

Help us improve the lives of many living with disabilities

7.5% OF OUR POPULATION IS DISABLED

DISABILITY UNEMPLOYMENT RATE IS 85%

3.9 MILLION CURRENTLY UNEMPLOYED

Connecting people with disabilities on scale to work opportunities, alleviates poverty.

JOB-ABLED is a non-profit organisation dedicated to enhancing the lives of people with disabilities. In South Africa, where approximately 7.5% of the population identifies as disabled, the unemployment rate among this group stands at 85%.

There are more positions available than there are appointments. In addition to poverty and the inability to connect with work opportunities, there are significant barriers to change and a high drop-out rate to learnerships

JOB-ABLED is the go-to-platform, connecting people with disabilities, to these opportunities.

Thobela Gogela

 JOB-ABLED



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

WHAT'S OUR STORY

According to a survey done by ABSA, South Africa's disability unemployment rate is currently at 85%. That means that of the 4.5M people living with disabilities in South Africa, only 688 405 are actually employed. This leaves 3.9M people living with disabilities in our country, unemployed. High unemployment in South Africa is due to two major factors: **affordability** and **accessibility**.


Traditional job seeking has become too expensive when you consider the cost of printing and transport, combined with a lack of access to available opportunities. These factors can be more challenging for people with disabilities specifically with regard to accessibility and relevance. Studies have shown it costs approximately R900 when applying for a job (this includes internet, printing costs and traveling fees to drop off five CV's).

JOB-ABLED helps people with disabilities to drastically reduce these costs and maximise their exposure to job opportunities once registered on the App. Once a profile is created (by themselves or a carer), SMS notifications are received for all relevant job opportunities in their area. All a candidate is required to do is sign into their profile and apply.

Our research has found that there are job opportunities available for people with disabilities but the challenge lies in reaching the right candidates and simplifying the application and recruitment process. We have identified that some opportunities for people with disabilities require specific skills to qualify.

JOB-ABLED has created a solution for both those seeking employment or job shadowing opportunities and businesses looking for employees.



A young man with dark skin and dreadlocks is smiling warmly at the camera. He is wearing a light blue crew-neck sweater. He is sitting at a wooden desk. In front of him is a laptop on the left and a pair of white headphones on the right. The background is a soft-focus office setting with a window and a chair.

JOB-ABLED has created a solution for people with disabilities. Permanent or part-time jobs, learnerships and job shadowing opportunities, all fostering inclusivity.

HOW DO WE ACHIEVE THESE GOALS?

THROUGH AN ELECTRONIC PLATFORM CONNECTING PEOPLE WITH DISABILITIES TO ENTRY LEVEL JOB OPPORTUNITIES – MINIMUM QUALIFICATION GRADE 9 / LEVEL 4 AND UP

Once a person with a disability creates a profile on the App, they are connected to entry level job opportunities countrywide. The App promotes the fact that people with disabilities also have the right to dream and achieve the highest of heights, in their own unique way.

The advantages for businesses are the streamlining of sourcing, shortlisting and interview arrangement of multiple applicants. This is done through smart filters, algorithms, and an operations team. We work with clients such as Woolworths, Training Force, IPDM, PMI, Afri Training, Dyna Training, ESA, CAP – Shoprite learnerships, HML and McDonald's. Businesses want to appoint individuals with disabilities and work through JOB-ABLED to get connected to verified candidates.

WORK READINESS ASSISTANCE

High drop out rates occur with learnerships in South Africa; prevailing issue being accessibility.

JOB-ABLED assist where possible with contributions towards transport costs; assisting learners in their first month in covering transport expenses; enabling them to get to and from work.

AND?

JOB SHADOW PROGRAMMES

Senior learners and school leavers gain valuable first-hand work skills and work experience. The programme begins in March and ends in November. The job shadowing entails working two hours, once a week. The on-the-job skills and experience the learners receive from the job shadowing program is fantastic for their career growth. Each learner is rewarded with a Certificate of Completion.

The goal is to involve more schools so more learners are able to participate in this project. The project is such a success that some learners are offered permanent positions following completion of their programme.



Bottelary Motors



Myplas



WHAT ABOUT SEVERELY INTELLECTUALLY DISABLED

SPECIAL PROJECTS ESTABLISHED AT ALTA DU TOIT SCHOOL SERVING AS MODEL PROJECTS TO BE DUPLICATED AT OTHER SID SCHOOLS – CREATING AT LEAST 30 JOB OPPORTUNITIES PER SCHOOL - SUPPORTED BY JOB-ABLED

Dependent on the severity of the disability, there are many learners who need to focus rather on skills they can master. For this reason, JOB-ABLED began to implement various **Special Projects** at Alta du Toit School with the aim that these skills-based projects would be able to be planted in similar schools around the country.

