CHADAR
CONSULTING
Purpose Driven Solutions

COMPANY PROFILE



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COMPANY DETAILS

Company Name	Chadar Consulting (Pty) Ltd
Trading Name	Chadar Consulting
Registration No.	2019/198374/07
Ownership	100% Black Owned
Physical / Registered Address	Birchwood Court, Montrose Street, Vorna Valley, Midrand, Gauteng, 1686
Telephone	+27 (0)76 894 0907
E-mail	dmabanzi@chadar.co.za
Website	www.chadar.co.za
Bankers	FNB Bank Limited
Information Officer (POPIA)	Doubt Mabanzi, Managing Director [registration with the Information Regulator outstanding]

COMPLIANCE & CREDENTIALS

Chadar maintains the following statutory registrations, credentials and cover, kept current for tender, funder and QCTO submissions:

Company Registration (CIPC)	2019/198374/07 — private company, 100% Black Owned
B-BBEE Status	100% Black Owned. Verification certificate level, agency and expiry to be confirmed.
Tax Compliance	Valid SARS Tax Clearance maintained and renewed ahead of tender, funder and QCTO submissions.
QCTO Accreditation	Registered Skills Development Provider (SDP); certificates issued per occupational qualification — see Pillar 5, Accreditation & Compliance.
Quality Management System	ISO 9001:2015-aligned QMS Policy and Procedures Manual — see Pillar 4, Quality Management Systems.
Insurance	Professional indemnity and public liability cover maintained; insurer, policy number and expiry to be confirmed before external circulation.
Employee Statutory Compliance	All full-time employees registered with UIF per Department of Labour requirements.

Current copies of the certificates above are available on request. Items marked "to be confirmed" are being finalised and will be updated here once issued.

ABOUT CHADAR CONSULTING

Chadar Consulting (Pty) Ltd ("Chadar") is a 100% Black-owned project management, consulting, training and skills development company based in Midrand, Gauteng, with a particular interest in Logistics and Information and Communications Technology (ICT) solutions.

Amid a crowded field of training providers in South Africa, a persistent gap remains in the quality of human resources available to a robust and cyclical business environment, and a wave of skills shortages — sharpened by the COVID-19 pandemic, particularly in ICT and Logistics — continues to challenge South Africa and the continent. Chadar has assembled a dedicated team of training practitioners equipped to close this skills gap through tailor-made skills development solutions.

Our QCTO-accredited training solutions and internationally recognised IT certifications assist our clients, stakeholders, SMMEs and communities to succeed in an ever-changing business environment. We continually work towards innovative solutions that provide business intelligence to support corporate growth and contribute to the effectiveness and efficiency of both the public and private sectors — partnering with other organisations and agencies to enhance on-time delivery of services, supported by qualified, experienced management and staff committed to excellence and customer satisfaction.

Our Motto

Purpose Driven Solutions

Our Vision

To make a good success of every training and skills development project we are involved in.

Our Mission

We provide research-based, bespoke solutions for the efficacy of development and implementation of education, skills development, and training projects. At the core of our service offering is measurable positive impact.

LEADERSHIP & MANAGEMENT TEAM

Chadar operates a lean, one-level management structure — every associate reports directly to the Managing Director, with management meetings held at least monthly.

Doubt Mabanzi — Managing Director

Doubt Mabanzi is a self-starter and experienced professional with extensive hands-on expertise across training and ICT. He holds an Advanced Diploma in Business Management (London Centre of Marketing, UK), is a Cisco Certified Network Associate (CCNA), and is currently studying towards an MBA at MANCOSA. He has been involved in accreditation work since 2009 and business development since 2013, has set up private TVETs and artisan training centres, and served as Compliance Manager for a group of private TVETs and Artisan Training Centres. He has project-managed training for over 1,200 learners and co-project-managed a further 2,812 learners on a UIF Learnership, delivering more than 10 projects over the last 10 years.

