

Annual Report



“If you want to go quickly, go alone.
If you want to go far, go together.” ~ African proverb



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SA College for Tourism

PO Box 314, Magazine Hill, Graaff-Reinet, 6280
Tel: +27 (0) 49 892 2244
Email: info@sactgr.co.za

Directors

Mrs GA Rupert (Chairperson), Mrs M Ferreira (Secretary), Mrs SEN de Bruyn, Mr W Myburgh,
Mrs JA Preller, Mr S Puwani, Ms CC Rupert, Mr P van der Poel

Registration number 2001/000513/08
NPO registration number 080-778
PBO registration number 130000349

The SA College for Tourism is a non-profit organisation that operates under the auspices of Peace Parks Foundation. It was established in 2001 by Dr Anton Rupert, renowned financier and philanthropist and at the time chairman of Peace Parks Foundation, and developed in partnership with the Rupert Family Foundations, as well as other international agencies and public donors.



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Message from Chairperson

As we reflect upon another remarkable year at the SA College for Tourism, I am filled with immense pride and gratitude. This year has been a testament to our commitment to excellence in hospitality and wildlife conservation training.

The Hospitality Training Division has continued to set the bar high, nurturing the exceptional talents of our students. I am confident that many will become future leaders in the hospitality industry.

Monique Soulse, a 2015 SACT graduate, climbed the ranks at the Drostdy Hotel from receptionist to Front of House Manager, showcasing the exceptional growth and leadership skills our graduates possess. Her progress exemplifies the readiness and potential of our alumni to thrive in the hospitality industry.

This year has seen a new era for the Tracker Academy, marked by the inauguration of our new training site at the Sandringham Nature Reserve. The expansion not only enhances our capacity but also deepens our engagement with the rich biodiversity of a beautiful training ground. I would like to personally thank Rob Gillespie and Sabi Sabi for their gracious support of our work.

The introduction of the Rhino Guardian training programme stands as a beacon of our commitment to protecting endangered species using the ancient African skill of tracking. The success of this initiative is clear: a 100% deployment rate of our graduates in the wildlife protection industry.

Such achievements would not be possible without the generous support of our donors.

Gaynor Rupert



Message from Executive Director

I am proud to showcase our achievements and with that, I would like to express my sincere gratitude to our donor community, whose support has been the cornerstone of our success. Your contributions have been invaluable in shaping the journey of our institution.

Guided by our Board of Directors, and supported by our friends, partners, and a committed team of training and support staff, SACT continues to grow stronger. As the famous African proverb goes, "If you want to go fast, go alone; if you want to go far, go together." This sentiment resonates deeply with our ethos.

Our work extends from the lush green savannahs of the Lowveld to the semi-desert landscapes of the Karoo, where SACT and Tracker Academy continue to transform lives. We take immense pride in uplifting young men and women, equipping them with the skills and opportunities to pursue meaningful employment in the eco-tourism industry.

The highlights, results, and testimonials featured in this report are not just reflections of the past year but are beacons of inspiration for what lies ahead. As we turn our sights to 2024, we do so with optimism and excitement for the future, buoyed by the strength of our collective efforts and the potential of our students.

Mariette Ferreira

Hospitality Training Division

1 STUDENT ENROLMENT:

The Hospitality Training Division at the SA College for Tourism (SACT) enrolled 70 students from rural areas in South Africa, Botswana, Mozambique, and Zimbabwe.

2 MULTIFACETED TRAINING:

During the first semester, students explored various divisions through formal training in Front of House Reception, Assistant Chef, Table Attendant, and Assistant Housekeeper, enabling them to understand different aspects of the hospitality industry.

7 GRADUATION:

63 students successfully completed the year-long hospitality training programme.

6 YMCA CAMP CONISTON IN NEW HAMPSHIRE, USA:

The Camp has seen remarkable contributions from nine SACT graduates. As camp leaders, these skilled individuals have been instrumental in conducting a specialised cooking program throughout the camp's three-month summer period. Their expertise and enthusiasm in culinary arts have greatly enriched the camp experience, offering attendees an engaging and educational opportunity to explore the joys of cooking.

5 ANNUAL FAB CHEF EVENT:

The event, sponsored by Remgro Limited, featured renowned chefs Charl Anhaeusser and Wicus Prinsloo from Fleur du Cap. This event highlighted a cooking demonstration and the Fab Chef Competition, where eight culinary art specialisation students showcased their culinary talents.

3 SPECIALISATION & EVALUATION:

A 4-way evaluation process in the middle of the year identified students for specialisation in an area suited to their potential and performance, focusing on specific skills in the second semester.

4 PARTNERSHIP WITH KARINGANI HOLDING COMPANY LIMITED:

SACT partnered with the Karingani Holdings Company Limited in Mozambique, extending their community development efforts through hospitality and tracker training, contributing to local workforce development and sustainable regional growth.

