

APPLICATION INFORMATION & GUIDELINES (2026)

KEY TO TERMINOLOGY	
DSV-ET	DSV Empowerment Trust
DSV	any DSV company registered in South Africa (see below for list of participating companies)
FUND ADMINISTRATORS	Career Wise (Pty) Ltd
APPLICANT	A candidate applying for educational funding from the DSV-ET would fall into one of the following categories: Employee, Dependent or Nominee.
BENEFICIARY	A candidate that applied to the DSV-ET for educational funding and was successful (either in the current or prior years). Would fall into one of the following categories: Employee, Dependent or Nominee.
EMPLOYEE *	A DSV-ET applicant or beneficiary, who is a current permanent employee of DSV
DEPENDANT	A DSV-ET applicant or beneficiary, who was nominated to apply for funding by a current permanent employee of DSV – who <u>IS</u> their parent or guardian
NOMINEE	A DSV-ET applicant or beneficiary, who was nominated to apply for funding by a current permanent employee of DSV. Please refer to page 4 for a list of required qualifications.

** If reference is being made to an employee that is NOT an applicant or beneficiary of the DSV-ET, it will be noted that they are employees of DSV*

FUNDING REGULATIONS & POLICIES

a) The following candidates are eligible to APPLY for DSV-ET educational funding:

- Any Black South African, who is a current permanent **employee** of DSV.
- Any Black South African, who is a legal/financial **dependent** of a current permanent employee of DSV.
- Any Black South African, **nominated** by current permanent employee of DSV.

*** (Black includes African, Chinese, Coloured and Indian)**

b) Participating DSV companies include:

- DSV South Africa (Pty) Ltd
- DSV Contract Logistics
- DSV Road (Pty) Ltd
- DSV Shared Services (Pty) Ltd

EMPLOYEES:

- a) Funding will only be provided for recognized (accredited) courses, diplomas, or degrees of a **minimum three-year** duration at an **approved** College, University of Technology (Technikon), or University.
- b) Employees are only permitted to apply for courses that can be studied on a **part-time** basis and are permitted to attend weekend or evening lectures, tutorials and any other academic support activity which may improve their chances of passing. Permission to attend these activities must be obtained from the fund administrator. **Only employees** are allowed to study at both public and private institutions and should ensure these are accredited.
- c) Funding will be awarded to cover the cost of registration, tuition, and prescribed textbooks.
- d) Employees from DSV may be from any level of employment.

DEPENDENTS

- a) Dependents must be unemployed, financially dependent on the employee and may only study on a **full-time** basis.
- b) Dependents can study any field of their choice and **ONLY** Public Tertiary Institutions will be recognized.
- c) Funding will be awarded to cover the cost of registration, tuition, and prescribed textbooks. Funding may also cover the cost of accommodation, subsistence, meals, transport, and/or prescribed equipment. The granting of this funding will be dependent on the applicant's personal circumstances and level of financial need.
- d) Dependents may apply for accommodation, subsistence, meals, and/or transport allowances.
- e) The fund administrators will only **deal directly with the beneficiary** and **NOT** with their parents'/guardians'/managers etc.
- f) Beneficiaries are not permitted to accept grant funding from any other source.
- g) Employees (parents) from DSV may be from any level of employment, no preference will be given based on the employees or nominators' status within DSV.
- h) There are no restrictions on the number of dependents a DSV employee may have on the programme at any one time.

NOMINEES

- a) Nominees must be **unemployed** and may only study on a **full-time** basis.
- b) **ONLY** Public Tertiary Institutions will be recognized.
- c) Funding will be awarded to cover the cost of registration, tuition, and prescribed textbooks. Funding may also cover the cost of accommodation, subsistence, meals, transport, and/or prescribed equipment. The granting of this funding will be dependent on the applicant's personal circumstances and level of financial need.
- d) Nominees may apply for accommodation, subsistence, meals, and/or transport allowances.
- e) The fund administrators will only **deal directly with the beneficiary** and **NOT** with their parents'/guardians/

- f) Beneficiaries are not permitted to accept grant funding from any other source.
 - g) Nominators from DSV may be from any level of employment, no preference will be given based on the employees or nominators' status within DSV.
 - h) DSV employee nominators have no financial, or other, obligations to the applicant that they have nominated.
 - i) NOMINEES are required to be registered or have received provisional acceptance for the following qualifications at a public university:
 - BCom in Logistics Management
 - BCom in Supply Chain Management
 - BCom in Transport & Logistics management
 - BCom in International Trade
 - Bachelor of Business Administration in Logistics and Supply Chain Management
 - Industrial Engineering
 - Bachelor of Technology in Industrial Engineering
 - BCom/BSc Informatics/Information Technology
 - BCom Taxation
 - BCom Accounting
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APPLICATION PROCEDURES

