ANNUAL REPORT

2018 / 19

IITPSA

Institute of Information Technology Professionals
South Africa

IITPSA NPC

THE INSTITUTE OF INFORMATION
TECHNOLOGY PROFESSIONALS
SOUTH AFRICA

CONTENTS

ABOUT **IITPSA**

The main objectives of the IITPSA are captured by the phrase "promoting the ICT professional". This means that the Institute represents the interests of its members and seeks to influence policy formulation in a positive way. In addition, IITPSA encourages the growth of professionalism and professional use of Information and Communications Technologies throughout the South African economy.

1.1   BACKGROUND

Dating back to 1957, the IITPSA has a long and proud history of serving the South African body of Information and Communications Technology (ICT) professionals and practitioners. It is a SAQA recognised and IFIP IP3 accredited professional body with an NQF registered professional designation (PMIITPSA).

IITPSA members are to be found in almost every province in South Africa. In four of the main centres - Johannesburg (Gauteng), Cape Town (Western Cape), Port Elizabeth (Eastern Cape) and Durban (KwaZulu-Natal) - the IITPSA has a Chapter, run by an elected Chapter Chair and his / her elected Committee members.

1.2   LEGAL STATUS

The Institute (IITPSA) was originally registered as The Computer Society of South Africa, previously in terms of Section 21 of the Companies Act, Act No. 46/1926, as amended and today remains incorporated as a Non-Profit Company (NPC) in terms of the Companies Act No. 71 / 2008 as amended.

1.3   MANDATE

The Institute is established to represent, promote and elevate the arts, science and general knowledge of Information and Communications Technology (ICT) in South Africa, and, in particular, to advance and represent the interests, development and professionalism of all those employed in the ICT industry. In support of these objectives, the Institute undertakes the following specific activities:

➤ Gather information and informed opinions pertaining to the ICT industry from members and other authoritative sources, and disseminate such information and facilitate the exchange of views within the Institute to members, the public and other selected audiences by electronic means, journals, publications, lectures, seminars, conferences and any other appropriate channels;

➤ Provide an effective voice for industry practitioners to inform, advise and lobby Government and other bodies on ICT policy;

➤ Set standards and provide well-documented paths to enable practitioners within the industry to develop their skills and further their careers, and to obtain professional recognition;

➤ Collect, document and assess information about qualifications, certifications, and other sources of learning pertaining to the various fields of activity within the ICT industry, and to make this information available both to members and to others;

➤ Certify qualifications, certifications, courses, training schemes and events as part of the Institute's assessment criteria for the acceptance of members and the administration of Continuing Professional Development (CPD);

➤ Identify, develop and maintain relationships with other South African and international bodies and entities that have a common or synergistic purpose, objectives, interests and/or influence over the activities of our members or others in the ICT Industry;

➤ Seek membership and/or representation by and for the Institute within the structures of local and international bodies and entities where this is beneficial to the Institute and its members;

➤ Provide non-judicial arbitration in disputes pertaining to the ICT industry;

➤ Engage in community development that enhances the standards and levels of ICT for the greater good of the South African people; and

➤ Do all such other lawful things as are incidental or conducive to the attainment of the above objectives.

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South Africa

1.4 VISION, MISSION AND STRATEGIC OBJECTIVES

VISION

"To be the best at building and sustaining a Professional ICT community"

MISSION

"Being the ICT Professional Community in South Africa, promoting professional development and best practice"

STRATEGIC OBJECTIVES

01 — Increased Career Development opportunities for our members

02 — Demonstrate Thought Leadership

03 — Develop and improve Stakeholder Relationships

1.5 RELATIONSHIPS WITH OTHER ORGANISATIONS[1]

As a SAQA recognised and IFIP IP3 accredited professional body for ICT practitioners, IITPSA is immersed in the ICT community in South Africa and has developed formal and informal relationships with numerous public, private and non-profit organisations over many years.

In respect of other professional bodies, IITPSA has relationships with ISC[2] Gauteng Chapter, ISACA South Africa Chapter, SACNASP and SAIEE.

The Institute has Board level representation on the CIO Council of South Africa, AfICTA, IFIP IP3 and the MICT SETA Accounting Authority. An IITPSA nominee is a Councillor on the B-BBEE ICT Sector Council.

1.6 KEY ACTIVITIES

The IITPSA is engaged in numerous member focused activities, including:

- Career and Skills Development
- Thought Leadership
- Women in IT
- Bursary awards
- Scholarships
- Professional Designation
- Digital Badging (Privyseal)

- Olympiads and Competitions
- Annual IITPSA President's awards, recognising excellence in the profession and industry
- Chapter and Special Interest Group (SIG) events
- IFIP and IP3 membership and participation
- Africa ICT Alliance (AfICTA) membership and Board representation

[1]Abbreviations used are expanded in Section 10 at the end of this Annual Report

CHAIRPERSON'S
FOREWORD

Preparing to grow agile

The IITPSA has a proud history of over 60 years of representing and developing South Africa's ICT professionals. But any organisation steeped in history and tradition also risks becoming set in its ways. In 2018, we reviewed our organisation and operations, and considered the changing face of the ICT professionals we represent. The time had come for us to grow more agile.

We had to adapt our communications channels to meet the needs of emerging Millennial and Gen Z professionals. We had to move faster and become more proactive in incorporating changing technologies into our events, and we had to adapt the ways in which we underpinned our members' professional development and credibility.

The IITPSA Board of Directors recognised that social media was becoming an increasingly important communications tool for a new generation of ICT professionals. So, we engaged a marketing firm to support our digital and social media communications. We realised that credible professional accreditation is increasingly important, so we implemented the process of introducing new professional designations and a digital certification for members. To ensure that members are kept up to speed with new technology developments, we added yet more innovation to our special interest group meetings and looked to partner with a broader range of ICT events.

We're not done yet. Into 2019, our agile approach will see us being ever more responsive to change and more proactive in addressing members' needs.

But as we do so, we invite all our members to partner with us to help drive this change. IITPSA belongs to its members and acts on behalf of its members, so we need our members' active participation to ensure we deliver on our mandate.

I want to thank IITPSA's CEO, Tony Parry and staff, for their dedication and drive in advancing our work within the sector, as well as my fellow board members for their passion and collective wisdom.

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CEO'S
MESSAGE

Focus on the next-generation IITPSA

A key highlight of the year in review was strong growth in new member acquisition. While we are delighted at this growth, we are also cognisant of the fact that the entire ICT sector is growing, with scores of young professionals entering the market. These young ICT professionals will require networking, mentorship and ongoing professional development if they are to achieve their full career potential and help grow South Africa's ICT sector. To this end, we are relying on our more established IITPSA members to involve themselves in the mentoring and growth of new young ICT practitioners. This means that the Institute also needs to work much harder at retaining existing and long-standing members as part of the IITPSA professional community.

The Institute is therefore stepping up its efforts to raise awareness of the benefits of IITPSA membership, particularly among students and young professionals. We intend to become more involved in youth-focused career development events. We are also increasing our focus on girls and young women in our development programmes, hoping to encourage more young women both to enter the profession and become IITPSA members.

As we move toward the Fourth Industrial Revolution, our Institute and the industry as a whole will need to nurture and develop the innovative next generation. We encourage our members to continue supporting the Institute, to be active participants in its activities, reaching out to this new wave of ICT professionals, inviting them to join the IITPSA, and welcoming them to development opportunities and events.

> We are also **increasing our focus on girls and young women** in our development programmes.

2018/2019
HIGHLIGHTS

4.1 STRATEGIC HIGHLIGHTS

Current strategic objectives include Thought Leadership and Career Development and the IITPSA has endeavoured to ensure that these objectives were kept at the forefront of all activities of the Institute. In February 2019 the board undertook an evaluation of itself which included a survey conducted by a third party. The results were reviewed by the Board during a two-day strategic planning and break-away session. Further discussion and analysis of reasons for joining the Institute clearly showed that there was an additional objective which held high importance for everyone, and the Institute now has a third objective which focuses on Stakeholder Relationships.

From a career development perspective, a task team was formed to look at a career development framework for members, and this is a project that is currently underway. During 2018, an external organisation was commissioned to conduct a telephonic survey with a sample of 400 members, getting to understand their career development needs. The results of that survey are being used as a key input to inform the direction and capability of the IITPSA career development framework.

In terms of Thought Leadership, during 2018, IITPSA assumed a full partnership with the Joburg Centre for Software Engineering at Wits University (JCSE) to produce the annual ICT Skills Survey, which has a stellar reputation in the ICT industry in South Africa.

The Institute ran a full digital skills track at Leaderex 2018 as well as hosting the evening sessions for the Women in STEM Forum, all of which were well attended.

> **Reach out and help others.** If you have the power to make someone happy, do it. **Be a vessel, be the change, be the difference,** or be the inspiration. Shine your light as an example. The world needs more of that.
>
> - Germany Kent

4.2 FINANCIAL HIGHLIGHTS

The IITPSA remains a financially stable and growing organisation focused on fostering professionalism in the South African ICT community and continuing to improve its service and offerings to members. As shown in the audited financial statements, an abridged version of which is included in this annual report, the Institute recorded an excellent surplus for the year ended 28 February 2019 of R6 239 722. This represented an increase of 18% from the surplus of the prior year of R5 252 952. Revenue increased by 15% from R12 225 015 in the prior year to R14 023 561 for the year ended 28 February 2019.

4.3 OPERATING HIGHLIGHTS

The overall membership base of the IITPSA continues to grow as can be seen from the chart below. There is, however, still a great opportunity to increase local membership going forward.

