

Bayanda Business Academy

SETA Accredited Training Provider



Mahlulo is the Managing Director at Bayanda Business Academy

At the age of 35, she was probably amongst the youngest Executive Directors at a District Municipality in 2011, where she was in charge of Strategic Planning and Economic Development at the Sedibeng District Municipality.

Today, Mahlulo is the Managing Director at Bayanda Business Academy where she is making strides towards ensuring that unemployed youth obtain free training on entrepreneurship. She also acts as an External Skills Development Facilitator, where she assists companies and municipalities, even schools, to develop their workplace skills plan, thus enabling them to access funding from their SETAs, which can be used for the training of their staff members.

The courses include soft skills such as leadership motivation, team building, conflict management, financial literacy and computer literacy.

It's not every day that you come across black women who have dedicated their lives and careers towards the economic improvement of unemployed black youth in South Africa. Mapule Mahlulo is one such individual.



"Training pays for itself, and you know what, you have already paid for it through the skills development levy." That's her message to companies as she helps them to design learnerships in entrepreneurship and artisans for unemployed black youth. Through learnerships, large companies are able to obtain up to 20 points on the BBBEE scorecard, especially if they also enrol their employees for training. As a final year MBA student at Regenesys Business School, Mapule Mahlulo has developed a model called the Business Growth Matrix for her thesis, which is aimed at reducing the business failure rate by 60%. The matrix has six chronological steps that include classroom training, apprenticeship or deployment similar to serving article, coaching and mentorship, all towards ensuring that the business apprentice obtains customers, markets and capital for the business.

"Doctors train at medical School, lawyers train at law school, but where do entrepreneurs train?" This is the argument that Mapule Mahlulo uses as she advocates for companies to train the entrepreneurs as part of the interventions under the Enterprise Supplier Development Programme. And even for government business agencies such as NYDA, GEP, SEDA, IDC, et cetera, to invest in accredited entrepreneurship training before financing prospective entrepreneurs.

"We all have it backwards, entrepreneurs are given CIPC certificates and all compliance documents such as a Tax Clearance Certificate, BBBEE certificate, Income tax registration,

which is practically a license to operate before they receive training and acquire necessary skills to run and manage a business," says Mapule with a hint of sarcasm. "No wonder nine out of 10 businesses fail in the first year of operation worldwide," she continues.

With her Business Growth Matrix model, Mahlulo has ambitious plans to change the current status quo of entrepreneurship globally and reduce the 90% business failure rate.

Mahlulo has provided free training to over 100 unemployed youth for free, some of whom were funded through the Grant of the Services Seta. She plans to do more in the coming year as she partners with large companies that are aimed at maximising their BBBEE scorecard through skills development as well as enterprise supplier development. She says her 18 years' work experience in the economic development field from her tenure at the DBSA, the Department of Trade and Industry, SEDA and Sedibeng District Municipality has been instrumental in shaping the Business Growth Matrix based on lessons learned from mistakes made. What does 2017 hold for Bayanda Business Academy? More than 1 000 youth trained in entrepreneurship, welding, boiler making and plumbing to an extent that 3 000 additional jobs are created as each youth employs two other youth. This will be made possible through collaborative partnerships with SETAs, government funding agencies and large companies.

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