



Education, Training & Counselling

COMPANY PROFILE 2013

Company History

- Education, Training and Counselling (ETC) was created as an HIV and Employee Health and Wellness consultancy in February 2001 by the current Managing Director – Linzi Smith.
- ETC has provided various HIV, wellness and life skills interventions to in excess of 500 different companies over the past 13 years. We have on-going long term work with 22 of these organizations.
- A list of our past and current clients is contained in Appendix A of this document.

ETC BELIEVES...

Health is the asset upon which all other aspects of life – thoughts, actions, dreams and fulfilment – depend.

Wellness requires a lifetime commitment from which one will enjoy a lifetime of benefits.

The decision to take better care of our health and wellness is essential.

ETC's MISSION...

Is to enable organisations to improve the health and wellness of their employees, lower health related costs, improve absenteeism rates, improve poor performance from ill health and therefore increase productivity and the vitality of employees.

ETC VALUES...

1. **Optimal health & wellness** - ETC aims to empower individuals within organisations with the knowledge and skills to be as healthy as they possibly can be within their particular set of circumstances: Physically, Medically, Emotionally/Psychologically/ Mentally, Socially, Spiritually, Intellectually, Occupationally, Environmentally, Sexually, Reproductively and Financially.
2. **Quality products and services** – ETC creates innovative, scientifically sound, highly customisable products and services for organisations throughout Southern Africa. Keeping evidence-based guidelines regarding preventive and promotive health and wellness at its core, ETC provides a visionary and proactive perspective on health and wellness.
3. **Our employees, our associates, our contractors and our clients** - ETC honours the expertise, integrity and creative contributions of its staff and associates and encourages them to achieve their own optimal health and wellness by providing them with the opportunities and the environment in which to grow and achieve, thus being role models to our clients.

ETC PROVIDES...

Education, Training, Counselling, Testing, Consulting and Auditing – All the services provided by ETC are listed below. Section A lists the HIV related services (pages 2-4). Section B lists the Wellness related services (pages 4-6). Section C lists the Life Skills services (pages 6-8)

Hours of courses or presentations will change in accordance with client needs and SAQA unit standards as they become available & as the QCTO writes new qualifications.



ETC SCHEDULE OF SERVICES	
A. All HIV & AIDS RELATED SERVICES	
A1. ASSESSMENT PHASE – baseline data collection	
1.1	Situational analysis & gap analysis of HIV and AIDS related management systems
1.2	HIV and AIDS KABP survey
1.3	HIV Prevalence survey combined with HCT utilising the Oraquick rapid test
A2. PLANNING PHASE	
2.1	Development of an HIV & AIDS committee or a 'wellness' committee
2.2	Writing or updating the company HIV & AIDS or wellness Policy – offsite desktop
2.3	Auditing the HIV & AIDS or wellness Policy and Procedures only
2.4	1 day Workshop with the HIV & AIDS or wellness committee to draft or update the existing company policy
2.5	Project development – HIV & AIDS technical expertise and assistance – setting of targets & objectives, budgets, timelines, success criteria, roles and responsibilities, outcome and impact indicators etc. 1 day workshop onsite with 1 day offsite desktop finalisation of the project plan
2.6	Project management & consultation for the entire HIV project or implementation of SANS 16001
A3. IMPLEMENTATION PHASE	
A 3.1 Training programmes	
3.1.1	HIV & AIDS Senior management training - 1 day
3.1.2	HIV & AIDS Operational/Middle/Line management training including union leaders – 2 days
2.1	Development of an HIV & AIDS or wellness committee – 2 days (part of the planning phase above in the assessment phase)
3.1.3	HIV & AIDS Peer educator training (7 days) Accredited against US's 264260 & 114491
3.1.4	HIV & AIDS Peer educator mentorship and coaching (1 day per month)
3.1.5	HIV & AIDS Peer counsellor training (7 days if not previously trained as peer educators – 5 days if previously received accredited peer educator training)
3.1.6	HIV & AIDS Peer counsellor mentorship and coaching (1 day per month)
3.1.7	HIV & AIDS upgrade of existing Peer educators skills to ADD counselling skills (5 days)
3.1.8	HIV & AIDS Peer educator refresher training for previously trained Peer educators – new information and research (3 days)
3.1.9	HIV & AIDS advanced peer educator training for previously trained peer educators (to ADD wellness & chronic diseases of lifestyle) (Add 3 days to the original 7 days = 10 days in total)US no. 252513
3.1.10	HIV counsellor training – Accredited against US's 252512; 252510; 252533; 252532; 117507 – 15 days broken into three blocks of 5 days each.