- a) Please visit Career Wise website at **www.careerwise.co.za** and navigate to the Application Tracking System (ATS).
- b) All applicants will receive confirmation of application submission from the ATS. **PLEASE ENSURE YOU COMPLETE YOUR APPLICATION AND UPLOAD REQUIRED DOCUMENTS.**
- c) Shortlisted applicants will be required to attend a virtual interview.
- d) All applicants will be informed, by email, by no later than the **30 November 2026** whether their application has been SUCCESSFUL or NOT.
- e) The fund administrators will only **deal directly with the applicant** and **NOT** with their parents/guardians/managers etc.
- f) Career Wise has been appointed by the Trustees to independently make all decisions related to selection and funding, according to predetermined criteria of academic performance and personal motivation. Therefore, all related **queries should be directed solely at Career Wise** and not at the management of DSV or the DSV-ET.
- g) A limited budget is made available annually by the DSV-ET for educational distributions. The number of applications received far exceeds this amount, therefore it is not possible to provide part, or full funding, to every applicant.
- h) **The granting of educational funding to successful applicants will be conditional on their final/year-end results meeting the academic selection criteria.**
- i) **Applying to tertiary institutions, and for accommodation, is the responsibility of the applicant. Provisional acceptance from the institution for 2027 is required prior to applying for funding.** Payment of registration and/or deposits is the responsibility of the applicant if this is required prior to 31 December 2026, by when the applicant will be informed of the result of their application.
- Applicants who do not provide the following information or documentation **will not be considered and will be automatically rejected. ALL RELEVANT SECTIONS OF THE ONLINE APPLICATION FORM COMPLETED (DO NOT LEAVE ANY SECTION INCOMPLETE)**

SUPPORTING DOCUMENTS REQUIRED FOR EMPLOYEES

- Certified copy of South African identity document
- Copy of a current DSV payslip.
- Certified copy of final school-leaving certificate or ABET result.
- Certified copies of higher education/tertiary academic records to date
- Provisional proof of acceptance for 2027 from the tertiary institution of choice. Please do your due diligence and ensure that the institution is registered with DHET and has as reputable, longstanding history.

SUPPORTING DOCUMENTS REQUIRED FOR DEPENDENTS AND NOMINEES

- Certified copy of South African identity document
- Certified copy of matric certificate or final Grade 11 /Grade 12 marks report.
- Copy of a current DSV payslip of the employee (parent) or DSV nominator
- Letter from DSV parent/nominator confirming your nomination. This must include their full name, employee number and number and your full name and ID number.
- Proof that the DSV t employee is your parent. Please submit unabridged birth certificate or proof of guardianship (court order or affidavit). **FOR DEPENDENTS ONLY.**
- Proof that DSV nominator is applicants' parent (birth certificate) or guardian (guardianship/court order or affidavit)
- Certified copies of tertiary academic records (if applicable)
- Provisional proof of acceptance for 2027 from the tertiary institution

SELECTION CRITERIA

- a) Applicants must ensure that they meet, and in the case of full-time studies have been accepted, the academic entry requirements for their intended studies before applying.
- b) ABET results will be considered in the assessment of past academic performance.
- c) For undergraduate courses, preference will be given to (but not necessarily restricted to) defendant applicants who are below 25 years of age.
- d) Applicants whose previous academic progress and results are not of the standard required to succeed in their chosen direction of study must be amenable to taking an alternative course recommended to them by the fund administrator.
- e) Applicants whose academic performance and results to date do not confirm their ability to cope with their intended studies may be awarded funding on the condition that they register for a reduced curriculum (fewer courses) or access and introductory courses.
- f) Applicants are permitted to apply for funding for academic upgrade, access, or bridging programmes.
- g) **Preference will be given to applicants with the best academic results and highest level of need, are highly motivated and determined to succeed and are clearly interested in and suitable for their chosen course of study.**
- h) Applicants must show good potential to pass their chosen field of study.
- i) Preference will be given to dependents whose choice of study will improve their future employability and fall within the scarce skills spectrum.
- j) The fund administrator will approve each applicant's choice of study and institution and will only permit studies at mainstream and accredited institutions. The same will apply to residence and accommodation.
- k) After completing the selection process the fund administrator will submit a list of candidates recommended for funding to the Trustees for their approval.

- l) Unsuccessful applicants may reapply during the following year.

CONTINUED FUNDING

- a) Beneficiaries are required to make satisfactory academic progress, must pass a minimum of 80% of their courses and be promoted to the following year of study to be considered for funding for their next year of study.
- b) Beneficiaries are not required to reapply for funding each year. Funding is annually renewable based on the beneficiaries' academic results and the availability of funds.
- c) Beneficiaries who have performed poorly or have failed the year due to proven personal difficulties, e.g., illness, are entitled to apply to the fund administrators for continued funding based on special circumstances.
- d) Beneficiaries who pass less than 80% of their courses will have their funding terminated. They may, however, reapply for funding to the DSV-ET once they have passed the failed courses at their own cost.
- e) Courses that have been discontinued/deregistered, or examinations not written due to the denial of a due performance certificate or absenteeism, without an acceptable reason, will be counted as failed courses.
- f) Beneficiaries who successfully complete their undergraduate studies are entitled to apply for continued funding for their post-graduate studies.
- g) **If an employee of DSV has been dismissed or voluntarily left the employment of DSV, the employee will no longer be eligible for continued funding.**
- h) **If an employee of DSV has been dismissed or voluntarily left the employment of DSV, the dependent is no longer eligible for continued funding.**
- i) If an employee of DSV is retrenched, deceased, retired or on extended sick leave the employee or nominated dependent may apply to the DSV-ET for continued funding

