



NTHUSE FOUNDATION

Your skills development partner.

Non-Profit Organisation No: 123-728

PBO No: 030 049 866

Nthuse Foundation

Specialist Partner in Economic Inclusion & Skills Development

FOCUSING ON ABILITY, DRIVING DIGNITY.

Company Profile 2025

Website: www.nthusefoundation.co.za



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1) Who We Are: Focus on Ability

The Nthuse Foundation is a registered non-profit organisation (NPO) specialising in all areas of disability integration and skills development nationally.

Born from **Nthuse Diversity Management Solutions in 2003**, the Nthuse Foundation was officially registered in **2013**. With over 20 years of experience, we have established ourselves as a specialist partner dedicated to transforming the lives of youth with disabilities, particularly those from previously disadvantaged backgrounds.

Our philosophy is driven by a commitment to innovative solutions, focusing on the Ability of all persons, and actively challenging the stigma and myths surrounding disability. We firmly believe that skills development and education are the most critical strategies for addressing youth unemployment, scarce skills shortages, and promoting equality in the South African workplace.

Information	Detail
Established	Nthuse Diversity Management Solutions (2003); Nthuse Foundation (2013)
Status	Non-Profit Organisation (NPO) / Public Benefit Organisation (PBO)
B-BBEE Status	100% B-BBEE Initiative, Level 1
Operational Scope	National, with specialized programs targeting KwaZulu-Natal, Gauteng, and the Western Cape.
NPO Numbers	123-728
PBO Numbers	930 049 866



2) Our Vision, Mission, and Core Values

Our Vision

To foster a world where disability is recognised as an **essential component of human diversity**, and all people, regardless of physical ability, have equal access to opportunity and respect. We aim to create an inclusive society where empowered youth are absorbed into the workplace without prejudice.

Our Mission

To create national awareness that disability is a **normal part of life, not a separate society**, and to integrate individuals with disabilities into all aspects of economic and social life. We achieve this by equipping youth with the necessary academic, technical, and life skills to become independent and economically active members of society.

Core Values

Inclusion: Ensuring universal access and equality of opportunity.

Empowerment: Equipping individuals with the skills to achieve self-sufficiency.

Innovation: Developing future-focused, accredited training solutions.

Integrity: Maintaining transparency and the highest ethical standards.

Leadership Insight

The Foundation is operated by a leadership team whose Executive Constitution Members are all persons with disabilities. This ensures our services and solutions are informed by direct, **lived experience** and a deep understanding of the requirements for successful integration and reasonable accommodation.



3) Core Solutions: Accredited Skills Development

We provide a fully managed suite of accredited programs in partnership with registered training providers. Our qualifications are quality-assured and aligned with regulatory requirements set out by the Department of Higher Education and Training, SETAs, and the QCTO.

Accredited Academic and Occupational Qualifications

We offer over **27 Degrees, Certificates, and Programs** across future-facing faculties, designed to equip students with marketable skills that increase their workplace value.

Technology & Business:

- **B.Sc. in Information Technology (NQF 7)**
- **Post-Graduate Degree in Artificial Intelligence Engineering (NQF 8)**
- Higher Certificates (NQF 5) in high-demand areas like Supply Chain Management, Logistics & Operations Management, Human Resource Management, Business Management, Project Management, and Information Technology.

Artisan Trades (Red Seal Approved):

- **Artisan Diploma Programmes** (3-year) in Mechanical, Engineering, Welding, and Electrical trades. Graduates are prepared for **QCTO Trade Certificates (Red Seal Approved)**, an internationally recognised qualification, directly addressing the national skills gap.

Learnerships & Skills Programs:

Custom-designed learnerships aligned to specific SETAs (e.g., Bank Seta, Services Seta). Programs utilise a blended learning methodology that incorporates a crucial **Work Integrated Learning** component.

4) The 3-Phase Holistic Integration Model

Our proven, holistic model is the key to our success, ensuring an average of a **90% pass rate** over the last 5 years. It is designed to bridge the gap between academic study and meaningful, long-term employment.

Phase 1: Bridging the Gap (1 Year Preparatory)

This preparatory phase is critical. It equips matriculates for the demands of tertiary education and the working world by providing essential **life skills, principles of success, emotional coping strategies, and self-management techniques**.