A3. IMPLEMENTATION PHASE continued from previous page	
A 3.1	Training programmes
3.1.11	Implementing SANS 16001:2013 Wellness & Disease management system (5 days)
3.1.12	SANS 16001:2013 Auditor training (5 days) SAATCA approved
3.1.13	Handling an HIV positive disclosure (1 day) For managers, supervisors & HR
3.1.14	Setting up a support group (2 days)
3.1.15	HIV & AIDS Information & awareness seminar ½ day – various language available
3.1.16	HIV & AIDS Information & awareness seminar full day–various language available
3.1.17	Master training in the implementation of the DPSA integrated wellness model which includes HIV as one of the pillars (15 days)
3.1.18	An overview of the NSP 2012 – 2016 & or ILO 2010 recommendation and or UN Getting to '0' (2 days)

A 3.2.	HIV pre test counselling, HIV testing and HIV post test counselling
3.2.1	Negotiation with management and organised labour to implement HIV counselling and testing. Consultation.
3.2.2	Presentation to employees to motivate uptake of HIV testing & explain the testing process prior to HIV testing (2 hours)
3.2.3	How to do a finger prick HIV test and an Oraquick test – for previously trained lay counsellors who are now allowed to do HIV testing – 1 day
3.2.4	How to plan, implement and evaluate an HIV testing or a wellness screening campaign (1 day)

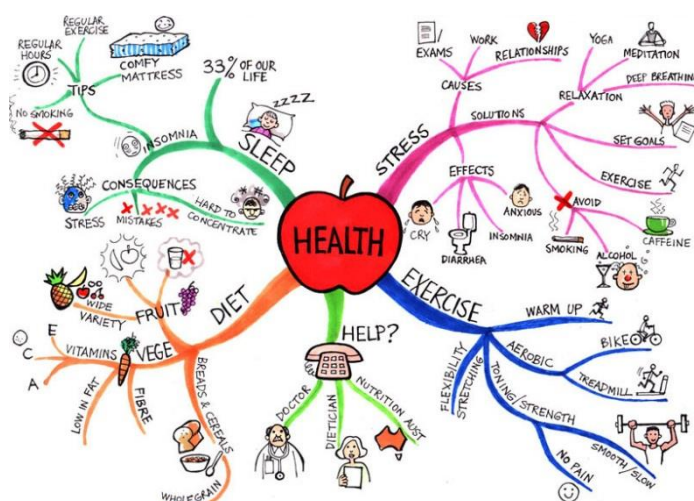
A 3.3	Consulting (Time and cost is dependent on number of employees and the services that ETC is contracted to do)
3.3.1	Consultation to assist with the implementation of SANS 16001:2007 (The South Africa National HIV & AIDS workplace management system standard)
3.3.2	Gap analysis of current HIV programme
3.2.3	On-site HIV pre-test counselling, performance of rapid HIV antibody test and post test counselling. (with the option of testing for all the other health screens – Glucose, Cholesterol, Hb, BP, BMI, TB, STI, Depression & Anxiety disorder).
3.2.4	All HIV positive employees immediately undergo a 2 nd HIV rapid test to confirm the first test.
3.2.5	Optional CD4 testing for HIV positive employees. Referral into the appropriate disease management process

A.4 MONITORING PHASE	
	(Time and cost is dependent on number of employees and the services that ETC is contracted to do)
4.1	Development of an HIV & AIDS management system manual for document control
4.2	Statistics to be collected, collated and analysed
4.3	Project management for the achievement of targets, objectives and outcome / impact indicators.
4.4	Mentorship and coaching



A5. EVALUATION PHASE	
	(Time and cost is dependent on number of employees and the services that ETC is contracted to do)
5.1	Post intervention KABP survey
5.2	Audit against SANS 16001:2007 OR Audit against the HIV Policy statements of intention OR Audit against the Strategic plan/project plan, targets, objectives, success criteria and outcome and impact indicators

A6. AD HOC HIV RELATED SERVICES AND PRODUCTS	
6.1	Presentations by People Living with HIV or AIDS
6.2	Peer educators resource toolkit – visual aids, educational games, ‘talk-about’ posters, CD with power point presentations and weekly hand-outs.
6.3	CD4 game (set of 16 T-shirts)
6.4	Wooden Condom demonstrators
6.5	SANS 16001:2007 implementation toolkit CD – guideline, procedures required by SANS 16001, roles and responsibilities, strategic and operational plan,



B. WELLNESS RELATED SERVICES	
SANS 16001 will now fall under wellness related services and no longer under HIV related services as it is now a Wellness and Disease Management System (which includes HIV and TB)	
B.7	EMPLOYEE WELLNESS, CHRONIC ILLNESS MANAGEMENT, PRIMARY HEALTH CARE AND PREVENTIVE AND PROMOTIVE HEALTH
B7.1	ASSESSMENT PHASE – baseline data collection
	(Time and cost is dependent on number of employees and the services that ETC is contracted to do)
7.1.1	Analysis of existing employee wellness structures with recommendations for implementing an employee wellness programme
7.1.2	Comprehensive health risk assessment survey - Employee Wellness/Wellbeing, chronic illness and absenteeism KABP survey – includes an analysis of all 10 domains of health and wellness – physical; medical; psychological/emotional/mental; social; spiritual; environmental; occupational; financial; intellectual; sexual and reproductive.

