



ENPOWER
TRAINING SERVICES



CORPORATE BROCHURE



Enpower Training Services was established in 1978 to offer a comprehensive range of skills development opportunities to individuals and companies.

Our mission is to become the preferred training provider by providing clients with the maximum benefits of quality education for all learners, as well as claimable points in terms of their B-BBEE requirements



Empower Training Services is a part of the Excellerate Group of Companies.

We are a training provider that focuses on:

- Addressing general Corporate and Public sector training needs,
- Specializing in assisting with clients mandatory training needs
- Satisfying our Client's B-BBEE skills requirements
- Assisting with free B-BBEE skills advice.

Empower is a B-BBEE level 2 QSE (Qualifying Small Enterprise) and is 51% black owned. This maximises your B-BBEE spend with us and at the same time allows your procurement spend to be inflated by 125%.

Empower currently holds accreditations with:

- The South African Police Services – SAPS accredited
- Safety and Security Sector Education and Training Authority – SASSETA
- Professional Firearm Trainers Council – PFTC
- Health and Welfare SETA
- Services SETA
- SAQCC

Empower Training Services Facilities

Empower Training Services provides one of the best facilities within the training industry.

- 10 classrooms which accommodates up to 200 learners at any given time.
- The latest technology in each of the classrooms.
- Compliant with the Occupational Health and Safety Act and other mandatory requirements.
- A dedicated in-door shooting range which is manned by highly qualified Firearm instructors.

Learnerships

We have numerous Learnerships available to our clients.

We take pride in the Learnerships that we provide and regard ourselves as proficient in the implementation and management of learnership programmes.

Learnerships in the past have been provided for:

- Department of International Relations and Cooperation
- Hollywood Sports Bets
- Kruger Bets
- Multi-locking System
- Enforce Security Systems
- Sterikleen

We have conducted over 243 General Security Practices Learnership within 2016, with a general pass rate of 90%.

We boast of a 100% pass rate for all our external learnership.

At present we offer the following qualifications that may be presented in the form of Learnerships

- General Security Practices
- Specialist Security Practices
- Occupational Health, Safety and Environment
- Community Health Worker
- Generic Management
- Contact Centre Operations

Skills Programs

Cabler and Installer Programmes

- SAQCC Caber (level 1)
- SAQCC Installer (level 2)
- SAQCC 1475 Fire Serviceman

Firearm Programmes and Assistance Provided:

- Firearm Training since 2004
- Basic and Intermediate training provided
- Handgun, Shotgun, Self-Loading Rifle and Manually operated rifle .
- We have trained and proficiency certified 11 600 learners in various firearm related training programs in the last nine years.
- Assistance with firearm renewal training
- National Key Point officer firearm training. Officer Protection Programmes
- For security officers, game rangers and anti-poaching units
- Combination of self-protection, arrest techniques and firearm training
- Officer Protection
- Advanced Protection Officer
- Neighborhood Safety Officer
- Technical/Surveillance Officer

Generic Management Programmes

- Team leader
- Leadership skills
- The Motivational Supervisor
- Administration Supervisor
- People Workplace Mentor
- Customer Relations Supervisor

Health and Welfare Programmes

- Environmental Health Worker
- Occupational Health Worker
- Workplace Health Carer
- General Home Care Assistant
- Safety Controller Supervisor

Short Courses

We offer the following Short Courses

- CCTV
- National Key Point
- First Aid Level 1-3
- Basic Fire Fighting
- SHE REP
- Computer Literacy
- H.I.R.A
- C.O.I.D
- Fire Marshall
- Evacuation Planning and Procedures
- Chemical Handling
- Security Training
- Firearm Proficiency



We offer the following E-Learning in conjunction with Digital Campus and the University of Witwatersrand

These courses have been accredited by Wits University, and are offered by Enpower Training Services in conjunction with Wits University

- **Principles of Project Management - NQF 6**
- **Basic Business Accounting - NQF 6**
- **Fundamental Human Resources Practices - NQF 5**
- **Operations Management Practice - NQF 6**
- **21st Century Business Communication in English - NQF 5**
- **Building Positive Customer Relationships - NQF5**
- **Principles of Business Management - NQF 6**

B-BBEE SOLUTIONS

Do You Have A Large Skills Development Target To Meet? We Have A Solution That Will Save You A Small Fortune!

