

# Enhancing the quality of life through skills development for people with disability



Business Beyond Boundaries (BBB), a 51% black-owned company specialising in the provision of independent consultancy and turnkey managed services focused on key elements of the Broad-based Black Economic Empowerment scorecard, plays a unique and meaningful role in helping its clients uplift and enhance the quality of life of disabled individuals from previously disadvantaged backgrounds.

Based on extremely strong strategic partnerships formed with several carefully selected, highly qualified, experienced and long established organisations that specialise in learnership and private post-school skills development programmes for differently-abled persons in South Africa, BBB's policies and institutional plans are in line with the White Paper for Post-School Education and Training (2013) and the National Skills Development Strategy III, and have been explicitly developed to address the specific needs of persons across the spectrum of disability.

This comprehensive portfolio of SETA accredited skills development solutions not only make a meaningful difference in the lives of people with disabilities but also help to uplift the quality of life of the families of such students. All training for the disabled complies with the BEE Act that specifies that 0.3% of a company's payroll must be spent on training people with disability.

In addition, all training conforms to the Promotion of Equality and Prevention of Unfair Discrimination Act, 2000 by ensuring that the appropriate resources are put in place to enable the beneficiaries of any such training to have equal access to opportunities in the workplace and enable graduates to earn a sustainable livelihood as meaningful contributors to South Africa's national economy.

Programmes are aimed at identifying career paths and fostering employability in the open labour market by creating platforms for students to gain confidence and practice skills under the nurturing supervision of experienced business unit managers. This approach ensures that learners experience all aspects of college life, from sports and culture, to recreation and accommodation.

Extensive independent research, backed by BBB's own experience in the market confirms that, to an overwhelming extent, companies that would like to comply fully with training for the disabled are unable to effectively address this requirement for a number of reasons.

These reasons include the complexity of managing these programmes such as finding sufficient learners to fulfil the spending requirement of 0.3% of payroll; where to train learners; who should train them; and how to train them.



BBB has successfully addressed these problems by providing an extremely elegant, fully-managed, turnkey solution whereby unemployed people with disability from previously disadvantaged backgrounds are enrolled on formal learnership programmes that not only comply with the Department of Higher Education and Training (DHET)'s strategic policy framework, but are also fully SETA accredited.

Not only do these programmes guarantee compliance with disability training programmes in accordance with BEE skills development requirements but they also encompass the facilitation and management of learners in host employment situations in accordance with the Unfair Discrimination Act mentioned above.

As a measure of success, it is worth noting the following:

- Learners enrolled on disability training programmes facilitated by BBB and managed by the company's strategic partners consistently achieve a pass rate in excess of 90% compared to a national average of 31%
- A post qualification employment placement rate that matches the norms set by similar training programmes conducted for able-bodied, unemployed individuals is consistently achieved thanks to the ongoing efforts of a team of dedicated support professionals employed by BBB's strategic partners.

## Insights into BBB's unique skills development and training programmes for the disabled

By combining technology with virtual facilitators and interpreters, disabled learners are able to access training programmes and specialist support services. This approach also enables BBB's training service providers to reach even more disabled beneficiaries throughout South Africa.

The classroom environment is no different to any other teaching situation to be found in schools throughout South Africa and forms part of a concerted effort to ensure that learners experience all aspects of normal college life - from the classroom through sport, culture, recreation and accommodation.

## Students have their say...



"Learning to work with computers has made a lot of things easier for me. I can now do research and learn new things. Thank you very much for this opportunity."

- Lerato Dana



EUC teaches me about the different technologies and how I can use it. I feel that it has changed my life for the better. I want to say thank you for making it possible for me to learn more about computers.

- Yamkela Swilendawo



"EUC helps to better my knowledge. I also feel that I have more possibilities now and that working with computers can help me reach my goal in my future job. I want to say thank you for giving me a chance to better my computer knowledge."

- Thabang Magane

Learning EUC has helped me a lot. I can now use technology to better my knowledge. Thank you very much for making this possible for me.

- Soyilise Wellem



Learning EUC has made it easier for me to work with computers and make a better future for myself. I would like more Deaf people to learn EUC. I am very thankful for this opportunity

- Khanya Mboko

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