

# 2019 | COMPANY PROFILE

New learning ecosystem

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New approach to learning management

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Totally new solutions based approach



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*The goal of education is understanding;  
The goal of training is performance.*

**Frank Bell**





## WHO WE ARE

*Established in 2012, we are a Level 2 BBBEE contributor; proudly contributing to Skills Development in the country. Since our inception, International Hotel School Training has been recognised as the largest hospitality, food services and gaming training provider in South Africa. Owing to the fact that we train across various sectors, the decision was made to change the brand's name to **Summit**.*

Growing in 2012 from Uniskills Africa, to International Hotel School Training. We have since evolved to a new brand, **Summit** which launched in 2019. We are planning to introduce new and innovative products and services in the skills and development environment.

### Why was the brand change necessary?

Summit evolved from servicing a single industry, to training and developing across various other sectors, and it therefore made business sense to adapt to this evolution. We have been able to do this via pioneering delivery mechanisms and we strive to continue delivering gargantuan returns for our customers and learners.

As an exclusive training provider to Sun International, Summit has trained over 14 000 people across hospitality, gaming, management and food services programmes. With more than 1 000 learnerships running each year, Summit is making a significant contribution to skills development in our country.

Today, both employed and unemployed individuals in various industries are actively contributing to our economy because of training we have designed and implemented in various businesses.

We are passionate about training, quality and customer experience. We work with clients throughout South Africa and other African countries, and we are confident in our training programmes. We guarantee the success of our training, and thereby support your business and your staff to succeed and improve through our innovative learning interventions and bespoke solutions.

## LET'S WORK TOGETHER

For our country to achieve high levels of economic growth and address our social challenges, we must work together in order to invest in education and training. Skills Development assists your business to achieve this vision of a competent and capable workforce in order to support an inclusive growth path. Skills Development that is compliant with the BEE Codes of Good Conduct, is one of the most cost-effective elements to gain points on your BEE scorecard. These Skills Development initiatives will not only help your business improve on BEE scoring, but it will also equip your business and staff with the necessary skills to succeed. Summit is committed to partnering with more companies to gain maximum points through our learning methodology and thereby align training to business objectives.



# ACCREDITATIONS

## Local Accreditations

### The Department of Higher Education and Training (DHET)

Summit is registered as a Private Higher Education Institution with the Department of Higher Education and Training (DHET) for the programmes as per Registration No: 2000/HE07/005. Summit is provisionally registered as a Private College with DHET for the qualifications as per *Registration No: 2009/FE07/077*

### CATHSSETA

Summit is accredited by CATHSSETA and offer a range of hospitality and gaming related skills training and learnership programmes. *Registration Number: 613/P/000273/2015*

### FoodBev SETA

Summit has been awarded Learning Programme Approval as a Training and Assessment Provider by the *FoodBev SETA*.

### Services SETA

Summit is accredited with Services SETA. *Accreditation: 2010/017459/07*

### W&R Seta

Summit has been awarded Learning Programme Approval for various W&R Seta programmes.

## International Accreditations

### The American Hotel & Lodging Educational Institute (AHLEI) in South Africa

Summit is an exclusive partner of the American Hotel & Lodging Educational Institute (AHLEI) in South Africa.

### City & Guilds

City & Guilds of London has been at the forefront of technical and vocation education since 1878. City & Guilds creates relevant programmes that help people gain the skills that employer's value.

## WHY CHOOSE SUMMIT?

- » Local and internationally accredited training programmes
- » With our BBBEE Level 2 Accreditation you are eligible for a tax incentive
- » Our Summit Learner Management System delivers, tracks and measures your staff's training progress
- » We tailor our programmes to suit your business needs
- » Our turnkey Skills Development training assists your business with recruitment, training and tax consultation when training learnerships
- » Our blended online learning focus avoids downtime and loss of productivity
- » With our national footprint, we can train at any venue, throughout Africa



# PROGRAMMES ON OFFER

FOOD SERVICES TRAINING

GAMING / CASINO TRAINING

HOSPITALITY TRAINING

MANAGEMENT DEVELOPMENT

WORK READINESS & NEW VENTURE  
CREATION TRAINING SOLUTIONS



## THESE PROGRAMMES ARE OFFERED IN VARIOUS WAYS:

### Short Learning Programmes

These are 2–5 day courses that support skills and knowledge training and are integrated with performance assessments, recognition and achievement. Additional contract training days are required for new learners in dealers, waiters and bartenders.