Enpower has (in partnership with Excellerate Services) developed a unique rewards and incentive programme. This is exclusively available to clients who spend their B-BBEE skills development spend with us. So how can you benefit?

Let's look at an example! If your payroll is R 8m p.a. your skills development target spend is R 510 000 (generic scorecard).

Spend This Amount With Us And We Will:

- Advise and ensure that you maximize your B-BBEE skills development score,
- Train your staff using a variety of skills qualifications and programmes at our disposal.
- Source and recruit unemployed learners for you where this is required to meet B-BBEE targets .
- Source and recruit disabled learners to fulfil the required portion of your skills spend and advise as to integrating them with the B-BBEE codes.
- Prepare all B-BBEE related audit documents required for your B-BBEE audit.

How Does This Work

What if my company is already receiving a service from *Excellerate Services* (formerly Enforce Security) ?

We will give you a credit note / voucher for the reward amount. This can be used to 'pay' for the services or any other product available.

Q. What if I am with another security company?

If you move your business over to Excellerate Services and spend your skills development requirement on Enpower then you will qualify for the rewards. This may mean you may enjoy free security services for the first few months- or even longer.

Q. What if I don't want to move to Excellerate Services but want Enpower to assist me with my B-BBEE spend?

We can still assist you with your training needs but we will not be able to offer you any reward incentives.

Q. What rewards can I get?

Whatever product or service is offered by Excellerate Services. This may include guarding, CCTV cameras, investigations or even a cleaning service for your business premises.

Q. What is the actual benefit to my company?

1. You will enjoy up to a 30% saving on any existing security or cleaning related service that you are currently paying for.
2. If you move to Excellerate Services for your guarding and cleaning needs you may even use the rewards to fund some of your future costs in this regard.
3. You will be spending your required skills development spend on a SETA accredited training provider who will do all the BEE audit work for your skills spend.
4. Enpower has a BEE level 3 with 51% Black ownership. Thus your spend is thus 'inflated ' by 125%.
5. You receive free professional consulting / advice regarding your skills development needs.

(Incentives are based on the total value of the spend made and certain minimums and terms and conditions may apply)

SKILLS DEVELOPMENT AND YOUR B-BBEE SCORECARD

Skills development is a crucial element of your B-BBEE score. Why is this:

- If you do not achieve the 40% subminima on the scoring you may drop an entire B-BBEE level.
- Skills development makes up almost 25% of your total B-BBEE scoring.

What is skills development in the world of B-BBEE?

The B-BBEE Skills Development element measures the following :

• Skills Development Expenditure

Includes legitimate training expense that a measured entity incurs on skills development. It excludes the skills development levy payable to the measured entity under the Skills Development Levies Act

• Legitimate Training Expenses

Includes but is not necessary limited to

- Cost of training materials
- Cost of trainers
- Costs of training facilities including costs of catering
- Scholarships and Bursaries
- Course fees
- Accommodation and travel
- Administration costs such as a Skills Development Facilitator (SDF) or a Training Manager.

• Apprenticeships

Refers to the agreement between an apprentice and employer for a set period of time during which the apprentice works and receives training in the workplace.

• Learnerships

Refers to a work-based route to a qualification. It is a workplace education and training programme comprising of both structured practical workplace (on-the-job) experience and structured and theoretical training.

• Internships

Refers to an opportunity to intergrate career related experiences into an undergraduate education by participating in planned and supervised work.

How Is Your Training Scored?

The total weighting points for the Skills Development element are 20 on the Large Enterprise scorecard where as under the QSE scorecard are 25. There are also bonus points available. This may vary with the different codes. There are Compliance Targets (Generic codes). So In order to score maximum points under the Skills Development element, a measured entity is required to meet the following compliance targets :

- Spend an amount equal to 6% of your payroll on Skills Development initiatives
- Spend 0.3% on Skills Development Expenditure on Black people with Disabilities
- Ensure that 2.5% of the number of staff are in Learnerships, Apprenticeships, and Internships
- Ensure that 2.5% of the number of your staff are Black Unemployed Learners participating in training you are paying for.

How We Can Assist You

Not only do we provide the actual training you require but we also provide specialist advice and guidance on choosing the right training interventions so as to maximise your BBEE training scores and targets

BBEE Consulting

General and comprehensive specialist BBEE advice and assistance is also available on a consultation basis through our affiliate consulting company.

