

PRODIGY

BUSINESS SERVICES Pty Ltd

RESEARCH.
INTELLIGENCE.
IMPACT.

EVIDENCE THAT INFORMS.
INSIGHT THAT DRIVES.
IMPACT THAT LASTS.

PRODIGY BUSINESS SERVICES (PTY) LTD PROFILE

SKILLS FOR TOMORROW



EVIDENCE. / INSIGHT. / IMPACT. / FUTURE.

“RESEARCH IS
SEEING WHAT
EVERYONE ELSE HAS SEEN.
DATA IS UNDERSTANDING
WHAT NO ONE ELSE
HAS NOTICED.”

FROM EVIDENCE TO INSIGHT.
FROM INSIGHT TO IMPACT.



ABOUT PRODIGY

Research. **Intelligence**. Capability.

For more than 26 years, Prodigy Business Services has partnered with government, industry and development institutions to transform evidence into better decisions.

Founded in 1998, Prodigy is a South African research, intelligence and organisational capability consultancy operating across the full skills development value chain. Our expertise spans labour market analysis, sector skills planning, institutional diagnostics, TVET readiness, workforce development, monitoring and evaluation, impact assessment and strategic research.

Over the past two decades, we have delivered research and advisory assignments for national and provincial government departments, SETAs, municipalities, public entities, state-owned enterprises, universities, development partners, organised labour, professional bodies and private sector organisations across South Africa.

We combine analytical rigour with practical implementation experience to produce actionable intelligence that informs policy, strengthens institutions and achieves measurable workforce and organisational outcomes.



OUR RESEARCH CAPABILITY

Prodigy combines analytical rigour with practical implementation experience to deliver research that informs policy, strengthens institutions and improves workforce outcomes.

LABOUR MARKET INTELLIGENCE & SECTOR SKILLS PLANNING

We analyse labour markets and sector dynamics to anticipate skills demand and support evidence-based planning.

- Labour market intelligence
- Sector Skills Plans (SSPs)
- Occupational demand analysis
- Future skills forecasting

MONITORING, EVALUATION & IMPACT ASSESSMENT

We design and implement evaluations that measure outcomes, performance and impact across programmes and institutions.

- Impact evaluations
- Learner tracer studies
- Stakeholder satisfaction surveys
- Programme reviews

TVET & OCCUPATIONAL QUALIFICATION RESEARCH

We assess institutional readiness and support the implementation of occupational qualifications and TVET system strengthening.

- TVET readiness diagnostics
- Occupational qualification implementation
- Institutional capability assessments
- Employer engagement

WORKFORCE DIAGNOSTICS & SKILLS AUDITS

We conduct large-scale workforce diagnostics to identify skills gaps, capability needs and future workforce requirements.

- Skills audits
- Workforce profiling
- Competency mapping
- Organisational diagnostics

POLICY, GOVERNANCE & INSTITUTIONAL RESEARCH

We provide strategic research that strengthens governance, informs policy and improves institutional performance.

- Governance research
- Institutional assessments
- Policy analysis
- Strategic advisory

