



Thubalethu Technologies
Tools. Data. Insights

SCALABLE TECHNOLOGY FOR BURSARY RECRUITMENT & ADMINISTRATION



INTRODUCTION

PROMISES FOR THIS PRESENTATION

1. A case for why **structured data is important** in supporting students on bursaries & scholarships.
2. Expose you to **2 proprietary tools** for **recruitment and administration** of bursaries & scholarships.
3. Show you how **structured data** and the **appropriate tools** can dramatically improve your **reporting** and guide your **insights** within the scope of your work.



BACKGROUND

- Career Wise, established in **1999** with a **national footprint**. Specializing in the **recruitment and management** of: *bursary & scholarship* programmes, *work experience* and *graduate development programmes*.
- In 2011, **management** of the **work experience programme** for the Mining Qualification Authority.
- At the end of 2013, **started a scholarship across the SADC countries** for the W. K. Kellogg Foundation (USA).
- In 2017, **started managing several bursaries**, for the following Career Wise clients: Kumba Iron Ore, Hewlett Packard Enterprise (SA), R&A Communications, CMH Empowerment Trust as well as DSV Empowerment Trust.
- In 2020, **started heading up all the Digital Marketing functions**, to grow the online presence using: Website, Web Applications, Analytics and Advertising.



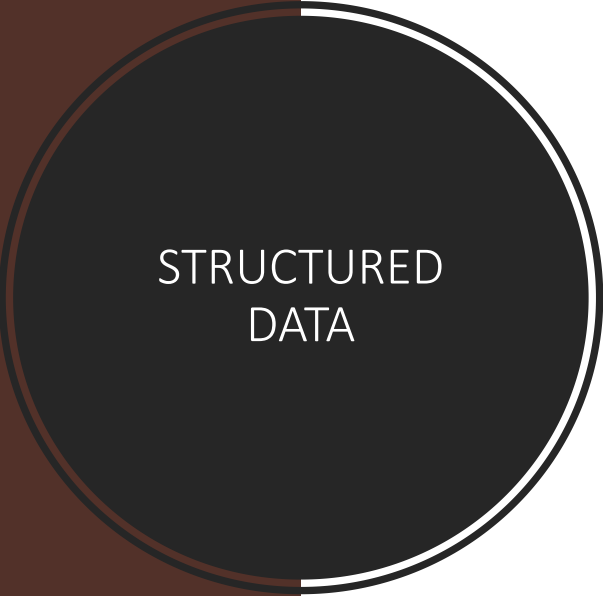
CHALLENGES & LESSONS

- Used **many different systems** to get the job done.
- Deriving **insights** from our efforts was extremely difficult if impossible.
- Lost a lot of **time collecting documents** from applicants and **co-ordinating the info gathered** from the different systems.
- Applicant were often **frustrated** by not being able **to track the status** of their applications in real-time.



SO, WHAT DID
WE DO

- **Improve delivery of our service** to applications and clients we explored the notion of making more **data driven decisions**.
- Followed the path of **structuring our data** in order to make **data driven decisions**.