HOSPITALITY TRAINING DIVISION 2023 Highlights

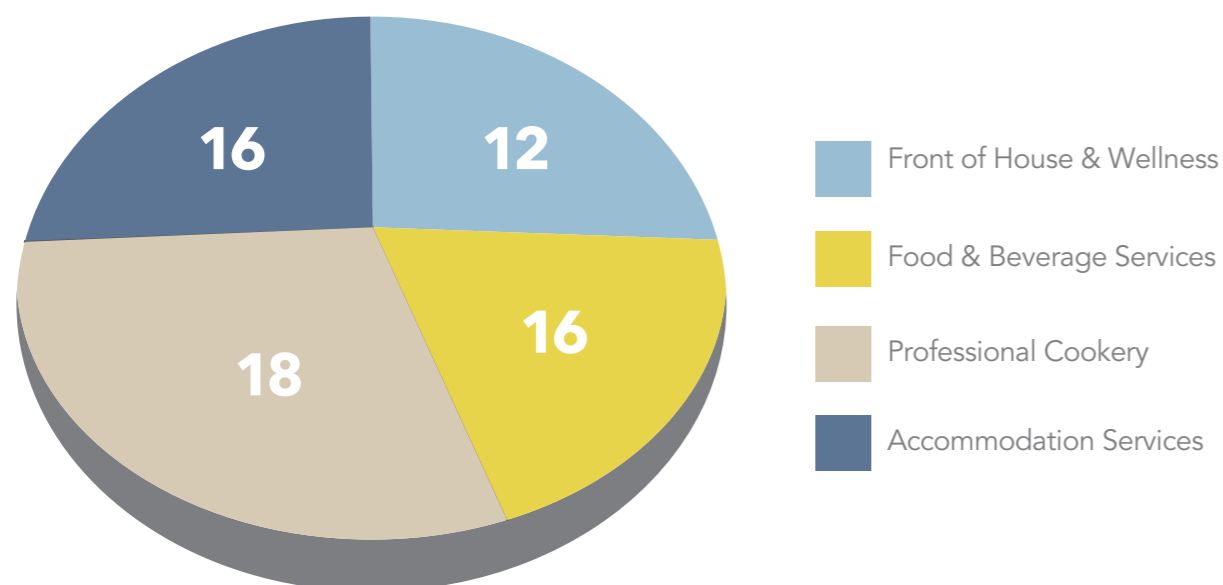
Hospitality Development Training Programme: Foundational & Specialisation

In our training programme, students gain valuable practical experience at the 5-star Drostdy Hotel, owned by the SA College for Tourism. The programme includes a foundational phase where students rotate across the hotel's four main departments, fostering a comprehensive understanding of the hospitality industry and helping them identify their interests and strengths.

During the second semester, students enter a specialised field, focusing on one department to deepen their expertise in a specific area. This shift from a rotational to a specialised approach allows for concentrated skill development and mastery within their chosen field. This structure enhances the quality of their experiential learning and prepares them for future career paths in the hospitality industry.

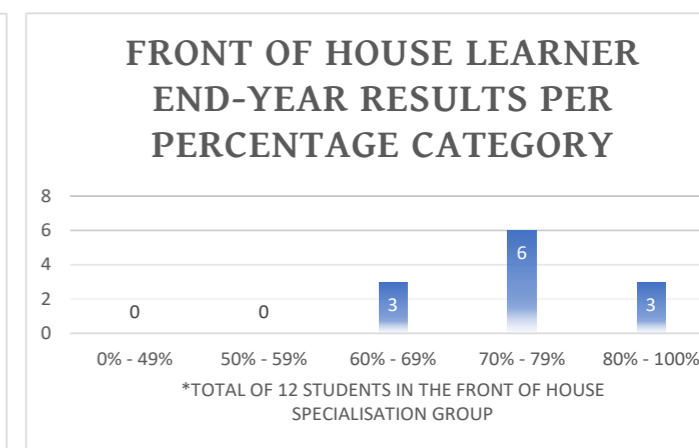
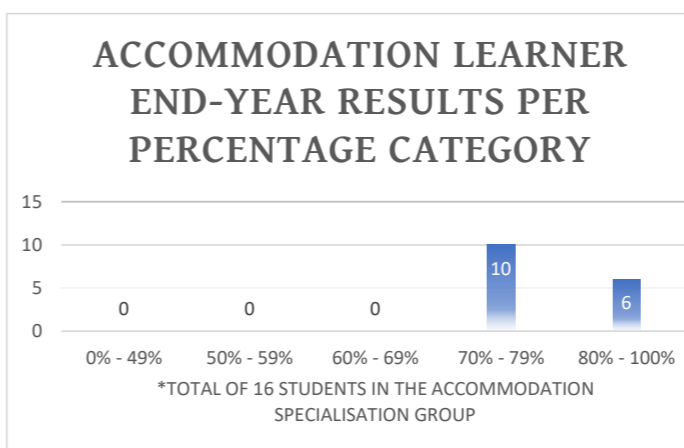
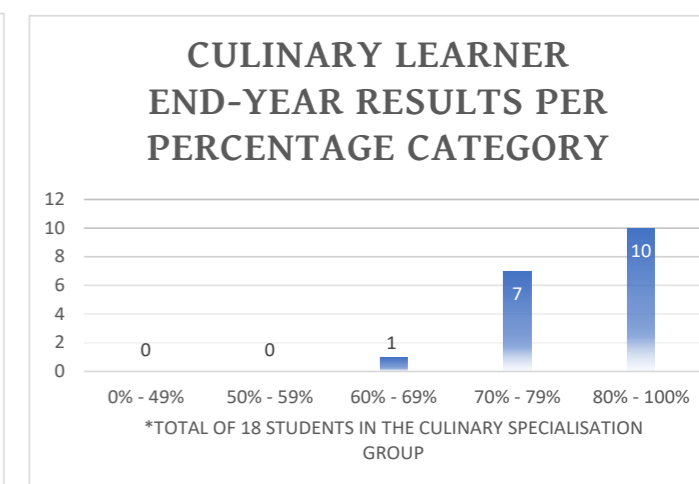
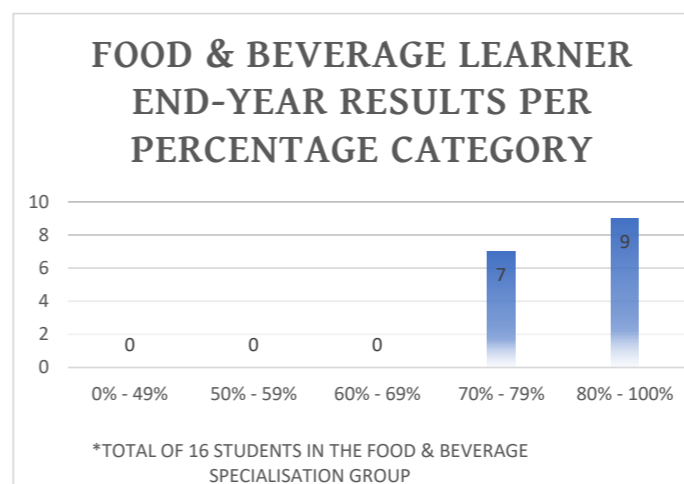
Diagram indicates number of students per specialisation stream out of a total of 63 students who graduated.