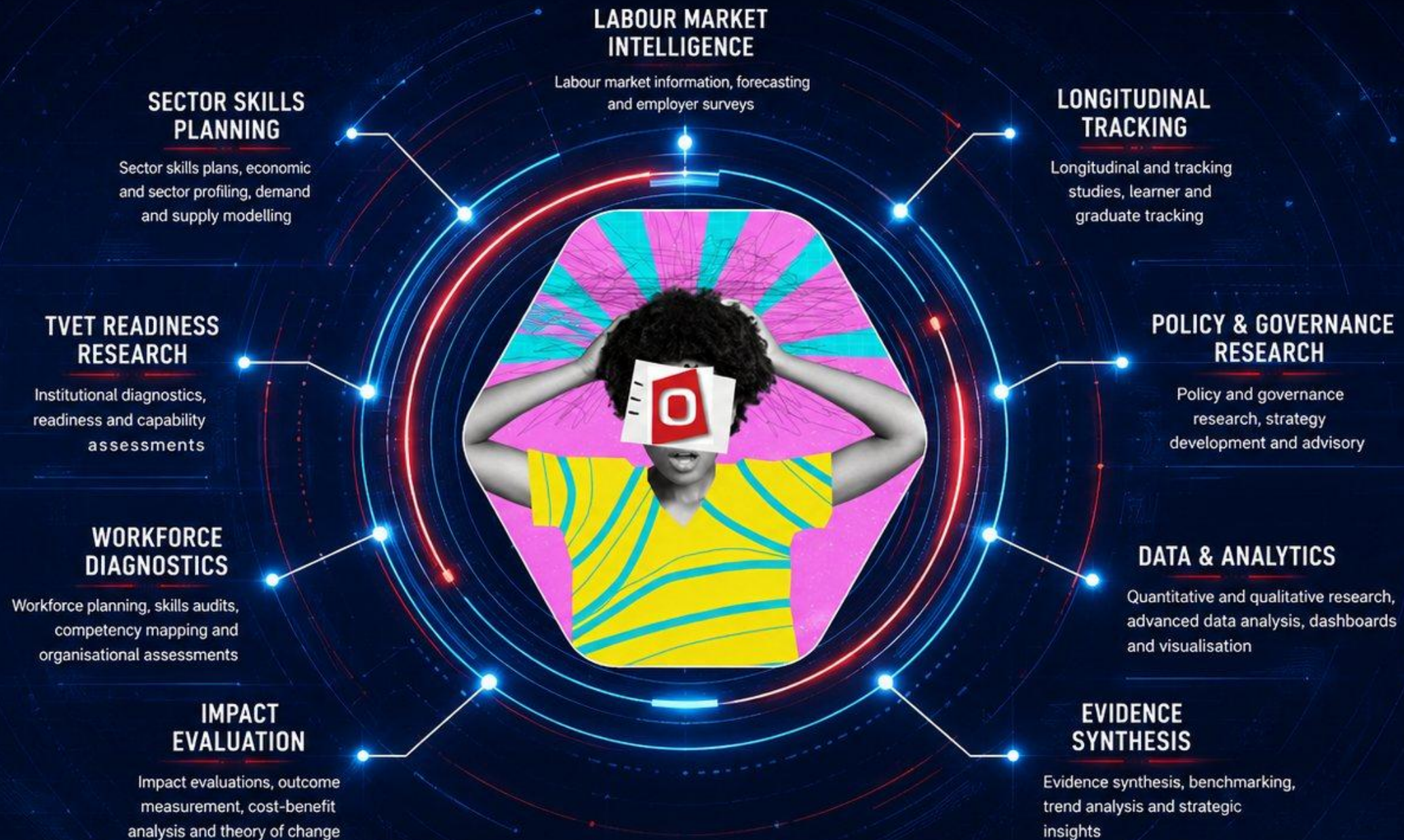
SELECTED NATIONAL ASSIGNMENTS

FoodBev SETA | Services SETA | PRASA National Skills Audit | MISA National Diagnostics |
Agricultural Research Council | Moses Kotane Research Institute



PRODIGY RESEARCH INTELLIGENCE ECOSYSTEM

25+ YEARS OF RESEARCH, LABOUR MARKET INTELLIGENCE, SKILLS PLANNING
AND INSTITUTIONAL DIAGNOSTICS ACROSS SOUTH AFRICA



OUR INTEGRATED RESEARCH ECOSYSTEM TRANSFORMS COMPLEX DATA INTO PRACTICAL INTELLIGENCE
THAT STRENGTHENS INSTITUTIONS, INFORMS POLICY AND DRIVES SKILLS DEVELOPMENT AND ECONOMIC IMPACT.

WHO WE ARE

Research. Evidence. Insight. Impact.

Driving skills development, labour market intelligence and institutional performance across South Africa.