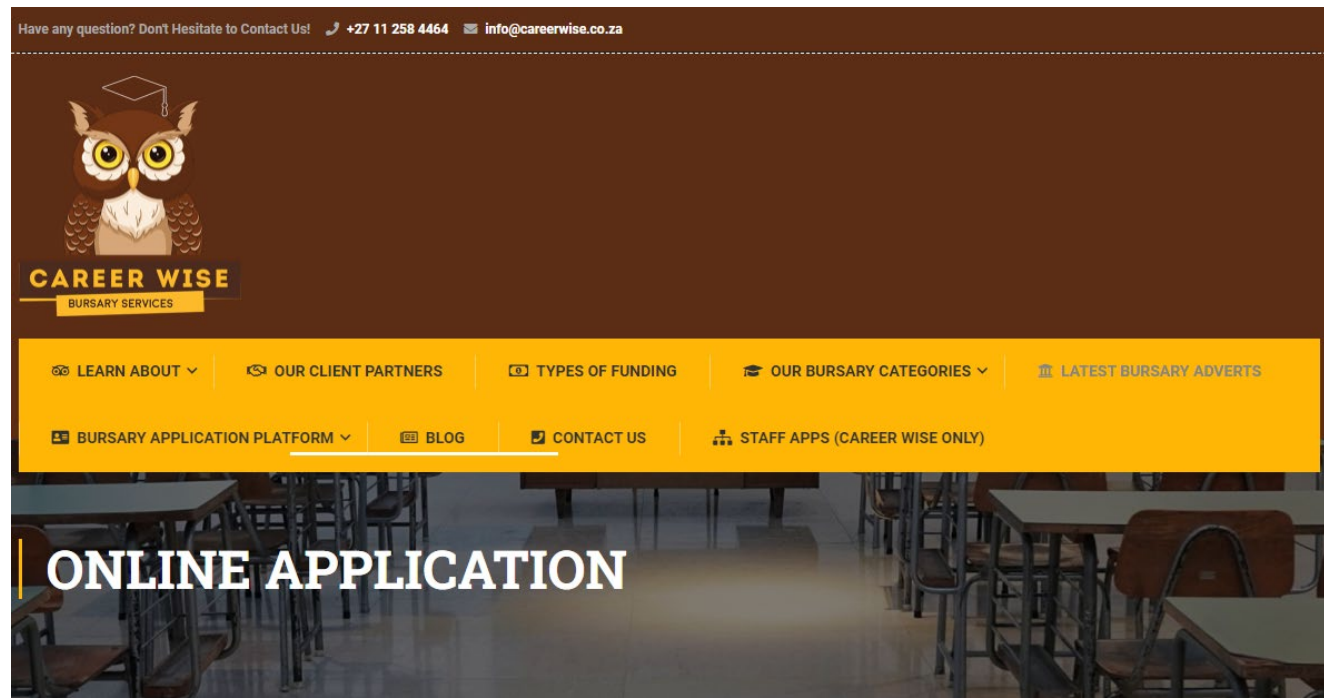
STRUCTURED DATA

- Highly specific (i.e. purpose)
- Stored in predefined format
- Scalable
- Easy collaboration

BIRTH OF
THUBALETHU
TECHNOLOGY

- **Passion** and **experience** in the industry led to **develop our own tools** for our own needs.
- Attempt to **structure the data** we had **amassed over the years** in the industry.
- **Recruitment tool** developed and tested during COVID.
- **Bursary Management System** developed and tested during COVID.
- **Dashboard** of our **bursary data** improved our **reporting** and allowed us to gather more **insights** on our efforts.

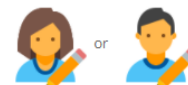
RECRUITMENT TOOL



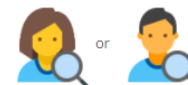
3 Step Application Process



1. Register A Profile



2. Login To Complete Profile



3. Track Your Application

Let's get started!

Select a user



Bursary Applicant

Register

Login



Internal Staff

Login

RECRUITMENT TOOL

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BURSARY SERVICES

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PERSONAL DETAILS

CONTACT DETAILS

PARENT GUARDIAN DETAILS

EDUCATION DETAILS: SECONDARY SCHOOL

HIGH SCHOOL ACADEMIC RECORD

INTEREST, LEADERSHIP & MOTIVATION

EDUCATION DETAILS: TERTIARY INSTITUTION

TERTIARY ACADEMIC RECORD ("ONLY COMPLETE IF YOU CURRENTLY REGISTERED AT A TERTIARY INSTITUTION")

FUNDING DETAILS

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APPLICANT DOCUMENTS



Welcome **Lamile Tshabalala**, it's good to have you back!

[Edit Application Profile](#) | [Supporting Documents](#) | [Profile Overview](#) | [Track Status Update](#) | [Log Out](#)

Your Supporting Documents

Please note you should upload one file at a time then "update". The file must be 1MB or below that.

Uploaded Profile Picture

DSC_6921.jpg

Choose File

No file chosen

☐ Remove

Uploaded ID

dojcd-paia-manual.pdf

Choose File

No file chosen

☐ Remove

Uploaded High School Academic Record

ID_7386D4C65F.pdf

Choose File

No file chosen

☐ Remove

Upload Acceptance/Provisional Acceptance Letter

Choose File

No file chosen

Please note the section below is only for applicants currently registered at a tertiary institution.

Uploaded Proof of Registration

Choose File

No file chosen

Uploaded University Academic Record

Choose File

No file chosen

Uploaded Fee Statement

Choose File

No file chosen

UPDATE

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APPLICATION STATUS



Welcome **Lamile Tshabalala**, it's good to have you back!

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Application Tracking

Application Date	Last Updated	Application Status
07/27/2022	07/27/2022	Shortlisted
Promotion Code 1	Promotion Code 2	Promotion Code 3

You are currently being considered for the funding by:

Sponsor Client	Name of Bursary
W K Kellogg Foundation	W K Kellogg Southern African Scholarship

Please note, if "Sponsor Client" and "Name of Bursary" are blank then you have not been screened and selected for a particular client yet.