NUMBER OF STUDENTS PER SPECIALISATION STREAM



Results

The graphics below shows the results of students at year-end, per specialisation stream.



General Statistics

1623
ENROLLED SINCE INCEPTION

1565
GRADUATED SINCE INCEPTION

ATTRITION RATE % SINCE INCEPTION

4%

97%
NUMBER OF FEMALES % SINCE INCEPTION

91
LEARNERSHIP STUDENTS 2015 - 2021

36
NUMBER OF DEPLOYMENT / PLACEMENT PARTNERS SINCE INCEPTION

71%

Employment statistic

63

2023 graduates

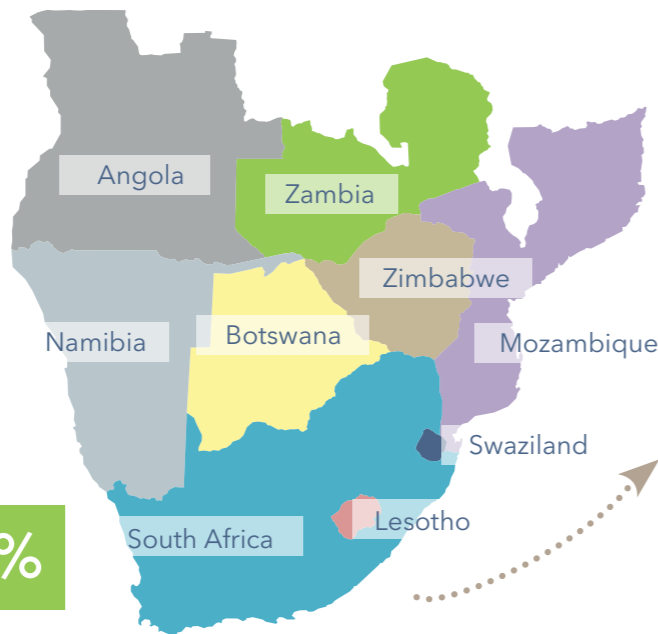
88

Deployment % Class of 2022 DURING 2023

97%

Deployment % prediction of Class of 2023 DURING 2024

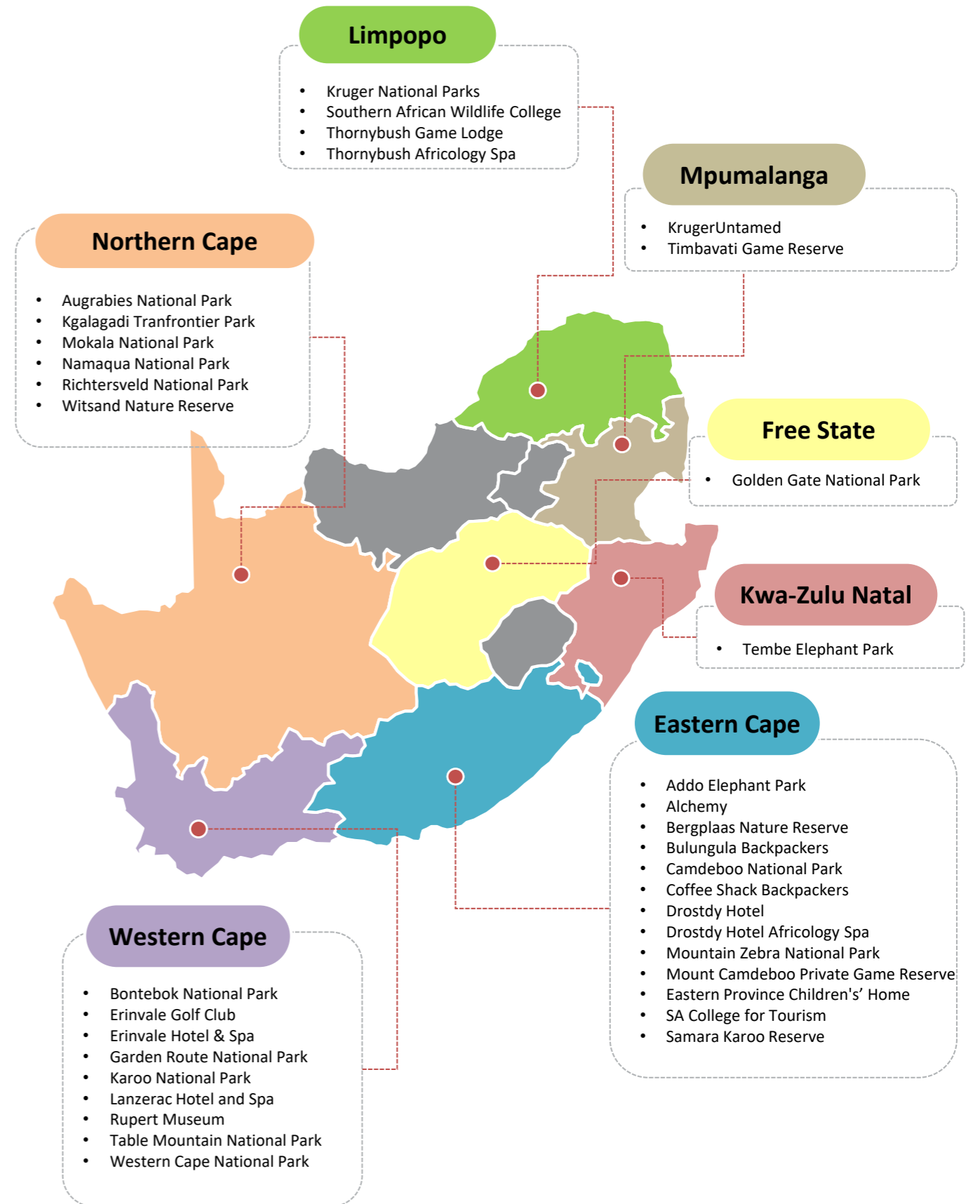
10 NUMBER OF COUNTRIES SINCE INCEPTION

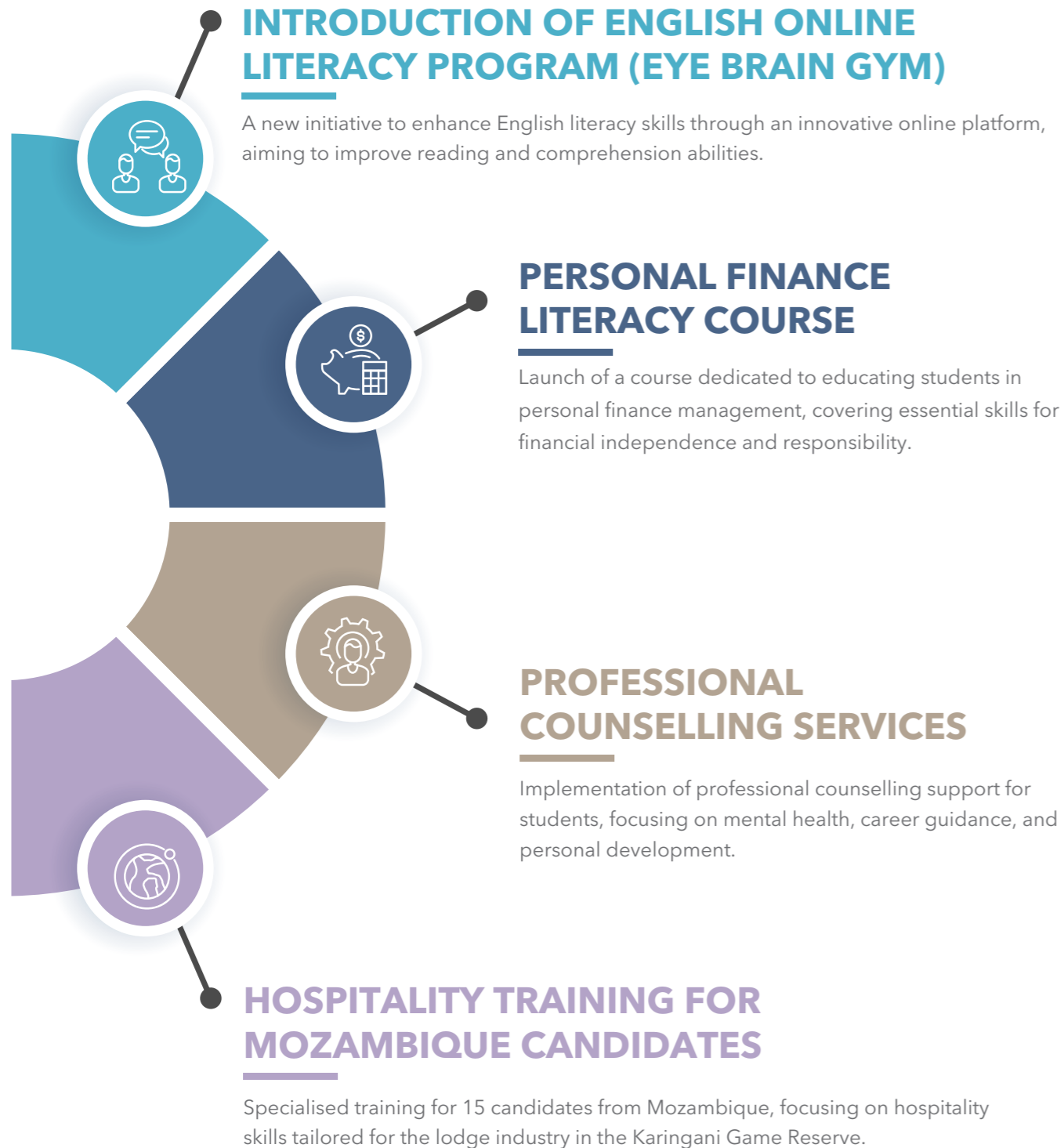


18
TOP STUDENTS WHO WENT TO ITALY 2007 - 2019

9
NUMBER OF STUDENTS WHO WENT TO USA 2022 - 2023

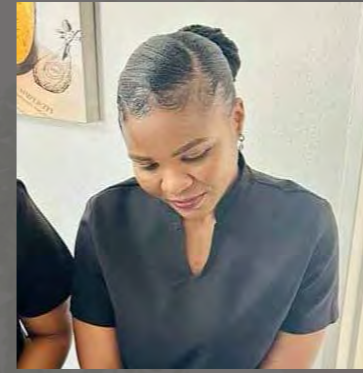
Deployment Placement Partners





Testimonial

Wellness Therapist Assistants Duo



Vutomi Providence Nghonyana

My name is Vutomi Providence Nghonyana, from Mpumalanga in a small village called Acornhoek.

I did my studies at SACT in 2022, where I was groomed and taught to be the best therapist that I am today at the Africology spa at Drostdy Hotel. The feedback that I receive from clients is amazing - some they call my hands are "healing hands" and some say I have magic hands. This is a confirmation of how well I was trained. SACT has given me

hope to have great opportunities. It's true that when they say hard work pays off and I have gained a lot of knowledge and skills at SACT and the Drostdy Hotel.