RESEARCH CAPABILITY DASHBOARD

ESTABLISHED

1998

YEARS OF
EXPERIENCE

25+

RESEARCH PROJECTS
DELIVERED

100+

INDIVIDUALS
ASSESSED

25,000+

SETAS
SUPPORTED

10+

MUNICIPALITIES
COVERED

44 DISTRICT
MUNICIPALITIES

EMPLOYEES
AUDITED

17,000+

NATIONAL
FOOTPRINT

ALL PROVINCES

SPECIALIST AREAS

LABOUR MARKET
INTELLIGENCE

ECONOMIC
PROFILING

SECTOR SKILLS
PLANNING

SKILLS
AUDITS

INSTITUTIONAL
DIAGNOSTICS

MONITORING &
EVALUATION

POLICY
RESEARCH

STAKEHOLDER
ENGAGEMENT



EVIDENCE-BASED RESEARCH. PRACTICAL INSIGHTS. MEASURABLE IMPACT.
BUILDING SKILLS. STRENGTHENING INSTITUTIONS. GROWING SOUTH AFRICA.

RESEARCH LEADERSHIP TEAM

Over 30 years of collective research,
analytics and strategic expertise.

A multidisciplinary leadership team delivering evidence-based research,
economic profiling, industry profiling, transformation analytics, labour
market intelligence and policy insights that inform decision making
and drive impact.

NERISHNI SHUNMUGAM

PROJECT DIRECTOR

QUALIFICATIONS

- MBA
- B.Soc.Sc (Hons)
- Personnel Management (Hons)
- Executive Programme in Contract Law (Harvard EdX)

EXPERTISE FOCUS

Strategic leadership
Labour market intelligence
Sector skills planning
Impact evaluation
Stakeholder engagement

DR MTHUTHUZELI SWARTZ

PROJECT LEAD:
TRANSFORMATION (RACE & GENDER) ANALYTICS

QUALIFICATIONS

- Doctorate in Management of Technology & Innovation
- MBA
- B.Admin (Hons)

EXPERTISE FOCUS

Transformation research and analytics
Race and gender profiling
Policy alignment
Equity impact assessment

THIRU MUDALY CA (SA)

ECONOMIC PROFILING LEAD

QUALIFICATIONS

- CA (SA)
- B.Com Accounting
- Advanced Financial Management Programme

EXPERTISE FOCUS

Economic profiling
Macro-economic analysis
Financial modelling
Economic impact assessment

DR SHARLOTTE NAIDOO

ECONOMIST

QUALIFICATIONS

- PhD in Economics
- M.Com (Economics)
- B.Com (Hons) Economics

EXPERTISE FOCUS

Economic research
Labour market economics
Forecasting and modelling
Policy and fiscal analysis
Data-driven insights

VARISH GANPATH

DATA & SPSS SPECIALIST

QUALIFICATIONS

- BSc Mechanical Engineering

EXPERTISE FOCUS

Data management
Survey design & data capture
SPSS programming
Statistical analysis
Data visualisation
Reporting dashboards

EVIDENCE-BASED RESEARCH. | PRACTICAL INSIGHTS. | MEASURABLE IMPACT.
TRANSFORMING SKILLS. STRENGTHENING INSTITUTIONS. GROWING SOUTH AFRICA.

RESEARCH DELIVERY FRAMEWORK

TRANSFORMING **EVIDENCE** INTO **INSIGHT**,
INSIGHT INTO **STRATEGY**, AND **STRATEGY** INTO **IMPACT**



LABOUR MARKET
INTELLIGENCE



ECONOMIC
PROFILING



SECTOR SKILLS
PLANNING



TVET & SKILLS
RESEARCH



INSTITUTIONAL
DIAGNOSTICS



MONITORING &
EVALUATION



POLICY & REGULATORY
RESEARCH



STAKEHOLDER
ENGAGEMENT



RESEARCH.



EVIDENCE.

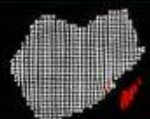


INSIGHT.



IMPACT.

BUILDING SKILLS. STRENGTHENING INSTITUTIONS.
GROWING SOUTH AFRICA.



RESEARCH THAT DRIVES IMPACT

Evidence. Insight. Solutions.
Building skills. Strengthening institutions.
Growing South Africa.