Membership of the Institute
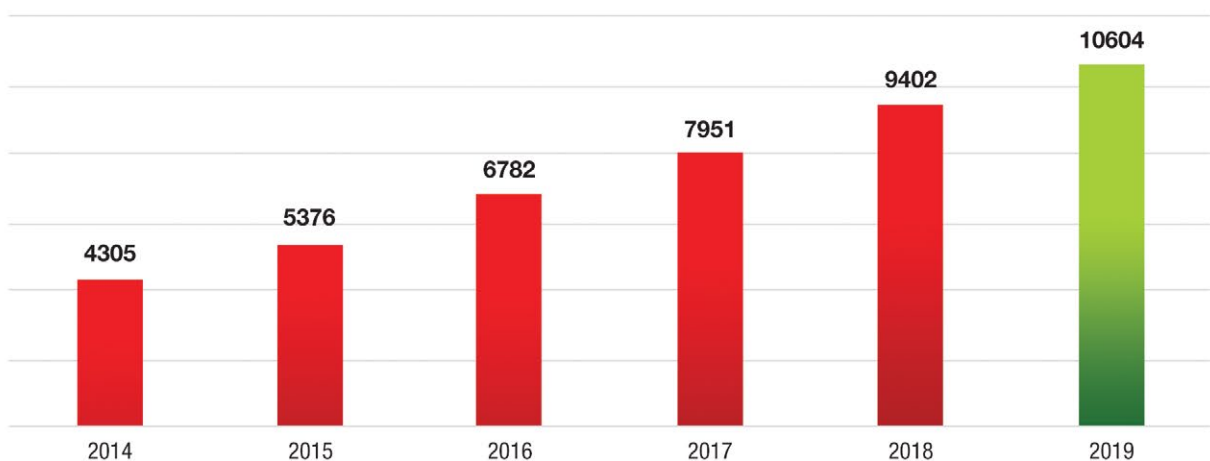
Critical Skills assessments continue to provide a very valuable revenue stream for the Institute and provide an access point for skilled foreign ICT practitioners who are coming to work in South Africa to join the Institute. The continued growth in membership led to the staffing structure of the National Office being revisited and the IITPSA Board has given its support to a revised structure aimed at capacitating the Institute for the future.

The Institute commenced the roll-out of digital badges to all IITPSA members in good standing during the latter part of 2018. This is an extremely valuable member benefit as it provides an instant way for members to provide verification of their IITPSA membership status and professional standing to employers, potential clients and others.

4.4 MEMBERSHIP

In the section above, we indicated that overall membership of IITPSA has continued to grow. Here we highlight some of the elements that make up our membership profile.

Age

7% >26 · **76%** 26-40 · **13%** 41-55 · **4%** 56+
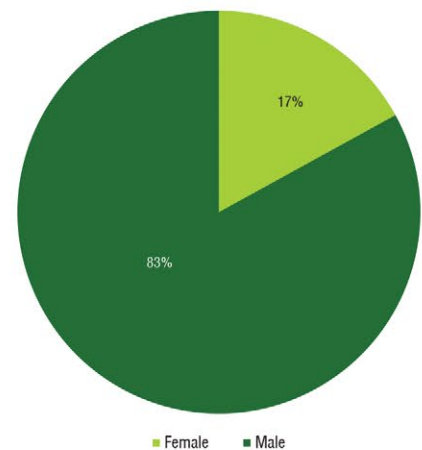
- >26
- 26-40
- 41-55
- 56+
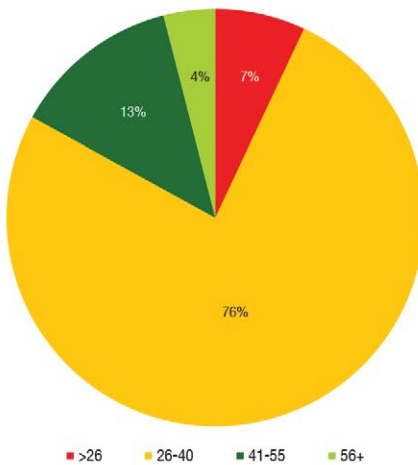
76% of members are in the highly active 26-40 age group, in the prime years of their professional development. 7% are starting out in the early years of working life and 17% can be described as senior practitioners.
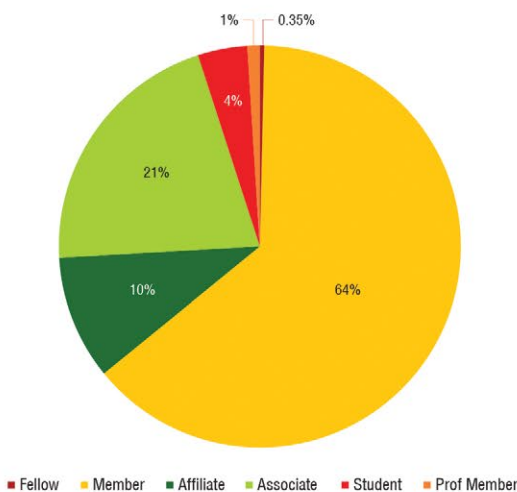
Only 17% of our members are female, somewhat fewer than in previous years but a reflection that most of our immigrant members are males. Worldwide, the female proportion of IT practitioners rarely exceeds 20%.

Only 17% of members are female

Gender

17% · **83%**

- Female
- Male

Membership Grades

1% · 0.35% · 4% · 21% · 10% · 64%

- Fellow
- Member
- Affiliate
- Associate
- Student
- Prof Member

Almost two-thirds of our members fall into the MIITPSA or higher (PMIITPSA and FIITPSA) grades, with the remaining third working towards qualifying for those designations. We are actively promoting the value of achieving the registered designation of PMIITPSA, which signifies the commitment to above-average excellence of those members.

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Membership by Province

1.7%   0.4%
2.6%
0.5%
0.5%
0.5%
0.1%
14.5%
12.3%
67.1%

- Free State
- Outside SA
- KZN
- Limpopo
- Mpumalanga
- North West
- Northern Cape
- Western Cape
- Gauteng
- Eastern Cape

Two-thirds is a popular proportion – this being the percentage of members resident in Gauteng. Just over 12% are to be found in the Western Cape and a significant 14,5% are resident outside of South Africa. This latter indicator reflects those non-South Africans who joined as part of their visa process and are not currently working here.

**67% of members are based in Gauteng**
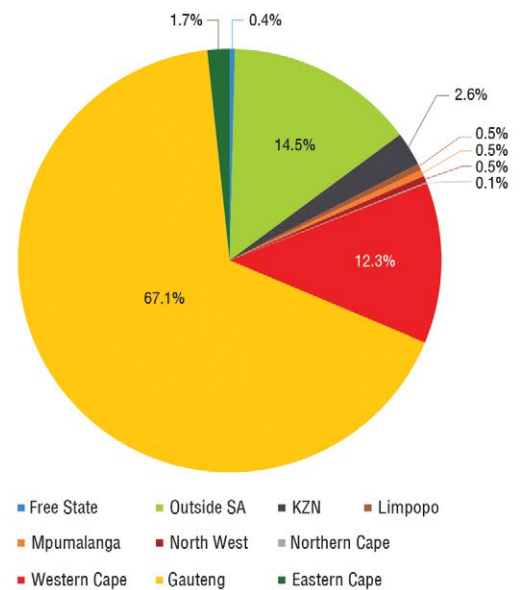
The next two charts look at the racial profile of our South African members and the geographic origins of our non-South African members. It is pleasing to note the predominance of Black, Asian and Coloured South Africans in our ranks. The high proportion of practitioners coming in from the Indian sub-continent shows the quality of ICT skills development in that region.

Race (SA)

33%
67%

- White
- HDI
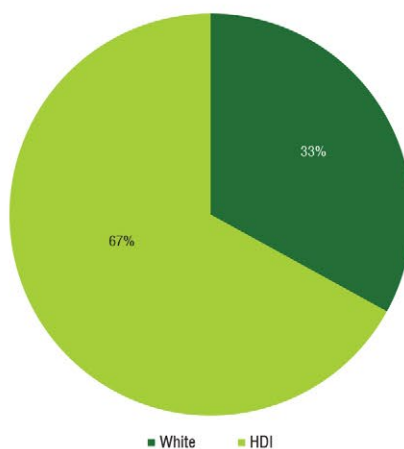
67% of South African members are from HDI groups

Origin (Non-SA)

41%
59%
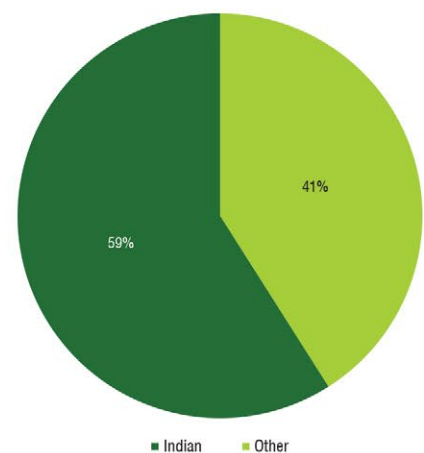
- Indian
- Other

59% of Non-South African members are of Indian origin

Status

52%   48%

- Paid-up
- Outstanding

Finally, we note that just over half of our total membership is in "good standing", i.e. paying their subscriptions on time. We will undertake further analysis in the future, to improve the retention rate. Sadly, some members from outside our borders see no need to continue their membership once they have taken up employment. We are working to improve our value to such.

