



# QUARTERLY REPORT

December 2025 - 4th Quarter Report

Creating a bigger, better,  
brighter future for people  
with disabilities.

 **J O B - A B L E D**

# ABOUT US

At JOB-ABLED we connect youth and adults with disabilities to skills training, school-based work hubs, income opportunities in their communities, and employment through our recruitment platform. From recycling hubs where learners can pay towards their school fees and parents earn income, to supporting companies with job-ready talent, JOB-ABLED transforms ability into economic opportunity - not charity.

We are building a future where people with disabilities don't just find work, but build confident, independent lives.

TURNING  
MOMENTUM INTO  
MEASURABLE,  
INCLUSIVE  
*growth*

## WORD FROM OUR FOUNDER/ DIRECTOR



Marius Erasmus

Founder/ Director

As the go to platform for people with disabilities to apply for jobs and automated solution for companies to find and do talent searches we realise more often;

Companies want to comply but do not know where to start. My advice is to use the platform to tap into JOB-ABLED's verified pool of candidates but simultaneously introduce disability awareness and inclusion initiatives in the workplace. This simply makes employment more sustainable as knowledge regarding disabilities are key.

A message to candidates that apply via the platform, be patient and keep on applying if not successful the first time. Work on your basic mathematical skills, computer literacy and the ability to read with comprehension.

Thank you for your continuous support  
Have a blessed festive season.



## HIGHLIGHTS 2025: FROM IMPACT TO OUTCOME

### INCREASED SCALE AT RECYCLING HUBS

JOB-ABLED processed over 60 tons of recyclables across three Western Cape hubs, with two new hubs now being established in the Eastern Cape. Support from Polyco enabled essential equipment and monthly stipends, boosting productivity and creating inclusive employment opportunities. As we enter 2026, our focus is to increase tonnage per hub and expand income pathways for youth with disabilities, strengthening recycling as a sustainable skills and employment pipeline.

### EMPLOYMENT AND TRAINING GROWTH

JOB-ABLED strengthened pathways from training into real work for youth with disabilities. Our school-based hubs became both learning environments and income-earning platforms, while our recruitment app enabled direct hiring across multiple sectors. Through job matching and supported employment, we increased access to work for people with disabilities, turning skills into sustainable livelihood opportunities.

### LAUNCH OUR OWN APP

The JOB-ABLED App moved from launch to full operation, becoming a key tool for disability-inclusive hiring. The platform streamlined recruitment for employers and made opportunities more accessible for applicants. New dashboards were added, marking our first step toward scaled, tech-driven recruitment.

### PARTNERSHIPS EXPANDED

JOB-ABLED strengthened industry collaboration by onboarding more employer partners to our hiring ecosystem and creating strategic CSI relationships that directly support disability-inclusive employment. Partnerships and funders enabled investment in job creation, workplace accessibility, and skill-building initiatives,

*2025 marked the year where JOB-ABLED moved from pilot to scalable implementation.*





2025 IN NUMBERS



**R130 333**

made by #iamable towards transport costs for people with disabilities.



**13**

roadshows



**10**

Partnerships established

Recycling

**60200** tons recycled

**1002** learners paying towards schoolfees with recyclables

**12** youth trained

Vegetable Garden

**17** youth and learnerships involved

**5** different vegetables planted

Recruitment



**18461**

PWD Profiles with JOB-ABLED

**55** vacancies during 2025 via our App

**11** companies recruited for

Skills Training

**59**

Job shadowing opportunities was filled at McDonald's



*Thank you!*

Thank you to Polyco for once again funding our recycling hubs, enabling the purchase of new equipment and providing monthly stipends that keep our programmes running effectively. A special thank you to MyPlas for offering employment opportunities to our youth after completing their training—helping us turn skills into sustainable, long-term work.

Through our recruitment app and employer partnerships, we recruited for leading organisations including Woolworths, Cecil Vinegar, Ivanhoe Mines, iStore, Eazi Access, Barracuda Holdings, Shonaquip, Sivuka, Dyna Training, Bottelary Motors, and McDonald's.

Each placement represents more than a job - it reflects dignity, independence, and the belief that ability deserves a place in every workplace.

We are deeply grateful to Cape Deli, Zevenzicht Estate, De Kuilern Primary, Kuilsriver Bowling Club, HML, Basset, Bottelary Motors, PNA Haasendal, Pick n Pay Soneike, and Cash 'n Carry Kuilsriver for their ongoing recyclable contributions that strengthen the impact and growth of our hubs. Our appreciation also goes to CL Trading for their continuous collection services and partnership, ensuring seamless operations across all hubs.

A special thank you to Lanline, STBB and PNA, who will be three of our biggest partners in the #IAMABLE campaign for 2026, helping us expand awareness and inclusion on a national scale.