Our Management Team

Operations Manager	Mr Brian T Gwangwava — financial and resource backbone, alongside the Finance & Administration Manager, across all nine pillars.
Training and Projects Manager	Mr Clifford Ndlovu — owns Learning Programme Development and Project Management (Pillars 2 and 8).
Quality Assurance Manager	Doubt Mabanzi, Managing Director (Acting, interim pending permanent appointment) — owns Assessment & Moderation, Quality Management Systems, and Accreditation & Compliance (Pillars 3, 4 and 5).
Finance & Administration Manager	Mr Bhekani Sibisi — financial and resource backbone, alongside the Operations Manager, across all nine pillars.
Business Development Manager	Doubt Mabanzi — owns Business Development and Partnerships & Stakeholder Relations (Pillars 7 and 9).

Detailed job descriptions, reporting lines and performance objectives are maintained under Chadar's QMS Policy 7 (Staff Selection, Appraisal and Development).

OUR VALUES — R-E-A-P VALUE CREATION

Relevance	Proffer appropriate intervention for clearly defined challenges through research &

	innovation.
Ethics in Business	We do business with a clean conscience.
Agility	We are free from bureaucratic baggage, so fleet-footed.
People-Centred	We treasure people, be they our staff or our clients.
Value Creation	Measurable impact to those we do business with.

SUPPORTING YOUR B-BBEE SKILLS DEVELOPMENT SCORECARD

Skills Development is a priority element of the B-BBEE Codes of Good Practice, worth up to 25 points on the Generic Scorecard (20 points plus 5 bonus points) — with a 40% sub-minimum that, if missed, drops a corporate client a full B-BBEE level regardless of its score elsewhere. This makes skills spend one of the most consequential line items in a client's B-BBEE strategy, and a core part of how Chadar partners with corporate clients.

- **WSP/ATR support:** we support clients' Workplace Skills Plan (WSP) and Annual Training Report (ATR) submissions to their relevant SETA, and structure learnerships, skills programmes and internships as recognised Pivotal Training Programmes wherever possible.
- **Transformation focus:** we prioritise training for Black employees, women, youth and people with disabilities within client cohorts, consistent with the transformation focus of the Skills Development element.
- **Beyond Skills Development:** as a 100% Black-owned entity, Chadar itself contributes to a client's Enterprise and Supplier Development and Preferential Procurement scorecard elements when appointed as a training service provider.

See Compliance & Credentials, above, for Chadar's own B-BBEE status.

EMBRACING 4IR & ICT CONSULTING

South Africa's National Development Plan (NDP) 2030 identifies innovation and technology-driven growth as central to eliminating poverty and reducing inequality — and the Fourth Industrial Revolution (4IR) as one of the clearest levers for closing the country's skills and productivity gap. Chadar's own strategic goals are built around taking advantage of the 4IR, and Information and Communications Technology (ICT) sits alongside Logistics as one of our two core areas of interest.

Digital Transformation and 4IR-Ready Learners

- **Digital Transformation (Policy 27):** Chadar has adopted a structured approach to embracing 4IR internally, including the use of AI-assisted tools as a productivity platform across our nine core business areas — always under human review and accountable sign-off.
- **4IR-ready learners:** every Chadar programme is designed to help learners embrace and utilise 4IR tools themselves, including AI-assisted research and digital literacy skills, as a workplace-readiness outcome and not only an internal efficiency measure.

ICT Consulting, Solutions and Project Commissioning

Beyond training delivery, Chadar provides ICT consulting services — advising client organisations on ICT solutions, and project-managing the commissioning of ICT projects through to operational hand-over, applying the same structured project management methodology set out under Pillar 8.

- **Grounded in real technical experience:** our ICT consulting draws on hands-on technical and project management expertise, including a Cisco Certified Network Associate (CCNA) credential held by our Managing Director.

See Digital Transformation, Policy 27, for Chadar's internal governance of AI and digital tool use.

OUR NINE CARDINAL PILLARS

Chadar's core business offering is structured around nine core business areas — our "Nine Cardinal Pillars" — spanning the full lifecycle of skills development, quality assurance and organisational support. These pillars are governed end-to-end by our QMS Policy and Procedures Manual, aligned to ISO 9001:2015 and QCTO requirements, giving clients, funders and auditors confidence that our methods are structured, repeatable and benchmarked to national and international practice.



