitality sectors.



“Unlocking potential through skills”

Our Sevices



Tjantjello Training Solutions (TTS) is your gateway to transformative skills development and training services. With an unwavering commitment to excellence, we offer a full suite of solutions specifically designed to empower individuals and organizations across a variety of industries. From compliance and strategic planning to maximizing incentives, we tackle the complexities of skill development, ensuring your journey runs smoothly and towards success. Our Services include but not limited to:



Skills Development Facilitation



Training Solutions



Trade Testing

Skills Development Facilitation Solutions



At TTS, we are more than just a skills company; We are your trusted partner on your path towards excellence in skill development. With a deep commitment to closing the skills gap, we provide a comprehensive range of services that help organizations thrive in today's competitive landscape. Discover how we can improve your workforce and propel your organization to success.



Why Choose Our Training Programmes?



Efficiency and Compliance

Simplify regulatory adherence, saving time and avoiding penalties with TTS' streamlined processes.



Optimized Workforce

Equip your team with precision, enhancing competitiveness and adaptability through tailored skill **development**.



Strategic Growth

Fuel your organization's expansion and progress with TTS' strategic approach to workforce development.



Industry Insight:

Stay ahead with expert guidance, ensuring your organization remains agile and well-informed in a dynamic landscape.

Our Range of SDF Solutions

Skills Development Management Services

Our comprehensive services covers all aspects of skills development. We assist with collection and collation of employee records, EMP201's, and training interventions conducted (both internally and externally) for the reporting period. We assist and guide with implementation of a Skills Development Committee, provide necessary documentation, assist with audits, and offer expert insights into SETA regulations. We track SETA grants payments on behalf of the Stakeholder. We assist the Stakeholder with the administration of skills development documentation.

Gap Analysis & Custom Plans

Our journey starts with skills gap analysis to identify areas where improvement is needed. We then create customized development plans tailored to your organization's specific needs, complete with recommendations for training programs. Throughout the process, we closely monitor progress to ensure your workforce acquires the necessary skills.

Compliance & Incentives

Navigating South African skills development regulations can be complex, but with TTS, it becomes effortless. We assist with compiling, completing, and submitting the Annual Training Report (ATR) and Workplace Skills Plan (WSP) on behalf of the Stakeholder. We help the stakeholder to leverage tax incentives for learnerships, maximize BBBEE points, and navigate skills development grants and skills programs to make training initiatives financially viable.

SETA Interaction

Our direct interaction with SETAs ensures you are always informed about opportunities, grants, and initiatives. We simplify the process of registering learnerships and apprenticeships, helping you build a skilled talent pool.

Our Key Customers



Training Solutions

Our Training Programmes are designed to empower you with the skills, knowledge, and confidence needed to excel in your chosen path. Let us be your partner in unlocking your potential and leading you towards a brighter, more fulfilling future. Our Accredited Training Programs are here to guide you towards excellence and open doors to a world of opportunities.



Features of our offerings



Traditional Learnerships



Blended Learnerships



Online Courses



Instructor-led Courses



Hosted Learnerships



SETA Sponsored

Why Choose Our Training Programmes?



Holistic Learning

A combination of theory and hands-on experience for a thorough understanding.



Recognised Certifications

Enhance employability with nationally and globally recognized qualifications.



Industry-Endorsed

Created in collaboration with industry experts for relevant and in-demand skills.



Qualified Instructors

Learn from dedicated, experienced professionals.

Our Range of Training Solutions

Qualification / Learnership Programmes:

Learnership is a structured learning programme that combines theoretical learning with practical work experience gained while working with an employer. Learners who meet all the requirements for theoretical and practical learning are awarded a registered qualification.

Skills Programmes:

Skills Programmes are focused, shorter-term courses designed to enhance specific skills. They are practical, hands-on, and can be completed more quickly than full qualifications.

Apprenticeship Programmes:

Apprenticeships offer a structured path for individuals to gain practical, on-the-job experience in a specific trade or profession.

Artisan Development:

Artisan Development programmes are designed for those aspiring to become certified artisans in trades such as plumbing, electrical, and welding.

Short Learning Programmes:

Short Learning Programmes are designed to deliver quick, targeted training on specific topics or skills. These programs are flexible and can be tailored to meet specific needs or be completed alongside other commitments.

Trade Testing



At Tjantjello Training Solutions (TTS), we take immense pride in being your partner in skills enhancement and professional growth. Our commitment to fostering excellence and expertise in various trades has led us to establish our in-house Trade Test Centre accredited by the QCTO. Our Trade Testing service ensures that individuals have the practical skills required for their chosen trade. This involves rigorous testing, practical assessments, and evaluations to validate their competency. Successful completion leads to certification and recognition in the industry.



What is Trade Testing?