I am so grateful for the opportunity before me. I have grown from being a student to an intern and I am now an assistant spa therapist and a Wellness Academy trainer. This is a dream come true to me, I am thankful.

Thank you.

Refilwe Tau

My name is Refilwe Tau, from the Northern Cape Province, Kimberley.

I studied at the SACT, class of 2022 where I received exceptional training from great facilitators and therapists from SACT and the Drostdy Hotel Africology Spa. Today I stand proud as one of the best therapists at the hotel and always leaving smiles on my clients' faces. I am also a well-groomed Wellness Academy trainer, and I am grateful for the opportunity that was granted to me, which I believe I have made good use of. The knowledge and teaching I gained at the SACT and the Drostdy Hotel has made me who I am today.



I would like to take this opportunity and thank each and every one who was part my training. I am still constantly learning in the industry of hospitality and in my field as a therapist.

In conclusion I close in the following words. "Gratitude and attitude are not challenges, they are choices"

With the right attitude in life, you will go far.

Thank you.



Meet the Staff

Hospitality Training Staff



Jolandi Broodryk
Learning & Development
Manager



Morné Knoetze
Food & Beverage



Petru Alberts
Culinary Arts



Natasha Willemse
Front of House Reception

Support Staff



Eloise Botha
Financial Manager



Kerry'n Ferreira
