



EMPOWERMENT SOLUTIONS GROUP

COMPANY PROFILE

WELCOME MESSAGE

Director

Effective facilitation is the goal of this course! Facilitation is assisting a group to determine and or achieve a particular task. To achieve the most effective outcomes however, one needs to look or and use the most appropriate processes for both the group and the focus. In the facilitation process, the trainer will need to ensure that all learners have an opportunity to contribute and challenge the participants to find the best results.



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ABOUT US

Empowerment Solutions Group Pty Ltd was established in 2020 as a take over from Ikhwezi Consulting and Facilitation that was formed in 2011 offering skills development and Facilitation services.

Our primary objective is to provide skills development and facilitation services across all sectors to organizations and companies looking to grow in what they do with the aid of skills development to empower and transform their team to produce tremendous output.

Empowerment Solutions Group key activities comprise SDF consultations, Company linking to its constituent SETA, Intervention placements and funding applications across all SETAs. These include Discretionary Grants applications, Mandatory Grants applications, Inter-SETA transfers, Skills Audit and Needs Analysis, Learnership and internship placements.

Empowerment Solutions have well trained individuals who have the necessary skills and experience to respond to skills development challenges and needs. Exceeding client satisfaction motivates Empowerment Solutions team of staff.

WHAT WE DO

To see our clients, grow and flourish through skills development and be the best leading and recommended organisation when it comes to SDF solution.

OUR MISSION

To become a solution to companies who want to grow through skills development, empower the disadvantaged candidates for them to transform sectors that will provide employment and alleviate poverty in our society.

OUR VISION

The company upholds the following values as a guidance to its operations and business transactions:

- Commitment
- Customer service excellence Teamwork
- Professionalism



OUR SERVICES

Skills Development and Facilitation Services

- Co-ordinating and facilitating a skills audit
- Co-ordinating and facilitating a training needs analysis
- Develop and implement a training plan
- SETA registration (non-levy)
- Inter-SETA transfer application
- Complete and submission of Workplace Skills Plan (WSP) and Annual Training Reports (ATR) to the relevant SETA
- DG funding application to the SETA for Internship, Learnership, Bursary, skills programme etc
- Facilitate paperwork for updating training records
- Source accredited training providers for training
- Follow up grant payments
- Learnership and internship placement
- Learnership and internship recruitment
- Registration of Assessor and Moderator to the SETA
- Recruitment including pre-assessment of candidates to determine functional literacy and numeracy for learnership programme
- Recruitment for Internship programme
- Stakeholder consultation meetings
- Project plan development
- Provision of monthly monitoring reports
- Provision of closure reports

INDUSTRIAL RELATIONS SERVICES

We assist employers with the management of their relationships with their employees by implementing policies and procedures that promote fair labour practices. I.R

We assist employers establish and implement best practices for handling disciplinary processes, performance management, strike handling.

- Drafting of employment contracts
- Employment policies & procedures (such as disciplinary codes and leave policies), operational regulations and rules
- Performance Management & Counselling
- Incapacity through illness or poor work performance
- Managing Misconduct
- Restructuring through retrenchments
- Transfers
- Dispute and Conflict Management within the workplace
- Collective Bargaining and drafting of collective agreements
- Trade union negotiations including recognition agreements and wage negotiations
- Strike Management & Support
- Advising with the registration of companies at Bargaining Councils, exemption applications and compliance with Basic Conditions of Employment Act
- Bargaining Council Main Agreements and Sectoral Determinations

EMPLOYMENT EQUITY SERVICES

We offer our clients a comprehensive employment equity solution, ensuring that they are compliant with the requirements of the Employment Equity Act. We assist employers with setting up systems to eliminate unfair discrimination in the workplace through the implementation of affirmative action measures.

- Employment Equity Awareness Presentation ■
- Appointment of Section 24 Manager ■
- Election and Training of Employment Equity Committee ■
- Employment Equity Analysis ■
- Development and Review of Employment Equity Plan ■
- Submission of Employment Equity Reports ■
- Employment Equity Consultation Facilitation ■
- Labour Inspection Assistance ■



FACILITATION OF ACCREDITATION THROUGH QCTO

- We offer to our clients facilitation services towards getting your business accredited by the relevant ETQA body in order to offer accredited trainings.
- Completion of letter of intent
- Assist in enquiring an NQF aligned material or apply for free material on the ideal ETQA
- If none of the above will be in use, we will look for you an up-to-date material to an accredited provider/trusted agency
- Provide QMS Policies
- Look for moderators and assessors
- Assist in securing SLA for an OHS compliant venue
- Completing the accreditation application
- Prepare for the site visit
- Assist in dealing with any recommendations, if any



OUR TEAM

Director

Asamkele Jabe is the founder of the company bringing the expertise and knowledge he acquired in the skills development industry. He has a Diploma in Business management and has been in the industry as a consultant and SDF specialist for more than 8 years. He understands how SETAs works and has had an experience of working with almost 80% of the SETA systems and have conducted reporting, admin and applications in almost all the SETAs. Mr Jabe has grown from his learning and good advising and got an opportunity



ASAMKELE JABE

of driving the organization as an operations manager at Ikwezi. Where he has gained the vast experienced and has developed training structures and led the professionals in providing good consulting and making sure value is added to all clients

OPERATION MANAGER/ QUALITY ASSURANCE

We understand that all industries have different forms of processes, procedures and operation and hence why we have the quality assurance department to monitor the process of applications, ensure knowledge and understanding of our business is high class to our staff, ensure decisions taken by admins are proper on clients portfolios.

We entrust on this role so as to maintain quality at all times and factual advising to all our clients to prevent any unfortunate event happening and we deal with high important service that includes funds and grant.

HUMAN RESOURCE CONSULTANT

We are offering different services that involves the in-depth human resources management and development, and part of our team we have placement services and industrial relations.

We have beefed this department with HRD, HRM and Labor relations qualified and experienced professionals to handle all matters related to Industrial relations and also recruitment and placement of students from different stakeholders.



SKILLS DEVELOPMENT CONSULTANT

SG Believes in grooming young people who are creative and will bring new ideas on engaging with clients and reaching out to more clients and that's why we have decided to empower them and added 7 Sales consultants whom have undergone proper training and great supervision to ensure proper consultation is offered to our clients and are happy at all time.

All our consultants are backed up with knowledge of different sectors as we find it best to be consulted by the person who understand your industry and needs more.



ADMINISTRATOR

Our team is beefed up with well trained and prepared administrators who understand the Skills Development Legislation and have undergone workshop trainings of different SETA systems making it easier for them to advise our clients with correct information at all times.

Currently the admin team has 6 experienced administrators and 3 new trainees as we believe in empowering and mentoring young graduates to transform the sector.



SETAs WORKING WITH



OUR CLIENTS





REGISTERED NAME:

EMPOWERMENT SOLUTIONS GROUP (PTY)LTD

REGISTRATION NUMBER:

2020/085189/07

TAX REF NUMBER:

IT - 9070727269

BBEEE LEVEL:

LEVEL 1

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