Vital Corporate Consulting

✉ duncanmac@vitalconsulting.co.za

🌐 www.vital4skills.co.za



*“ Better to do something imperfectly
than to do nothing perfectly ”*

Learnership Qualifications

General Security Practises	National Certificate for General Security Officers	SASSETA	3	12 Months
Specialist Security Practises	Further Education and Training Certificate for Advanced Security Officer Training	SASSETA	4	12 Months
Occupational Health, Safety and Enviroment	National Certificate for Industrial, Community and Domestic workers	HWSETA	2	12 Months
Community Health Worker	National Certificate for Community and Home Based care workers	HWSETA	2	12 Months
Generic Management	Further Education and Training certificate for Junior managers, team Leaders and Supervisors	SERVICESETA	4	12 Months
Contact Centre Operations	Further Education and Training certificate for Call Centre Administrators and Team Leaders	SERVICESETA	4	12 Months

Academic Programmes

Junior Management Programmes	Modules	Part Time	Full Time
Team leader	<ul style="list-style-type: none"> • Meeting organisational standards • Induction of employees • Motivation of employees • Understanding HIV impact on the workplace 	3 Months	1.5 Months
Leadership skills	<ul style="list-style-type: none"> • Applying a code of conduct • Making decisions and solving problems • Maintaining records • Understanding HIV impact on the workplace 	3 Months	2 Months
The motivational Supervisor	<ul style="list-style-type: none"> • Motivate and build a team • Making decisions and solving problems • Induction of the team member • Understanding HIV impact on the workplace 	4 Months	2.5 Months
Administrative Proffesional	<ul style="list-style-type: none"> • Conduct a structured meeting • Expenditure Management • Employ a systematic approach • Monitor customers service 	4 Months	2.5 Months
People Workplace Mentor	<ul style="list-style-type: none"> • Apply the organisation's code of conduct • Problems Solving • Team leader responsibilities 	3 Months	1.5 Months
Customer Relations Proffesional	<ul style="list-style-type: none"> • Care for Customers • Monitor customers service • Problems Solving • Use of electronic mail 	3 Months	1.5 Months



“Training is an investment in the future of your business”

Enviromental Health Programmes	Modules	Part Time	Full Time
Environmental Health Worker	<ul style="list-style-type: none"> • Control workplace hazards and risks • Explain basic workplace health and safety principles • Verify workplace compliance • Apply health and safety to a work area 	1 Month	1 Month
Occupational Life Saver	<ul style="list-style-type: none"> • Carry out basic first aid • Conduct evacuations and emergency drills • Apply workplace knowledge of HIV/AIDS • Perform basic fire fighting 	2 Months	1 Month
Workplace Health Carer	<ul style="list-style-type: none"> • Prevent musculoskeletal injuries • Facilitate workplace prevention of fatigue • Perform basic life support and first aid procedures • Demonstrate stress management techniques 	3 Months	1.5 Months
Health and Welfare Programmes	Modules	Part Time	Full Time
General Home Care Assistant	<ul style="list-style-type: none"> • Assist and manage home based health care • Perform basic life support and first aid procedures 	3 Months	1.5 Months
Community Care Giver	<ul style="list-style-type: none"> • Assist the community to access services in accordance with their health related human rights • Provide information about Tuberculosis and directly observed treatment (DOTS) • Assist in establishing good nutrition for community members • Promote an awareness of Sexually Transmitted Infections (STIs) in the community 	5 Months	3.5 Months
Safety and Security Programmes	Modules	Part Time	Full Time
Safety Controller Professional	<ul style="list-style-type: none"> • Conduct access and egress control • Identify, handle and defuse security conflict • Conduct a security threat • Use security equipment 	3 Months	2 Months
Technical/ Surveillance Professional	<ul style="list-style-type: none"> • Demonstrate an understanding of CCTV • Operate effectively within a specific control room environment • Conduct a security threat • Conduct a security patrol 	3 Months	2 Months
Neighbourhood Safety Officer	<ul style="list-style-type: none"> • Apply neighbourhood watch principles • Use security equipment • Conduct a security patrol • Carry out basic first aid treatment 	3 Months	1.5 Months
Advanced Protection Officer	<ul style="list-style-type: none"> • Demonstrate understanding of crime prevention • Principles of situational leadership • Deal with armed robbery • Explain requirements for safeguarding a national key point 	3 Months	1.5 Months