1	**Skills Development Consulting**	Advisory support to organisations and training providers on building and strengthening their skills development function, from Workplace Skills Plan design through to learnership management capability.
2	**Learning Programme Development**	Design, development and evaluation of learning programmes, materials and qualifications aligned to industry needs and QCTO requirements, using the ADDIE instructional design model.
3	**Assessment & Moderation**	CAT, RPL, assessment and internal/external moderation management to ensure learner outcomes are valid, fair and reliable, from entry and guidance through to certification.
4	**Quality Management Systems**	Implementation, review and continual improvement of quality management systems in line with ISO 9001:2015 and QCTO requirements — offered both internally and as a client-facing service.

5	**Accreditation & Compliance**	Support with accreditation, re-accreditation and ongoing regulatory compliance with QCTO, SETAs and related bodies, underpinning every other pillar Chadar operates.
6	**Strategic & Performance Management**	Strategic planning, business planning and performance management to support sustainable organisational growth, tracked through KPIs across all nine pillars.
7	**Business Development**	Identifying and developing new business opportunities, markets and service offerings, managed through a structured seven-stage pipeline and diversified revenue strategy.
8	**Project Management**	End-to-end management of client projects — from planning and resourcing through to delivery and close-out — across learnership rollouts, accreditation set-up and corporate training.
9	**Partnerships & Stakeholder Relations**	Building and maintaining productive relationships with clients, regulators, employers and funders, ensuring Chadar's partner network stays aligned to its growth strategy.

OUR PILLARS IN DETAIL

PILLAR 1 SKILLS DEVELOPMENT CONSULTING

Owner: Operations Manager & Training and Projects Manager

Chadar advises client organisations — corporates, government departments and other training providers — on building and strengthening their own skills development function, from Workplace Skills Plan (WSP) design through to internal capability for managing learnerships and skills programmes.

- Skills development is treated as a continuous business imperative, in support of the National Skills Development Plan (NSDP) 2030 outcomes.
- Our own facilitators, assessors and moderators are kept current through in-house training and technical up-skilling, so our advisory input reflects constantly changing technology and occupational requirements.
- Engagements feed directly into our Business Development Pipeline and, where they mature into accredited delivery, into Learning Programme Development and Accreditation & Compliance.

PILLAR 2 LEARNING PROGRAMME DEVELOPMENT

Owner: Training and Projects Manager

All learning programmes, materials and qualifications are designed and developed against the applicable QCTO occupational curriculum, industry input and the National Qualifications Framework, then version-controlled and internally moderated prior to delivery.

- Every learning programme is developed, delivered and evaluated using the ADDIE instructional design model.
- Our course offering spans Management, Finance and Accounting, Secretarial and Administration, Project Management, Building and Civil Construction, and General courses.

PILLAR 3 ASSESSMENT & MODERATION

Owner: Quality Assurance Manager

Learner entry, guidance and support ensure learners are appropriately selected, inducted and supported throughout their programme, before any assessment activity begins.

- Assessment, Credit Accumulation and Transfer (CAT), Recognition of Prior Learning (RPL) and internal/external moderation ensure competency judgments are fair, valid and reliable.
- Certification and, where applicable, Work Integrated Learning and EISA preparation close out each learner's journey to a recognised qualification.

- Learner complaints and appeals arising from assessment or moderation decisions are handled to protect the fairness of the process for every learner.

PILLAR 4 QUALITY MANAGEMENT SYSTEMS

Owner: Quality Assurance Manager, with Top Management accountability

Chadar implements, reviews and continually improves its Quality Management System — the Chadar Consulting QMS Policy and Procedures Manual — in line with ISO 9001:2015 and QCTO requirements, applying the Plan-Do-Check-Act (PDCA) cycle across the entire policy framework.

- A Quality Committee meets on a regular scheduled basis to review the continued suitability and effectiveness of the QMS.
- Quality is treated as the responsibility of all Chadar personnel and facilitators, not solely the Quality Assurance Manager.
- Quality Management Systems consulting — helping other organisations design and implement their own QMS — is also offered as a client-facing service.