Please note, it is your responsibility to ensure that your profile is kept up to date and that you check in regularly to see if the status of your application changes.

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MY PROFILE | ADD APPLICANT | DATABASE SEARCH | MY SAVED APPLICANTS | DATABASE ANALYTICS | LOGOUT

Biographical Details

Name	Surname	ID Number
Gender	Race	Disabilities
--SELECT--	--SELECT--	☒ Any ☐ Yes ☐ No
South African Citizen?	Cellphone Number	Email
☒ Any ☐ Yes ☐ No		
Province	Municipality	
--SELECT--	First make your selection above	

Education Details

High School Level

Matriculated	High School Province	Grade Point Average (GPA)
☒ Any ☐ Yes ☐ No	--SELECT--	

Tertiary Level

Currently a registered student?	Current Year of Study	Grade Point Average (GPA)	Institution
☒ Any ☐ Yes ☐ No	--SELECT--		
Type of Qualification	Faculty	Specialization	Name of Qualification

Recruitment Information

Application Date	Status	Method
	--Any--	--Any--
Promotion Code	Sponsor Client	Name of Bursary
	--SELECT--	First make your selection above

SEARCH

RECRUITMENT
TOOL

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MY SAVED APPLICANTS

DATABASE ANALYTICS

LOGOUT



Biographical Details

Full Name	ID Number	ID copy
Kgomotso Mosenyegi	0110040172089	ID (download)
Gender	Race	Any disabilities?
Female	African	No
Nature of disability	Nationality	Home Language
	South African	• Setswana
Other Languages	Home Address	Postal Address
• English	40 Dwergarend crescent, Liefde en Vrede	
Province	Municipality	Cellphone Number
Gauteng	City of Johannesburg Metropolitan	0824278436
Email		
2346955@students.wits.ac.za		

Contact Details

Alternative Contact Person	Relationship to Contact Person	Contact Number
Louisa	• Mother	0723063433

Parent/Guardian Details

Parent 1 Full Name	Parent 1 Relationship	Parent 1 Contact Number	Parent 1 Occupation	Parent 1 Place of Work
Louisa Mosenyegi	• Mother	0723063433	Clerk	Department of education
Parent 2 Full Name	Parent 2 Relationship	Parent 2 Contact Number	Parent 2 Occupation	Parent 2 Place of Work
Phillip Mosenyegi	• Father	0659078873	Unemployed	N/A

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🔍 DATABASE SEARCH

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📊 DATABASE ANALYTICS

🔒 LOGOUT

High School Details

Matriculated?	High School	High School Province
Yes	Alberton High School	Gauteng
Matric Year	Grade Point Average (GPA)	High School Academic Record
2019	89	High School Academic Record (download)

High School Academic Record

Afrikaans First Additional Language	79.00	Mathematics	70.00
Business Studies	75.00	Physical Sciences	87.00
English Home Language	76.00		
Information Technology	68.00		78.00
Life Orientation	90.00		

Interests, Achievements & Motivation

Extra mural activities

Netball

Athletics

Public speaking

Achievements

•Computer Olympiad Gold certificate

•Computer Olympiad Silver certificate (x2)

•Academic scroll (x4)

•Trophy for highest mark in English

•Trophy for Best Senior in English

•Bronze medal in Leadership

•Top 10 (grade 8-12)

•Gold certificates for Physical Science, Business studies, Mathematics

Career Motivation

I am motivated in using computers (and technology) as a way of innovation and a tool of problem-solving.

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MY SAVED APPLICANTS

DATABASE ANALYTICS

LOGOUT

University Details

Registered student?	Institution	Name of Qualification
Yes	University of the Witwatersrand	Bachelor of Science - Computer Science
Type of Qualification	Faculty	Specialization
Degree	Computer Science	General
Student Number	Current Year of Study	Grade Point Average (GPA)
2346955	2nd Year	59.6
Proof of Registration	Fee Statement	
POR (download)	Fee Statement (download)	
Latest University Academic Record	Acceptance/Provisional Acceptance Letter	
University Academic Record (download)	Acceptance Letter (download)	

University Academic Record

Computational and Applied Mathematics II	48.00	Computational and Applied Mathematics II	57.00
Database Fundamentals II	61.00		
Linear Algebra II	89.00		
Transition to Abstract Mathematics II	57.00		
Multivariable Calculus	43.00		

Interview Details

Interview Notes

Kgomotso completed her schooling at a a former 'Model C' school in the East of Johannesburg. She always had an interest in computers, hence she opted for a career in computer science. Kgomotso is a particularly well presented and confident candidate with English first language communication skills.

