



SUPPLY CHAIN CURRICULUM

We help you to be the best you can be!

Bridging the
Supply Chain
Skills Gap



end2end
supply chain academy

www.end2endsc.co.za

Our Vision

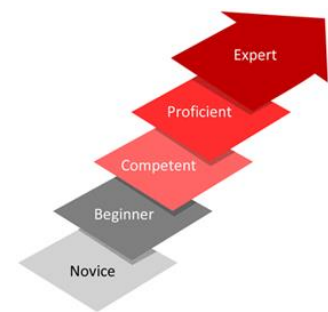
It is **end2end Academy's** vision to equip supply management professionals, at all stages of their careers.

We equip them to holistically serve companies, to be sustainable, ensure growth and contribute to profitability.

- Technical Skills Assessment
- Customised Inhouse Training
- Accredited SC Training
- Learnerships
- Simulated learning environment for practical work based education

What do we do?

end2end Academy assists a novice, or beginner in supply chain, in becoming an exceptional supply management professional - whether someone is just beginning their career or is already in a position of leadership. **end2end Academy** enables success for corporate leaders by providing a portable, scalable and customizable set of training, education and learnerships for their teams.



Our offering will assist with the end to end process of enhancing companies' strategic resource in their people and talent. **end2end Academy** adds value to Companies to utilise best practice job descriptions, identifying gaps and setting goals for their people in line with the Supply Chain Industry standards.

For individuals striving for a successful and rewarding supply management career, **end2end Academy** provides a roadmap for advancing to the next level, and adding more value to their organization.

end2end Academy strives to set the standard for what professional excellence looks like in today's supply management industry.

What have we done?

We built on our partnerships to provide more than 100 years of experience educating and certifying practitioners and responding to their changing needs. Our value added service has been developed by successful supply management professionals, for their peers and for new entrants into the supply chain profession.

Company
end2end Supply Chain
Academy (Pty.) Ltd.

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2015/179805/07

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We provide solutions to many concerns that employers and employees have about embarking on skills training. They are as follows:

1. Don't know what training will be most suitable for your employees?

We can assist you to identify your business goals and recommend an appropriate and tailored employee development programme.

2. Can't find the right training programme?

We will customise a training offering to suit your organisation's requirements. We can do needs analysis and recommend a plan of action, which could be anything from planning a workshop to developing a tailored short course to registering candidates for our SAQA accredited programmes.

3. Can't afford the cost of skills training?

We will help you leverage your skills development levy (SDL) to access funding. The provisions made under the Skills Development Act are much more flexible than most people are aware of. **end2end Academy** is able to assist with skills development facilitation, to help employers put an appropriate workplace skills plan in place and claim funds from the levy-grant scheme to cover the costs of the programme.

4. Can't afford to allow employees time off work to attend classes?

end2end Academy specialises in flexible options for full-time employed individuals. We offer a world-leading blending learning methodology using a range of communication and technology channels which make it easy for students to fit their studies around their busy schedules and work at their own pace. We can also provide evening and week-end classes.

5. Would like to create jobs for school leavers but can't accommodate unskilled personnel?

We can assist you in entering into learnership agreements whereby your new employees can gain theoretical training from **end2end Academy** while they acquire their practical experience on the job under your guidance. The end result is a skilled NQF qualified individual who can contribute materially and practically to the performance of the organisation. **end2end** also have an best in class approach to a full time simulated environment where the learners will have an option to be involved on a full time basis in the **end2end Academy** where practical work integrated learning takes place.

6. Not sure if **end2end Academy can meet the academic aspirations of your employees?**

end2end Academy offers a range of accredited programmes, from NQF Level 3 to Level 7. We offer national certificates for L2 and L3. For those who have the potential and the aspiration for further education, we offer higher certificates (L5) and diplomas (L6). There is also a huge demand in this field for individuals with university degrees, and to cater for this we offer a Bachelor of Supply Chain Management (L7). With **end2end Academy** skills assessment and, career coaching the professionals in this field can reach the very top of their careers.

7. You are worried that your employees will not cope with the demands of academic study?

end2end Academy understands the importance of appropriate support to help higher education and further education candidates succeed in their academic studies. We have developed numerous interventions and support mechanisms to assist students. We have a one-to-one support, assessment, monitoring and guidance philosophy. Employers also receive regular updates on student progress and if further assistance or support needed. This means that every individual is monitored and supported on their path to success.