DISTRIBUTIONS

- a) Payments will only be made directly to the institutions or the DSV-ET beneficiary. Therefore, **all beneficiaries are required to have a bank account in their name.**
- b) Tuition, residence, and meals fees will only be paid directly to the institutions.
- c) Beneficiaries will be refunded for registration fees and/or deposits (relating to the academic year in which the funding has been awarded) they paid prior to being awarded the educational distribution.
- d) Registration and tuition fees for employees studying at UNISA will be paid to the institution in December/January, before the required date for registration, provided the beneficiary has provided the relevant quotation.
- e) Registration, tuition, and residence fees for dependents will be paid directly to the institution in April/May. Beneficiaries will be provided with a letter to the institution during January/February confirming their educational distribution and the payment thereof.
- f) Textbook allowances for prescribed textbooks will be paid directly to the beneficiary; this is a predetermined annual amount unless the beneficiary justifies funding in excess of this and will be paid directly to the beneficiary in January/February.
- g) Beneficiaries in self-catering residences will be paid a meal allowance directly, 50% in January/February and 50% in July.
- h) Transport and living allowances for beneficiaries who are not living in residence will be calculated on an individual basis and paid directly to the beneficiary, 50% in January/February and 50% in July.
- i) Funding does not cover the costs for membership fees for clubs and societies, and this must be paid for by the beneficiary.
- j) Supplementary examinations will not be paid for by the DSV-ET and must be paid by the beneficiary.
- k) **No payments will be made until the fund administrator receives the required quotations and information from the beneficiary.** There will be a 36-hour delay between the payments being made and the beneficiary receiving the monies in his/her account, due to the use of electronic transfers.
- l) Beneficiaries can contact the fund administrator between 08h30 – 16h30 Monday to Friday with queries relating to payments.

ACADEMIC SUPPORT AND MENTORING

- a) Beneficiaries will be provided with a mentor from the fund administrators, whom they can contact queries and difficulties, including academic and personal support.
- b) The fund administrator will provide ongoing academic, personal, financial, and vocational (career) counseling to all beneficiaries and they are encouraged to maintain regular contact by email or telephone with their allocated mentor. The mentor can be contacted at any time Monday – Friday 08h00-16h30 and after hours in emergencies.

APPLICATION INFORMATION & GUIDELINES (2024)

- c) Employees are entitled to attend additional academic support programmes, evening/weekend lectures, tutorials, and excursions/activities required by their studies, which may improve their chances of passing. Dependent on the quality and suitability, these activities will be funded by the DSV-ET, if prior written permission is obtained from the fund administrator.
- d) Dependents may request additional academic assistance and tutoring from their mentor.
- e) All dependents will be required to attend an academic progress interview twice a year in April/May and August/September with their mentor. These interviews will take place at their institutions. The DSV-ET will be provided with a report of these discussions, including the beneficiaries' progress and results.
- f) Employees will be visited at their place of work in April/May and again in September for the purpose of a progress discussion. The DSV-ET will be provided with a report of these discussions, including the beneficiaries' progress and results.
- g) All beneficiaries are required to provide their mentor with proof of their test, assignment, and any other results at the progress discussion.
- h) Beneficiaries are required to submit their final end of year examination results to the fund administrator so that they can be considered for funding for the following year. These results will be confirmed with the institutions.
- i) Beneficiaries are responsible for informing the fund administrator of any changes to their studies, accommodation, personal and contact details.

BEHAVIOURAL REGULATIONS

- a) DSV-ET beneficiaries are not permitted to accept funding from any other source. Beneficiaries found to be in breach of this rule will have their DSV-ET funding terminated.
- b) Dependents are not permitted to enter into employment of a permanent nature nor any form of part time employment that may negatively impact on their studies. Beneficiaries found to be in breach of this rule will have their DSV-ET funding terminated.
- c) DSV-ET beneficiaries are expected to adhere to their institution's regulations and code of conduct at all times and are required to maintain a standard of behavior that will at no time discredit or impact negatively on the DSV-ET. Breach of this rule may lead to the termination of their funding.
- d) The fund administrators will consider written requests for a change in courses, and their approval will be dependent on the applicant's reasons for the change as well as their academic progress and results to date.
- e) **Beneficiaries who are guilty of dishonesty, misstatement, or misrepresentation on their application, dealing with the administrator or their institution will have their funding terminated**