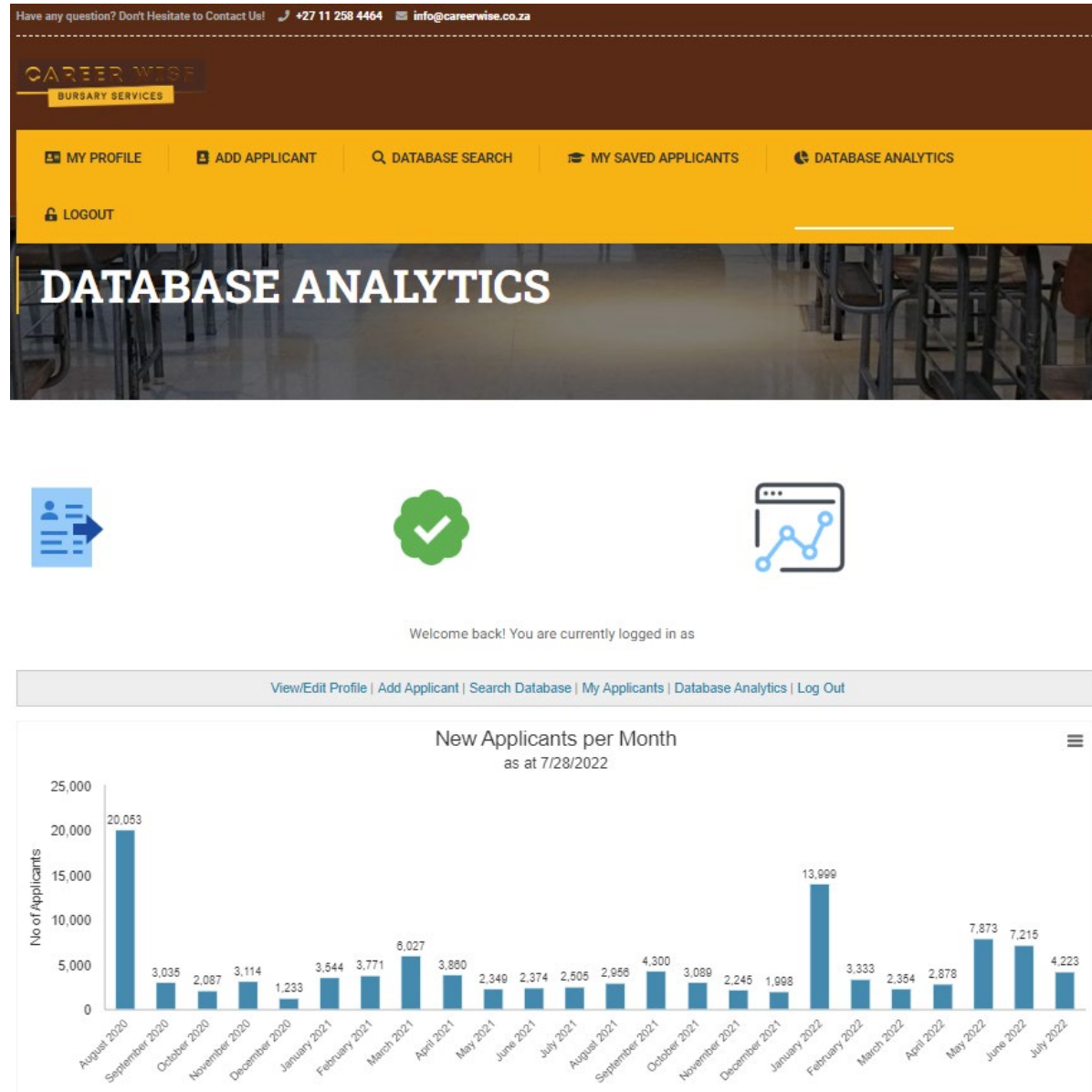
Interview Rating

Interviewer

10 - Excellent

Khanysia Mbatha

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➕ ADD APPLICANT

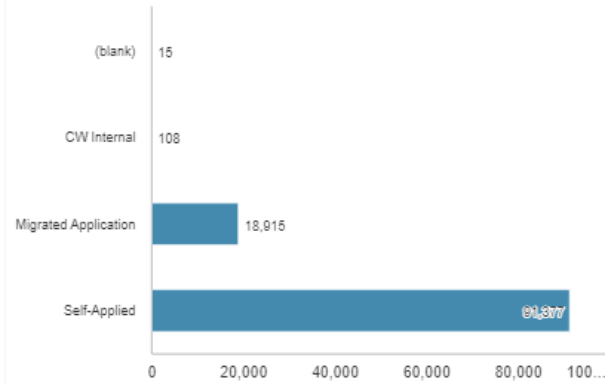
🔍 DATABASE SEARCH

📁 MY SAVED APPLICANTS

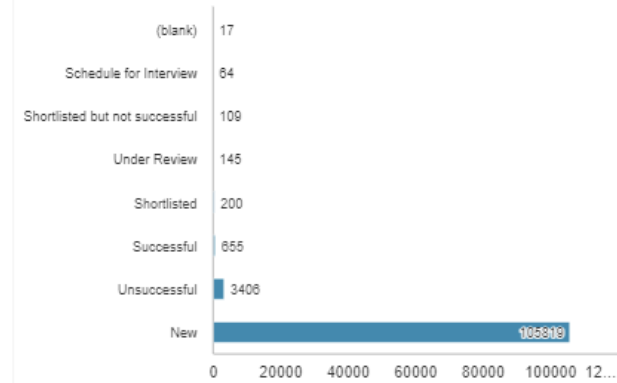
📊 DATABASE ANALYTICS

🚪 LOGOUT

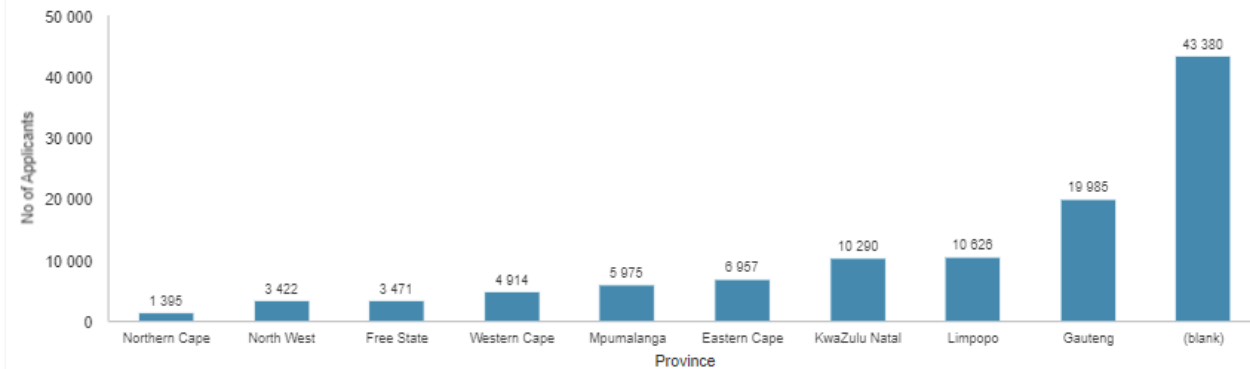
Source of Applications



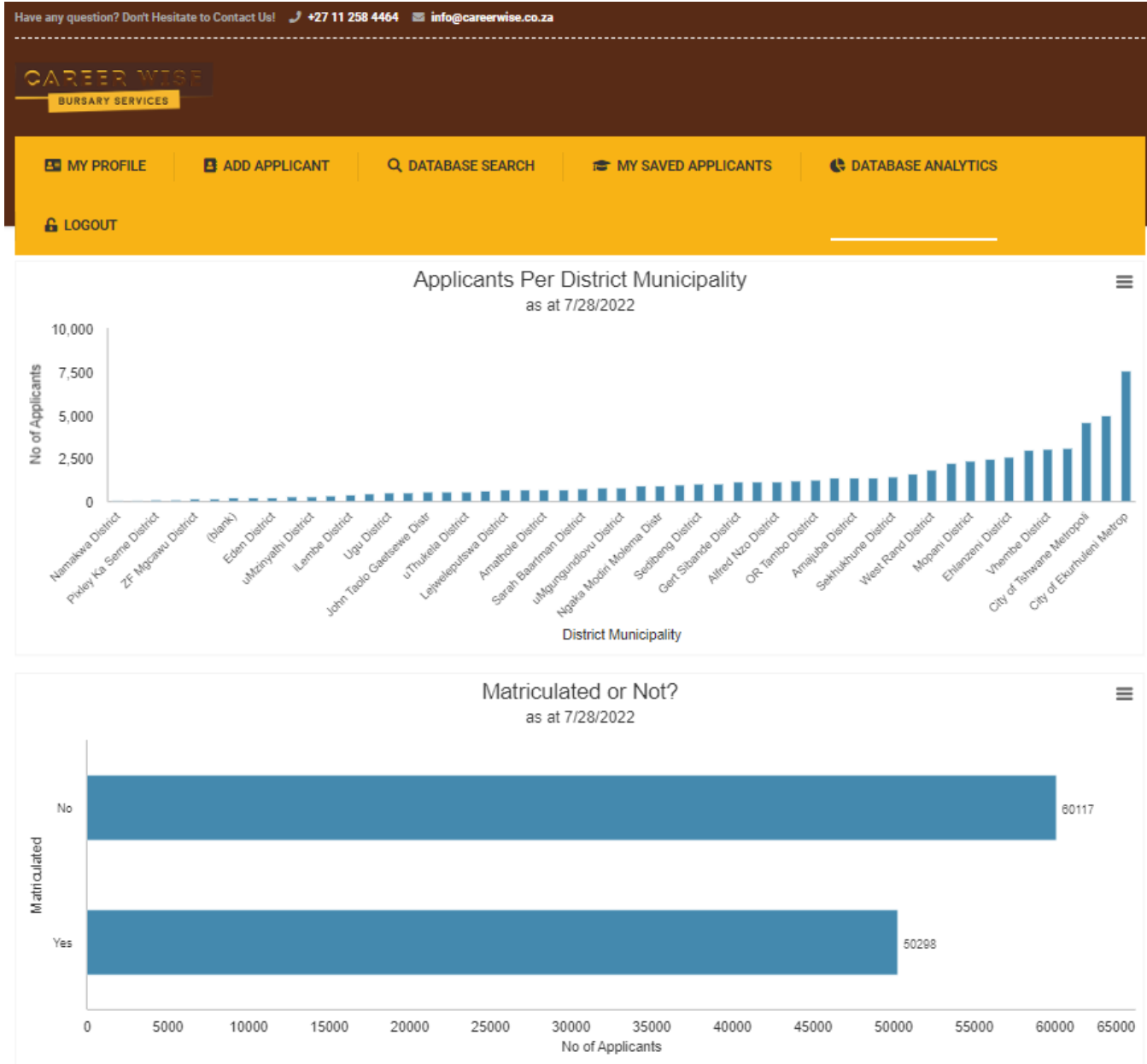
Applicant Statuses



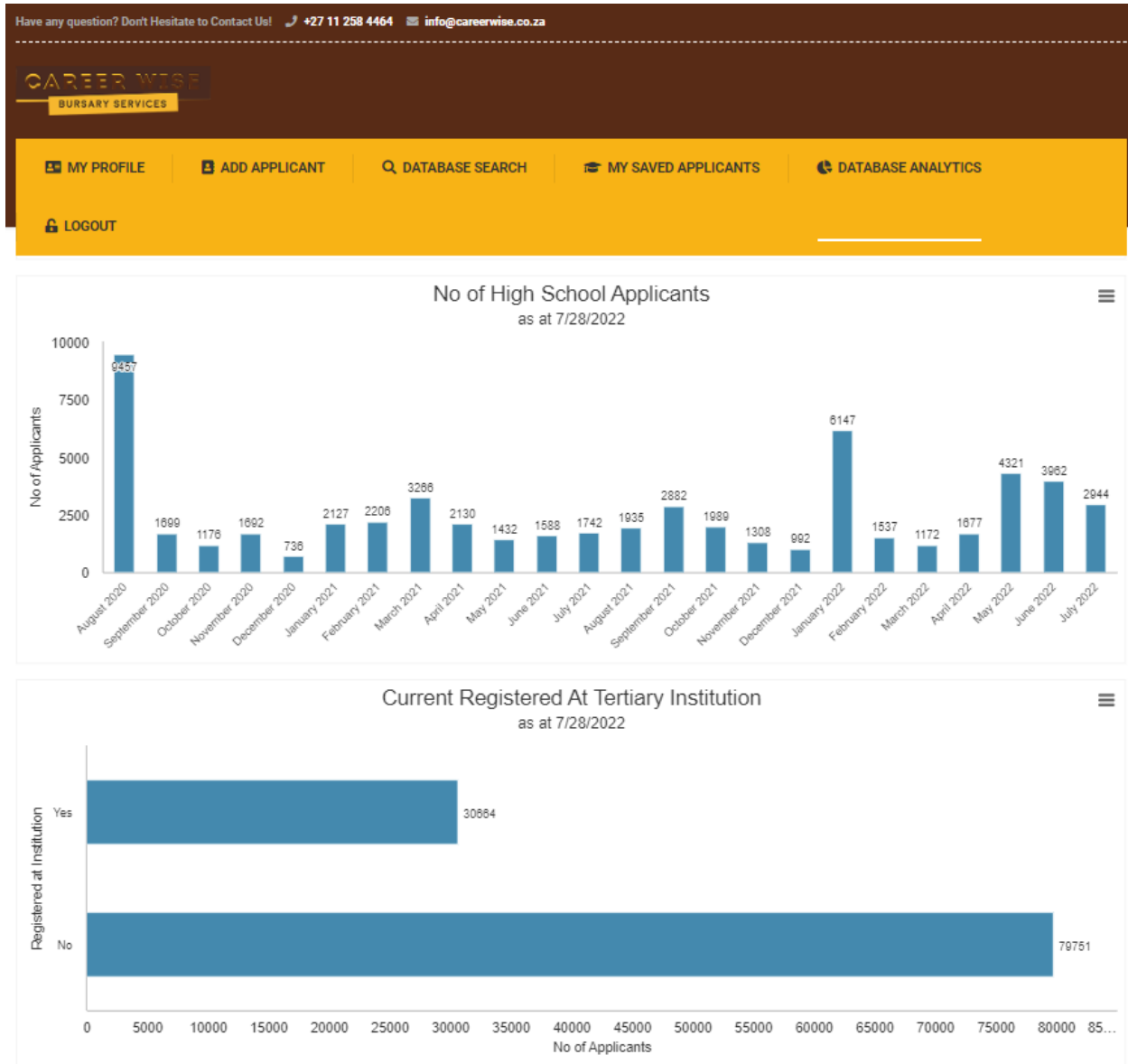
Applicants per Province
as at 7/28/2022



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RECRUITMENT TOOL



BURSARY MANAGEMENT SYSTEM