We also acknowledge the generous support received from The SABF Foundation, and the donations made by Media24 during the VIA TV 10-year Golf Day and SAMAC during the Macday 2025. Further gratitude goes to the sponsors and contributors of O'Keeffe & Swartz, Jan Scholtz, Accountability, Paarl Skool, and Marilize Roos for their monthly and ongoing contributions.

Our partnerships with educational and training institutions - Bloemhof School, Living Link, Shonaquip and various colleges continue to play a vital role in preparing youth with disabilities for meaningful work and independence.

To every partner, donor, contributor, and supporter:

**Thank you for helping us create a bigger, better, brighter future for people with disabilities.**



## RECYCLING PROJECT

This quarter strengthened our school-based recycling economy: learner fee credits were issued monthly, parent employment increased, and performance across all hubs exceeded early projections. With 60+ tons processed this year, the initiative is proving that recycling can fund education, create household income, and build skills for youth with disabilities.



### FROM LIGSTRAAL SCHOOL

"We at Ligstraal School started the recycling project with JOB-ABLED in September 2025. We were very excited to start. It was a very transformative experience for our learners. Our learners were not just participants they were genuinely excited to be involved and they are proud to be part of this project. You could see their eagerness while they sorted materials, knowing they were doing something meaningful for our environment. The parents are also very eager to be part of this project and are sending their recycled material daily. They were taught new skills and regained new confidence. Beyond learning the practical skills of recycling they picked up essential life skills - like meticulous organization, team communication and dedication to a routine. This programme helped them build confidence they can carry into any future role. The programme gave them a strong sense of responsibility, which is the best gift we can offer. This dedicated partnership made all the difference, turning tasks into joyful collaboration. Thank you JOB-ABLED for providing an opportunity that was not just educational but genuinely uplifting and exciting for everyone involved. We look forward to seeing how these new skills and this excitement continue to shape our learners.



The Alta du Toit recycling hub continues to operate successfully, and with the support of Polyco through a new larger baler, accurate scales, and upgraded equipment, we are ready to expand even further. In addition, the stipends provided by Polyco will create new employment opportunities, allowing more parents and youth with disabilities to benefit from meaningful, income-generating work.



### FROM BEL PORTO SCHOOL

"This term, Bel Porto School really settled into the rhythm of our recycling program. Although space for recycling remains limited, we reorganized key areas to make the system more functional and accessible for our learners. To boost participation, we launched a phase competition—and the results have been inspiring. Learners showed genuine pride in contributing to their grade's efforts, and teachers played a vital role by motivating learners and even reaching out to their communities for additional support. Some learners who have been appointed as recycling collectors have expressed interest in joining the recycling team one day when they are school leavers. Through their roles as collectors, many have developed a strong sense of responsibility and have experienced the value of working together. Several learners genuinely enjoy their duties and carry them out with enthusiasm and commitment. We are also excited to share that we have formed three new partnerships with local businesses who now donate their recyclable materials to our program. Two more partnerships are lined up for next year, which will further strengthen our recycling initiative. Looking ahead, the recycling centre is set to move into a larger space in 2026—so watch this space!"

## VEGETABLE GARDEN PROJECT

At Alta du Toit School, our JOB-ABLED vegetable garden project gives learners the opportunity to develop practical, hands-on skills while contributing to their own well-being. Learners participate in planting, maintaining, and harvesting fresh vegetables—and at the end of each cycle, they get to take produce home for family consumption. This project not only teaches responsibility and food-growing skills but also builds confidence, independence, and a sense of pride in what they help create.



STORIES THAT SHAPE OUR IMPACT

**Laiken Ontong, L&D Manger - Afri Training**

"Our continued partnership with Job-Abled has been an easy choice. Based on our previous experience hosting disabled learners in an inclusive environment—where they were supported to learn new skills and successfully gather evidence toward achieving their Plant Production Level 3 qualification—we had no hesitation returning with our new group. The Job-Abled team consistently demonstrates efficiency in learner management, administration, and overall skills transfer. Their engagement and professionalism make it a pleasure to work with them"



**Polyco**

"As a registered Plastics Producer Responsibility Organisation (PRO), is proud to support JOB-ABLED as part of our commitment to strengthening South Africa's circular economy. JOB-ABLED plays a vital role in promoting plastic diversion by creating accessible opportunities for communities to participate in recycling. Through their structured collection systems and empowerment focused model, they encourage households and enterprises to separate recyclables at source, an essential step in improving material quality and increasing recycling kgs/tonnes. This initiative also places strong emphasis on creating meaningful participation and economic opportunities for persons with disabilities, women, youth, and previously disadvantaged individuals ensuring that the circular economy becomes more inclusive and accessible to all. By partnering with JOB-ABLED, Polyco helps ensure that more plastic is recovered before it becomes waste, supporting both environmental impact and local job creation. This collaboration aligns with our mission to drive sustainable plastic recovery, enhance community engagement, and build a cleaner, more resource-efficient future. We are pleased to confirm that your 2025 funding application on behalf of JOB-ABLED/Alta Du Toit has been approved by Polyco. Total Funding Allocation (excl. VAT): R478,000"



**Xolly Ndaba**

"After years of facing the challenges of unemployment, Xolly never gave up and through JOB-ABLED, her story changed forever.

