



COSMO [®]
TRAINING ACADEMY

COMPANY PROFILE

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Background

Since the start-up of the business, Cosmo Industrial has diversified its products and services in order to cater for a wider range of customers and also to provide a one-stop solution for all customer requirements.

Vision, mission and values

VISION

Alleviate poverty through job creation by becoming the leading technical training provider in Africa through utilising cutting edge technology, adding value and exceeding international certification standards.

MISSION

To provide quality skills training to individuals to supply technically qualified economic contributors.

VALUES

W - Willingness

(Our willingness to assist, give and share)

E - Enabling

(Support develop and an Empowering culture)

L - Leadership

(Leaders in innovation, change technological advancements)

D - Devotion

(Task Orientated, dedication and quality service).

Our Aptitude

As a professional training provider, we acknowledge that quality must be the foundation of our business strategy and will help us achieve our company objectives

To introduce and maintain continuous quality education and training to nurture and enhance individual skills.

To control operational costs through efficient systems and procedures

To encourage the process of life-long learning and outcomes based education

To comply with National Qualification Framework principles.

With the introduction of new B-BBEE codes emphasizing the importance of Skills Development.

Skills Development Consultation

BBBEE Requirements

There are certain requirements to be met with by measured entities before they can be awarded points for training expenses:

- Compliance with the Skills Development & Skills Development Levies Act;
- Registration with the applicable SETA;
- Development & submission of a Workplace Skills Plan;
- Implementation of Priority Skills programmes

Where a measured enterprise's annual payroll exceeds R500 000 per annum, the enterprise must register with SARS and pay over a skills levy of 1% of the monthly payroll.

Workplace Skills Plan

It is crucial for an enterprise to develop AND submit a Workplace Skills Plan to its applicable SETA to qualify to be awarded points on the BBBEE scorecard for skills training expenditure.

This plan must be submitted before the SETA's submission due date.

The submission due date for Workplace Skills Plans is 30 April 2017. If this is not submitted by the due date – then the measured entity will not be awarded any points on the BEE Scorecard for the Skills Development element, and will be discounted with a compliancy level.

The targets are as follows:

- 3% of annual leviable payroll for QSE enterprises (turnover of between R10 – R50 million);
- 6% of annual leviable payroll for Generic enterprises (turnover of above R50 million)

The Skills Development element are split into two sections:

Skills and Training & Learnerships

Skills and Training targets are based on the annual leviable payroll of the measured entity, and the target for Learnerships is based on the total amount of employees.

Important rules regarding the Skills Development element:

- Travel, accommodation and catering expenses are limited to 15% of training expenditure;
- Qualifications and accredited training that is provided to per definition black employees and black unemployed persons will carry more points under this element;
- Expenses on scholarships and bursaries do not constitute training expenditure if the measured entity can recover any portion of those expenses from the Employee, or if there are certain conditions attached to the scholarship or bursary. There are exceptions to this, please speak to a B-BBEE professional in this regard (make sure that this is structured correctly right at the onset);
- Remuneration of registered Learners (employer and or unemployed), as well as Interns and Apprenticeships, can be claimed as part of training expenditure;
- Accredited courses carry more weight than non-credit bearing courses;

Benefits of Learnership for Unemployed Candidates

Upon completion of the apprenticeship the beneficiary of the funded program will be assisted by means of enterprise development, this will enable the candidate to start a small business with the necessary qualification and equipment.

The successful candidates will be funded and supported in the following way:

The total cost of an apprenticeship will provide the candidate with a state of the art Artisan Training Academy.

- 1 : 2 ratio Workplace Mentorship
- Accredited Training Facilitators, Assessors, Moderators
- All consumables and equipment
- Stationary
- Uniforms

Stipend:

- A Stipend will be provided to support the candidate with the following:
- Travel
- Lunch

The Skills Development Act aims to develop the skills of the South African workforce and to improve the quality of life of workers and their prospects of work. It also aims to improve productivity in the workplace, competitiveness of employers and to promote self-employment.

Skills Development Levies are levies imposed to encourage learning and development in South Africa and are determined by an employer's salary bill. The funds are to be used to develop and improve skills of employees. Companies with a payroll that exceeds R500 000 00 are legislated by law to pay a 1% skills levy.

Workplace Skills and a Pivotal Plan to the Seta proving that they train their employees!

Our services include:

- Training Needs Analysis
- Skills Audits
- Compiling and submission of Workplace Skills Plan, Annual Training Plan and Pivotal Plan
- Identification of suitable training courses and training providers and align skills development activities with B-BBEE
- Skills Audits
- Training Matrix
- Logistical Arrangements for training
- Source Training and see that training is aligned with Seta and B-BBEE requirements.
- Compiling and submission of the EEA2, EEA4
- Development of draft employment equity plan
- Draft documents necessary to be compliant to the Employment Equity Law

Benefits being compliant are:

Increase your B-BBEE (Broad Based Black Economic Empowerment) score by maximizing your points on the Employment Equity element of the scorecard Diverse workforce!

Cosmo Training Academy instructors are qualified artisans and therefore comply with the requirements for Apprentice training. Cosmo Training Academy assessors and moderators are also qualified and registered accordingly.

Cosmo Training Academy partnered with various accredited training providers to cater for all our customer's training needs and to maximize their skills development spend for B-BBEE purposes. We understand that your company's survival is just as important as to develop your employee's knowledge and skills and therefor offer unique training solutions to suite our customers' best!

Learnerships have become an integral part of skills development, Cosmo Training Academy offer a complete solution and the management thereof.

Training Courses on offer

- Welding
- Boiler Maker
- Auto Electrician
- Spray Painter
- Business Administration
- End User Computing
- Wholesale & Retail Operations
- Generic Management
- Technical Support
- Marketing
- Store training
- Customer Service
- Sales Training
- Supervisory Training
- Management Training
- Health & Safety
- Project Management
- Forklift
- First Aid
- Workplace Coaching and Mentoring

Why choose Cosmo Training Academy?

Minimises sourcing from different suppliers:

- BEE Skills Development solutions
- Artisan training
- Welding Equipment & -Consumables
- CNC Cutting
- Automation
- PPE & Jonsson Workwear
- Industrial & Special -Gasses
- LP Gas
- Specialised Lubricants
- Bolts & Nuts
- Abrasives
- Power Tools & Accessories
- Rentals
- Lifting Equipment
- Generators
- High Pressure Cleaning Equipment
- Compressors
- Pneumatics
- Gas Appliances & Accessories
- General Hardware
- Hand Tools
- Lincoln Electric Accredited Service Centre
- Repair to all types of welders

As a **Total Solution Orientated** company, we are driven by customer satisfaction. Even with the expansion and growth of the company, we have not lost our distinctive touch. Customers are known to employees and their needs are a priority.