52% of members were fully paid up at 28 Feb 2019
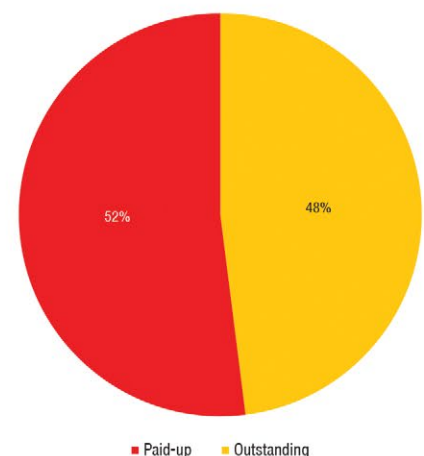
2018/2019 HIGHLIGHTS

4.5 LOOKING AHEAD

Key objectives for 2019/20 include strongly progressing our three key strategic goals, launching new professional designations, entrenching digital badging with Privyseal, participating in key industry events, improving our brand positioning and awareness and, most importantly, getting closer to the Institute's members in determining their requirements.
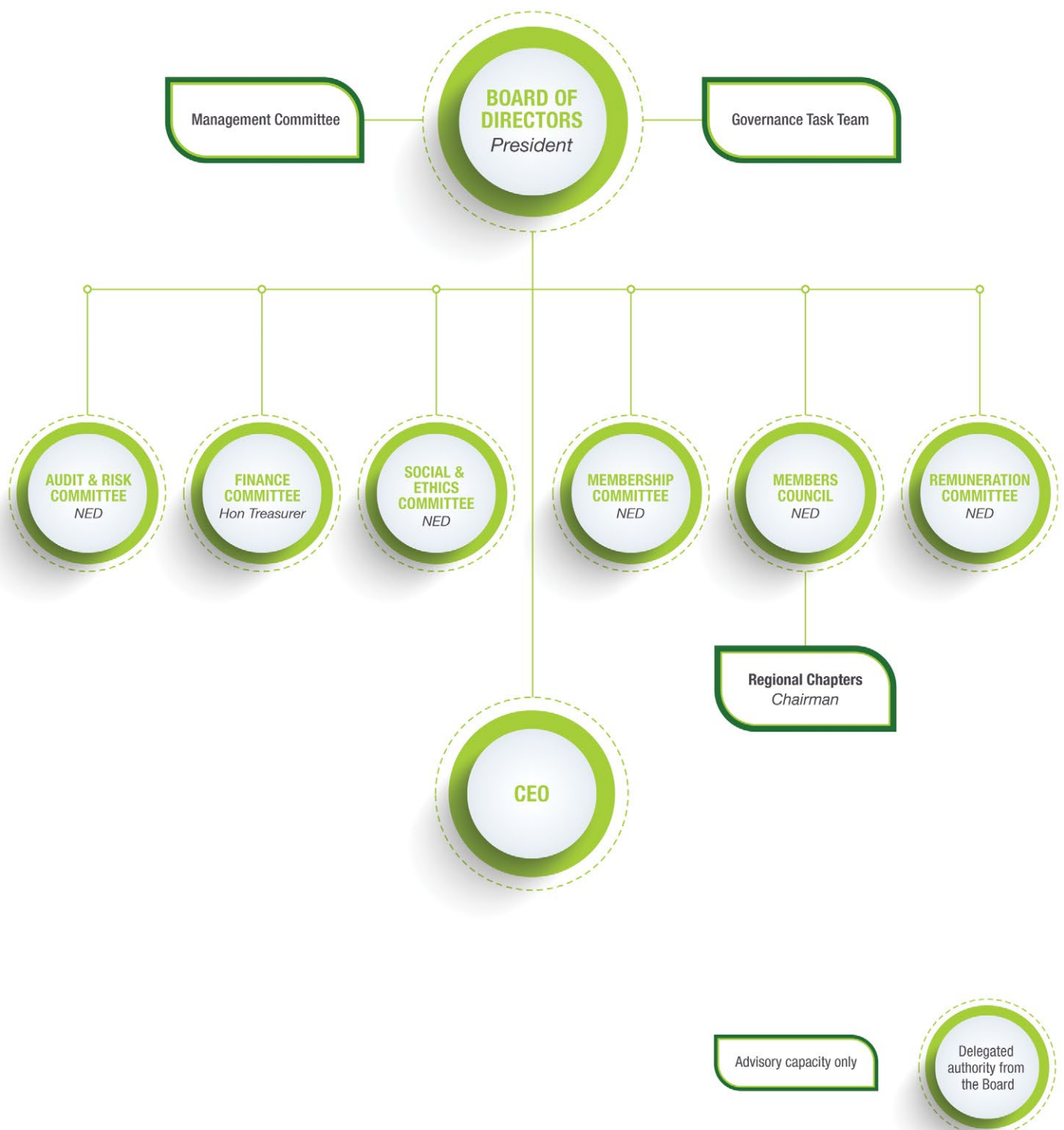
The Institute encourages its members to reach out to and motivate the youth (and particularly young women) to study ICT related subjects and courses and to join and strengthen the profession. Current IITPSA members can take the opportunity to get more involved in identifying ways to reach the youth, either via talks in schools and universities or mentoring young IT Practitioners in their work spaces. Additionally, the IITPSA Scholarship programme provides an excellent avenue for some IITPSA members to assist in mentoring young people studying Information Technology online in Grades 10, 11 and 12.

The Institute is exploring ways to enable its members to have more access to continuing professional development (CPD) and lifelong learning (LLL) opportunities. To this end, during the 2019 / 2020 membership year, IITPSA will be consulting with various academic and training organisations on forming partnerships to provide such learning opportunities to its members, to add value in their career journeys and growth in the ICT Industry.

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STRUCTURE &
GOVERNANCE

MEMORANDUM OF INCORPORATION

Management Committee

BOARD OF DIRECTORS
President

Governance Task Team

AUDIT & RISK COMMITTEE
NED

FINANCE COMMITTEE
Hon Treasurer

SOCIAL & ETHICS COMMITTEE
NED

MEMBERSHIP COMMITTEE
NED

MEMBERS COUNCIL
NED

REMUNERATION COMMITTEE
NED

Regional Chapters
Chairman

CEO

Advisory capacity only

Delegated authority from the Board

5.1 **BOARD OF DIRECTORS**

The Board of Directors of the Institute of Information Technology Professionals South Africa consists of elected members and may have co-opted members. The CEO is an ex-officio member of the Board and is the Executive Director of the Institute. Board members also serve on one or more Board Committees.

Ms. Ulandi Exner
President & Board Chairperson

Mr. Thabo Mashegoane
Vice-President

Mr. Karel Matthee
Honorary Treasurer

Ms. Moira de Roche
NED

Dr. Chris Johl
NED

Dr. Kiru Pillay
NED

Ms. Carolynn Chalmers
NED

Mr. Admire Gwanzura
NED

Ms. Pearl Pasi
NED

Mr. Rimmon Kisten
NED

Mr. Tony Parry
CEO & Executive Director

IITPSA
Institute of Information Technology Professionals
South Africa

5.1.1 Board Meetings Attendance Record

Name	Type	Position	IITPSA Board Meetings 01 Mar 2018 - 28 Feb 2019	
			Quarterly Board Meetings	Special Board Meetings
Ulandi Exner	NED	President & Board Chairperson	4/4	3/3
Thabo Mashegaone	NED	Vice-President	3/4	3/3
Moira de Roche	NED	Hon. Treasurer (01 Mar 2018 - 24 Jul 2018)	4/4	3/3
Karel Matthee	NED	Hon. Treasurer (24 Jul 2018 - 28 Feb 2019)	4/4	1/3
Dr Chris Johl	NED		3/4	2/3
Pearl Pasi	NED		4/4	1/3
Tony Parry	ED	Chief Executive Officer	4/4	3/3
Admire Gwanzura (appointed 24 Jul 2018)	NED		3/3	0/2
Carolynn Chalmers (appointed 24 Jul 2018)	NED		3/3	2/2
Dr Kiru Pillay (appointed 24 Jul 2018)	NED		1/3	1/2
Rimmon Kisten (appointed 24 Jul 2018)	NED		3/3	1/2
Butho Ndlela (resigned 24 Jul 2018)	NED		0/1	1/1
Mashudu Mambani (resigned 05 Jun 2018)	NED		1/1	0/1

5.1.2 Board Composition as at 28 Feb 2019

Board Composition by Gender

36.36%
63.64%

■ Female   ■ Male

Board Composition by Age

18.18%
18.18%
27.27%
36.36%

■ 30-39   ■ 40-49   ■ 50-59   ■ >60
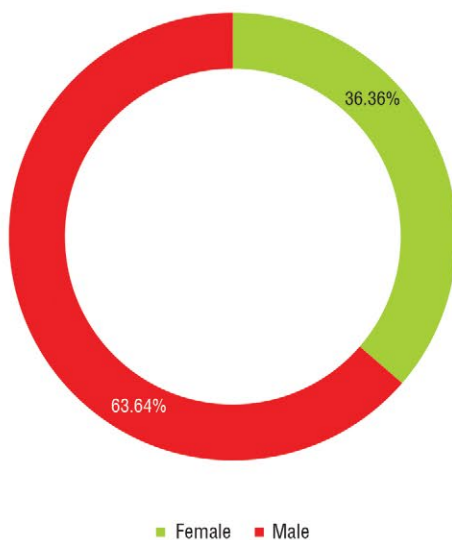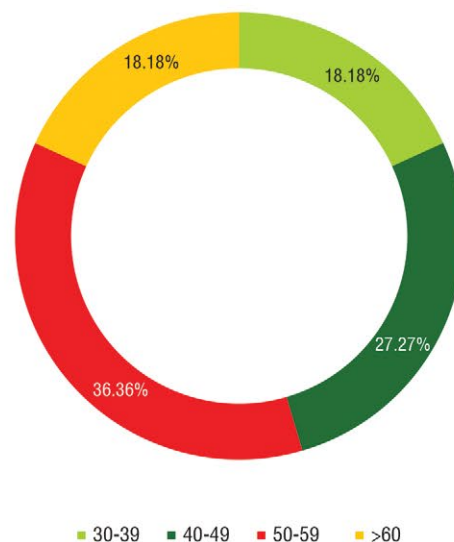
5.2   BOARD COMMITTEES

5.2.1   Audit and Risk Committee

Audit & Risk Committee Chairperson	Dr. Chris Johl
Committee Members	Mr. Admire Gwanzura Mr. Rimmon Kisten

Assist the Board in the fulfilment of its governance duties in relation to risk management, internal control, financial reporting and legal compliance.

