

Our expert understanding of B-BBEE skills development requirements across both generic and all sectoral B-BBEE scorecards allows us to optimise your skills training expenditure to achieve the desired B-BBEE scoring outcomes, while providing a meaningful learning experience to beneficiaries.

Our Vision

To help shape organisations to contribute to a prosperous society. By facilitating Skills Development in South Africa in a responsible manner, we provide opportunities for historically disadvantaged individual's to access innovative and accredited training, as well as real practical experience. We do this in a way that is extremely cost-effective from the sponsor's perspective.

Our Approach

- We offer an extensive range of accredited and innovative learnership programs (in excess of 120) which can be tailored to the requirements of all sectors, ranging from Financial Services to Tourism, to Agri, to ICT to Transport.
- We start by performing detailed due diligence on all our preferred service providers prior to accepting and formally contracting them onto our solutions platform.
- In this manner sponsors can be assured of the integrity of the offering, the track record and sustainability of the provider, as well as the B-BBEE compliance aspects.
- Importantly we also help to ensure that your business is eligible for significant tax rebates where appropriate. As an example, on average companies that sponsor learners on our platform, achieve a 80% saving in after-tax costs, when compared to other channels through which skills development expenditure is driven.
- **People with disabilities:** We have service providers specializing in learnerships for people with disabilities.

What we provide and our track record

- Customised strategic interventions for optimum skills development alignment to the appropriate B-BBEE codes. Learners can either be employed by the sponsoring company or be unemployed.
- Where companies require unemployed learnerships we source and assess qualifying candidates, both able bodied and disabled.
- Practical experience of unemployed learners is provided through various strategic partnerships.
- Many of our programs can be delivered virtually to employed learners which minimizes absence from work.
- Registration of the learnership with the relevant SETA (Letter of Delegation to be provided).
- We prepare skills development files for clients to support B-BBEE verification audits, PAYE and income tax claims.
- We provide ongoing monitoring of training programmes and formal independent evaluation of socio-economic impact on request (extra cost option).
- On average, around 90% of learners complete our programmes. This is extremely high by industry standards. Our providers are all black-female-owned and, as such, contribute positively to the procurement scorecard of measured entities.
- We will do our utmost to assist companies with the absorption of the learners, post the learnership, in sustainable positions in line with the current company programmes.

“Creating Impact at Scale”