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MY PROFILE | ADD BURSAR | MY BURSARS ▾ | BURSAR DATABASE | BURSAR OVERVIEW ▾ | INTERVENTIONS TOOL BOX

ACADEMIC UPDATE ▾ | LOGOUT

Bursar Details

Name	Surname	Gender	ID Number
		--SELECT-- ▾	
Race	Cellphone Number	Email Address	
--SELECT-- ▾			

Sponsor Details

Client Name	Name of Bursary	Type of Funding	Funding Status
--SELECT-- ▾	First make your selection above ▾	--SELECT-- ▾	--SELECT-- ▾

SEARCH

BURSARY MANAGEMENT SYSTEM

Biographical Details

Name	Surname	Gender	Race
David	Kamanga	Male	African
ID Number	Date of Birth	Current Age	Home Language
0106025681086	6/2/2001	20	
Home Address	Home Province	Home Municipality	Cellphone Number
Cosmo City Ext 5 Randburg	Gauteng	City of Johannesburg Metropolitan	27833500958
Email Address	Alternative Contact Name	Alternative Contact Number	Alternative Contact Relationship
humancalculatorjuice@gmail.com	Charles Kamanga	27734461944	Father

Sponsorship Details

Client Name	Name of Bursary	Type of Funding
Niall and Julie-Anne Hegarty Educational Trust	NJAH Scholarship Programme	Top-Up Bursary
Funding Status	Date of Award	
Current	1/6/2020	

High School Details

Name of High School	High School Province	Matric Year
St Silthians College	Gauteng	2019
Grade	Number of Subjects	Grade Point Average (GPA)
Grade 12	7	77.142857
Subject 1	Mark	
English Home Language	65	
Subject 2	Mark	
Afrikaans First Additional Language	58	
Subject 3	Mark	
Mathematics	91	
Subject 4	Mark	
Life Orientation	70	
Subject 5	Mark	
Accounting	89	
Subject 6	Mark	
Information Technology	86	
Subject 7	Mark	
Physical Sciences	81	

BURSARY MANAGEMENT SYSTEM

BURSARY MANAGEMENT SYSTEM

Tertiary Institution Details

Institution: University of the Witwatersrand

Faculty: Computer Science

Specialization: Computer Science with Engineering

Type of Qualification: Honours Degree

Name of Qualification: Bachelor of Science in Engineering - Information Engineering