Our scope

The role of the supply chain leaders and practitioners is more important than ever given the impact of the supply chain in driving the success of modern organizations. In many respects, it can be argued that the future supply chain leaders and practitioners will be one and the same as the chief executive officer of the organization. Supply chain leaders and practitioners today are at the cusp of having to oversee all aspects of the business of their organizations—from internal capacities and capabilities to external supply chain operations—and understanding how these serve evolving business models.

We need to ensure we are developing the right supply chain leaders and practitioners for the future—leaders and practitioners who can deal with:

- a high level of complexity,
- who understand different markets, both developed and emerging, and
- who can work efficiently and effectively across multiple cultures and nationalities.

The ability to understand all aspects of an end-to-end supply chain is becoming the key competitive asset for companies in the near future. It is essential for leaders and practitioners to understand the complete supply chain.

- In a consumer food supply chain, this would refer to all activities that take place from “farm gate” to “consumer plate”.
- In a manufacturing supply chain, it would refer to all processes from initial sourcing of raw materials through to product manufacture and value-adding activities that take place up to the point where the product reaches its final destination.

It is neither possible nor appropriate for any one organization to try to acquire and control a complete “end-to-end” supply chain—it is about collaboration amongst key partners that clearly understand their different value offerings and can align on purpose and objectives.



end2end Supply Chain Academy Offering

Supply chain leaders and practitioners of the future must recognize this reality and understand the capabilities, needs and objectives of each key supply chain partner so the supply chain operations continue to be effectively realized.

Companies are looking for more lateral experience and broader capabilities.

In order to truly appreciate the value and role of each part of the chain, it is essential that future leaders and practitioners have experience and knowledge across many parts of the chain. Traditionally in a retail supply chain, for instance, the supply chain leaders and practitioners would likely have spent his/her full career in the retail section of the chain and have little direct experience in other key areas. Future leaders and practitioners will have spent periods of their careers in manufacturing, logistics/ distribution and retail.

Such a broad level of experience and exposure will make them much better qualified to understand the full chain, identify potential risks and, therefore, address issues effectively as they arise.

Learning according to your requirements

At end2end Academy we believe in a holistic approach to skills development. We apply various approaches during our courses to ensure a 360° learning experience, enabling individuals to have the ability to directly apply the concepts and topics learned in a practical manner. We extensively use experimental learning and simulated environment to provide the vocational context for optimal learning and application. We also have a best in class approach to a full time simulated and experimental learning incubator environment where the learners will have an option to be involved on a full time basis where practical work integrated learning takes place



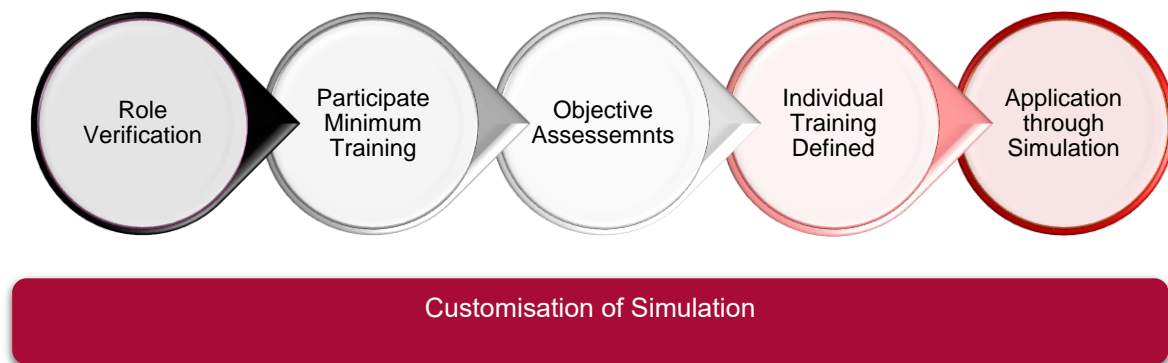
Our Supply Chain simulator and Incubator offering provides a unique offering in the market.



Our Approach

The components listed below represent the full scope of this project, a description of each is provided below that mirrors the cost breakdown structure further in this document.

The approach:



8. Role based verification

A role matrix is provided further on in this document, which lists the recommended courses for each role that will address the specific skill requirements for that role as well as assist in cross-skilling employees in other functional areas of the warehouse environment. It was for this reason discussed for example, Pickers, should be trained on more than just picking and enrolled on programmes in other functional areas of warehousing that they could fulfil.