Alumni Relations
Manager



Muriel Malgas
Receptionist



Shaida Meintjies
Housekeeper



Berenice Booyesen
Chef



Sabina Jackson
Chef



Johan Jansen
Maintenance Coordinator

SACT Donor List

- Distell Development Trust
- Dr Edwin de la Harpe Hertzog
- Drostdy Hotel
- Helen Gurley Brown Foundation
- Imibala Trust
- Itumeleng Community Trust
- Jagersfontein Developments (Pty) Ltd
- Jonsson Foundation
- Karingani Holdings (Pty) Ltd
- Koos & Rona Rupert Educational Trust
- Marsh (Pty) Ltd
- More Community Foundation
- Mr Glenn & Mrs Inna van Heerden
- Mr Niel & Mrs Nelia Hoogenhout (Adena Family Holdings (Pty) Ltd)
- Mr Stephen Falcke
- Mrs Barbara Pudel
- Mrs Deborah Calmeyer & ROAR Africa
- Mrs Francesca Saager (Stiftung Exekia)
- Mrs Ruda Landman
- Ms Marianne Schiller von Meyenburg
- Peace Parks Foundation
- Remgro Limited
- Rooipoort Developments (Edms) Bpk
- Rupert Family Foundations
- The TK Foundation
- Thornybush Collection
- Thornybush Community
- YMCA Camp Coniston

“ *An investment in knowledge
pays the best interest.* ”
~ Benjamin Franklin

Drostdy Hotel & Africology Spa





Tracker Academy



Message from General Manager

As we close the chapter on an exciting year at Tracker Academy, I extend my deepest gratitude to our generous donors, whose support has been pivotal to our success. In particular I would like to thank Rob Gillespie and Sabi Sabi for granting us permission to construct our brand new training camp at Sandringham – your generous support of our work is not taken lightly.