Student Number: 2355348

Year	Academic Year	Semester	Average	# of Courses	Modules
1st Year	2020	• Full Year	75.333333	9	Computer and Applied Math 70.00 Pass Algebra I 78.00 Pass Calculus I 63.00 Pass Basic Computer Organisation I 80.00 Pass Intro to Algorithms & Program I 97.00 Pass Information Systems IA 72.00 Pass Discrete Computer Structures I 84.00 Pass Intro to Data Structures etc 68.00 Pass Information Systems IB 66.00 Pass
2nd Year	2021	• 1st Semester	79	6	Database Fundamentals II 87.00 Pass Mobile Computing 95.00 Pass Computer Networks II Analysis of Algorithms II Information Systems IIA 79.00 Pass Information Systems IIB Basic Analysis II Multivariable Calculus 63.00 Pass Abstract Mathematics II Linear Algebra II 80.00 Pass Transition to Abstract Mathematics II 70.00 Pass Introduction to Mathematical Statistics II

Show per page 25

Records 1-2 of 2

BURSARY MANAGEMENT SYSTEM

BURSARY MANAGEMENT SYSTEM

Progress Details		
Contact Type ▾	Date:	Details
Progress Visit - Video Call		
	6/14/2021	David is preparing for his first semester exams due to take place end June. He reports that everything is on track. The tutoring we arranged for one of his Maths courses has been very helpful and he doesn't anticipate any difficulties in the examinations. He is living in NSFAS accredited accommodation - Campus Central - Parktown. All his classes and exams are taking place on an online basis due to the third wave in Covid-19 infections. All his current courses are semester based so he will have a whole new set of courses starting in the second semester. He has attended both Life skills and Mindfulness workshops this semester and found them to be interesting and helpful. He is due to go on mid year break July 9 returning August 2.
	10/21/2021	David is building on the success of his first semester and is confident of doing very well in his year end exams. He is no longer make use of the tutoring service. All his classes are still online. He only goes into the computer lab occasionally and all his exams are to take place online. He is fully vaccinated and is hoping that he will be able to return to a more normal campus life next year. He still stays at Campus Central in Parktown and intends to be there next year as well. David has benefitted from the recent Mindfulness workshop held online and recommend both this and lifeskills for new and current students. He asked if it would be possible for him to have a new, more powerful laptop next year to accommodate the programmes he will need to use. I asked him to provide us with details and a quote for budgeting purposes. David is a competent and committed student.
Progress Visit - Telephone Call		
	7/14/2020	David has moved back to this private student accommodation at BornFree in Braamfontein as at the beginning of July. Here he shares a unit normally reserved for four students with one other. He is very happy to be back in that he has space to study, wifi etc. Despite the challenges he experienced whilst studying from home, he has coped remarkably well with Computer Science marks in the 80 percent range for the first semester. He is awaiting the results from his other courses but is confident that he has done equally well. The computer provided by the Trust has been very helpful. David attended the online refresher Mindfulness workshop held recently and found it useful. He was reminded to apply for NSFAS funding for 2021 once applications open on September 1.
Progress Visit - Campus Visit		
	3/17/2020	David has settled well into his Computer Science course and is thoroughly enjoying it. He says he is finally doing something he loves. He has completed a number of assignments but as yet, doesn't have any marks back. He would like to join the Football Club but is conserving his funds as he has not received any NSFAS allowances given that his application hasn't been successful apparently as a result of incorrectly completing his forms. David is living in private student accommodation in Braamfontein (Born Free) which is working out well. He enjoyed both the Mindfulness workshop and Lifeskills camp and although the Mask exercise was emotional, he feels that the opportunity to express himself was very important. With respect to the early recess he will be at home at Cosmo City where he can work. His laptop is giving him trouble.
Show per page 25 ▾ Records 1-4 of 4		



INSIGHTS

- **What did the tools that we developed do for our service delivery and reporting?**
 - Scaled our pool of candidates i.e. database of more than 100K students.
 - Streamlined out recruitment and administration to one place
 - Increased applicants satisfaction with processes
- **What were we able to learn?**
 - Data driven decisions start with structured data
 - Structured data requires the right tools to be used
 - The right tools enable insights through analytics
- **How did we apply what we learnt?**
 - Case study of WKKF Scholarship



CONCLUSION

- Is your data structured?
- What tools are you using for your recruitment and administration?
- Are your tools scalable?
- How far along the journey are you with gathering insights from your efforts.