SPIKE & BIRD TRAINING

Building Work-Ready Capability

Spike & Bird Training is a South African private higher education provider that delivers QCTO-approved, SAQA-aligned occupational qualifications.

What makes us different is that we integrate theory, practical training, and real workplace experience into a single learning journey, so learners don't just qualify, they become work-ready.

We support employers, individuals, and funded programmes by building practical skills that improve productivity, strengthen compliance, and reduce operational risk.

What We Do

We specialise in developing practical, job-ready skills by integrating learning directly with workplace application.

Our focus is clear: Learners must leave our programmes ready to perform, not just qualified.

We design and deliver structured skills development solutions that support:

- **Employers improving workforce capability, performance, and compliance.**
- **Individuals seeking recognised, career-aligned qualifications.**
- **Industry and funders (including SETAs) implementing learnerships and skills initiatives.**

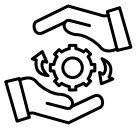
Our programmes address real skills gaps and align directly with South Africa's occupational skills priorities.

Our Approach: Integrated Learning That Drives Results

Our model combines the following into a single, cohesive journey:



Knowledge (theory)



Practical skills training



Structured workplace experience

Unlike traditional training providers, we embed workplace exposure into the programme itself, allowing learners to apply skills in real-time.

Aligned to National Skills Priorities

We operate fully within the National Qualifications Framework (NQF) and:

Deliver programmes aligned to QCTO occupational standards

Meet SAQA-registered outcomes

Support SETA-driven and industry-led skills development needs

This ensures both credibility and relevance.

What Makes Us Different: Integrated Work Experience

Our key differentiator is our fully integrated work experience model:

- Workplace exposure starts early and continues throughout.
- Learners move seamlessly from theory, practice, application.
- Facilitators, assessors, and workplace supervisors work together.
- Challenges are addressed in real or simulated work environments.

This results in:

- Stronger competence.
- Greater learner confidence.
- Improved completion and employment outcomes.

How It Works

We deliver an end-to-end learning solution:

- Identify skills needs.
- Deliver structured learning (theory and practical).
- Apply learning in real workplace environments.
  Assess and certify competence.

Qualifications and Skills Programmes

Spike & Bird Training offers occupational qualifications and skills programmes aligned with QCTO requirements and South Africa's National Qualifications Framework.

Programme availability, entry requirements, duration, delivery format and accreditation status are confirmed for each intake.

Higher Occupational Certificate

Programme	NQF Level
Contact Centre Manager	5
Internal Auditor	7
Office Administrator	5
Bookkeeper	5
Disability Attendant	3
Facilities Manager	6
Cybersecurity Analyst	5
Project Manager	5
Survey Interviewer	4
Internet of Things Developer	4
Fitness Instructor	4

Occupational Skills Programmes

Programme	NQF Level
Advanced Spatial Intelligence Data Scientist	5
Cybersecurity Defender	4

Programme availability, accreditation status, entry requirements and delivery schedules are confirmed for each intake. Additional programmes may be introduced as approvals and delivery capacity are confirmed.

Where We Add Value

SPIKE & BIRD TRAINING

Our programmes are designed for real-world application across key areas:

Customer Operations

- Contact centre management and performance improvement.
- Live campaign exposure and operational learning.

Facilities & Operations

- Development of job-ready facilities managers.
- Real-world operational experience.



Health & Wellness

- Practical, client-facing fitness training.
- Supervised real-world instruction.

Digital & Technical Skills

- Cybersecurity, IoT, and IT-related programmes.
- Workplace-integrated technical training environments.

Outcomes You Can Expect

Organisations partnering with Spike & Bird Training benefit from:

Improved Productivity

Employees gain job-relevant skills that enhance performance and efficiency.

Compliance & Audit Readiness

Programmes aligned to QCTO, NQF, and BBBEE requirements support regulatory compliance.

Reduced Operational Risk

Better-trained employees lead to:

- Fewer errors.
- Improved consistency.
- Stronger operational capability.

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