9. Participate in minimum training

The training courses outlined in this document is proposed as the minimum courses for the various roles or areas of responsibilities in your organisation. This approach is proposed to ensure a minimum foundation understanding and consistent terminology to be established for improved execution and communication amongst different parties.

10. Objective Assessments

Objective reviews is conducted depending on the situation and requirements. Depending on outcome additional individual specific training is advised. The goal will be to structure these interventions in the most economic viable manner.

11. Develop Individual Training plan

Objective reviews is conducted depending on the situation and requirements. Depending on

12. Application through simulations

Often simulations are used as an exercise for students to apply what they have learned during a lecture or classroom training. Researchers found a strong relationship between the number of concepts students used in a class and their performance in a simulation.

Simulations are effective at getting students to apply concepts that they have learned through lectures or reading simulations can be used for testing because they can evaluate student comprehension of key concepts taught throughout a course

Students who played simulations during a course performed significantly better than those who did not, therefore the return on investment on training is increased by getting students to partake in simulations.

Simulations will also be in the form of visiting companies and do walk-through sessions to see practices applied in an operational environment.

In-house simulation development

Customised in-house simulations can also be implemented according to clients' needs and branding. In support of a company's onsite training facility, we can develop and deploy an replica of the simulation for a particular module where it is viable. This allows a company to run its own refresher, on boarding and continuous improvement simulations, or in conjunction with the indicated skills programmes.

Why us?

We built on our partnerships to provide more than 100 years of experience educating and certifying practitioners and responding to their changing needs. Our value added service has been developed by successful supply management professionals, for their peers and for new entrants into the supply chain profession.

We update our content on an ongoing basis to ensure relevant and fit for purpose skills development. It is also a key differentiator for us to enrich the content with practical and relevant.

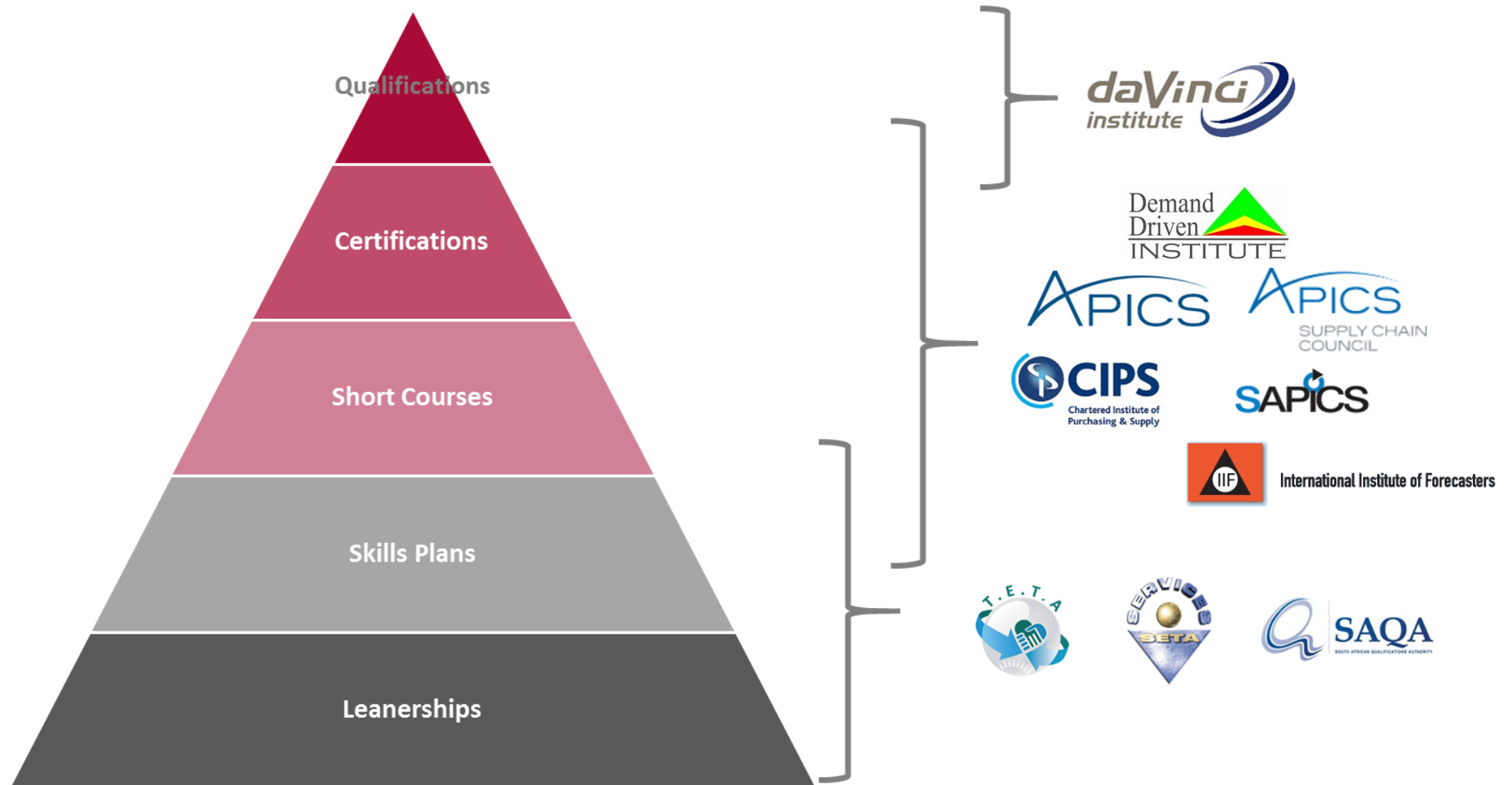
In today's highly competitive environment it is important to provide you with solutions that differentiate you from the rest of the market. **end2end Academy** provide not only a consultancy service but also the execution of solutions to address education, skills and performance gaps.