2023 has been a remarkable year, particularly for our student results in both the Lodge Tracker and Rhino Guardian programmes, which have shown tremendous achievements. Our graduates' deployment success rate remains above 90%, with the Rhino Guardians achieving an outstanding 100% placement.

This year also marked a milestone with the opening of our new 24-bed training camp at Sandringham Nature Reserve in the southern Timbavati, which together with AndBeyond's Ngala, offers us 20,000 hectares of training land. This strategic move allows us to consolidate our training operations to two camps, Londolozi and Sandringham, streamlining our logistics and management, and creating economies of scale.

TRACKER ACADEMY 2023 Highlights

1



CELEBRATED:

We celebrated the appointment of Walter Xikwalakwala, a distinguished graduate, as a trainer at the Londolozi campus.



2



WON:

Tracker Academy won the Platinum Award for literacy and reading initiatives in partnership with Eyebraingym.



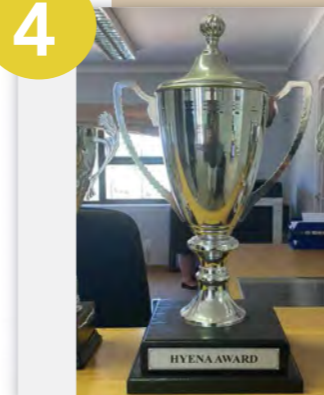
3



OPENING:

The opening of the Sandringham training camp, expanding our training capacity within the majestic Timbavati Nature Reserve.

4



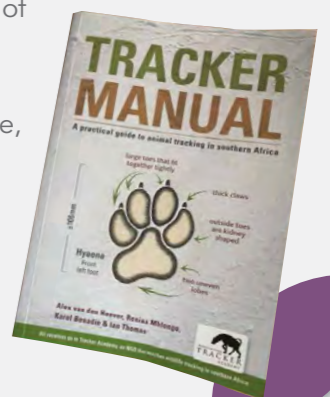
HONOURED

We honoured the inaugural recipient of the Hyena Award, which acknowledges outstanding skill in Trailing, and the virtues of tenacity and creativity, within a tracker student.

5

COMPLETED:

We completed and submitted the 2nd edition of the Tracker Manual by Struik Nature, set to hit shelves in March 2024.



6



SAN COMMUNITIES:

In October 2023, Alex van den Heever from Tracker Academy visited two San communities in Botswana. During this visit, Alex and a group of San trackers engaged in a traditional tracking activity known as the 'persistence hunt', focusing on the preservation of this historical skill. This experience yielded positive results, demonstrating the skill's continued relevance. Tracker Academy is now planning to collaborate with the San communities to further cultivate and preserve this traditional practice, acknowledging its cultural significance.

Training: Lodge & Rhino

Tracker Academy offers two distinct year-long formally accredited training programmes, each with a specialised focus to equip students with the essential skills for their respective fields.



The **Lodge Tracker programme** is designed to prepare students for careers in the ecotourism industry, where they learn the art of tracking and wildlife interpretation to enhance the safari experience for guests.



The **Rhino Guardians programme** is tailored to train individuals in counter-poaching techniques, producing skilled trackers who play a crucial role in conservation efforts and the protection of endangered species.

Both programmes' curriculum blends theoretical knowledge with practical, in-field experience, ensuring that upon graduation, students are rigorously prepared to meet the demands of their chosen career paths and make meaningful contributions to the preservation of our natural heritage.

Statistics

Noteworthy facts

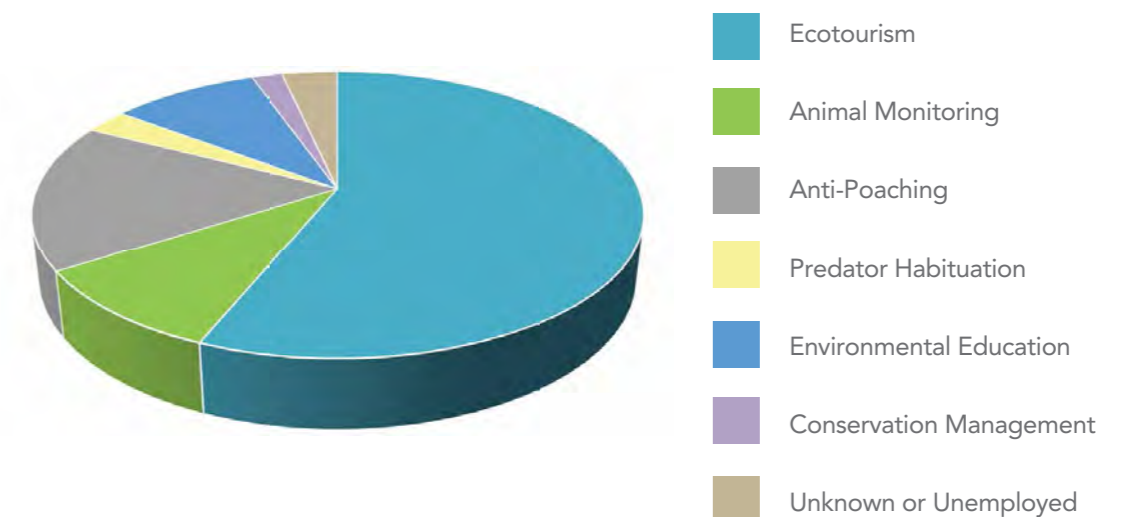
- Total trackers trained: **258**
- Deployment success rate: **96,51%**
- Cost: **R170k per student**
- Annual budget **R6.5 million**
- Invested **R47,7 million** in tracker development - since 2010.

