

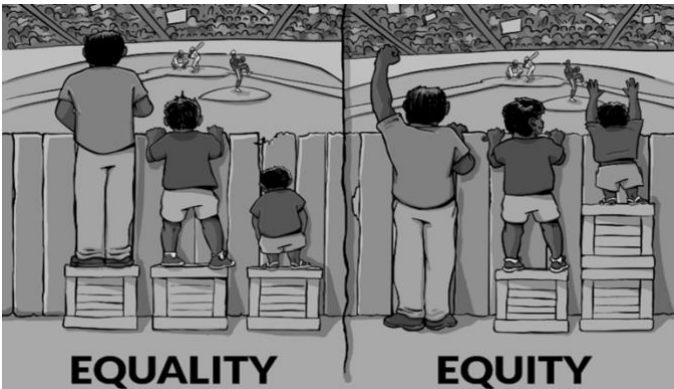
DEVELOPMENT THROUGH SKILLS

AMIE interviews Tushiyah Advisory Services



Is BBBEE is bee in our bonnet or an opportunity for economic development?

BBBEE and the related legislation plays a critical role in creating an environment for shared prosperity, by offering a window of opportunity to individuals, entrepreneurs and small businesses that faces the greatest barriers to advancing their personal and communities well-being.



It is important also to state that BBBEE, if not implemented correctly can further entrench dependency. Our experience shows that real development with impact requires multi-year interventions as we work to change mindsets, habits, behaviours towards self-reliance and ownership. This requires collaboration between government structures, corporates, NGOs, local communities and community leaders and implementation partners.

It is therefore imperative to strategically improve how we implement BBBEE regulations, ensuring fair opportunities are created and awarded to qualifying individuals, entrepreneurs, and local small businesses, whilst ensuring the quality of delivery and positive impact on the corporate, providing a return on their investment.

What is the business case for skills development?

A positive attitude towards skills development largely comes from individuals, entrepreneurs, and small business owners embracing self-development as central to their own and business growth. We believe that skills development is critical to unlocking business productivity, efficiency, and profitability. What skills development also provides is the opportunity to stay relevant in your industry, as well as keep abreast of future innovations and opportunities. Having your finger on the pulse allows you to be at the top of your game, positioning yourself as credible and excellent, whilst delivering on it. The business case for skills development is clear; it contributes to the bottom line as well as contributes positively towards social and environmental performance.

Is upskilling - corporate nice-to-have or corporate imperative?

Upskilling has become a corporate imperative in a time of fast-changing innovation, technology as well as changes in the business and economic landscapes. In the last three years alone, business ecosystems have changed so significantly due to a variety of reasons; changes in competition, the environment, health, and social wellbeing of individuals and communities. It really has become a situation of "adapt or die". What upskilling provides is not just new or required knowledge or new or required skills, but the ability to be resilient and adaptable in constantly changing environments. What that equates to then is having a workforce and a corporate culture of confidence, resiliency, and support to adjust to change.

How can the meat imports and exports industry lead transformation for sustainability?

The meat imports and exports industry can lead transformation by consolidating demand, development, and market dynamics into their sustainable development goals and corporate strategy. The following objectives would be important to incorporate:

- Explore new export markets for meat products to diversify revenue streams. Expanding exports can strengthen the industry's resilience and contribute to economic growth.
- Invest in workforce development programs to enhance the skills of individuals participating in the value chain.
- Ensure a stable and secure supply of meat products locally that can enhance food security and reduce risks to external market fluctuations.
- Ensure strict adherence to food safety and quality standards to maintain consumer trust and confidence in meat products.

By aligning with these objectives, the meat imports and exports industry can play a pivotal role in transforming itself into a more sustainable and responsible sector, addressing economic, environmental, and social challenges.



Tushiyah SME Advisory Services is a strategic partner of the AMIE Academy.

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