B.7.2 PLANNING PHASE	
	(Time and cost is dependent on number of employees and the services that ETC is contracted to do)
7.2.1	Development of the wellness committee (3 day training programme)
7.2.2	Writing or updating the company wellness Policy – offsite desktop
7.2.3	Auditing the wellness Policy and Procedures only – offsite desktop
7.2.4	Workshop with the wellness committee to draft or update the existing company policy (1 day)
7.2.5	Strategic plan and Project development – Health and Wellness technical expertise and assistance – setting of targets & objectives, budgets, timelines, success criteria, roles and responsibilities, outcome and impact indicators etc. 1 day workshop onsite with 1 day offsite desktop finalisation of the project plan
7.2.6	Project management & consultation for the entire health and wellness project or implementation of SANS 16001:2007

IMPLEMENTATION PHASE	
B.7.3	Training programmes
7.3.1	Senior management - 1 day – feedback from the Comprehensive Health Risk Assessment (CHRA) or if no assessment has been done – The most common health risks facing business that are NOT occupationally induced
7.3.2	Operational/Middle/Line management training including union leaders – 2 days – feedback from the Comprehensive Health Risk Assessment (CHRA) or if no assessment has been done – Most common health risks facing business that are NOT occupationally induced & how to practically manage employees with existing health related problems & how to prevent illness and promote health and wellness
7.2.1	Development of the wellness committee – 3 days (part of the planning phase above in the assessment phase)
7.3.3	Wellness & Disease management Peer educator training (7 days) Accredited against US's 264260 & 252513 (this does NOT include an HIV component) The HIV component of this skills programme is contained within the HIV component of this document. The full peer educator skills programme is 10 days in length and is accredited against 5 unit standards.
7.3.4	Peer educator mentorship and coaching (1 day per month X 8)
7.3.5	Advanced peer educator training for previously trained peer educators (to ADD wellness & chronic diseases of lifestyle) (Add 3 days to the original 7 day HIV peer educator training = 10 days in total) US no. 252513 is added.
7.3.6	Generic Counsellor training – Accredited against US 252512 (10 days training, 1 day assessment and submission of portfolio of evidence)
7.3.7	How to plan, implement and evaluate a wellness screening campaign (testing options - glucose, cholesterol, BP, BMI, STI, TB, Depression, Anxiety disorder)
7.3.8	Hygiene – hand washing and cough and sneeze campaign to prevent high levels of absenteeism from colds and flu and other airborne illnesses such as TB (1 day)
7.3.9	Nutrition – what is a healthy diet (1 day)
7.3.10	Seminars for Wellness coordinators/managers; EAP coordinator/managers; to change HIV programmes to integrated wellness programmes or to integrate two departments (HIV & Wellness) to become one integrated programme (3 to 5 days)
7.3.11	Primary Health Care: This is about preventive and promotive health rather than curative health. Topics include but are not limited to: Foundations of health, germs and how they get into the body, hygiene, prevention of illness, overview of chronic illnesses (diabetes, high BP, asthma, heart disease, epilepsy, obesity, depression, anxiety disorder) family planning, immunization, nutrition, etc.

B 7.4	Health screening with pre-test counselling for informed consent and post-test counselling to explain test results
7.4.1	Planning of the health screening campaign (with management and or health staff), setting up the project, development of communication messages, explanation and buy in of data collection forms, agreement upon reporting component, etc. (2 – 3 days depending on experience of delegates)
7.4.2	Presentation to employees to motivate uptake of health screening tests, explanation of the testing process and referral process if abnormal tests are found (2 hours)

B7.5	Consulting
7.5.1	Consultation to assist with the implementation of SANS 16001:2012 (The new South Africa National Wellness & Disease management system standard – which includes HIV & AIDS but excludes occupationally induced illnesses which are managed by OHSAS 18001:2007) To commence when SANS 16001:2012 is published – due mid 2012.
7.5.2	Gap analysis of current wellness programme
7.5.3	Campaigns <ul style="list-style-type: none"> • Biggest loser – weight loss campaign • Responsible coughing and sneezing • Hand-washing and hygiene • Smoke enders campaign • Alcohol reduction programme



