



SA College for Tourism



Nurturing Dreams, Releasing Potential

Empowering Women with Knowledge, Skills and a Flair for Service Excellence

Founded in 2001 as a registered Non-Profit Organisation, SA College for Tourism (SACT) is a capacity building and economic empowerment programme linked to the nature-based tourism industry. SACT was established under the auspices of the Peace Parks Foundation (PPF) in partnership with international agencies and public donors.

SACT qualifies as a B-BBEE level 2 contributor as 85% of its beneficiaries are black South Africans.

Our Hospitality training programme selects marginalised, unemployed, rural and peri-urban youth, 97% women, and trains them for 12 months in hospitality skills. After completing the training programme SACT assists graduates in finding tourism and service related jobs throughout South Africa. All students receive a full bursary covering accommodation, meals, uniform, books and stationary for the 12 month course.

A strong focus is placed on the economic empowerment of local communities in, or adjacent to, the Peace Parks (trans-frontier conservation areas) of southern Africa and the relational benefit this has for ecosystem protection. If communities are able to experience economic benefits from TFCAs, they are more likely to support conservation initiatives, which in turn will further promote sustainable economic development in these communities.

At SACT, young women are provided with the expertise and self-confidence to successfully compete for employment in South Africa's tourism industry. This affords them the opportunity towards sustainable livelihoods, reducing poverty, government grant dependency and gender inequality. The tourism and hospitality industry require a well-trained workforce if we are to compete with global industry standards.

Vision

The vision of SACT is to excel in training, capacitating, providing skills and opportunities for previously disadvantaged individuals.

Mission

The mission of SACT is to be a recognised training centre of excellence; capacitate and empower learners with knowledge, skills and a flair for service in accordance with international tourism standards; give preference to training support for conservation areas and create opportunities for a better life for marginalised individuals with special reference to women.

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Strategic Objectives

Youth Development

Life skills and workplace readiness programmes are developed in relation to technical skills through placement in a context specific to the hospitality environment, gaining workplace exposure for additional employability and placement value.

Skills Development

Additional skills development opportunities are utilised to remain industry responsive in curriculum, training and development approach through Public Private Partnerships, community-based skills development initiatives and National Qualifications Framework (NQF) accredited interventions.

Women Empowerment

Young rural women are the worst effected by unemployment in South Africa and they live in areas where there is little or no economic activity and/or development, are unskilled and lack the means of acquiring the necessary skills to compete for what few employment opportunities may exist in their local areas or elsewhere. In most instances they also lack the self-confidence and life skills to promote themselves effectively in the job market. Without assistance they are condemned to a life of government grant dependency and the hopelessness of poverty which contributes to social ills becoming ever more prevalent in rural South Africa.

SACT addresses these aspects throughout its training programmes by not only empowering them with technical skills but by promoting their sense of self-worth, their ability to determine their own choices, and their right to influence social change for themselves and others.

Recruitment

SACT was founded to promote sustainable economic development in rural and peri-urban communities in and around the trans-frontier conservation areas in southern Africa.

Recruitment and selection are 85% South African based, and 15% SADC, depending on donor funding.

Preference is given to learners between the ages of 18 and 35 years of age who have a South African matric certificate, or equivalent qualification, who are fully literate in English and have a good numerical understanding. This enables them to enter the hospitality industry at a level which requires training on at least level 2 of the National Qualification Framework (NQF), and to learners who are mentally and physically fit and healthy.

With job creation in rural or peri-urban communities being the primary objective of SACT, and considering that females, specifically black females, are most affected by unemployment, preference is given to women from previously disadvantaged communities who have not had any post-matric training.

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Hospitality Service Training

Hospitality trainees complete a year-long training course comprising of two phases: foundational learning and specialisation.

The Hospitality Development Programme foundational phase consists out of four industry relevant skills programmes covering the four main areas of hospitality, being food & beverage service, culinary service, accommodation service and front of house service.

After mid-year evaluations, learners are placed according to their potential, performance, and aptitude in one of the specialisation streams, (Housekeeping, Front of House, Food & Beverage and Culinary Arts) which enables them to focus on one module and go deeper into that learning area for their second semester.

The Hospitality Development programme is combined with a life skills programme which runs parallel, and in foundational phase focuses on personal development, and moving to work readiness preparation in the specialisation phase.

In 2021, SACT extended its training by adding an accredited Wellness Therapy Assistant Skills programme to its front of house hospitality curriculum. This allows for an additional basic hospitality entry into the spa environment. The combination of Front of House Reception, Night Audit and Wellness skills provide these graduates with a possible new career path in hospitality and making them more widely employable.

Upon completion of hospitality training, a learner graduates from SACT with four foundational skills programme certificates, and at least one additional certificate per specialisation stream in either a full qualification, or an additional skills programme.

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Drostdy Hotel

Perhaps the most unique aspect of the hospitality training programme is SACT's ability to offer our students practical experience throughout their year long training at a 5 star establishment. The Drostdy Hotel situated in Graaff-Reiner, a 48 room boutique establishment with state of the art facilities, works in partnership with SACT to offer our students work experience. The hotel is managed by Newmark Hotel Group, one of South Africa's premier up market hotel groups. The Drostdy Hotel serves as operational and practical training site for SACT.

This allows our students to gain valuable, hands-on, work experience at a 5-star establishment before they begin their job search after graduation. As most employers will not consider applicants with no work experience, we have found this hands on offering to be invaluable for our graduates to secure permanent employment.

Post Training Support

The Alumni Relations Manager works closely with graduates for up to five years to assist them with finding internships and permanent employment opportunities. SACT's new website offers an online portal, designed to link employers to job seeking graduates. SACT enjoys 88% deployment of graduates into internships within the first year of graduating.

Over the years, SACT has built relationships with almost 40 establishment partners. We are always on the lookout for partner employers across the region to ensure that our graduates are able to find employment closer to home.

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Establishment Partners

The quality of education that SACT graduates receive is evident in their understanding of hospitality and their eagerness to prove themselves. Over the years there have been many interns that we could not let go, and who have become full-time staff members, that we are so proud of.

-Tembe Elephant Park-

As a 5-star Safari Operator, we are exceptionally proud to offer many of the interns full time employment on completion of their work placements, at our various properties. We look forward to hosting many more SACT interns in the coming years and growing our partnership.

-Thorny Bush-

The quality of graduates gets better and better. We look forward to the new cohort who will graduate from the first specialisation streams at the end of this 2021.

-Drostdy Hotel-