"Greetings, I will be forever grateful to JOB-ABLED. After so many years being unemployed, today I'm happy and proud because I got a permanent position through them. Don't lose hope, keep applying and updating your profile."



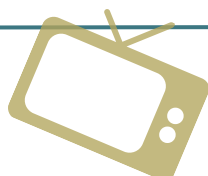
**Sumarie Jordaan - TV presenter, Singer, Business Developer at JOB-ABLED**

"Being differently-abled and be part of the JOB-ABLED team has helped me live my dream even further. Giving every person an opportunity to live life the the fullest. At JOB-ABLED we don't just create jobs we create dignity, opportunity, and a new way of seeing people with disabilities. JOB-ABLED allows me and so many other differently abled people to show that ability is not limited by a body, but by the chances someone is given. I am proud to be both the presenter and the writer of the new TV series Verander Jou Siening (Change Your View). In this series, some of South Africa's biggest celebrities are challenged to spend a day in the life of a differently-abled person, experiencing our world without scripts or filters. Airing from 5 February 2026 on VIA (DStv).

We're not just changing conversations — we're changing how people see ability."

**Woolworths**

"JOB-ABLED started supporting the Woolworths stores teams with placements in 2024. From small beginnings of 7 placements, 2025 has seen 21 individuals securing employment in our Woolworths stores. The expert support and input from the JOB-ABLED team has been key in supporting the execution of our DEI strategy pertaining to the inclusion of Persons with Disabilities in our workforce. We look forward to a new year of growing and impact with JOB-ABLED as a key partner."



## 2025 WRAPPED UP

As we wrap up the year, JOB-ABLED celebrates a year of meaningful progress, stronger partnerships, and growing opportunities for youth with disabilities across South Africa. From expanding our school-based recycling hubs, to increasing job placements, to deepening corporate collaboration, this year has shown what is possible when communities, companies, and committed individuals work together toward a shared vision of inclusion.

Our app, employment pathways, and training programmes continued to gain momentum—turning skills into jobs, and jobs into dignity. Every partner, employer, parent, learner, and supporter played a role in building a future where ability is recognised, valued, and empowered.

As we enter the festive season, we want to extend our heartfelt gratitude to everyone who walked this journey with us. Thank you for your trust, your support, and your belief in the potential of every person we serve. May this season bring rest, joy, and renewed hope.

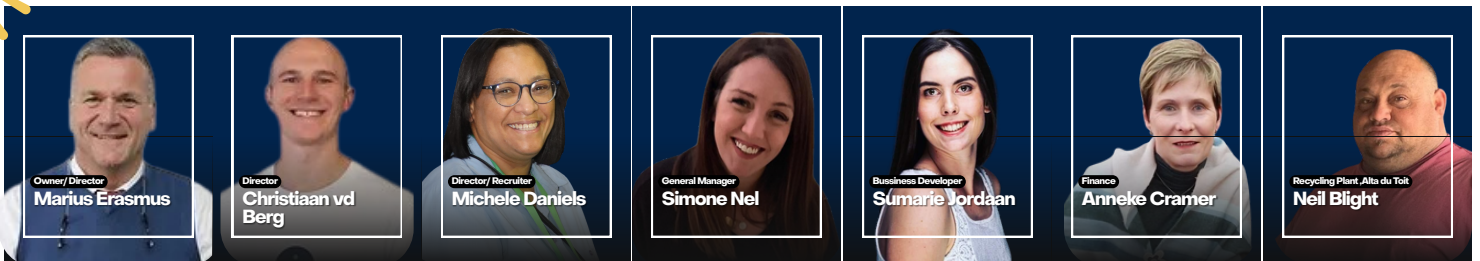
Here's to an even brighter, bolder 2026 together.



## MEET OUR TEAM

At JOB-ABLED, our team is the driving force behind our mission. Each member brings passion, expertise, and a commitment to empowering youth, promoting sustainability, and creating job opportunities. From trainers and project managers to outreach coordinators, every role is vital in helping us make a difference.

We're proud of our collaborative and supportive work environment, where each team member's strengths contribute to our collective success. Together, we're making a lasting impact on the lives of those we serve, and we're excited for the future ahead. Thank you to our dedicated team for their hard work and unwavering commitment!



# TRUSTED BY:



Thank you for your support, for assisting us in creating a bigger, better and brighter future for people with disabilities.

Kind Regards

**Marius Erasmus**  
DIRECTOR

**Simonè Nel**  
GENERAL MANAGER

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