C.	LIFE SKILLS RELATED SERVICES
C8.	Training programmes
	(Time and cost is dependent on number of employees and the services that ETC is contracted to do)
8.1	Body Language in the business setting
8.2	Communication skills - Listening skills, filtering personal opinions and prejudice
8.3	Interpersonal conflict and conflict resolution strategies
8.4	Emotional intelligence and self esteem
8.5	The difference between facilitation a learning process rather than lecturing alone
8.6	Learn to use 'Participlan' – a participative methodology to facilitate sensitive processes and procedures. This methodology is anonymous which allows the participants to be honest (but safe) in their responses.
8.7	Problem Solving and decision making skills using the SODA methodology
8.8	Public speaking skills and presentation skills including venue set up and effective use of visual aids especially the use of power point presentations.

Psychological and emotional health – recognizing and managing psychological issues at the workplace	
8.9	An overview of mental illnesses (DSM IV classification)
8.10	Anxiety disorders - Anorexia, OCD, generalized anxiety disorder, panic attacks, post traumatic stress disorder
8.11	Depression (bi-polar, uni-polar and post-natal) Mood disorders
8.12	Coping with - Loss, dying, death, grief and bereavement
8.13	Support Groups - setting up and facilitating

Education and Training	
8.14	What does accreditation mean, how to procure accredited training service providers, what are unit standards & qualifications? How to write a tender specification for accredited training service providers (1 day)

Gender issues	
8.22	“I am woman!” – suits all female audience - e.g.: Women’s Day Celebrations
8.23	“What did you get today” A presentation on the survival of domestic violence and abuse (by a survivor)
8.24	Violence against women and domestic violence including misogyny

Human Sexuality and related topics	
8.24	Age appropriate sexuality education for parents and teachers
8.25	“Not tonight darling” – 3 hr seminar for married couples wanting to improve their sexual relationships
8.26	Family planning / contraception
8.27	“Safer sex” practices
8.28	Sexually transmitted diseases/infections
8.29	Common female health problems (thrush, cystitis, etc)

Please note – accreditation is given by SETA’s against particular unit standards or qualifications and NOT per organisation.

ETC holds accreditation with the Health and Welfare SETA and the ETDP SETA for several different unit standards – accreditation number: HW592PA05000128

SETA accreditation - Many of our clients enquire after our accreditation status. Although we are accredited with the HW SETA & the ETDP SETA for certain SAQA Unit Standards, there is a misguided opinion that organisations can only claim their skills development levies back if they use accredited training providers only.

THIS IS NOT CORRECT

In Government Gazette (No. 20865 of 7 February 2000), it is clearly stated that the Skills Development Levies Act (No. 9 of 1999) provides for recovery of a levy payment based on:

1. The submission of Workplace Skills Plans (WSPs),
2. Workplace Skills Implementation Plan (WSIPs), and
3. The submission of the name of the Skills Development Facilitators (SDFs).

Recovery of levies is not based on making use of accredited providers or NQF-aligned training and development events only. If there is no unit standard or qualification for the skill that you want your employee to gain via training, there will be no accreditation. – this will therefore be non-credit bearing skills based training.

ETC is by nature and size an SMME (Micro enterprise)

ETC is a closed corporation with 3 members/directors:

Linzi Smith	– white female;	60% ownership
Douglas Smith	– white male;	30% ownership
Ben Brown	– black male;	10% ownership

ETC ORGANOGRAM



Chuma Ben Brown
Director



Linzi Smith
Managing Director



Douglas Smith
Director



Roxy Nel
Administrator



Sarona Wepener
Trainer/Counsellor



Karyn Taylor
Regional Manager



Nerina te Water
KZN trainer/counsellor



Thabani Dlamini
Lion house Caretaker



Rose Mokorosi
Lion House Domestic

Long term contractors:

- Printer
- Caterer
- Accountant
- IT manager
- Website manager

Short term contractors:

- Nurses
- Data capturers
- Research analysts
- Counsellors
- Trainers

ETC owns offices in Johannesburg called Lion House. Lion House is a National Heritage site and contains 3 training venues. - Catering is outsourced