Phase 2: Targeted Career Selection

Before academic placement, students undergo professional assessments, testing, and one-on-one coaching to identify their natural aptitudes and potential. This results in a highly **targeted and personalised career plan**, maximising the likelihood of success and long-term satisfaction.

Phase 3: Academic Qualification & Work Readiness

Students are placed in the relevant accredited qualification (Certificate, Diploma, Degree, or Artisan Program) aligned with their career plan. We maintain continuous mentorship and provide all necessary tools and support to ensure students achieve their qualifications and are ready for permanent job placement.

5) Specialised Community Programs: Holistic Intervention

The Nthuse Foundation extends its commitment to inclusion through specialised initiatives targeting vulnerable populations beyond traditional tertiary education, securing the future empowerment pipeline.



The Early Childhood Development (ECD) Initiative

This holistic intervention programme focuses on high-need children aged **0-6 with disabilities** and their families, particularly in KwaZulu-Natal, Gauteng, and the Western Cape.

Pillar 1: Educational Resources: Provision of Assistive Technology and individualized Tutoring & Therapeutic interventions (e.g., speech and occupational therapy).

Pillar 2: Environmental Adaptation: Home modifications (e.g., ramps, railings) and safety improvements to enhance safety, mobility, and independence.

Pillar 3: Family Welfare & Support: Providing Respite Care, welfare assistance, and Parental Training to reduce caregiver burnout and empower parents.



The Resilience and Empowerment Initiative (REI)

The REI is a targeted, results-driven programme designed to empower vulnerable youth and address the crisis of **Gender-Based Violence (GBV)** in the community.

Specialised Youth Development: Provides holistic therapy, including **Animal-Assisted Therapy**, to assist youth dealing with various disabilities and trauma, promoting emotional regulation and self-esteem.

Women's Empowerment: Focuses on supporting **at-risk women** and **GBV survivors**. Services include Trauma-Informed Counselling, Crisis Shelter Support, and Economic Empowerment training to ensure survivors achieve long-term economic independence.

Community Awareness & Support: Runs public and in-house workshops focused on promoting ability and challenging falsehoods, supported by Essential Feeding Schemes and Social Accommodation Support.

6) Workplace Integration & Consulting

We assist corporate partners in achieving their diversity, compliance, and B-BBEE goals through expert consulting and integration services.

Integration Services

- **Disability Audits:** Building, environment, and workstation audits to ensure compliance with the Employment Equity Act. Our recommendations demonstrate a reasonable approach towards removing physical and systemic barriers to access.
- **Recruitment and Placement:** Specialist disability recruitment for both permanent and internship positions. We use stringent interview processes to successfully match candidates to job specifications, ensuring high retention rates.
- **Awareness Programs:** We facilitate successful workplace integration by offering comprehensive **disability awareness programmes, disability workplace audits, and disclosure sessions** for all members of staff.
- **Project Management:** Full end-to-end project management for all Corporate Social Investment (CSI), Learnership, and Skills Programs, ensuring seamless execution, effective reporting, and full compliance with regulatory requirements.



7) Experience, Track Record & Strategic Partners

With two decades of industry leadership, the Nthuse Foundation provides a reliable pathway to achieving both economic transformation and B-BBEE objectives.

Proven Success

Our consistent implementation of the 3-Phase Holistic Model has resulted in an average of a **90% pass rate** across all our faculties over the last 5 years. This success has allowed us to grow the project from just 5 to over a hundred students since 2011.

Strategic Partners

The Foundation has proudly partnered with some of South Africa's most successful companies across varying industries, demonstrating our ability to deliver results across diverse corporate environments.



8) Contact Information & Legal Status

Contact Details

The Nthuse Foundation operates nationally, providing services across all main cities.

Contact Detail	Information
Primary Contact	Kim Krynauw (Administration and Fundraising Director)
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Legal & Compliance Status

Detail	Number / Status
NPO Numbers	123-728
PBO Numbers	930 049 866
B-BBEE Status	Level 1 (100% BEE Initiative)

We thank you for the opportunity to engage with you and your organisation on changing the lives of youth with disabilities. We look forward to partnering with you.