25+
YEARS OF
OPERATION



10+
SETAs SUPPORTED



100+
RESEARCH PROJECTS



25,000+
INDIVIDUALS ASSESSED



8,000+
MUNICIPAL OFFICIALS
ASSESSED



25+
YEARS OF CONSISTENT
IMPACT & DELIVERY

OUR RESEARCH EXPERTISE



LABOUR MARKET
INTELLIGENCE



STAKEHOLDER
ENGAGEMENT



SKILLS PLANNING
& SECTOR PROFILING



MONITORING &
EVALUATION



INSTITUTIONAL
DIAGNOSTICS



ECONOMIC & POLICY
RESEARCH

EVIDENCE-BASED RESEARCH. | PRACTICAL INSIGHTS. | MEASURABLE IMPACT.
TRANSFORMING SKILLS. STRENGTHENING INSTITUTIONS. GROWING SOUTH AFRICA.

PROVEN RESEARCH EXPERIENCE. INFORMED BY INSIGHT. DELIVERED WITH IMPACT.

Extensive experience across sectors, institutions and national priorities.



CLIENT	PROJECT EXPERIENCE	SCOPE & SCALE	RESEARCH METHODOLOGY	KEY OUTPUTS
FoodBev SETA	Sector Skills Plan (2026–2029) and Research Partner Programme	National	Labour market intelligence, employer surveys, WSP analysis, stakeholder consultation, focus groups, economic and occupational analysis	SSP, HTFV, SPOI, labour market intelligence, research agenda, chamber presentations
Services SETA	TVET Readiness Assessments	Multiple Colleges Nationally	Institutional diagnostics, site visits, interviews, labour market analysis, capability assessments	Readiness reports, implementation frameworks
Services SETA	Learner Tracer Study	National	Quantitative surveys, qualitative interviews, statistical analysis	Employment outcomes, programme impact assessment
Services SETA	Stakeholder Customer Satisfaction Survey	National	Stakeholder surveys, perception analysis, focus groups	Satisfaction index, service improvement recommendations
Services SETA	Embalmer Qualification Research	National / TVET Sector	Labour market research, employer interviews, professional body engagement, institutional assessment	Occupational implementation model
PRASA	National Skills Audit	16,000 Employees	Skills audit, competency assessment, workforce analytics, organisational diagnostics	National workforce profile and skills strategy
MISA	National Municipal Infrastructure Diagnostics	44 District Municipalities; 8,000 Officials	Diagnostics, quantitative surveys, qualitative interviews, capability assessments	National infrastructure and capacity diagnostic framework
Govan Mbeki Municipality / Gert Sibande Region	Skills Diagnostic and Workforce Assessment	1,232 Employees	Skills audits, competency mapping, workforce profiling	Skills audit reports and workforce plans
National Skills Fund / W&RSETA	Employment Needs Analysis and Workplace Surveys	National	Worker surveys, employer interviews, labour market analysis	Employment and workforce planning insights

20+ YEARS
of research
excellence

9+ MAJOR
organisations
partnered

NATIONAL
footprint across sectors
and institutions

THOUSANDS
of stakeholders
engaged

EVIDENCE
that informs policy,
planning and
performance

LET'S BUILD BETTER DECISIONS TOGETHER

RESEARCH THAT INFORMS. EVIDENCE THAT MATTERS.
DECISIONS THAT CREATE **IMPACT**.

For more than 26 years, Prodigy Business Services has partnered with government, industry and the private sector to deliver rigorous research, labour market intelligence and strategic insights that strengthen institutions and improve decision-making.

Our multidisciplinary team combines researchers, economists, data analysts, monitoring and evaluation specialists and sector experts to undertake complex assignments requiring analytical depth, methodological rigour and practical relevance.

OUR CAPABILITIES



RESEARCH
STRATEGY



LABOUR MARKET
INTELLIGENCE



ECONOMIC &
SECTOR PROFILING



SECTOR SKILLS
PLANNING



TVET READINESS
ASSESSMENTS



SKILLS AUDITS &
WORKFORCE
DIAGNOSTICS



MONITORING &
EVALUATION



IMPACT
EVALUATION



GOVERNANCE &
POLICY RESEARCH



STAKEHOLDER
ENGAGEMENT



DATA ANALYTICS &
VISUALISATION

WHY ORGANISATIONS CHOOSE PRODIGY

- National research capability
- Proven SETA and public sector experience
- Large-scale stakeholder engagement
- Advanced quantitative and qualitative research
- Evidence-based policy and planning
- Practical recommendations with measurable impact

CONTACT



NERISHNI SHUNMUGAM

Founder & Project Director



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