

# Youth Development Agency



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## Our Accreditations







# WHO WE ARE

Skills Panda is a dynamic youth skills-development agency committed to empowering the next generation of professionals. By blending the best of digital innovation with the proven effectiveness of face-to-face instruction, we prepare learners for tomorrow's careers today.

Our programmes are fully accredited by the Quality Council for Trades and Occupations (QCTO), the Media, Information & Communication Technologies Sector Education and Training Authority (MICT SETA) and Microsoft. We're also and AWS (Amazon Web Services) partner. This ensures that every course we deliver meets rigorous industry standards and equips participants with recognised, high-value credentials.



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The Skills Panda digital community is built on the following principles:



## Education

Provide continuous, on-demand training to upskill youth

## Inclusion

Foster equal opportunities for marginalised youth.



## Technology

Champion tech adoption among township and rural youth.



## Employment

Democratise employment by matching skills with opportunities.



# OUR OFFERINGS

At Skills Panda, we pride ourselves in being able to provide a turnkey solution for our clients that extends to:

## **B-BBEE Advisory**

Our B-BBEE advisory service is led by professionals with extensive experience in the transformation space. We guide clients through the complexities of the B-BBEE codes with practical, transparent strategies that maximise empowerment scores while ensuring long-term sustainability.

## **Skills Development Training**

Skills Panda offers fully accredited learnerships and skills programmes with durations ranging from 3 to 12 months. These programmes follow a hybrid learning model that combines in-class theoretical training with real workplace experience, ensuring learners are well-equipped for industry demands.

## **Graduate Programme & Bursary Management**

We assist clients in sourcing, training, and mentoring top graduates to align with business needs. Our offering includes structured onboarding, skills development, and tailored career plans, along with the management of bursaries for postgraduate studies that support long-term talent retention.

## **YES Programme Implementation & Management**

We deliver tailored corporate solutions that support full YES and B-BBEE compliance, helping businesses enhance their B-BBEE status by up to two levels. Our offering includes end-to-end support from youth recruitment and onboarding to payroll management and monthly reporting, all designed to ease operational burdens on employers.

## **Employee Equity & Skills Development Facilitation (SDF)**

Skills Panda provides outsourced SDF services, including the preparation and submission of WSP/ATR reports, grant applications, and compliance evidence packs. We help businesses access Mandatory and Discretionary Grants while ensuring full alignment with Skills Development and B-BBEE requirements.