### Accredited Skills Programmes

These 3–6 month programmes offer intensive, on-the-job training that specialises in a specific discipline. The theory and skills development components of these programmes are conducted as block release sessions that are supported by periods of workplace application and validation. A Formative Assessment will take place during the block release periods and Final Integrated Summative Assessments (Theory & Practical) will take place at the end of the training period.

### Professional Certification

Widely recognised as the pre-eminent leader in hospitality certification, the American Hotel & Lodging Educational Institute (AHLEI) strongly supports and encourages the certification of hospitality professionals in all facets of the industry. Summit is the only training school in South Africa that offers Programmes and Certifications that are recognised by the AHLEI.

### Learnership Programmes

A Learnership is an integrated and comprehensive learning programme that leads to a qualification registered on the National Qualifications Framework. Learnerships are directly related to a specific occupation or field of work. This is a one-year programme completed through a combination of block release (knowledge attainment and skills development) and work placement. Each month learners will be released from their workplace to attend one week of theory and skills training with the training provider. A Portfolio of Evidence (POE) will be developed throughout the year and learners will undergo monthly formative assessments.

The programme will culminate in a Final Integrated Summative Assessment (FISA) (Theory) and a FISA (Practical). Summit can offer a full training, blended approach or a full RPL intervention. The approach to the learnership will be in line with your business strategies and objectives, whilst ensuring that the learners receive the relevant training and up-skilling that will empower them to achieve a qualification and improve their productivity within your business.



# OUR SERVICES

## Learning and Development Consultation

There is no one-size-fits-all solution when it comes to learning and development plans. Every business and its employees are different. Each plan should be tailored to meet the needs of the business and its strategic goals. We can assist you to develop a learning and development plan with the relevant line managers and human resource team.

## Integrated Learnership Services

Learnerships are one of the most effective ways to achieve several key business outcomes. Other than growing the skills base of your business and South Africa's youth and creating employment opportunities, businesses can claim Skills Development points for learnerships on their B-BBEE Scorecards and gain tax rebates on completed programmes. We are able to assist with: recruitment; tailor made selection process to assist you with selecting the best candidates for your business, training these learners for you and assisting you with the consultation on the tax benefit.

## YES Initiative

YES is a business-driven initiative which is breaking new ground by encouraging a partnership with government and labour in order to collectively address a national plan to build economic pathways for black youth. As a business, when you participate in this initiative your business can gain one or two levels on your B-BBEE scorecard. We strive to walk a close journey with you in this regard and our consultants are acutely skilled to advise on regulations, compliance and mitigation in terms of potential risks to your business. We also assist your business to address scarce skills within your sector by providing relevant training and placement if you are not able to absorb the learner back into your workforce.

## Discretionary Grants

We assist businesses to apply for Discretionary Grants. Discretionary grants are aimed at encouraging stakeholders to contribute towards skills development. The bulk of discretionary funding is directed at the provision of PIVOTAL or learning programmes, which comprises the following: Learnerships; Work integrated learning; Internships; Bursaries & Skills programmes.

## SUMMIT Learner Management System

We designed a learner management system (LMS) that is relevant to any industry. We provide a turnkey learning management solution (LMS) which can be used effectively, efficiently and creatively in order to deliver, track and measure training with your staff. The LMS provides a way to accurately capture learners' (your staff) information and progress. Aspects measured include whether staff are meeting desired outcomes, and tracking overall training expenditure at different hierarchies. In addition, the analysis provides the property with on-the-job needs analysis and key development areas. Through just a "click" of a button your organisation can train unlimited people in remote sites at a reduced cost: for example, new product launches, induction and orientation, and information sharing sessions.



## WE CAN ASSIST WITH

- » Recruitment
- » Tailor made selection process
- » Training learners for you
- » Assisting you with the consultation on the tax benefits

## BENEFITS FOR YOUR BUSINESS

- » Provides a mechanism to reduce contact time by performing certain components online thus lowering expenditure on a larger training base related to salaries
- » Grants you with a database of learners and their progress on a range of courses which can be used to upsell from
- » Develops a platform for delivering world class content in a delivery mode that is becoming the preferred way in which to train staff globally

[www.reachsummit.co.za](http://www.reachsummit.co.za)

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