Trade Testing is a crucial pathway to achieving recognition and certification in a chosen profession. Under the Skill Development Amendment Act, an artisan is defined as a person who has obtained a certificate for the effective practice of a particular profession, as described in the Skill Development Act. The significance of trade testing goes beyond words on paper; it is instrumental in achieving recognition, certification and success in your chosen profession. It recognizes that real expertise goes beyond theoretical knowledge and emphasizes the importance of practical skills, technical knowledge and compliance with safety standards. Trade tests are designed to assess practical competency, accuracy and a thorough understanding of industry standards.

Our Range of Trade Testing Solutions

Artisan development Programmes

For those who do not have any trade background, we offer a range of accredited artisanal development programmes.

Trade Test Preparation

This preparation test provides learners with a comprehensive understanding of the trade test requirements and equip them with the necessary skills and knowledge needed. The test covers both theoretical and practical aspects of the trade, including safety regulations, technical skills and practical applications. Our experienced instructors will guide learners through the process and ensure that they are well prepared to pass their trade test.

Trade Testing

The assessment is intended to assess the learner's proficiency in the chosen trade, for which the learner must obtain a trade certificate. Our trade test assessors have extensive experience and will provide a fair and thorough evaluation of the learner's skills.

Why Choose Our Training Programmes?



Professional Recognition:

Certification showcases your skills and expertise, setting you apart in a competitive field.



Quality Assurance:

TTS ensures your skills surpass industry standards, guaranteeing excellence in your work.



Career Growth:

Certification opens doors to better job prospects and higher pay, for both beginners and experts.



Expert Assessment:

TTS assessors, industry experts, ensure your skills are evaluated by the best.

Qualifications

SAQA ID	Qualification	NQF	CREDIT
58206	NC: Wholesale and Retail Operations	2	120
63409	NC: Wholesale and Retail Operations	3	120
49397	NC: Wholesale and Retail Operations Supervision	4	120



SAQA ID	Qualification	NQF	CREDIT
63334	NC: Generic Management Wholesale and Retail Management	4	162



SAQA ID	Qualification	NQF	CREDIT
58308	NC: Informal and Small Business Practice	3	120



SAQA ID	Qualification	NQF	CREDIT
23833	NC: Business Administration Services	2	130
61595	FETC: Business Administration Services	4	140
49648	NC: New Venture Creation (SMME)	2	138
57712	FETC: Generic Management!	4	150



SAQA ID	Qualification	NQF	CREDIT
57937	GETC: Hygiene and Cleaning	1	120
21787	NC: Funeral Services Practice	3	122

SAQA ID	Qualification	NQF	CREDIT
71490	NC: Contact Centre Support	2	128



SAQA ID	Qualification	NQF	CREDIT
49077	NC: Information Technology: End User Computing Wood	3	130
78964	FETC: Information Technology: Technical Support	4	163
48573	NC: Information Technology: System Support!	5	147



SAQA ID	Qualification	NQF	CREDIT
99668	OC: Insurance Claims Administrator (Insurance Claims Assessor)	4	131
105026	OC: Financial Adviser	6	515
91784	OC: Insurance Agent: Insurance Underwriter	5	156
66249	FETC: New Venture Creation	4	149



SAQA ID	Qualification	NQF	CREDIT
91761	OC: Electrician	4	360

SAQA ID	Qualification	NQF	CREDIT
49929	FETC: Short Term Insurance	4	150



Qualifications

SAQA ID	Qualification	NQF	CREDIT
66881	NC:N4: Engineering Studies (Electrical Engineering)	5	40
66960	NC:N5: Engineering Studies (Electrical Engineering)	5	40
67005	NC:N6: Engineering Studies (Electrical Engineering)	5	40



SAQA ID	Qualification	NQF	CREDIT
66881	NC:N4: Engineering Studies (Civil Engineering)	5	40
66960	NC:N5: Engineering Studies (Civil Engineering)	5	40
67005	NC:N6: Engineering Studies (Civil Engineering)	5	40



SAQA ID	Qualification	NQF	CREDIT
66881	NC:N4: Engineering Studies (Mechanical Engineering)	5	40
66960	NC:N5: Engineering Studies (Mechanical Engineering)	5	40
67005	NC:N6: Engineering Studies (Mechanical Engineering)	5	40



SAQA ID	Qualification	NQF	CREDIT
49091	NC: Furniture Making: Wood	2	125
49105	NC: Furniture Making: Wood	3	122
50584	GETC: Clothing Manufacturing Processes	1	120
58227	NC: Clothing, Textile, Footwear and Leather Manufacturing Processes	2	120



SAQA ID	Qualification	NQF	CREDIT
102161	OC: Office Administrator	5	445
101869	OC: Project Manager	5	240
110942	OC: Supply Chain Management	5	180



Skills Programmes

SAQA ID	Qualification	NQF	CREDIT
432102	Dispatch and Receiving Clerk (Retail Store)	3	
134903	Small Business Manager / Owner (Customer Care)	3	
833402	Store Person (Stockroom)	2	
522301	Sales Assistant (General) (Business Start-up)	3	
522201	Retail Supervisor (Loss Control Supervision)	4	
522201	Retail Supervisor (Team Supervisor)	4	
522201	Retail Supervisor (Departmental Sales)	4	



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