The duties of the audit and risk committee include the following:

- Develop and review IITPSA's risk and opportunity assessment process to ensure effectiveness and consistency
- Monitor action taken by management in response to risk and opportunity
- Examine and review all systems and methods of internal and financial control
- Ensure that IITPSA is compliant with all aspects of the law, relevant regulations and good practice
- Evaluate the performance of the external auditors and advise the Board on any changes that ought to be made in their terms of engagement
- Review and approve the annual audit plan and ensure consistency with the scope of the audit engagement
- Review the findings of the audit including the management letter
- Review the adequacy of management's response to issues identified by audit activity and monitor agreed action
- Develop and implement a policy on the supply of non-audit services by the external auditor
- Monitor the integrity of the director's report, the annual financial statements and the business/operating review before recommending them to the Board
- Review and challenge, as appropriate, IITPSA's accounting policies, the methods used to account for significant or unusual transactions and the clarity of disclosure in the annual financial statements
- Review and approve the statements to be included in the annual report and accounts relating to governance, internal control, and risk management
- Review IITPSA's policies and procedures for the prevention and detection of fraud
- Review IITPSA's insurance arrangements, including directors' and officers' liability insurance, to ensure that appropriate cover is in place
- Review IITPSA's complaints register and ensure that an effective procedure is implemented for all stakeholders
- Undertake authorised investigations on behalf of the Board and advise on the findings and recommendations
- Evaluate processes from which IITPSA derives revenue, determine what risks are associated with these, and provide advice on risk mitigation
- Evaluate the cyber-protection of all computer and digital systems used by IITPSA and recommend improvements.

Audit and Risk Committee Composition

The committee currently comprises three IITPSA board members as shown in the accompanying graphic on the previous page. These members are elected from the membership of IITPSA. Committee members serve a term of two years and are appointed by the board.

External Audit

The committee appraised the independence, expertise and objectivity of Wakely-Smith Lattuca Inc. as the external auditor, as well as approving the terms of engagement and the fees paid to Wakely-Smith Lattuca Inc. The external auditor has unrestricted access to the group's records and management. The auditor furnishes a written report to the committee on significant findings arising from the annual audit and is able to raise matters of concern directly with the chairman of the committee.

Activities of the Audit and Risk Committee

The committee met twice during the financial year. The committee recommended to the board the appointment of the external auditors, approved their terms of engagement and fees and recommended the External Audit Report to the board for approval.

5.2.2 Finance Committee

Finance Committee Chairperson	Mr. Karel Matthee
Committee Members	Mr. Tony Parry
	Ms. Sue Gornall

The Finance Committee assists the Board by providing oversight of the financial affairs of IITPSA, including the budget, forecast, monthly and annual financial statements.

Finance Committee Composition

The committee comprises three members, as appointed by the Board. During the 2018/19 Financial Year, the Committee members were: The Honorary Treasurer (Ms. Moira de Roche until July 2018, and then Mr. Karel Matthee) both of whom are Non-Executive Directors and who chaired the Committee, the CEO (Mr. Tony Parry - an Executive Director) and the IITPSA Finance Manager (Ms. Sue Gornall)

Activities of the Finance Committee

The Committee met monthly and reviewed the financial performance (Actuals vs Budget) of the Institute for each month under review, and considered the Income Statement, Balance Sheet, Cash-Flow Statement and Forecast and the prevailing climate of the economy and context of the Institute. The Committee Chairperson produced a monthly Finance Report which summarised the highlights and discussion points of the committee meetings. These were shared with the members of the Board and the members of the Members Council when they held their scheduled meetings.

The committee members also participated in a joint meeting with the Audit and Risk Committee and reviewed the Audited Financial Statements for the year ended 28 Feb 2019 as presented by the External Auditors and recommended them to the IITPSA Board for approval.

5.2.3 Membership Committee

Membership Committee Chairperson	Mr. Chris Guy
Committee Members	Ms. Jane Buisson-Street
	Ms. Carol Gibson
Ad-hoc Members	Mr. Tony Parry
	Mr. Adrian Schofield

In terms of the approved and registered rules of the Institute, the IITPSA Membership Committee has a delegated authority from the IITPSA Board to grant, reject and advance membership of the Institute.

The membership committee has met twice weekly throughout the year and has considered all applications for membership, requests for membership re-grades and member resignations.

5.2.4 Remuneration Committee

Remuneration Committee Chairperson	Mr. Thabo Mashegoane
Committee Members	Ms. Ulandi Exner
	Mr. Karel Matthee

The Remuneration Committee's purpose is to advise the IITPSA Board on all matters relating to remuneration, to enable the Institute to develop ethical, consistent, fair and impartial strategies, policies, procedures and processes for the compensation of its staff, so as to attract, motivate and retain talented people.

5.2.5 Social and Ethics Committee

Social & Ethics Committee Chairperson	Ms. Carolynn Chalmers
Committee Members	Ms. Ulandi Exner
	Ms. Moira de Roche
	Ms. Pearl Pasi

The Institute of Information Technology Professionals South Africa (IITPSA) recognises its importance in the communities and environment where it operates, and pursues its business goals within the parameters of a stated ethics system, as recorded in the organisation's Code of Conduct.

The Board sets out the Corporate Governance Framework for the organisation and within this context, has constituted the Social and Ethics Committee as a committee of the Board to ensure that all decisions and activities are based on an ethical and sustainable foundation.

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South Africa

5.3 MEMBERS COUNCIL AND CHAPTER COMMITTEES

Chapter Committees represent the members at a local (provincial) level and are elected by the members in that area at Chapter Annual General Meetings, which usually take place between January and April each year. Their mandate is to engage more directly with the local IITPSA members, by delivering events of topical interest.

In the past, Chapter Committee Chairpersons were ex officio members of the Executive Council of the Institute, which, at the start of the life of the Institute, was its governing body. With changes to the Companies Act, the production of a new IITPSA Memorandum of Incorporation in 2013, and the entrenching of a Board of Directors of the Institute, the Executive Council was finally repurposed during 2018 as the Members Council – a forum for the Chapters to meet quarterly and share thoughts, ideas, challenges and best practices.

The Chapter Committee Chairpersons are all ex officio members of the IITPSA Members Council.

Members Council 2018-19

Gauteng Chapter Chair	Mr. Dickson Willie
Western Cape Chapter Chair	Ms. Pearl Pasi
Eastern Cape Chapter Chair	Mr. Devereaux Joubert
KZN Chapter Chair	Mr. Bryan Baxter
Women in IT Chapter Chair	Ms. Celeste Whitaker

The Members Council has met regularly since its inception and the Chapter Chairs have been communicating their activities, lessons learned, challenges and successes with one another - all to the benefit and greater good of the Institute's members.

ACTIVITIES

6.1 BURSARY

ICT skills are in short supply in South Africa and, as a SAQA recognised professional body in this industry, IITPSA aims to ensure that talented, top-performing students are given the opportunity to enter into the sector. The IITPSA bursary provides financial support to one full-time under-graduate student each year, enabling them to complete their education and pursue a career which will help to grow the industry and economy.

The bursary includes the following:

- Full tuition fees, registration fees and examination fees
- University administered accommodation
- Textbooks
- Student laptop

A full bursary was awarded in both 2017 and 2018, each to a deserving female first-year student studying for a first degree in an ICT related field. Both students have, however, struggled with their studies, and so the Institute is revisiting the bursary criteria, manner of award, support to the students and other related aspects.

6.2 IITPSA SCHOLARSHIP PROGRAMME

IITPSA has been involved with the Programming Olympiad for several years. The Institute is concerned that few, if any, girls make it to the final, and to date there has never been a girl in a team that has been sent to the International Olympiad in Informatics.

Part of the problem is that few girls' schools offer IT as a subject. If South Africa's ICT Industry is to reduce the skills shortage, it is imperative that the number of girls who enter the industry is increased significantly.

To address this problem, IITPSA has embarked on a scholarship programme:

- Girls who earn medals on the Talent Search competition are invited to apply for the scholarship
- IITPSA sponsors the SSir online school Java Programming course (aligned with IEB examination), including books, for Grade 10, 11 & 12
- On successful completion of a year, the girl is awarded a prize of R1000
- In the longer term, the Institute hopes that the girls who complete matric will be suitable candidates for the IITPSA bursary.

In 2017, the Institute granted three scholarships. Unfortunately, only one learner completed the year, and passed the exams in Grades 10 & 11. She continues her Grade 12 studies. Now that she has become accustomed to online learning, she is looking for opportunities to study online post-matric. In 2018, four scholarships were conferred. Of these, three successfully completed Grade 10, and are now well on their way in Grade 11.

All the 2017 and 2018 learners were based in the Western Cape.

Zuleigha Patel (pictured right) has demonstrated that perseverance and dedication are the qualities that contribute to success. Zuleigha attends Islamia Girls High School.

In 2019, the Institute awarded eight scholarships to applicants from around the country. Unfortunately, some of these have dropped out, and there are now five who are actively studying.

The main reason for the high drop-out rate is that learners do not understand that although the learning is online, the subject must be treated as an extra subject, with enough time allocated every day to work through the curriculum. IITPSA has tried to alert learners to the potential pitfalls but are still disappointed with the number of dropouts this year.