# TRAINING OFFERINGS

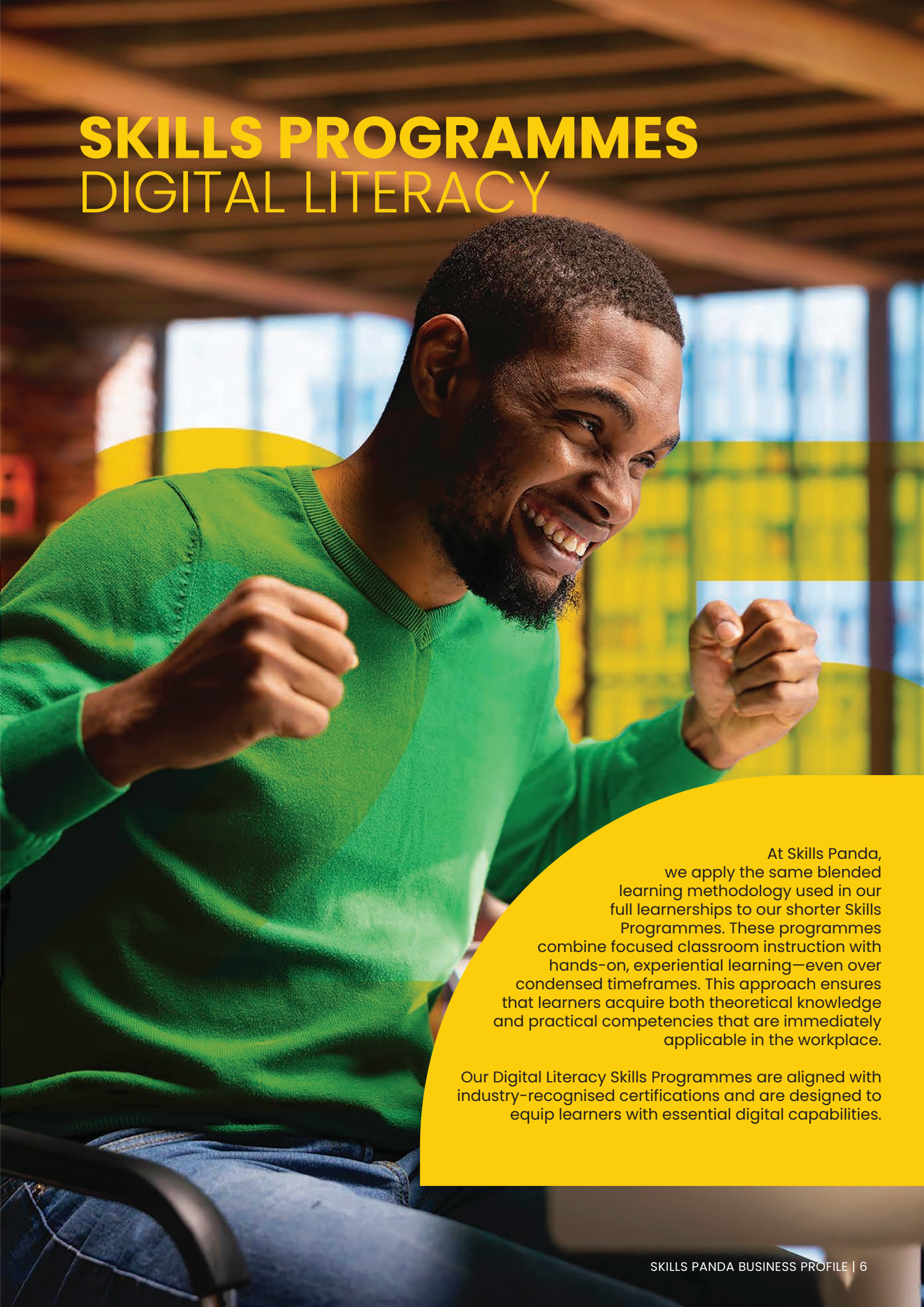
Accreditation	Programme Title	Level	Credits
QCTO	Occupational Cert: Management Assistant	5	316
QCTO	Occupational Cert: Quality Manager	6	270
QCTO	Occupational Cert: Contact Centre Manager	5	285
QCTO	Occupational Cert: Office Administrator	5	445
QCTO	Occupational Cert: Real Estate Agent	4	150
QCTO	Occupational Cert: Supply Chain Practitioner	5	180
QCTO	Occupational Cert: Buyer	5	110
MICT SETA	National Cert: Interactive Media	5	130
MICT SETA	FET Cert IT Systems Development	4	165
MICT SETA	FET Cert IT Technical Support	4	163
MICT SETA	National Cert IT Systems Support	5	147
MICT SETA	National Cert IT Systems Development	5	131
MICT SETA	Cert IT: Database Development	6	120
MICT SETA	National Cert: 3D Animation & VFX	5	149





# SKILLS PROGRAMMES

## DIGITAL LITERACY



At Skills Panda, we apply the same blended learning methodology used in our full learnerships to our shorter Skills Programmes. These programmes combine focused classroom instruction with hands-on, experiential learning—even over condensed timeframes. This approach ensures that learners acquire both theoretical knowledge and practical competencies that are immediately applicable in the workplace.

Our Digital Literacy Skills Programmes are aligned with industry-recognised certifications and are designed to equip learners with essential digital capabilities.



# SKILLS PROGRAMMES DIGITAL LITERACY

Below is a selection of our Microsoft-accredited digital literacy courses:



## **AWS Certified: Cloud Practitioner**

The AWS Certified Cloud Practitioner validates foundational, high-level understanding of AWS Cloud, services, and terminology. This is a good starting point on the AWS Certification journey for individuals with no prior IT or cloud experience switching to a cloud career or for line-of-business employees looking for foundational cloud literacy.



## **Microsoft Certified: End User Computing**

This programme introduces non-programmers to computing systems and tools that enable them to create and manage basic applications, improving digital fluency and workplace productivity.



## **Microsoft Certified: Azure Data Fundamentals**

Learners gain foundational knowledge of core data concepts and Microsoft Azure data services, making this ideal for those starting a career in cloudbased data management.



## **Microsoft Certified: Azure Database Administrator Associate**

This certification prepares candidates to manage operational aspects of cloud-native and hybrid data platforms built on SQL Server and Azure SQL services.



## **Microsoft Certified: Azure Data Scientist Associate**

Focused on managing data ingestion, model training, deployment, and monitoring, this programme empowers learners to build and manage machine learning solutions using Python, Azure Machine Learning, and Mlflow.