Ecotourism	56%	145
Animal Monitoring	10%	25
Anti-Poaching	17%	43
Predator Habituation	3%	7
Environmental Education	9%	24
Conservation Management	2%	5
Unknown or Unemployed	3%	9
		258

- Since 2010

Total Students Enrolled	280
Total Students Trained & Graduated	258
Total Graduates Employed	249
Deployment Success Rate	96,51%
Total Attrition Number	22
Attrition Rate (%)	7,86%
Students currently in training	31

STUDENT DEPLOYMENT



The Road Ahead: 2024 Forecast and Initiatives

In 2024, Tracker Academy is set to enhance our training programmes, intensifying the standards and the rigour of our practical tracking assessments. For example, our Rhino Guardians trackers will now be practically evaluated throughout their 6-month operational internship. The proficiency and knowledge that our graduates exhibit upon employment stand as our currency.

We are also thrilled to embark on a new partnership with Karingani, a community-owned concession in Mozambique, which promises to be a fertile ground for our work. This collaboration will involve training eight tracker students specifically for Karingani.

Additionally, we are recruiting four local trackers to inaugurate a predator habituation project, under the mentorship of Renias Mhlongo. These trackers will be instrumental in scouting the concession's 150,000 hectares, tracking and monitoring predator movements - to facilitate wildlife viewing experiences when the lodges open. This project underscores the vital role of traditional tracking skills for ecotourism and conservation.



Testimonial



Mishack Mkhabela

My name is Mishack Mkhabela. Before I started at Tracker Academy, I worked as a general worker on a farm where they called me 'habitat boy'. My life changed when I joined Tracker Academy. There, I learned that tracking isn't just about finding animals. It's also about finding direction in life, the kind of life I've always wanted. Studying at Tracker Academy was like walking out from under a dark cloud into the sunshine.

To me, Tracker Academy is like a school for people who feel a bit lost. It helps them find their way again. I'm really proud of what I've learned there, and the wisdom it's given me.

We learn more than just tracking at the Academy. We learn how to behave, how to dress, and how to speak well. These things are important if you want to be professional and a better person in the future. Making presentations at the Academy has made me more confident and improved my English.

Thanks,
Mishack Mkhabela.

Employment: Mishack Mkhabela will be employed by KrugerUntamed.

Wisani Maluleke

My name is Wisani Wesley Maluleke. Before I got into the Tracker Academy's Rhino Guardians course, I was working on a farm. Life was pretty hard, and I wanted to do something that mattered to me, something like protecting our environment. I've always been passionate about looking after our earth and making a difference.



At Tracker Academy, I got the chance to learn all the stuff I needed to become a conservation guardian. I learned so much about the troubles our world is dealing with and why it's so important to take care of our nature. They also taught me good skills on how to work with the community, keep an eye on the environment, and how to manage conservation work. All of this really turned my life around. Now, I'm working with an Anti-Poaching Unit. I can take care of my family and myself. I've got better at solving problems, talking to people, making decisions, and understanding myself.

I just want to say a big thank you to Tracker Academy for the big change they've made in my life.

Thanks,
Wisani Wesley Maluleke

Employment: Wisani Wesley Maluleke is employed by Bhenjane Security Consultants.