Learners are encouraged to enter the Programming Olympiad, but as entrants must be supervised by a school, this is not always possible. Going forward, the Institute will endeavour to find a way to afford its "scholarship girls" the opportunity to enter by partnering with local schools who do enter the Programming Olympiad.

6.3 OLYMPIADS
(Application & Programming and ThinkQuest)

Three national contests of the South African Computer Olympiad Trust in the year 2018/19

The South African Computer Olympiad is a project of the Institute of Information Technology Professionals South Africa (IITPSA). The Olympiads exist to encourage school learners to study and prepare for careers using IT. They achieve this by providing three national contests from basic levels and up to the level of international participation. Olympiads encourage talented learners to strive beyond the curriculum, and as an effect to raise the level of their classmates.

2018 Applications Olympiad (Second term 2018)

2018 Applications Olympiad Winners and Runners-up (June 2018)		
Award	**Name/Surname**	**School**
Gold	Sean Groenewald	Hoërskool Randburg
Silver	Daniel Olivier	Paul Roos Gymnasium
Silver	Shan O'Neil	Hoërskool Randburg
Bronze	Christopher Dovale	Boksburg High
Bronze	Dylan Nel	Hill College
Bronze	Heather Wimberley	Brescia House
Runner-up	Starling de Bruin	Sutherland High
Runner-up	Huw Irlam	Pinelands High
Runner-up	Andy Makaepea	St Enda's Secondary
Runner-up	Theunis Nel	Vredendal High
Runner-up	Liam Pillay	York High
Runner-up	Caitlin Spolander	Rhenish Girls' High

The full-day finals of the three-round Applications Olympiad took place at Bergvliet High School on 26 June 2018.

The prestigious Awards Dinner was held at the River Club, Cape Town on the following day. The Applications Olympiad is sponsored by the Institute of Information Technology Professionals South Africa (IITPSA). The contest is run by the SA Computer Olympiad which is a project of the Institute. The national IITPSA President, Ulandi Exner, spoke on the work of the Institute and awarded free student membership to the finalists to encourage them to pursue careers in the IT field.

Over 5 000 learners nationwide took part in the first round. Provincial achievement certificates were awarded to the top learners in the seven provinces.

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South Africa

IITPSA President Ulandi Exner with 2018 Applications Olympiad finalists

Back: Ulandi Exner (IITPSA President), Starling de Bruin, Andy Makaepea, Liam Pillay, Dylan Nel (bronze medal), Huw Irlam, Caitlin Spolander, Michael Cameron (Olympiad Manager)

Front: Heather Wimberley (bronze medal), Shan O'Neil (silver) Sean Groenewald (gold medal), Daniel Olivier (silver), Christopher Dovale (bronze medal)

2018 Applications Olympiad Final Round Winners

Back: Dylan Nel (bronze), Daniel Olivier (silver), Huw Irlam, Andy Makaepea

Front: Shan O'Neil (silver), Heather Wimberley (bronze), Christopher Dovale (bronze), Starling de Bruin, Sean Groenewald (gold)

2018 Programming Olympiad (Third term 2018)

2018 Programming Olympiad Winners and Runners-up (October 2018)		
Award	**Name/Surname**	**School**
Gold	Taariq Mowzer	Fairbairn College
Silver	Tian Cilliers	Stellenbosch High
Silver	Emile Tredoux	Parklands College
Bronze	Liam Foxcroft	Bishops
Bronze	Ralph McDougall	Curro Durbanville
Bronze	Andi Qu	St John's College
Runner-up	Warren Hood	Eshowe High
Runner-up	Retief Louw	Felixton College
Runner-up	Christina Mauer	Durbanville High
Runner-up	Lukas Nel	Paul Roos Gymnasium

The ten-hour finals of this three-round Programming Olympiad were hosted by Programming Olympiad sponsor Standard Bank at their prestigious Global Leadership Training Centre in Gauteng. The Gala Awards Dinner took place on 8 October 2018 at Standard Bank Auditorium in their Headquarters, Baker Street, Johannesburg.

Computer Olympiad

2018 PROGRAMMING OLYMPIAD finalists and winners with Nicole Borges (Standard Bank)

Back: Retief Louw, Michael Cameron, Andi Qu (bronze), Ralph McDougall (bronze), Liam Foxcroft (bronze), Nicole Borges (Standard Bank), Lukas Nel

Front: Christina Mauer, Emile Tredoux (silver), M.Taariq Mowzer (gold), Tian Cilliers (silver), Warren Hood

Provincial certificates for achievement were awarded to eleven learners who did well in the second round of the 2018 Programming Olympiad.

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Talent Search (First term 2019)

At the change of the century it was felt that the Computer Olympiad should offer something for those learners who had no access to computers and thus a very reduced incentive to think of IT as a direction of study and a career. A new pen-and-paper First Round was therefore introduced in 2003 with the aim of identifying learners with an aptitude for IT.

The new round was an immediate success and numbers increased dramatically over the next few years – especially when teachers discovered that the new round was a good predictor of success in Mathematics, Science and CAT as well as IT.

For this reason the new round was renamed "Talent Search". It uses questions developed annually by international computer science specialists to search for and grow computational thinking.

Doreen Chiware is a teacher at Enkululekweni Primary School in the informal settlement of Wallacedene near Cape Town. She motivates her learners use the Talent Search questions at their level (Grades 6 and 7) to identify and enhance their motivation to think logically and solve problems in this 45-minute international test.

Talent Search(ed):

Doreen Chiware (centre) of Enkululekweni Primary School in an informal settlement near Cape Town with her 41 learners who achieved certificates for being in the top 50% of the 21 500 nationwide in the Talent Search early in 2019.
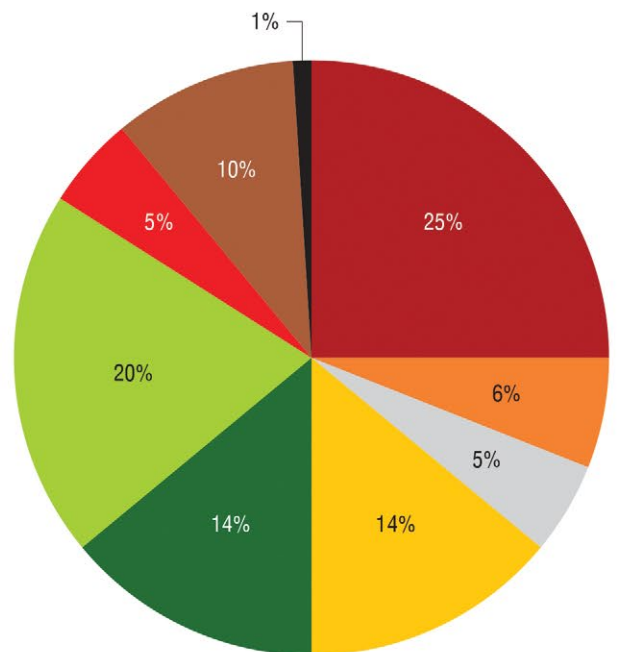
6.4   **JCSE/IITPSA 2018 ICT SKILLS SURVEY**

THE 9TH EDITION

Skills to be aquired

- OTJ/mentor
- Learnership
- Internship
- Vendor certification
- Uncert events
- Certificated courses
- Diploma
- Degree
- Not specific

The Holistic ICT Skills Survey

IITPSA partnered with the JCSE to publish the 9th edition of the Annual ICT Skills Survey in September 2018. This Survey is acknowledged to be the only report on the state of ICT Skills in South Africa that brings together all the perspectives on skills requirements and skills acquisition. The report is frequently used as a source by government, industry and the media.

JCSE-IITPSA 2018
# ICT SKILLS SURVEY

2018 Findings

The report expressed ongoing concern about the disparate approach of government entities to ICT skills development, leading to fragmented and ineffective policy initiatives. Prolonged failure to improve the science, technology, engineering and mathematics output from the education pipeline will have a serious negative impact on South Africa's ability to counter the growing risk of cybercrime attacks…as well as on our capacity to maintain a competitive and innovative ICT industry.

There are some public sector and many private sector initiatives to address the pressing issues of ICT skills development. These vary from the realistic (such as the BCX Explore Data Science Academy) to the optimistic (such as the DoC plan to train one million data scientists in 12 years). The ICT Skills Survey examines trends in demand and supply in both the local and international context.

Information / Cyber Security still tops. IoT, AI, Payment Systems new.

Future Value

IITPSA adds the Skills Survey to its Thought Leadership portfolio, using its reputation as the foundation of engagement with policy makers, skills development agencies and members to drive South Africa's social and economic growth. Implementation of the 2019 (10th) edition of the Survey is under way.
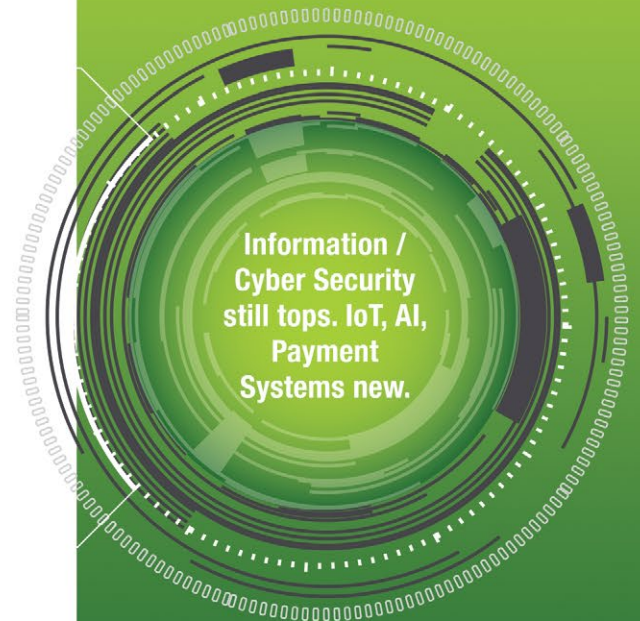
6.5   LEADEREX 2018

IITPSA made its second appearance at the annual Leaderex conference in September 2018, hosting the Digital Skills track, in conjunction with Women in IT. Leaderex is Africa's largest gathering of business leaders, professionals and entrepreneurs who benefit from hearing hundreds of speakers and panellists, helping them to prepare for the digital future, advance their careers and network with their peers.