Sub contracted employees			
Gauteng	KZN	Eastern Cape	Western Cape
Sue Galley Project Manager, event coordinator JHB	Dawn Harrison Trainer & counsellor White female English - Durban	Jill Cawse HR specialist SANS 16001 Auditor Implementer Facilitator Female - English	ETC Gauteng staff currently travelling to the Western Cape for training and facilitation of consulting and auditing.
Kevin Joubert Clinical psychologist Facilitator. White male/ English JHB	Kate Koekemoer Trainer & counsellor Nursing sister	Team of HIV and wellness counsellors for testing campaigns All languages available	Team of HIV and wellness counsellors for testing campaigns All languages available
Hendrick Ditshego Trainer, counsellor, assessor, Black male, Sotho JHB	Team of HIV and wellness counsellors for testing campaigns All languages available		
Sean Lotriet Trainer, counsellor, assessor, White male, Eng/Afr JHB			
Team of HIV and wellness counsellors for testing campaigns All languages available			

We utilize trainers or counsellors from various local NGO's if we do not have trainers or counsellors in the geographic area that speak the specific language required.

We also sub contract nurses from local nursing agencies and laboratories to do testing for us if we do not have enough testing counsellors in a specific area. We also contract EAP practitioners if need be.

ETC contracts preferred service providers per project & have the following service providers screened and or trained by ETC available as resources:

- Project managers/ coordinators/administrators
- Psychologists
- Social workers
- Trained lay counsellors
- Nurses for Wellness Days or Health Screening Days
- Trainers/facilitators, assessors and moderators
- Auditors (SANS 16001)
- Researchers/statisticians
- Actuarial scientists
- PLHWA's – People living positively with HIV or AIDS

- Pantech – supplies our finger prick HIV rapid test kits – both screening and confirmatory
- OraQuick tests are supplied directly by OraQuick
- We work hand in hand with the Wellness and Disease Management organisation that is affiliated to the organisation’s medical aid provider **OR**
- Will assist the organisation with disease management by providing referral to HIV disease management services or chronic illness management or full medical aid through a number of Disease Management Organisations.
- Our team’s many and varied skills allow the company to operate successfully within the HIV and AIDS management, training, care and support domains, across all cultures, languages and levels of literacy.

All other staff is sub-contracted for specific projects for the duration of the project – most of the sub-contracted staff is regularly sub-contracted and most have been trained by ETC. The sub-contractors are either private individuals or consultants or have their own micro enterprises.

ETC thus promotes the support of small businesses.

Many of our sub-contractors are also volunteers in their communities and rely upon the ETC contracts as their financial support to carry out their volunteer HIV related work.

We seek to source and train new sub-contractors on an on-going basis as our business increases throughout the country and beyond our borders.

ETC is classified as an Exempted Micro-Enterprise (EMEs) thus giving us a ‘**level four**’ **BBBEE status**. This status gives us procurement recognition of 100%.

ETC HW SETA or ETDP SETA accredited training materials are utilized in training projects that require accredited training.

The company is built on the principles of best practice benchmarking in HIV and AIDS interventions and behaviour modification for risk reduction.

We combine research applications in education, prevention programmes, information and awareness programmes, behaviour modification for risk reduction, HIV testing, HIV and related counselling and positive living with HIV and the related opportunistic illnesses.

All training and educational interventions are based on researched best practice for achievement of outcomes. Certain of the ETC training programmes are accredited with the Health and Welfare SETA.

ETC Accreditation for Training

- ETC Provider accreditation number: HW592PA05000128 (Health and Welfare SETA with an MOU to the ETDP SETA)
- SANS 16001:2007 Auditors Training Course holds SAATCA approval.

Vendor registration and company registration numbers

1. Logis System Service Provider number: N6233
2. Gauteng Shared Services Vendor number - 1100046060
3. KZN Shared Services Vendor number - EDUC102ZNT
4. LESEDI Local Municipality vendor – no vendor numbers are issued
5. City of Tshwane vendor number: 8743
6. Dept. of communication RSA – on the system – no vendor numbers issued
7. Central Rand Gold EDU001
8. Presidency – 2002735
9. Ethekewini Municipality 15457
10. Midvaal Local Municipality Edu001

SDL no. L310741543

CK reg. no. 2001/072674/23

PAYE emp. Reg. no. 7310741543

APPENDIX A - ETC LIST OF CLIENTS

ETC has serviced the following clients over the past nine years: **Yellow highlights** denote on-going projects and **light blue highlights** denote on going work but on a project by project basis. **Red writing** denotes peer education projects which may be stand alone peer educator projects or peer educator training within a comprehensive Wellness and Disease management system or within an HIV Programme. **Green writing** denotes Counsellor training

2013			
1	Nampak – Nation wide – all subsidiary companies – full SANS 16001 management system implementation	2	Impala Platinum
3	MerSETA	4	Swaziland Electricity Company