PILLAR 5 ACCREDITATION & COMPLIANCE

Owner: Quality Assurance Manager

Accreditation & Compliance underpins every other pillar Chadar operates. Chadar obtains and retains accreditation with the Quality Council for Trades and Occupations (QCTO) as a Skills Development Provider (SDP) for each occupational qualification it wishes to deliver.

- Accreditation is pursued through a Phase 1 desktop evaluation and a Phase 2 site visit, and is tracked ahead of its five-year expiry for extension-of-scope or re-accreditation.
- Compliance is managed as an ongoing discipline, covering document and record management, health and safety, risk management, protection of personal information, business continuity and anti-corruption.
- Together, these policies ensure Chadar operates as a quality-assured, legally compliant and auditable Skills Development Provider.

Our QCTO Accreditation Process

Every accreditation, extension-of-scope or re-accreditation application follows QCTO's own two-phase model, so submissions are complete and audit-ready from the outset:

- **Phase 1 — Desktop evaluation:** Chadar confirms its juristic status, valid SARS tax clearance, financial sustainability, human resource capacity, and required learner support, assessment and OHS policies, then submits a completed evidence pack to QCTO.
- **Phase 2 — Site visit:** on Phase 1 approval, Chadar prepares evidence of its facilities, learning materials and internal quality assurance arrangements for QCTO's site assessment, with the Managing Director signing off the complete application before submission.
- **Approval & scope:** once granted, the certificate, its scope and validity period — five years, or the qualification's OQSF registration expiry, whichever comes first — are logged in Chadar's Accreditation Register, with a renewal review calendared 12 months ahead of expiry.

Governed by Policy 18 (Accreditation Management) within Chadar's ISO 9001:2015-aligned Quality Management System.

PILLAR 6 STRATEGIC & PERFORMANCE MANAGEMENT

Owner: Managing Director, supported by every functional manager

Chadar's strategic objectives are monitored at each monthly management meeting and reported to Top Management quarterly, covering market penetration, revenue growth, accreditation scope, funding diversification and financial sustainability.

- Performance is tracked through KPI sets defined under each of the nine pillars, giving Top Management a consolidated, auditable view of organisational performance.
- Financial sustainability and the risk register are reviewed together with strategic performance at each quarterly review, so growth decisions are never taken in isolation.

PILLAR 7 BUSINESS DEVELOPMENT

Owner: Business Development Manager

Chadar actively identifies opportunities to extend its QCTO accreditation scope to additional occupational qualifications aligned to market demand and delivery capability, and maintains an active marketing and client-relationship function.

- Every new business opportunity is logged, screened for feasibility, and taken through a full feasibility assessment before a go/no-go decision.
- Chadar pursues a diversified revenue base — SETA grant funding, direct employer contracts, learner-funded enrolments and public-sector tenders — to reduce dependency on any single funding source.
- Every lead is tracked through a seven-stage pipeline from first contact to a retained, growing account, supported by a CRM tool and data analytics.

Our Business Development Process

Every lead — whether a referral, a tender or an inbound enquiry — is tracked through a seven-stage pipeline, managed through Chadar's CRM, giving a consistent, auditable view of forecast revenue at every stage:

- **1. Lead Generation —** marketing, referrals and tenders.
- **2. Qualification —** screened for fit against Chadar's accreditation scope.
- **3. Feasibility Screen —** financial and risk assessment.
- **4. Proposal / Bid —** a costed offer prepared for the client or funder.
- **5. Negotiation —** terms and contracting.
- **6. Onboarding —** learner and client set-up.
- **7. Account Management —** retention and growth.

No opportunity proceeds to proposal stage without first passing Chadar's feasibility screen.

PILLAR 8 PROJECT MANAGEMENT

Owner: Training and Projects Manager

Chadar assists clients through recognised project management methodologies — initiating projects, establishing scope, executing work to specification, and monitoring, controlling and reviewing progress through to close-out.