IITPSA fielded nearly 30 speakers and panellists on topics ranging from Coding and Cyber Security to Artificial Intelligence and IoT. WIIT addressed the issues facing women rising through the "tech" ranks and how to break the stereotypes so that they can reach for the stars. Most of the sessions were over-subscribed and created a high level of interest in the Institute and its work and offering great exposure for IITPSA's thought leadership role.

6.6 WORLD COMPUTER CONGRESS 2018

The 24th IFIP World Computer Congress (WCC 2018) was hosted at the University of Technology in Poznan Poland. A number of IITPSA members, who are also IFIP Technical Committee (TC) representatives, participated in the numerous parallel conferences that took place during the week of 17 to 21 September 2018. There was a large South African delegation in attendance from numerous South African Universities, and IITPSA Board Member Moira de Roche was also present in her role as the current Chairperson of IFIP IP3.

The IITPSA CEO was invited to chair a panel discussion on ICTs for Development at HCC13 (IFIP TC9: Human Choice and Computers Conference) and to speak on two other occasions at the Congress, including jointly presenting the IITPSA to the IFIP General Assembly (GA), together with IITPSA's IFIP GA Representative, Prof. Rossouw von Solms.

6.7 NATIONAL PRESIDENT'S AWARDS 2018
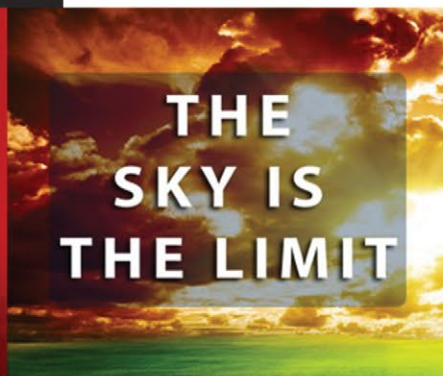
The Institute's Annual President's Awards event is a major highlight of the year for many in the industry, combining prestigious long-standing awards with unparalleled networking opportunities. It is an event that highlights the talent and commitment of individuals within the ICT industry. Nominees include a number of prominent people in various spheres of the ICT industry and profession in South Africa.

We congratulate our 2018 President's Award Winners

IT Personality

Teddy Daka - CEO of Etion

Visionary CIO

Jacques Barkhuizen - ABSA
CIO - Virtual Channels / Digital Banking

Technology Excellence

Empty Trips - Benji Coetzee

Social Responsibility / Community

Project Isizwe - Dudu Mkhwanazi

**Sincere congratulations to each
of these worthy winners!**

Distinguished Service in ICT

Dr. Jackie Phahlamohlaka

The 2018 IITPSA Annual President's Awards Dinner was held at The Capital on the Park in Sandton on 27 November 2018, being the fortieth year that such awards were being presented. With a theme of "The Sky's the Limit", close to one hundred and sixty guests gathered together to recognise and honour this year's ICT Top Achievers.

Two brand-new awards were introduced in 2018, namely a "Technology Excellence Award" and a "Social Responsibility / Community Award". These Awards joined the long-standing and highly prestigious "IT Personality of the Year" and "Visionary CIO of the Year" awards as well as the "Distinguished Service in ICT Award".

CHAPTERS & SPECIAL INTEREST GROUPS

7.1 EASTERN CAPE CHAPTER

Chapter Chair: Dr Lester Cowley (previously: Mr. Devereaux Joubert)

Ten Eastern Cape ICT professionals, students, teachers and scholars were honoured for their achievements at a well-attended Gala Awards Dinner, organised by the Eastern Cape Chapter of the IITPSA and held at the Radisson Blu Hotel on Wednesday 23 May 2018. The awards were presented to the winners by Ulandi Exner, the President of the IITPSA, assisted by Tony Parry, the CEO of the IITPSA, and Devereaux Joubert, the then Chairperson of the Eastern Cape Chapter of the IITPSA.

The Award winners were as follows:

EC IITPSA 2018 IT Scholars of the Year	Michael Marais, of Grey High School, and Samantha Brown, of Linkside High School
EC IITPSA 2018 IT Teacher of the Year (Lifetime Achievement Award)	Keith Gibson, of Alexander Road High School
EC IITPSA 2018 CAT Teacher of the Year Award	Mbulelo Njamela, of Cowan High School
EC IITPSA 2018 IT Student of the Year	Vuyolwethu Mdunyelwa, of the School of ICT at NMU
EC IITPSA 2018 Woman in IT Award	Brenda Scholtz, the Head of the Department of Computing Sciences at NMU
EC IITPSA 2018 Woman in IT (Lifetime Achievement Award)	Karen Church, the Head of Department of the School of ICT at NMU
EC IITPSA 2018 IT Entrepreneur of the Year	Melisa van der Merwe, of Converttocode
EC IITPSA 2018 IT Contributor of the Year	Patrick Monks, of Business Connexion
EC IITPSA 2018 IT Personality of the Year	Quintus Moolman, of Dimension Data

A very successful IITPSA EC Chapter Women's Networking Breakfast was hosted by the Eastern Cape Chapter of the IITPSA, in conjunction with the Nelson Mandela University School of ICT, on Wednesday 29 August 2018 and attended by about 60 women in IT. The event was a morning of connection and reflection on being a woman in a "man's world".

A talk on "Successful IT and CAT Teaching: Past, Present and Future" was co-presented by IITPSA 2018 Award winners, Keith Gibson (Alexander Road High School) and Mbulelo Njamela (Cowan High School), on Wednesday 10 October 2018, at the PE St George's Club, and attended by 32 people, almost all IT and CAT teachers. Their presentations were about why IT and CAT education is important for South Africa and the futures of individual learners, the lessons that they have learned from their teaching careers, what works and what must be fixed, and their vision of how IT and CAT teaching and content will evolve over the next ten years. The last 20 minutes of the Talk was a panel discussion, during which audience members were able to ask Keith and Mbulelo questions.

7.2   WESTERN CAPE CHAPTER

Chapter Chair: Ms. Pearl Pasi

The Western Cape Chapter has had a busy year, thanks to the work of an enthusiastic and dedicated Chapter Committee. The current committee members have been working together for more than three years and are all keen to promote the vision of the institute. The Chapter committee holds regular meetings and met more than five times in 2018.

IITPSA WESTERN CAPE CHAPTER 2018/19 EVENTS

- Chatbot event
- Evolving critical systems event
- Open Licensing
- IT Certification – The Do's and Don'ts
- IITPSA Women in IT event "How women can thrive in the IT Workplace"
- Cybersecurity skills in South Africa
- Quantum Computing: What you need to know
- Chapter AGM 31 January 2019 - the AGM was very successful and was well attended

7.3   KWAZULU-NATAL CHAPTER

Chapter Chair: Mr. Marshall Masanga (previously: Mr. Bryan Baxter)

After a period of near-dormancy, the KwaZulu-Natal Chapter has started showing some movement again, due in very large part to a vibrant, enthusiastic and fully committed Chapter Committee – ably lead by Bryan Baxter during 2018, and more recently by Marshall Masanga.

During 2018, the following events were hosted by the KZN Chapter:

- A Cyber Security Event on 24 August 2018 at Strauss Daly Place, Umhlanga
- The future of Blockchain - Hedera Hashgraph on 14 November 2018 at the Sett, Umhlanga
- The Digital CIO Playbook workshop on 5 February 2019 at the Coastlands Hotel, Umhlanga

7.4   GAUTENG CHAPTER

Chapter Chair: Mr. Dickson Willie

The Gauteng Chapter Committee has had a difficult year, with the Committee membership dwindling to the Chapter Chair (Dickson Willie) and the Chairpersons of the various Gauteng Special Interest Groups (SIGs). The vast majority of the member-based activities were either hosted by the SIGs, or by the IITPSA National Office.

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7.5 GAUTENG SPECIAL INTEREST GROUPS (SIG)

7.5.1 Artificial Intelligence and Robotics (SIGAIR) and Cybersecurity (SIGCyber)

On the 5th December 2018, IITPSA hosted a breakfast event to launch two brand new Special Interest Groups in Gauteng:

- **SIGCyber (Special Interest Group in Cybersecurity)**
  SIG Chair: Dr. Kiru Pillay
- **SIGAIR (Special Interest Group in Artificial Intelligence and Robotics)**
  SIG Chair: Mr. Johan Steyn

The respective chairpersons introduced their Special Interest Groups (SIGs) at the breakfast and engaged with attendees on thoughts and plans for the SIGs, and for the year ahead. Guest speakers also gave some insights into the specific communities of practice.

7.5.2 Special Interest Group in Software Testing (SIGiST)

SIG Chair: Mr. Rob Kerrich-Walker

This special interest group is currently the most active one in the Gauteng Chapter, hosting SIG events every month or two, covering topics and challenges in the software testing / quality assurance space.

Game on Disruptors by Joseph Langerman - 29th March 2018 - Breakfast event
The role of testers is changing. Skills are becoming fungible and everyone is now responsible for quality. Where does that leave the tester? An entertaining talk enjoyed by all.