- **Flexibility** – any program can be changed, combined and amended; this is applicable to the material, training techniques and learning interventions.
- **Passion** – **end2end** Supply Chain Academy is about people. A passion for people. End2end Supply Chain Academy are in business to improve the well-being of people to enhance their lives in all areas – work, personal and play.
- **Integration** – by integrating different needs, processes and people's visions, the outcome of this recipe will always be a success.
- **Mobility** – any course, anywhere, anytime.
- **One stop provider** – we have partnerships to ensure best certification and accreditation individuals and companies can ask for.

We believe that every customer is different with unique needs. In this light, we also break down these courses into smaller modules as well as design new material to customize your unique need.

Best in class associations

Our drive is to give an end to end curriculum in the broadest sense of the word. We have chosen the best suited associates to complete our all-encompassing offering. This ensures that our clients get the best learnerships, certifications and qualifications out there under the **end2end Academy** umbrella.



Helping you getting better at getting better!!



Supply Chain Learnerships – NQF 5 [150 credits]

Module	NQF Level	Credit
Induction		
Supply Chain Environment		
<ul style="list-style-type: none"> Evaluate the influences of key components in a SC 	5	8
<ul style="list-style-type: none"> Outline the philosophy of Supply Chain Management 	6	6
Marketing and Economics		
<ul style="list-style-type: none"> Demonstrate an understanding of the fundamental principles of marketing 	5	5
<ul style="list-style-type: none"> Demonstrate an understanding of the fundamental principles of the economy 	5	8
International Trade and Processing Orders		
<ul style="list-style-type: none"> Process customer orders 	5	5
<ul style="list-style-type: none"> Demonstrate an understanding of the fundamentals of international trade and execute international purchases 	6	5
Procurement and Suppliers		
<ul style="list-style-type: none"> Negotiate with Suppliers 	5	12
<ul style="list-style-type: none"> Demonstrate an understanding of the supply chain environment 	5	10
Distribution and Logistics		
<ul style="list-style-type: none"> Design a distribution network 	6	5
<ul style="list-style-type: none"> Prepare products for transportation and manage the return of goods and warehousing 	5	10
<ul style="list-style-type: none"> Establish a competitive supply chain infrastructure 	6	10
<ul style="list-style-type: none"> Analyse logistics systems and implement appropriate strategic plans 	6	8
Supply Chain Strategies		
<ul style="list-style-type: none"> Facilitate processes to ensure the integration of supply chain information 	5	8
<ul style="list-style-type: none"> Demonstrate and understanding of the key elements in developing strategies to optimise operational supply 	6	8
<ul style="list-style-type: none"> Conduct demand forecasting and develop supply and capacity plans to meet demand 	6	8
<ul style="list-style-type: none"> Develop and implement optimal inventory strategies 	6	8
Risk Management		
<ul style="list-style-type: none"> Monitor, assess and manage risk 	6	8

Supply Chain Management		
• Apply professional values and ethics in the operational environment	5	4
• Analyse and apply management practices within supply chain	5	10
• Develop and implement supply chain performance management systems	5	10
• Demonstrate an understanding of the key issues that is important for compliance with corporate governance principles and social responsibility	5	6
Sales ** Optional Electives		
• Secure and retain business in the supply chain industry	5	8
• Executives powerful presentation strategies		
• Sales Management Responsibility	4	5