Firearm Training

Firearm Packages	Full Time
Demonstrate knowledge of the Firearms Control Act 2000 (Act No 60 of 2000) applicable to possessing a firearm	1 day
Handle and use a handgun	2 days
Handle and use a handgun for business purposes	1 day
Handle and use a manually operated rifle or carbine	2 days
Handle and use a self-loading rifle or carbine for business	1 day
Handle and use a shotgun	2 days
Handle and use a shotgun for business purposes	1 day
Handle and use a self-loading rifle or carbine	2 days
Handle and use a manually operated rifle or carbine for business purposes	1 day
Compulsory Security Officer Shoot - Regulation 21	1 day
National Key Point Shoot- Handgun and Shotgun- Regulation 21	1 day

Security Officer Grade Training		Full Time
Grade E-A		Home study

Various Programmes		Full Time
Basic Life Support for Health Care Professionals	BLS-HCP 15 CPD Points Resuscitation Council of Southern Africa	1 day
Care Giver Training	<ul style="list-style-type: none"> • Apply palliative care principles • Perform basic life support and first aid procedures • Apply accurate information about HIV & AIDS 	1 month
Technical and Surveillance	Operate effectively within a specified control room environment Demonstrate an understanding of CCTV Surveillance Skills	3 days 2 days Half day
SAQCC Program	SAQCC Fire Detection- Cabling, Conduct and Workshop Practice and Safety SAQCC Fire Detection- Installer SAQCC Fire Serviceman	4 days 11 days 5 days

Related Services		Full Time
Services	Use of the Firearm Range BBEE Champion Training Classroom Hire	2 days N/A Daily/Weekly

OUR ACCREDITATIONS

- SASSETA
- HW SETA
- SAPS
- PFTC
- SAQCC





Empower Training Services Facilities

Vital Skills which is wholly owned by ENPOWER TRAINING SERVICES is proud to be a SASSETA - The Safety and Security Sector Education and Training Authority accredited, Professional Firearm Trainers Council registered and South African Police approved firearm training provider.

We are equally proud to be associated with EXCELLERATE SERVICES (formerly ENFORCE SECURITY SERVICES) in providing an indoor shooting range as well as a number of quality firearm training programmes for the security industry AND the public.

Our training facility and indoor shooting range is in Springfield Park, Durban North. <http://www.empowertraining.co.za/Contact>
We have trained and proficiency certified over 11 000 learners in various firearm related training programmes in the last nine years and thousands more in other training programmes.

We Are Accredited To Provide For:

- The relicensing of existing firearm license holders,
- Training of novices seeking to apply for a new firearm license,
- Firearm training for security officers,
- Private persons wishing to practice and upgrade their shooting skills,
- The training of game rangers and anti-poaching staff
- Tactical firearm training for advanced users
- Specialized national key point firearm training
- Rag 21 Security officer refresher training

Firearm Training Accredited by:

The South African Police Services - SAPS
Safety and Security Sector Education and Training Authority - SASSETA
Professional Firearm Trainers Council - PFTC



*We have extremely experienced
facilitators, assessors and moderators
giving training*



Projects

- 2008 - 30 Security learnership programs for Port of Durban
- 2009 - 60 Candidate security officers trained for Chesterville Residents' Association
- 2012 - Multiple learnership programs commenced and are in process:
- Phase 3 of an upskill-program for training and placing unemployed South Africans with 300 trained to date
- Port of Durban second phase security learnership programme
- Enpower Training Academy has facilitated over 2000 employees in achieving National Certificates by way of Learnerships for Enforce Security Services since 2009.
- Joint Training Venture between Enforce Security Services and Transnet National Ports Authority - successful learners graduated with a National Certificate in General Security Practices.
- These highly successful learnerships reflect a solid future for the relationships created between Enpower Training, TNPA, Department of Labour, private clients and the SETA's.

Some Of Our Previous Clients

- EXCELLERATE GROUP OF COMPANIES
- TOTAL MANJOE
- ADT
- PRO SECURE
- SODEXO SOUTH AFRICA
- TNT FIRE
- TALLY SOLUTIONS
- HOLLYWOOD BETS
- CHILD WELFARE DURBAN AND DISTRICT
- TOYOTA
- EOH
- CAR TRACK
- MOTORVIA
- SW SECURITY SOLUTIONS
- FAIL SAFE
- PRASA
- USHAKA MARINE WORLD





DRIVEN BY

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