> Before software can be reusable, **it first has to be usable.**
>
> - Ralph Johnson
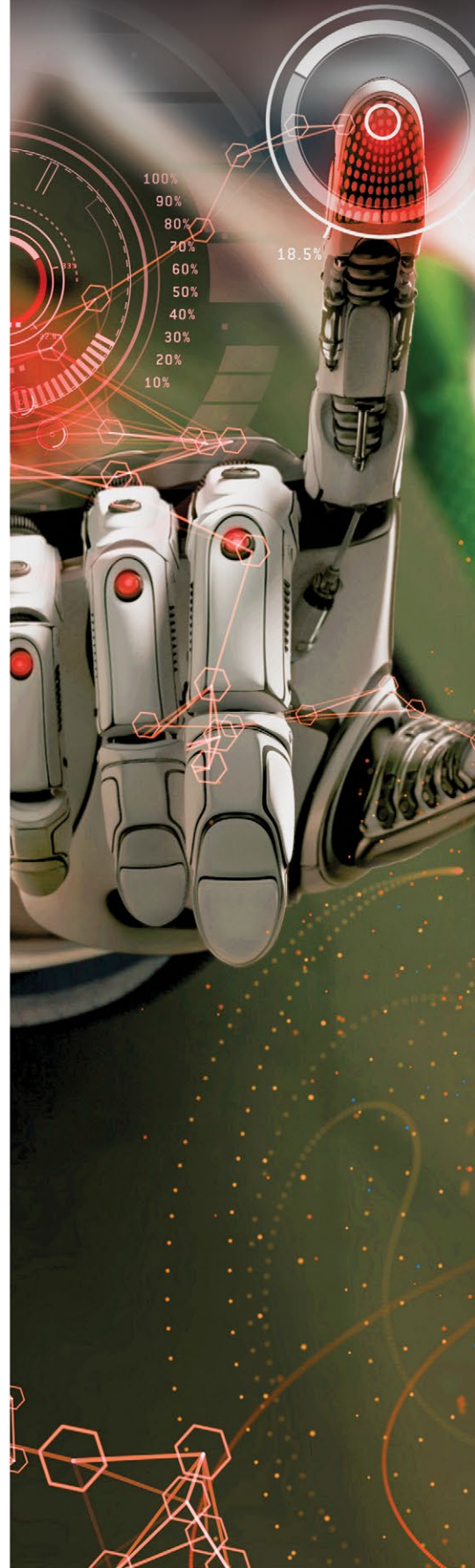
Lean Coffee @ SIGiST - Thursday 26 April, 2018.
A small crowd in attendance but a well-received format.

Microfocus and Open Source - 23rd May, 2018 - Stephen Smith
Stephen gave an overview of how the Microfocus suite of products are moving forward with Open Source.

Breakfast @ SIGiST - 22nd June 2018
A Double bill bumper event which was extremely well attended.

Technical Debt by Martin Byker
The talk is based on the work of Ward Cunningham and Doc Norton. It looks at the consequence of poor software development or to the deployment of hardware, highlighted by lack of updating, bad maintenance, corrected versions, problems of scalability, and the unsystematic incorporation of new functionalities.

Artificial Intelligence & Software Testing: Hype or Hysteria? by Johan Steyn - An intriguing view into the world of AI.

Game on Disruptors - XSIG Event - 15th August 2018

August 22nd 2018 - Afternoon at SIGiST - Double Bill
Part 1 - "You need to lift testing!": A testers ascension to quality engineer – an intriguing and captivating talk about a personal journey from testing to quality engineering. Natasha Anderson shared her journey of re-invention as she transitioned her career from one built on the principles of waterfall to one of agility.

Part 2 - Shifting SQA left and right - Bonginhlanhla Lushaba gave an insightful reminder that for effective testing we have to look both ways before we cross the road.

September - SASTQB TestIT Africa - We held a stand at the event sharing what IITPSA and SIGiST are about.

November 22nd 2018 - Security Double Bill
Part 1 - The fundamental ins and outs of how ICS and SCADA aids Operational Technology shared by Tommy Thomson. An engaging discussion in this specialized world prompting a lot of questions around certification.

Part 2 was a panel discussion which ended the year off nicely.

A great thank you to all our sponsors for a bumper year which enriched the lives of all our participants.

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7.5.3 Innovation (InnovationSIG)

SIG Chair: Mr. Wayne Mallinson

The InnovationSIG, a Special Interest Group of the IITPSA, was launched on 6 October 2016 with an event introducing the concept and software of Building Information Modelling (BIM).

Key objectives of the InnovationSIG are to:

- foster innovation to create or improve products, services, productivity, sustainability and inclusiveness in SA
- showcase innovations and innovators from agriculture, construction, business, ICT, manufacturing and other sectors
- encourage members to interact and to improve innovation practices for individuals, organisations and industries
- promote sustainable job creation, economic growth, and to improve current standards of living in SA through innovations

InnovationSIG Events

Events of great variety have included an in-depth presentation and discussion around aquaculture; an interesting mechanical engineering mechanism for storing energy as compressed (and liquefied) air; 3D printing; Design thinking used to facilitate change; A presentation on how to invent; and how to use games and technology to cement collaboration and foster interest and learning in teams. All members and non-members (at a small fee) are encouraged to attend the events which take place every two to three months in the early evening from 17h30 to 19h30.

The InnovationSIG is always keen and open to inviting speakers or who have innovated a product, service, or process and wish to share the story of their innovation journey.

7.6   CAREER DAYS (GAUTENG AND KZN)

The KwaZulu-Natal and Gauteng Chapter Committees both participated in Career Days in their provinces during 2018, growing awareness of the Institute among young learners, and of the opportunity to pursue careers in the Information and Communications Technology field when they head into tertiary studies.

In KZN, it was the E-Thekwini Youth Employability Indaba & KZN Careers Expo held on 24-26 May 2018 at Durban ICC.

In Gauteng, the Chapter was involved in the 11th Annual Soweto Career Day & Expo 2018 (pictured left), held on the 10th and 11th May 2018 at the Orlando Community Hall, Soweto. It focused on grades 10 to 12 learners and the unemployed youth from and around Soweto.

STAKEHOLDER COMMUNICATION **AND ENGAGEMENT**

The Institute engages with its members and stakeholders through a variety of channels, including a monthly e-Newsletter, the Institute's website and social media presence (Facebook, LinkedIn and Twitter) and the issuing of press releases. Each of these are used in appropriate ways to grow awareness of IITPSA and its primary focus of increasing professionalism, ethical behaviour, standards and continuous professional development.

Website
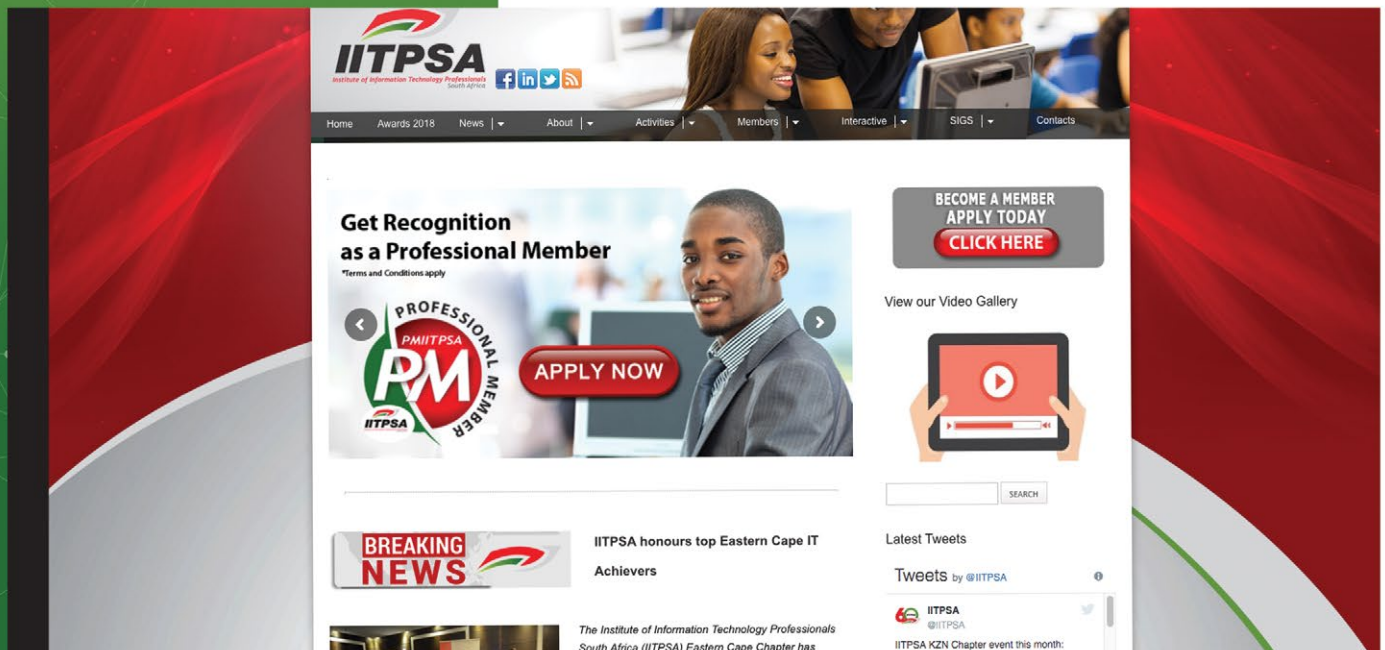
The IITPSA Website is updated frequently and provides a wealth of information, including:

- What the Institute stands for
- How ICT professionals can join
- Newsletters and media releases
- Upcoming events (IITPSA's own events and supported events of third parties)
- Member benefits
- Careers in ICT

www.iitpsa.org.za

Social Media (Twitter, Facebook, LinkedIn)

During 2018, the Institute saw growing interest and participation in its social media channels, with the number of followers growing for each social media platform. The Facebook Messenger channel is becoming more and more broadly used by existing and aspirant members wanting to obtain very specific information from the Institute about progress on membership applications and the like.