2012			
1	Nampak – Nation wide – all subsidiary companies – full SANS 16001 management system implementation + counsellor training	2	Kumba – all sites – full SANS 16001 system implementation
3	Unilever South Africa	4	Gauteng Department of Education
5	Assmang LTD Khumani Iron Ore	6	University of Johannesburg
7	AngloGold Ashanti	8	Richards Bay Coal Terminal
9	Nkomathi Mine	10	Blue Moon Corporate Communications
11	Village Main Reef	12	Kolok (all sites)
13	Swaziland Electricity Company	14	NQA Africa
15	Hyprop Investments	16	SASOHN
17	De Beers Group	18	Anglo Coal
19	Altec Card Solutions	20	ASA Metals Dilokong
21	Assmang LTD Beeshoek Mine	22	OCSA
23	Crystal Business Solutions	24	Palabora Foundation
25	Proactive Health Solution	26	RFS Administrators
27	Rho-Tech	28	Shell South Africa
29	Sparta Foods	30	Johannesburg Market
31	Kaelo Consulting	32	M-Powerment Services
33	Concept Africa	34	Murray and Roberts Cementation
35	Bafokeng Rasimone Platinum Joint Venture	36	Cooperative Governance and Traditional Affairs (KZN)
37	Delta Corporation Limited	38	Department of Environmental Affairs
39	Department of Sports and Culture	40	DMS Powders
41	De Beers Venetia Mine	42	Eskom Holdings SOC Limited - KZN
43	Foskor	44	Global Net Conferencing
45	Impala Platinum		

2011			
1	Kumba – all sites – full system implementation	2	Nampak – Nation wide – all subsidiary companies – full system implementation
3	Eskom – Variety of HIV & Wellness services	4	Gauteng Department of Education
5	SANBS (S A National Blood Services)	6	ARM (African Rainbow Minerals)
7	Impala Platinum	8	Debswana
9	Anglogold Ashanti	10	Assmang metals
11	Dilokong Chrome Mine (ASA Metals)	12	Fraser Alexander – full system implementation
13	Angloplat (Modikwe Mine)	14	University of Johannesburg
15	Global Occnet	16	HLGC
17	NIOH (National Institute for Occupational Health)	18	Shell
19	Global Net Conferencing	20	Ethekwini Municipality
21	Black Rock Mine	22	Foskor
23	Department of Sports and Recreation	24	Kolok

2010			
1	Contracted by Wellcorp to do Peer educator training for the Free State Dept. of Agric.	2	Nampak – Nation wide – all subsidiary companies
3	Eskom	4	Gauteng Department of Education
5	Glodina	6	MultiSerV – Nation wide
7	Abelusi	8	University of Fort Hare
9	Anglogold Ashanti	10	SABCOHA
11	Success Company	12	Palaborwa Mining Co.
13	Aid for AIDS	14	Standard Bank
15	RDS (Rennies Distribution Services)	16	Elixir Health
17	Kumba Iron Ore	18	Life Health
19	Steven Samuals Conferences	20	AIDS Accountability International
20	Mintek	21	HEARD / UKZN
22	Dept of Sports & Recreation	23	Wellcorp – Counsellor training
24	Foskor	25	SAPS
26	Dept of Health – HAST directorate – Counsellor training	27	SWHAP (Swedish workplace HIV / AIDS Programme)
28	Transnet	29	MacSteel
30	Eastside Community	31	Swazi Rail
32	Lora Intelligence	33	Crystal Training Solutions
34	First Rand Group (FNB; Wesbank; First Rand)	35	Fraser Alexander
36	Ethekwini Municipality	37	ASA Metals
38	University of Johannesburg (UJ)	39	Mondi SANS 16001 audit contracted by ICERT
40	Shell	41	StratExec for Local Govt.
42	Debswana Mines	43	

2009			
1	Life Line	2	South African Bureau of Standards
3	SAPS - South African Police Services	4	Dept. of Traditional and Local Govt.
5	Department of Sports Culture & Recreation	6	Shell
7	Asa Metals – Dilokong Mine	8	Abelusi
9	Gold Fields	10	Metrorail
11	Anglogold Ashanti	12	Bic
13	Life Health Care	14	Water and Forestry
15	Petro SA	16	Glodina
17	Land Bank	18	SABCOHA
19	Transnet	20	University of Fort Hare
21	University of Pretoria	22	Sasol
23	Debswana	24	Eskom

