

Gr  w
your
own



Progression

"transformation enablers"



Spirit of Compliance



Compliance
will follow

If goal is
transformation



FOLLOW
BEST
PRACTISE

If goal is compliance

Transformation might
not follow



Progression

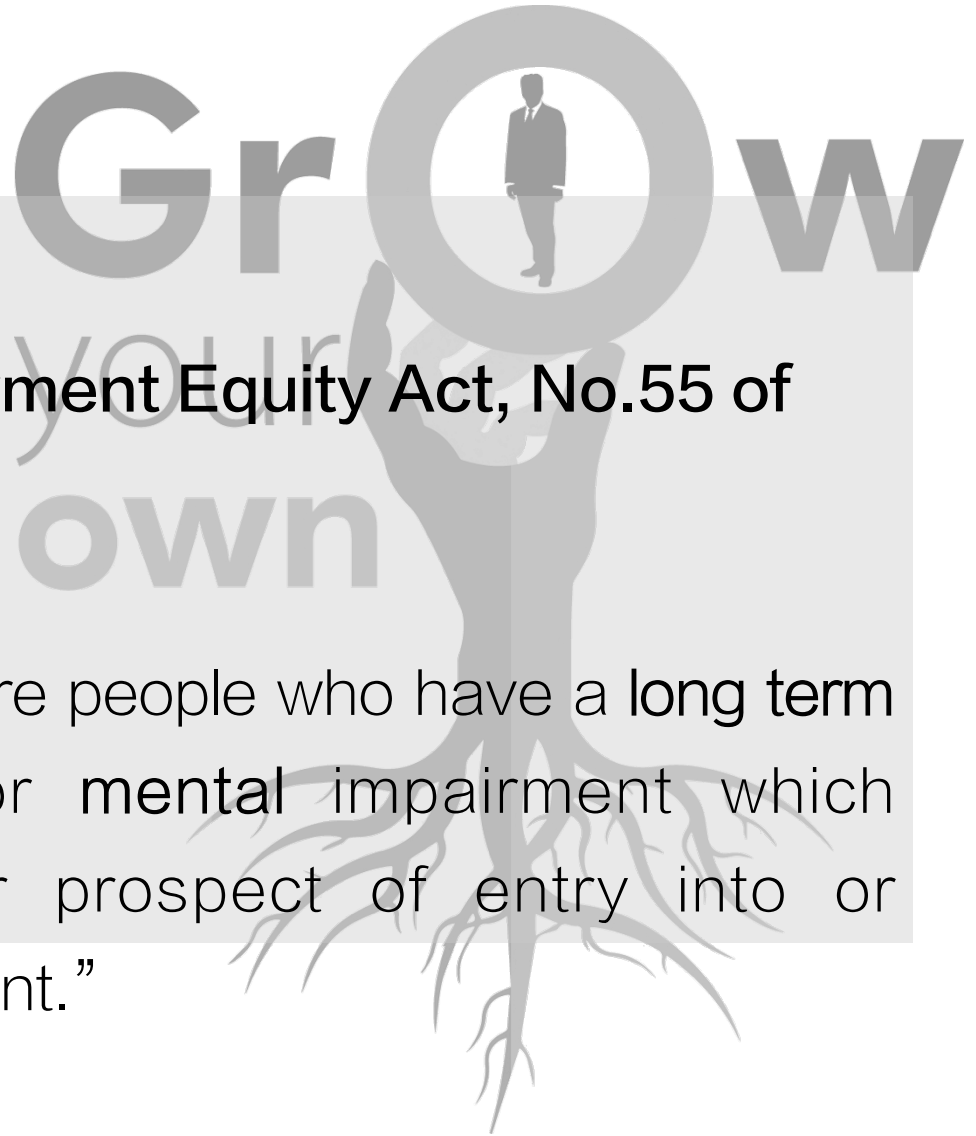
"transformation enablers"

Legislation

Definition of Disability

According to the Employment Equity Act, No.55 of 1998

“People with a disability are people who have a long term or recurring physical or mental impairment which substantially limits their prospect of entry into or advancement in employment.”



Integration Model



Integration Model



Consider a Disability
Awareness
Communication
Campaign

Mentor Grade 9–12 Learners

- Identify mentors internally
- Identify and sponsor a learner's school fees
- Mentor a learner with school work and subject choices
- Expose learners to your workplace through Vac work

Integration Model



Learnerships are a
nice way to bridge
Skills Gaps

Mentor Grade 9–12 Learners

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Skills Development Initiatives

- Aligned to core business or scarce skills
- Create career development opportunities
- Diplomas, Degrees, Learnerships, Internships, Apprenticeships, Short Courses

Integration Model



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Leadership Development

- Leadership Development programmes
- Team Leader or Generic Management qualifications
- Entrepreneurship programmes

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Integration Model

Pay it Forward

- Young leaders with potential can mentor a new school learner
- Potential entrepreneurs are supported into the organisation's Enterprise Development initiatives

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