STAY IN THE LOOP!
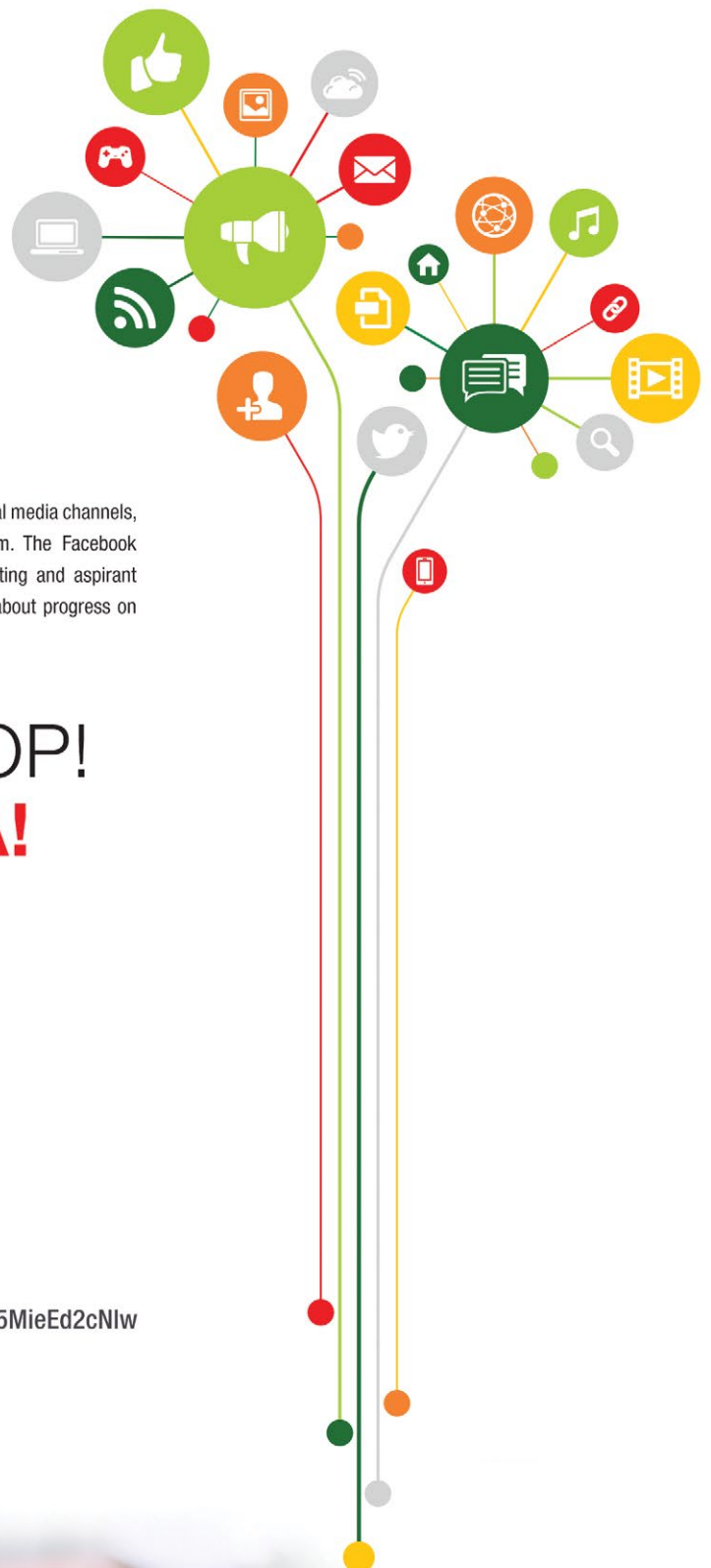# FOLLOW IITPSA!

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www.twitter.com/iitpsa

www.linkedin.com/groups/110341/

www.youtube.com/channel/UCyB21aO6hBUM5MieEd2cNlw

Promoting the ICT Professional

IITPSA 60

ABRIDGED 2018/19
ANNUAL FINANCIAL STATEMENTS

IITPSA NPC
(Registration Number: 1958/001036/08)
Annual Financial Statements for the year ended 28 February 2019

Statement of Financial Position as at 28 February 2019

Figures in Rand	2019	2018
Assets		
Non-Current Assets		
Property, plant and equipment	39 996	64 827
Current Assets		
Trade and other receivables	135 582	188 915
Cash and cash equivalents	24 870 131	19 285 270
	25 005 713	**19 474 185**
Total Assets	**25 045 709**	**19 539 012**
Equity and Liabilities		
Equity		
Retained surplus	21 972 340	15 732 618
Liabilities		
Current Liabilities		
Trade and other payables	323 426	208 058
Deferred Income	2 240 437	3 084 871
Provisions	509 506	513 465
	3 073 369	**3 806 394**
Total Equity and Liabilities	**25 045 709**	**19 539 012**

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South Africa

Statement of Comprehensive Income

Figures in Rand	2019	2018
Revenue	14 023 561	12 225 015
Cost of Sales	(3 056 728)	(2 971 426)
Gross Surplus	**10 966 833**	**9 253 589**
Operating Expenses	(6 326 991)	(5 227 748)
Operating Surplus	**4 639 842**	**4 025 841**
Investment revenue	1 600 437	1 227 111
Loss on disposal of fixed assets	(557)	-
Surplus for the year	**6 239 722**	**5 252 952**
Other comprehensive surplus	-	-
Total comprehensive surplus for the year	**6 239 722**	**5 252 952**

Statement of Changes in Equity

Figures in Rand	Retained surplus	Total equity
Balance at 01 March 2017	**10 479 666**	**10 479 666**
Surplus for the year	5 252 952	5 252 952
Other comprehensive income	-	-
Total comprehensive surplus for the year	**5 252 952**	**5 252 952**
Balance at 01 March 2018	**15 732 618**	**15 732 618**
Surplus for the year	6 239 722	6 239, 722
Other comprehensive income	-	-
Total comprehensive surplus for the year	**6 239 722**	**6 239 722**
Balance at 28 February 2019	**21 972 340**	**21 972 340**

Statement of Cash Flows

Figures in Rand	2019	2018
Cash flows from operating activities		
Cash generated from operations	4 016 118	4 486 830
Interest Income	1 600 437	1 227 111
Net cash from operating activities	**5 616 555**	**5 713 941**
Cash flows from investing activities		
Purchase of property, plant and equipment	(32 398)	(46 584)
Disposal of fixed Assets	704	-
Net cash from investing activities	**(31 694)**	**(46 584)**
Total cash movement for the year	**5 584 861**	**5 667 357**
Cash at the beginning of the year	19 285 270	13 617 913
Total cash at the end of the year	**24 870 131**	**19 285 270**

ABBREVIATIONS

AfICTA	African ICT Alliance
AI	Artificial Intelligence
B-BBEE	Broad-Based Black Economic Empowerment
CAT	Computer Applications Technology
CEO	Chief Executive Officer
CIO	Chief Information Officer
CPD	Continuing Professional Development
DoC	Department of Communications
FIITPSA	Fellow of the Institute
HDI	Historically Disadvantaged Individual
ICT	Information and Communications Technologies
IFIP	International Federation for Information Processing
IITPSA	Institute of Information Technology Professionals South Africa
IoT	Internet of Things
IP3	International Professional Practice Partnership
ISACA	Information Systems Audit and Control Association
ISC²	International Information System Security Certification Consortium
JCSE	Joburg Centre for Software Engineering
LLL	Lifelong Learning

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South Africa

MICT SETA	The Media, Information and Communication Technologies Sector Education and Training Authority
MIITPSA	Member of the Institute
NED	Non-Executive Director
NPC	Non-Profit Company
NQF	National Qualifications Framework
PMIITPSA	Professional Member of the Institute
SACNASP	South African Council for Natural and Scientific Professions
SAIEE	South African Institute of Electrical Engineers
SAQA	South African Qualifications Authority
SASTQB	South African Software Testing Qualifications Board
SIG	Special Interest Group
SIGAIR	Special Interest Group in Artificial Intelligence and Robotics
SIGCyber	Special Interest Group in Cybersecurity
SIGiST	Special Interest Group in Software Testing
SQA	Software Quality Assurance
STEM	Science, Technology, Engineering and Mathematics
WCC	World Computer Congress
WIIT	Women in IT
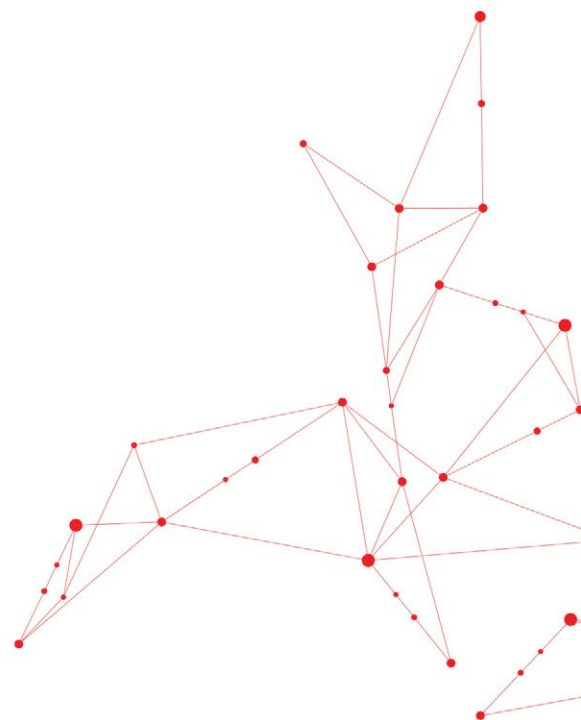
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