OTHER LEARNERSHIPS:

- National Certificate: Business Administration Services Level 3
- National Certificate: Customs Clearance: Forwarding and Clearing Advanced Level 3
- National Certificate: Customs Clearance: Forwarding and Clearing Advanced Level 3 SPECIALISE IN CUSTOMS
- National Certificate: Customs Clearance: Forwarding and Clearing Level 3 DISTANCE LEARNING GENERIC
- National Certificate: Customs Clearance: Forwarding and Clearing Level 3 WORKPLACE SIMULATOR
- National Certificate: Customs Clearance : Forwarding and Clearing Advanced Level 4
- National Certificate: Customs Clearance : Forwarding and Clearing Advanced Level 4 |
- National Certificate: Customs Clearance: Forwarding and Clearing Level 4 DISTANCE LEARNING GENERIC
- National Certificate: Supply Chain Management Logistics Level 5
- National Certificate: Supply Chain Management Logistics Level 5 DISTANCE LEARNING
- National Certificate: Supply Chain Management Logistics SALES SPECIALISATION Level 5
- National Certificate: Sales Management level 5 (Lead provider: Da Vinci)

Short Courses and/or Skills programmes

Module	Title	Duration
IWM	Introduction to Warehousing	3 days classroom
IIM	Introduction to Inventory Management	2 days classroom
IPM	Introduction to Procurement Management	3 days classroom
WL	Introduction to Warehouse Layout and Stock Location	3 days classroom
RS	Receive Stock from DC or Warehouse	3 days classroom
PSW	Practical Stores and Warehousing Operations	5 days classroom
PS	Pick Stock in DC or Warehouse	2 days classroom
HG	Handling of dangerous goods and hazardous substances	2 days classroom
HW	Material Handling and Waste	5 days classroom
DS	Despatch Stock in DC or Warehouse	2 days classroom
MS	Maintain Stockroom	2 days classroom
FM	Fundamentals of Manufacturing	4 days classroom
PST	Principles of Stock Taking	2 days classroom
UC	Understanding Incoterms	2 days classroom
CIW	Continuous Improvement in the workplace	3 days classroom
PS	Understanding the Purchasing Cycle	2 days classroom
L-SCE	Introduction to Supply Chain Environment (TETA: L5 – 14 credits)	2 days classroom
L-ME	Introduction to Marketing and Economics (TETA: L5 – 18 credits)	2 days classroom

L-IT	Introduction to International Trade and Processing Orders (TETA: L5 – 10 credits)	2 days classroom
L-PS	Introduction to Procurement and Suppliers (TETA: L5 – 22 credits)	2 days classroom
L-DL	Introduction to Distribution and Logistics (TETA: L6 – 41 credits)	3 days classroom
L-SCS	Introduction to Supply Chain Strategies (TETA: L6 – 32 credits)	3 days classroom
L-RM	Introduction to Supply Chain Risk Management (TETA: L5 – 8 credits)	2 days classroom
L-SCM	Introduction to Supply Chain Management (TETA: L5 – 30 credits)	2 days classroom
L-SA	Introduction to Sales (TETA: L5 – 13 credits)	3 days classroom
MLO	Manage Logistics Operations	5 days classroom
PP	Principles of Planning	4 days classroom
PSC	Principles of Supply Chain Management	5 days classroom
PMO	Principles of Managing Operations	3 days classroom
PSS	Principles of Strategic Sourcing	2 days classroom
PCM	Principles of Category Management	3 days classroom
TCO	Managing Total Cost of Ownership	1 day classroom
TB	Implementing Three Bid Principles in Procurement	2 days classroom
PPM	Preferential Procurement Management	2 days classroom
OW	Optimising Warehouse	3 days classroom
CM	Developing and Managing Contracts	2 days classroom
CN	Critical Negotiation Skills in Procurement	2 days classroom

DP	Principles of Demand Planning	2 days classroom
PSM	Principles of Planning and Scheduling	2 days classroom
SR	Principles of Supplier Relationship Management	2 days classroom
SSC	Strategic Supply Chain Management	5 days classroom
IPM	Supply Chain Initiative and Portfolio Management	5 days classroom
CIC	Continuous Improvement in Supply Chain	5 days classroom
BPM	Supply Chain Business Process Management	5 days classroom
SCS	Developing World Class Supply Chain Strategy	2 days classroom
LS	Developing a Logistics Strategy	2 days classroom
IT	Implementing Technology in Supply Chain	2 days classroom
PS	Developing Procurement Strategy	2 days classroom