## **Microsoft Certified: Azure Data Engineer Associate**

This course develops an in depth understanding of data engineering tasks such as data integration, transformation, and management, using Microsoft Azure's suite of tools.

**These programmes are ideal for youth looking to build future-fit skills in the digital economy, and they support our broader mission of fostering digital inclusion, especially in under-resourced communities.**

## THESE PROGRAMS ENTAILED THE FOLLOWING

### Recruitment and screening

Our recruitment efforts centered around black underprivileged youth in rural and urban communities around South Africa.

We've placed our youth at some of South Africa's top institutions in order to enable diversified registrations with relevant professional bodies

### Placement

### Payroll

We offer outsourced payroll solutions to ensure seamless learner employee onboarding and registration with SARS that meets all compliance requirements.

We provide our clients with routine and simple reporting on program progress as well as learner performance.

### Monitoring and Reporting



## IMPLEMENTATION OF A DISABILITY TRAINING PROGRAM

Skills Panda is proud to have implemented disability training programs for over 1 000 black disabled youth around South Africa in the past 3 years.

# YES PROGRAM IMPLEMENTATION & MANAGEMENT

The YES programme encourages corporates to contribute to empowerment in areas of national priority – addressing youth unemployment and upskilling the youth through job placement. Skills Panda recognises the impact that the YES implementation has on business owners and their business operations. With this in mind, we provide a unique tailor-made solutions to suit different business needs so as to address the full spectrum of B-BBEE and YES compliance requirements ensuring the required B-BBEE status enhancement of up to 2 levels is achieved.

Service offering includes the following:





# B-BBEE & COMPLIANCE SERVICES

Meet the team behind our B-BBEE & compliance services!

Our two-person team brings over ten years of combined experience in B-BBEE compliance and strategy. Our lead advisor—a chartered accountant by training—has delivered strategic guidance across the full spectrum of B-BBEE Sector Codes for clients such as TBWA Group, Stryker South Africa, SPAR Group Limited and The South African Revenue Services, among others. Together, they provide tailored, high-impact solutions to help your business achieve its empowerment objectives.

Our approach towards B-BBEE Advisory is focussed on the following pillars:



**FLOYD MAZIBUKO**  
**CEO, Founder**



**OLWETHU DYIDO**  
**Head of Compliance**

At Skills Panda we believe that transformation, if done right, is the true catalyst for economic development in this country and our role as skills panda is to assist our clients implement B-BBEE strategies that will enable and empower.

# GRADUATE PROGRAM MANAGEMENT



## Recruitment

We assist with the sourcing, interviewing, placement and work readiness training of top graduates to fill integral skills within the organisation.



## Structured Career Development Plans and Implementation

On-the-job development through full employment and placement into a strategically aligned role. We prioritize mentorship, training aligned to the organisations business needs & providing the graduates with the relevant industry & organisational exposure



## Bursary Management

Identification, implementation and management of bursary opportunities for employees and internal graduates to complete a post graduate qualification in a field of study aligned to your business operation.



Our graduate management program is meticulously optimized to help clients attract, cultivate, and retain top emerging talent. First, we deploy targeted recruitment strategies and rigorous assessment processes to ensure only the most promising candidates are selected. Once on board, each graduate embarks on a bespoke development journey—crafted in close collaboration with the client—to address both technical competencies and leadership capabilities. This journey combines structured classroom learning, hands-on project assignments, and one-on-one mentoring to accelerate professional growth. We continually measure progress against predefined performance metrics and adjust the curriculum as needed to align with evolving business objectives. The result is a steady pipeline of highly skilled, culturally attuned professionals who integrate seamlessly into your organization, driving enhanced productivity, stronger employee engagement, and ultimately, a superior return on your investment.

# SOFT SKILLS COURSE

In addition to our formal training, participants undergo a series of work-readiness programs in which they develop essential business-etiquette and professional-conduct skills for the workplace.

The following are examples of the soft skills included in our curriculum to equip learners for a successful transition into the work environment:



## ADDITIONAL SERVICES

### Employee Equity & Skills Development Facilitation

In line with the provision of a wholistic Skills Development service, Skills Panda offers its clients outsourced Skills Development Facilitation Services (SDF)

The services include:



Assistance with putting together and submission of the WSP/ATR reports.



Applying for Discretionary and Mandatory Grants.



Compiling Skills Development evidence pack for B-BBEE Verification.



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Thank You

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