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NTHUSE FOUNDATION

COMPANY PROFILE

2024



NTHUSE FOUNDATION

Your skills development partner.

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

ABOUT US

The Nthuse Foundation is a non-profit organization specializing in all areas of disability integration since 2003. One of our major focus areas is on Education for youth with disabilities and from previously disadvantaged backgrounds. All our projects are 100% BB-BEE initiatives (Level 1).

The Nthuse Team is dedicated to finding and implementing innovative solutions for the integration of people with disabilities, by challenging the stigma and dispelling the myths around disability. We focus on the Ability of all persons and do not focus on Disability.

Our mission is to create awareness that disability is a way of life and not a separate society. We believe that Education, is one of the key strategies in addressing the scarce skills shortages, high youth unemployment rate and promoting equality in the workplace, which directly contributes towards a positive progression of an inclusive society.

The vision of the Nthuse Foundation is to have an inclusive environment for all and to empower youth with the necessary skills and qualifications, to be absorbed into the workplace, without prejudice and to have an inclusive society where all are given equal opportunities.



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INDUSTRY EXPERIENCE

The Nthuse Foundation is proud to have been of service, over the past 20 years, to some of South Africa's most successful companies in varying industries.

SERVICES AND SOLUTIONS

The Nthuse Foundation advocates that EDUCATION is the key to empowering and integrating persons with disabilities, to enter the workplace and become a part of the economically active population.

We have accredited training providers to ensure that all our programs are fully accredited and are aligned to accommodate the needs of all persons with disabilities, in terms of their reasonable accommodation requirements.

All our programs can be aligned to skills gaps in your organization or aligned to critical and scarce skills in the varying sectors.

Our Students are assessed before they start their field of study.

PROGRAMS AND SUPPORT SERVICES OFFERED - TERTIARY

ONE YEAR

- Various Learnerships (Additional Skills Programs – as part of learnership electives short programs)
- National and Higher Certificates – NQF Level 5 – Bridging the gap between secondary and tertiary

THREE YEARS

- Diplomas - NQF Level 6
- Degrees - NQF Level 7

VARIOUS ARTISAN PROGRAMS

- Occupational Certificates – QCTO approved qualifications - Including Trade tests



PROJECT MANAGEMENT

We project manage the full aspect of internal or external projects and programs, which frees up internal staff to focus on their core functions.

- Full Project Management of all our projects from inception to completion.
- Monthly feedback reports
- Managing high-risk elements and challenges, with recommendations
- Liaison with training providers regarding Facilitation and working closely with lecturers
- Mentoring and Coaching to achieve successful outcomes.
- Final reporting on learnings after completion and once certification is received
- Assisting with placement of our students after all programs are complete

OTHER SERVICES

DISABILITY AWARENESS, DISCLOSURE AND INTERGRATION WORKSHOPS

It is noted that employers should prioritize employment of people with disabilities, to increase representation of people with disabilities in the workforce. These workshops are critical in creating a harmonious working environment to ensure that all employees, able and disabled, have a full understanding and awareness of disability integration and disclosure.

- Disability Awareness and the Importance of Disclosure for all staff (Covering ALL disabilities)
- Workshops for HR, Executives and Line Managers around successful implementation of disability integration
- Workshops for Employment Equity, to clarify and understand their roles, in line with the regulations as laid down by the Employment Equity Act with regards to policies and barriers, pertaining to disability in the workplace.

BUILDING, ENVIRONMENTAL AND WORKSTATION AUDITS

The Employment Equity Act, No. 55 of 1998 protects people with disabilities against unfair discrimination in the workplace and directs employers to implement measures to remove barriers. The employer must take all reasonable steps to ensure that the working environment does not prevent people with disabilities from accessing or retaining positions for which they are suitably qualified. The benefits of having a Building, Environment and Workstation audit, will ensure that you are aware of the barriers and the recommendations provided, will demonstrate that you have adopted a reasonable approach towards improving access for people with disabilities.



RECRUITMENT AND SELECTION

We are experts in the field of Disability Recruitment and Placement. Our stringent interview processes assist with the successful integration of matching candidates to job specifications.

- Permanent and internship placements
- Managing of internships in the workplace

GENERAL INFORMATION

- We operate nationally in all main cities.
 - We offer on-site disability awareness workshops or via online platforms, to limit downtime and productivity.
- Our facilitators are experts and specialists in the field of disability

CONTACT INFORMATION

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



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