- Our Managing Director has project-managed training for over 1,200 learners, and co-project managed 2,812 learners in a UIF Learnership.
- Chadar has managed over 10 different projects over the last 10 years, spanning accreditation set-up, compliance management and project management assignments across sectors.
- Every project of significant scale runs under a defined governance structure, with a risk log, milestone-gated quality control, and formal change control.

Our Project Management Approach

Every Chadar-managed project of significant scale — from learnership rollouts to accreditation set-up and corporate training — follows a structured, milestone-gated lifecycle:

- **Initiation —** scope, budget and timeline are confirmed against the signed SLA/contract, followed by a kick-off meeting to agree roles, milestones and communication cadence.
- **Governance —** a dedicated Project Charter and Project Steering Committee oversee the project from initiation through to close-out.
- **Delivery & control —** status reports are issued at agreed intervals covering milestone progress, budget variance and risk log status, with deliverables formally signed off at each milestone gate; any change to scope, budget or timeline is managed through a formal change-control procedure.
- **Close-out —** a close-out report captures outcomes and lessons learned, and client/funder satisfaction feedback is obtained and logged.

PILLAR 9 PARTNERSHIPS & STAKEHOLDER RELATIONS

Owner: Business Development Manager, together with the Managing Director

This pillar works hand-in-hand with Business Development to build and maintain productive relationships with clients, regulators, employers and other key stakeholders — including SETAs, corporate and government clients, other accredited Skills Development Providers, and funders.

- QCTO, SAQA and the SETAs are engaged as regulatory stakeholders, not only as accreditation gatekeepers.
- Learners, employers and funders are engaged as service stakeholders, with satisfaction feedback captured and fed into Strategic & Performance Management.
- Every strategic partnership is reviewed for continued fit, performance and risk as part of the quarterly Strategic & Performance Management review.

TRACK RECORD & STAFF DEVELOPMENT

Chadar's track record reflects more than a decade of hands-on project and accreditation experience:

- **10+ years —** more than 10 projects delivered across accreditation set-up, compliance management and project management assignments over the last 10 years.
- **1,200+ learners —** training project-managed by our Managing Director, plus a further 2,812 learners co-project-managed on a UIF Learnership.
- **Long-standing expertise —** accreditation experience since 2009, and business development experience since 2013.

Staff Development — the 70:20:10 Model

Chadar's approach to staff and facilitator development goes beyond ad-hoc courses. It is structured around the 70:20:10 development model, supported by Individual Development Plans (IDPs) and Continuous Professional Development (CPD) tracking:

- **On-the-job experience (70%):** the majority of development happens through live project delivery, facilitation and client engagement.
- **Coaching and mentoring (20%):** structured peer review, Internal Quality Assurance (IQA) feedback on facilitation and assessment, and direct mentoring from the Managing Director and senior managers.
- **Formal training (10%):** Management Development Programmes for management, and role-specific courses for other personnel, plus accredited CPD courses relevant to each person's SETA/QCTO registration.
- **4IR and digital literacy:** all staff and facilitators receive orientation on using AI-assisted tools responsibly, embedding 4IR skills into everyday practice rather than treating them as a one-off course.

OUR PARTNER NETWORK

Chadar is not itself a SETA-accredited training provider — we focus on business development and project managing skills interventions, leveraging a network of independent, QCTO- and SETA-accredited training providers to deliver our accredited qualifications. Some of the providers within that network:

Gateway City College

Analytics Hive

Progressive School of Business and Engineering (Pty) Ltd

Thekwini City College

Sanctus Consulting

Msunduzi Skills Centre

Vaal Skills Training Institute

Simba Skills Consultants

Protea Training Competency

Partner network as at September 2026, reviewed quarterly for continued fit, performance and risk under Pillar 9 — Partnerships & Stakeholder Relations. A full list of partner accreditations is available on request.

GET IN TOUCH

For more information about Chadar Consulting, our accredited course offering, or to discuss a project across any of our Nine Cardinal Pillars, please contact us:

Doubt Elvis Mabanzi, Director

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