APICS Qualifications – International Qualification



Module	Title	Duration
W1	Lean Enterprise Workshop	3 days classroom
W2	Customer Focused Supply Chain Management	3 days classroom
BSCM	Basic Principles of Supply Chain Management	3 days classroom
BSSC	Basics of Stores and Stock Control	3 days classroom
BDM	Basic Principles of Demand Planning	3 days classroom
BLM	Basic Principles of Logistics Management	3 days classroom
BPOM	Basic Principles of Operations Management	3 days classroom
FSS	Fundamentals in Stock Control	3 days classroom
WMP	Warehouse Management in Practice	3 days classroom
PPIM	Principles of Production and Inventory Management	3 hours per week for 20 weeks
CPIM	Certified Production Inventory Management	5 modules 30 hours per module
CSCP	Certified Supply Chain Professional	30 hours classroom

APICS Supply Chain Council – International Qualification



Module	Title	Level
SCOR-P	APICS Supply Chain Council SCOR Model Practitioner	3 days classroom

CIPS Qualifications – International Qualification



Module	Title	Level
Certificate	Certificate in Procurement and Supply Operations	5 modules guided learning hours 20 each
Advanced Certificate	Advanced Certificate in Procurement and Supply Operations	5 modules guided learning hours 30 each
Diploma	Diploma in Procurement and Supply Operations	5 modules guided learning hours 50 each
Advanced Diploma	Advanced Diploma in Procurement and Supply Operations	5 modules guided learning hours 50 each
Professional Diploma	Professional Diploma in Procurement and Supply Operations	6 modules guided learning hours 50 each
MCIPS	Master Degree in Procurement and Supply Operations	2 years

IIF International Institute of Forecasters
– International Qualification

International Institute of Forecasters

Module	Title	Duration
CPDFI	Certified Professional in Demand Forecasting Forecasting Principles and Best practices	2 days
CPDFII	Certified Professional in Demand Forecasting Master level – Forecasting Models and Performance Management	2 days
CPDFIII	Certified Professional in Demand Forecasting Expert Level - Agile Forecasting Through Forecast Collaboration	2 days

Da Vinci Institute Qualifications – International Qualification



Module	Title	Duration
B Com	Business Management and Supply Chain	3 years

Soft Skills Development - Simulations and Experimental Learning

Module	Title	Duration
SIMC	Turn Line Managers into Coaches	As per requirements
SIMCA	Competency Assessments	As per requirements
SIMF	Giving and Receiving Feedback	As per requirements
SIML	Learnership Candidates and Youth Development	As per requirements
SIMPM	Project Management Skills Development	As per requirements
SIMCUS	Customer Services Skills Simulation	As per requirements
SIMCOM	Develop Communication Skills	As per requirements
SIMTEA	Develop Team Skills Simulation	As per requirements
SIM LEA	Leadership Development Simulation	As per requirements
SIMTB	Team Building Simulation	As per requirements

Technical Skills Development - Simulations and Experimental Learning

Module	Title	Duration
SIMSC	Supply Chain Management	1 day
SIMLEAN	Lean Processing and Kanbans	1 day

OUR COMPANY

When you work with **end2end Academy**, you can expect:

- Profound Knowledge and Experience
- Pragmatic thinking
- Trusted advice
- Fit-for-purpose solutions

.....in a flexible and agile approach providing you with the outcomes you want.

Our values and principles attest to our emphasis on clients' needs and our commitment to delivering tangible business value.

In many ways, **end2end Academy** is a small company that feels big in terms of our knowledge, experience and partnerships. As a client you will find us easy to work with, approachable and flexible in our execution. We believe in creating long terms partnerships

We are very proud of our company culture, which embodies respect, success, integrity, enjoyment and mutual support.

SOME OF OUR CLIENTS



WHAT'S NEXT?

Please do not hesitate to contact me directly if you require any further clarification or need more information.

Looking forward to hear from you

Yours sincerely,

JOLANDA PRETORIUS

Director: end2end Supply Chain Academy

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Visit us at: end2endsc.co.za

Statement of Confidentiality

This proposal and supporting materials contain confidential and proprietary business information of **end2end**. These materials may be printed or photocopied for use in evaluating the proposed project, but are not to be shared with other parties.