Meet the Staff



Janetta Bock-Benadie
Manager: Operations & Training



Renias Mhlongo
Trainer Mentor



Innocent Ngwenya
Head Trainer
Lodge Tracker



Amos Mzimba
Head Trainer
Rhino Guardian Tracker

Tracker Academy Donor List

- Airlink (Pty) Ltd
- Animal Friends Insurance
- Athletics Greens
- Blue Recruiting (Pty) Ltd
- BRO Trust and Oppenheimer Generations Research and Conservation
- Dr Markus Heitz (Kgalagadi Relief Trust)
- Hans Hoheisen Charitable Trust
- INEOS Grenadier
- Investec Private Bank
- Jonsson Foundation
- Karingani Holdings (Pty) Ltd
- Kiersten Feil
- Koos & Rona Rupert Educational Trust
- Leonore Princiotti
- Londolozzi Game Reserve
- Metamorphosis Foundation
- Mr Alan Fenton
- Mr Al Youssef
- Mr Anthony Mederer
- Mr Carl Jankowitz
- Mr Dag & Mrs Julie Skattum (Southampton Row Trust Ltd)
- Mr Donald & Mrs Sara Kyte
- Mr Gareth & Mrs Carey McElhone
- Mr Hamilton Hill
- Mr Jake & Mrs Gracia Donovan
- Mr James Adams
- Mr James & Mrs Rachel Linnet
- Mr Henry Karim Makansie
- Mrs Johanna Haakens
- Mr Michael Corrigan (UK Online Giving Foundation)
- Mr Nicholas & Mrs Francesca Tingley (T5 Dare Trust)
- Mr Niel & Mrs Nelia Hoogenhout (Adena Family Holdings (Pty) Ltd)
- Mr Richard & Mrs Fiona Houghton (Hobart Houghton Foundation)
- Mr Robert Israel
- Mr Stephen Kelly
- Mr Tim Ferris (The Sasei Foundation)
- Mr Tom & Mrs Linda Rawles (Operation Pachamama)
- Mr Ulrich & Mrs Doris Gerber
- Mr Will & Mrs Beth Gardiner (Okeden Fund)
- Mrs Genevieve & Mr Bernie Mensah
- Multi Health Systems & Staff
- Ngala Game Reserve (AndBeyond)
- Richard Khoza Tracker Fund (Lee-Anne Yammin)
- Rupert Family Foundations
- Sandringham Nature Reserve
- Singita Game Reserve
- The Rachel du Toit Charitable Trust
- Tswalu Kalahari Game Reserve
- Wild Signs

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~ Benjamin Franklin



General

Karingani Game Reserve

The SA College for Tourism is excited to announce its collaboration with Karingani Game Reserve, located in southern Mozambique and sharing borders with South Africa's Kruger National Park and Limpopo National Park. This partnership aims to empower the communities of Massingir and Magude by fostering economic growth, social inclusion, and environmental protection. We focus on vocational training in Hospitality and Conservation Tracking Skills.

We've successfully completed the first recruitment phase for our 2024 class, selecting 23 talented individuals from the areas surrounding the Reserve for specialised training in hospitality and conservation tracking at SACT and the Tracker Academy.

"By joining forces with Karingani, we're amplifying our ability to create positive change, enriching lives and safeguarding nature," comments Mariette Ferreira, Executive Director of SA College for Tourism.



Graduation

On 1 December 2023, the SA College for Tourism celebrated the culmination of another successful academic year with its 23rd annual graduation ceremony. This momentous event marked the graduation of 63 accomplished hospitality students, along with a cohort of 16 Lodge Trackers and 14 Rhino Guardian Trackers.

Under the distinguished leadership of Gaynor Rupert, Chairperson of SA College for Tourism, the graduation ceremony unfolded as a highlight in our calendar. The event brought together our valued donors, esteemed board members, and friends of the college for a prestigious dinner hosted at the Drostdy Hotel. This elegant evening set the stage for the heart-warming and emotional graduation ceremony the following morning.



At SACT, every graduate is celebrated as a winner. The personal growth of each student is not just witnessed but embraced as a triumph. While every graduate holds a special place in our hearts, we also acknowledge and honour those who have demonstrated outstanding performance and resilience during their academic journey.



As we bid farewell to the Class of 2023, we extend our heartfelt congratulations to each graduate. Their accomplishments, perseverance, and dedication serve as a source of inspiration for future generations of SACT students. We are proud to have played a role in shaping their professional journeys, and we look forward to hearing of their continued success in the hospitality and conservation industries.

General

Tracker Academy Awards



*Top Lodge Tracker Award
Walter Xikwalakwala*



*Top Rhino Guardian Award
Amos Mzimba - on behalf of
Meanda Ubisi*



*Hyena Award
Nkosinathi Sibuyi*

Hospitality Academy Awards



*Thornybush Collection Award
Charlotte Khobo*



*Gregorio Raymo Award
Enwill Mankayi, Monwabisile Mkonko, Tahida Julies, Violet Ndlovu*

SACT Organisation Overview



The SA College for Tourism's wholly owned subsidiary, the 5-star Drostdy Hotel, offers practical training to SACT students, and up to 30 graduates gain valuable workplace experience through a 12-month internship.



Founded in 2001 as a registered Non-Profit Organisation, the SA College for Tourism (SACT) is focused on capacity-building and economic empowerment within the nature-based tourism sector. SACT has two distinct training divisions – Hospitality and Tracker – catering to individuals aiming for expertise in their chosen domains.



Founded in 2001 under the auspices of Peace Parks Foundation (PPF), SA College for Tourism (SACT) receives support from PPF and collaborates in a dynamic partnership, bound by a cooperation agreement to achieve mutual goals in community development, training, empowerment, and wildlife conservation.



The Hospitality Development Programme offers a comprehensive year-long training in key hospitality areas, such as front of house, chef, house-keeping, food & beverage and wellness therapy.



Tracker Academy equips individuals with specialised skills in animal tracking and wilderness awareness, preparing them for careers in wildlife conservation, counter-poaching, and ecotourism.

“ Education is the best passport to the future, as tomorrow belongs to those who prepare for it today. ”
~ Malcolm X

T. 049 892 2244 | info@sactgr.co.za
www.sactgr.co.za | www.trackeracademy.co.za

Audited Financial Statements are available upon request

Please follow us to keep in touch all year round.



Operating under the auspices of the



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