



NTHUSE FOUNDATION

Your skills development partner.

Non-Profit Organisation No: 123-728
PBO No: 930 049 866

Cell: +27 72 988 5193

Office: +27 71 362 6019

Fax: +27 86 615 1184

Email: nthuse@compute.co.za

Website: www.nthusefoundation.org

20 Dromedaris Street, Melkbosstrand,
Cape Town, 7440, Western Cape

Skills Development Programme/Learnerships

2021



NTHUSE FOUNDATION

Your skills development partner.

Non-Profit Organisation No: 123-728
PBO No: 930 049 866

VISION

To educate youth with disabilities from historically disadvantaged backgrounds, in an inclusive environment. Our vision is to empower youth with disabilities with the necessary skills and qualifications, to be absorbed into the workplace without prejudice.

MISSION

To be the leader in providing innovative and integrated educational solutions for youth with disabilities, to equip them to become self-supporting and independent.

OBJECTIVES AND STRATEGY

The Nthuse Foundation is a non-profit organisation focussing on Skills Development Programmes and Learnerships for youth with disabilities, from previously disadvantaged backgrounds. Our project is a 100% BB-BEE initiative. We partner with companies to assist in achieving our BB-BEE skills development targets and employment equity compliance.

The Nthuse Foundation's aim is to assist youth with disabilities within varied ranges of disabilities, from physical, sensory, psychiatric, dyslexia and learning disabilities. By integrating our disabled students with non-disabled students, we are creating awareness that disability is a way of life and not a separate society.



Our innovative training solutions are customizable to your needs in order to identify and develop talent both internally and externally. The objective is to identify skills required by the company and to align learnerships and skills development training programmes to fulfil operational and company training objectives. The main aim after these learners complete their qualification is that the Organisation absorb them into various departments, giving them the opportunity to gain valuable experience either as interns, or as contract or permanent employees.

We manage the full process, which includes the approval of courses for Skills Development Programmes and Learnerships, recruitment and selection of prospective learners with disabilities, pre-assessment of learners before training, dedicated Project Manager, assignment and verification of accredited training providers in all required regions, management and administration compliance with relevant SETA's, monthly reporting and feedback from Nthuse Foundation and learners.



LEARNERSHIPS

There are many Tax benefits to a company for running Learnerships, either for your current staff members or unemployed persons. See below the tax benefits to companies that engage in Employed and Unemployed Learnerships.

Learnership Tax Allowance

One of the benefits to running learnerships is the tax allowance (Section 12H of the Income Tax Act 58 of 1962 and subsequent amendments). The tax allowance available to companies running learnerships, can be seen in the table below.

NQF Levels	<i>Commencement Tax Allowance</i>	<i>Completion Tax Allowance</i>	Commencement Disability Tax Allowance	Completion Disability Tax Allowance
NQF 1-6 Learnership	R 40 000	R 40 000	R 60 000	R 60 000
NQF 7-10 Learnership	R 20 000	R 20 000	R 50 000	R 50 000

- ❖ The commencement allowance is **pro-rated** over a 12 month period
- ❖ The completion allowance is granted when the learnership is **successfully completed**

Employment Tax Incentive (ETI)

This benefit of the Employment Tax Incentive is that the company can claim the ETI and reduce the amount of Pay-As-You-Earn (PAYE) tax payable by the amount of the total ETI calculated in respect of all qualifying employees.

BB-BEE Benefits

The benefit for Skills Development Expenditure on Learning Programmes, is an improved BB-BEE rating:

<i>Spend Indicators</i>	Targets	Requirement
Skills Development Expenditure on Learning Programmes specified in the Learning Programme Matrix for black people as a percentage of Leviable Amount	6	3.5%
Skills Development Expenditure on Bursaries for Black Students at Higher Education Institutions	4	2.5%
Skills Development Expenditure on Learning Programmes specified in the Learning Programme Matrix for black employees with disabilities as a percentage of Leviable Amount.	4	0.3%
<i>Headcount Indicators</i>		
Number of black people participating in Learnerships, Apprenticeships and Internships as a percentage of total employees	6	5%
<i>Bonus Indicators</i>		
Number of black people absorbed by the Measured and Industry Entity at the end of the Internship, Learnership and Apprenticeship programme	5	100%



SKILLS DEVELOPMENT PROGRAMME

Skills Development Programme Training Courses and Costs

Our Skills Development Programmes and courses are all fully accredited with Accredited Training Providers. See examples below of some of the courses offered, however, we are able to tailor make any course according to your company's operations requirements.

The cost for each course is inclusive of the following, per student: Full time Tuition, Registration, Facilitation, Reporting, Reasonable Accommodation requirements, Exam fees, Transport and Stipend Cost.

CERTIFICATE – 1 year course – R 70 500 per student

- Business Administration Skills FET
- Project Management in FET
- Marketing (including Customer Relations) FET
- Information Technology Support FET

DIPLOMA – 3 year course, NQF 6 – R 80 500 per student, per year

- Diploma Business Management
- Diploma in Financial Accounting
- Diploma Media & Graphic Design
- Diploma Sound Technology
- Diploma Human Resource Management
- Diploma Information Technology
- Diploma Marketing Management
- Diploma Public Relations
- Diploma Travel & Tourism
- Diploma in Public Administration

DEGREE – 3 year course, NQF 7 – R 90 500 per student, per year

- Bachelor of Commerce in Marketing and Business Management
- Bachelor of Commerce in Accounting
- Bachelor of Commerce in Information Management
- Bachelor of Applied Social Science



OTHER SERVICES

Another facet to the Nthuse Foundation is our dedication to finding and implementing innovative solutions for the integration of People with Disabilities. The foundation challenges the stigma and dispels the myths around disability as well as ensures that there is a positive progression towards an inclusive society. The Nthuse Foundation is operated nationally.

We partner with businesses to plan, implement and shape a total disability equity management strategy, with a view on the bottom line. Our processes and models are aligned with all the relevant disability legislation, codes and guidelines.

Other services we offer includes:

- Disability Integration Awareness workshop sessions for HR, EE and all members of staff
- Disability Disclosure workshop sessions for all members of staff
- Environmental, Building and Workstation audits
- Recruitment and Selection of persons with disabilities
- Assistance with Disability policies and procedures in alignment with Employment Equity compliance
- Assisting with claiming your Employment Tax Incentive (ETI) from the South African Revenue Services (SARS)

We look forward to assisting your company with a needs analysis, to ensure maximum benefit to your company. Please do not hesitate to contact us should you require any further information.

Yours sincerely



Marcelle Viljoen
Fundraising Manager
Nthuse Foundation
Cell: 071 362 6019
Office: 072 988 5193
Fax: 086 615 1184

<http://www.nthusefoundation.org.za>

YouTube Channel: https://youtu.be/e2Y_LKwOec4



NTHUSE FOUNDATION
Your skills development partner.
Non-Profit Organisation No: 123-728
FOS No: 930 049 856

***“Inclusive, good-quality education, is a foundation for dynamic and equitable societies” –
Desmond Tutu***



NTHUSE FOUNDATION
Your skills development partner.

Non-Profit Organisation No: 123-728
PBO No: 930 049 856