2008			
1	MultiServ	24	Venetia Mine – De Beers
2	SA Mint	25	IIR
3	Glodina	26	Kolok – Cape Town
4	Finsch mine – De Beers	27	Eskom
5	SANBS – SA National Blood Services	28	Wellcorp
6	Fraser Alexander	29	Dept. of Education - Mafikeng
7	De Beers Group - CHQ	30	Kimberley mine – De Beers
8	University of JHB	31	Namaqualand mine – De Beers
9	Abelusi Training Network	32	Khulisa
10	Enzani Construction	33	Meeti
11	Anglo Gold Ashanti	34	Lora Intelligence
12	Ethekwini Local Govt.	35	Steve Tshwete Municipality
13	Dept. of Tourism	36	Dept of Agriculture
14	Broadbury Trading	37	BIC
15	Linkworld	38	Venetia mine - De Beers
16	HLGC (Home Loan Guarantee)	39	Debswana
17	Dept. for Economic Dev. & Tourism	40	Anglo-platinum mining group
18	Advantage	41	Dept of Health – HAST directorate
19	Engen – Cape Town	42	African Rainbow Minerals
20	Quantum Health	43	Shell
21	ASA metals – Dilokong mine	44	Dept. of Community Safety
22	De Beers Marine	45	Metro rail
23	Cullinan Mine – De Beers	46	Petra Diamonds

2007 - ETC			
1	Department of Foreign Affairs	14	Sasol
2	Anglo Gold Ashanti	15	Illovo Sugar - Eston
3	Ethekwini Municipality	16	Lora Intelligence
4	Eskom – KZN	17	Dekra Noriska
5	Dilokong Chrome Mine (ASA metals)	18	Debswana
6	SA Mint	19	Sibaya Casino
7	EES (Employment Equity Services)	20	BMW
8	Fraser Alexander – Tailings, Bulkmech and Construction	21	Department of Local Government and Traditional Affairs
9	Workmed	22	Glodina
10	Office of the Premier - Mafikeng	23	Mr. Price
11	SANBS – Blood Bank	24	Nkomati Mine
12	Foskor	25	Dept. of Education Mafikeng
13	Advantage ACT		

2006 - ETC			
1	Golden Horse Casino	16	PIT
2	PSG	17	Dekra Noriska
3	Sovereign Health	18	Soul City
4	SANBS (Blood Bank) - ongoing	19	Eskom - ongoing
5	Metrorail	20	Workmed
6	Fraser Alexander - ongoing	21	De Beers
7	AngloPlat	22	Steve Tshwete Municipality
8	Anglo Gold - ongoing	23	Mintek
9	MultiServ - ongoing	24	BM Analysts
10	BMW	25	Dept of National Treasury
11	SA Mint	26	Dilokong Mine - ongoing
12	Dept. Traditional & Local Govt. - ongoing	27	Debswana mines – Botswana ongoing
13	Dept. of Education - ongoing	28	De Beers Marine - Namibia
14	Ethekwini Municipality – ongoing	29	Department of Foreign Affairs
15	Huletts Aluminium	30	Empowering SA

2005 – NAMS – NOSA AIDS Management Solutions (a joint venture company between NOSA and Education, Training and Counselling)			
1	Department of Education	19	Global Dynamix
2	National Ports Authority (NPA)	20	Dept. of Foreign Affairs
3	Khulisa	21	Fraser Alexander – ongoing contract for a comprehensive programme
	EES (Employment Equity Services)		
4	Smit Marine	22	Sibaya Casino
5	MEETI – Mining and Energy Education and Training Institute	23	Office of the Premier (Eastern Cape Province)
6	Anglo Gold Ashanti – ongoing contract for training of Peer Educators.	24	MultiServ (Haarsco) – ongoing contract for a comprehensive programme
7	Department of Traditional and Local Govt.	25	Nike
8	Eskom	26	IHD
9	Fraser Alexander	27	Labour Market Empowerment
10	South African National Blood Services	28	Dept. Traditional and Local Govt.
11	CAD Plastics	29	Metrorail
12	Metro Services Ethekwini	30	WCF KZN
13	Johannesburg Fresh Produce Market	31	Pantech
14	Nyali events	32	Dynamic Sales Force Solutions
15	Amatola Water – Eastern Cape	33	Expectra International
16	Dept. of Foreign Affairs	34	Stanlib
17	Formskaf	35	SA Mint

2004 – ETC then NAMS from May			
1	Sinosizo – Home Based Care Unit	6	Woolworths distribution (UPN)
2	Debswana – Gabarone	7	NOSA – Cape Town
3	Marriott Merchant Bank (Cape Town and Durban)	8	KUGM (Knowledge Up Grade Management) JHB
4	Various Schools	9	Pantech
5	Various Religious Based Organisations	10	Foskor Richards Bay
6	Metro Services (Fire and Disaster Management Depts.)	11	Society of Occupational Health Practitioners
7	Nando's Chickens for MHM	12	Open Door Crisis Centre
8	Department of Traditional and Local Government	13	CANSA (South African Cancer Association)
9	North Coast Principles Association	14	Investec – Dbn for Alexander Forbes
10	Nortje and Associates	15	Eskom – Newcastle
11	Ithala	16	Sovereign Health
12	Department of Health – Provincial (Inanda)	17	Lancet Laboratories for Alexander Forbes
13	MHM (Managed Health Management)	18	Correctional Services – Pretoria
14	EES	19	DENOSA - National
15	Alexander Forbes	20	De Beers – Musina
16	Vodacom – Durban and PE	21	IIR - JHB
1	Joint Venture between NOSA and ETC = NAMS commenced May 2004	22	SANBS – South African National Blood Services
2	Alexander Forbes	23	Rainbow Chickens
3	Catholic Archdiocese - KZN	24	Services SETA
4	Federal Mogul - KZN	25	Khulisa
5	Bell Equipment – Richards Bay		

2003 - ETC			
1	702 Radio – Tim Modise Show	24	Coats
2	Alexander Forbes	25	Metrorail
3	Barlow World - Plascon Paints	26	MHM (Managed Health Management)
4	Mwalimu Development Solutions with Ithembe Integrated Learning	27	Multichoice – Durban for Alexander Forbes
5	Bell Equipment – Richards Bay	28	Boxer Cash and Carry
6	Cane Growers Association	29	Natal Technikon
7	CMMB – An American Organisation that funds MTCT & VCT programmes	30	National Botanical Institute – nationwide
8	Durban Metro Services – Fire & Emergency Services	31	New United Pharmaceutical Division – Cape Town
9	De Beers – Venetia Mine	32	NOSA
10	Debswana – All mines	33	Office of the Premier (Gauteng)
11	Denosa (Gauteng)	34	P & O Ports
12	Dept. of Education – all regions	35	SANBS – S A National Blood Services
13	Derivco	36	Sovereign Health
14	Durban Chamber of Commerce and Industry	37	Topsy Foundation – AIDS Orphanage
15	EES (Employment Equity Services)	38	Speakers of Note
16	Federal and Mogul	39	Steincraft
17	Harbour Bulk Handling.	40	Medical Research Council
18	Mecer/Mustek for Alexander Forbes DAI	41	Tongaat Hulett
19	Ithemba Learning Link	42	Spar
20	Khulisa – JHB	43	Unitrans for Alexander Forbes
21	Masonite	44	Vodacom for Alexander Forbes
22	Inner West City Council (Western Health District)	45	Zululand Chamber of Business Foundation
23	TLC (Training, Leadership and Consulting)	46	Amangwe Village – AIDS Hospice, step down facility & clinic.

2002 ETC			
24	Nampak – KZN Pilot project – ETC was the subcontracted service provider for Epicentre		
24	Nampak Tissue – Mobeni & Riverview	35	Nampak Bevcapp
25	Nampak Corrugated	36	Nampak Poly foil
26	Nampak Tufbag - Isitebe	37	Nampak Printpak
27	Nampak Saks - Mobeni	38	ABSA Health Care Division – Dbn & Pretoria
28	Nampak Bevcan	39	Employment Equity Services - JHB
29	Nampak Liquid packaging-Westmead & Isitebe	40	Home Loan Guarantee – JHB and subsidiary branches
30	Nampak Megapak	41	Independent Electoral Commission – IEC - National
31	Nampak Rotoflex	42	New United Pharmaceutical Distributors – NUPD – JHB & CT
32	Nampak L&CP – Westmead & Isitebe	43	Sinosizo Home Based Care Unit
33	Nampak Clover liquid	44	Technikon RSA
34	Nampak Divpak	45	The Medical Research Council - KZN
		46	Nampak counsellor training for all OHP's and social workers

2001 ETC			
1	Dunlop – Durban & Ladysmith	13	Natal Technikon - Community Health Nursing Department, Primary Health Care & Occupational Health Depts.
2	Business Partners	14	Nedcor
3	Chamber of Commerce - George	15	Open Door Crisis Centre
4	Community Chest - George	16	Pinetown Girls High School Teachers
5	Credit Indemnity	17	Sappi
6	Department of Education – All regions	18	Shepstone & Wylie
7	Dumac - Durban Manufacturing & Advisory Centre	19	South African National Blood (Transfusion) Services - SANBS
8	Epicentre	20	South African Police
9	His People Church - Stellenbosch	21	St Mary's DGS
10	Numerous Faith Based organisations in the Durban area.	22	Tetrapack
11	Ithala Business Finance Corp.	23	University of London and University of RAU (joint HIV/AIDS research project)
12	McCord Zulu Hospital		