These projects include The Imbehewu Marimba Band, the Vegetable Garden, Cane Quality Products and a Recycling Project.

The aim is to establish cooperatives.

SPECIAL PROJECTS

VEGETABLE GARDEN PROJECT

For people with disabilities showing an interest in growing their own vegetables as part of a food security initiative, JOB-ABLED establishes an unique inclusive community project involving one interested community member and one learner/Youth to plant vegetables on land made available at Alta du Toit School, teaching them a life skill that can be used in everyday life.

15 pieces of land is made available. Therefore 30 families benefit from the project.

Leaves, grass cuttings, and branches from the surroundings are used as compost.

We also make land available to someone who wants to produce compost and sell it.

Vegetables are not sold, it is for consumption by these two members' families maintaining their patch, with the aim for youth when leaving the school that they can establish their own vegetable gardens and the community members can take on board another youth/person with a disability.



SPECIAL PROJECTS

The Recycling operations is currently powered by JOB-ABLED and MyPlas (PTY) Ltd. The application is based on JOB-ABLED as operational support to a cooperative to be established at Alta du Toit School as a host.

During the past 4 years, annually 4 school leavers from Alta du Toit School completed a work readiness program at MyPlas (PTY) Ltd. As part of the work readiness program 1 person with a disability was trained on how to collect recyclable material at Alta du Toit School and sort into categories.

Myplas (PTY) Ltd one of the Leaders in Recycling in South Africa and America in collaboration with JOB-ABLED (NPC) recently decided to rethink the outcomes and establish a recycle plants at Alta du Toit School with the support of Polyco. Each plant providing work to 4 people with disabilities.

RECYCLING PROJECT



HOW CAN YOU HELP?

All donations made will go towards the financial needs of the projects stated above. All donations made to JOB-ABLED will receive a Section 18A Certificate as well as publicity on our website and social media platforms. Funds will be monitored and allocated to the relevant projects. Quarterly reports are issued to donors. There are structures in place to make sure that the finances are managed responsibly and according to the need. Thank you for helping us to make a difference in creating opportunities for people with disabilities.

HOW DOES THE PROCESS WORK?

- To qualify, your donation must be non-specific in terms of its usage and the amount must not exceed 10% of your taxable income
- Upon receipt of your donation, JOB-ABLED will issue you with the necessary receipt (in keeping with SARS statutory requirements).

What You Need To Know As a Taxpayer Making Or Claiming A S18A Donation (Donor)

- Ensure that you are making a donation to an institution approved for Section 18A purposes (SARS publishes a list of approved S18A entities)
- When you make a donation in cash or kind to a S18A approved institution the taxpayer is entitled to a deduction from taxable income if the donation:
 - Does not exceed ten percent of the taxable income of the taxpayer, calculated before allowing any deductions – (a roll-over provision provides for additional amounts to be claimed in subsequent financial years); and
- Donations must be supported by the necessary receipt issued by the institution (which needs to meet certain legal requirements prescribed).
 - Receipts that do not meet the legal requirements will be disallowed in the hands of taxpayers claiming it.
 - Receipts supporting claims submitted must be made available upon request by SARS during verification or audit processes.

Please provide all your information to the institution when making a donation if you intend to claim a tax deduction
 Please Note: Anonymous donations cannot be claimed without a valid tax deductible receipt.

Funding will improve JOB-ABLED's ability to have a sufficient database and will put us in a position to sustainably generate revenue from placements to fund further growth.

First National Bank Account
 Account No. 62814390689
 Branch code. 250655

Reference:
 Donation Your Company Name

Please send your proof of payment to gm@jobabled.co.za to receive your Section 18A Certificate.

PBO and registration number 930066958



JOBABLED
 TYGER FORUM B
 53 WILLIE VAN SCHOOR DRIVE
 BELLVILLE
 CAPE TOWN
 7530

TAX COMPLIANCE STATUS PIN Issued

Enquiries should be addressed to SARS:

Contact Details

SARS Contact Centre Tel: 0800 00 7277
 SARS website: www.sars.gov.za

Details

Taxpayer Reference Number: 9689592179
 Case Number: 485966261
 Issue Date: 2024/01/28

Always quote this reference number when contacting SARS

Dear Taxpayer

TAX COMPLIANCE STATUS PIN ISSUED

The South African Revenue Service (SARS) has issued your tax compliance status (TCS) PIN as indicated below:

TCS Details:	
Taxpayer Name	Jobabled Npc
Trading Name	JOBABLED
Taxpayer Reference Number(s)	IT - 9689592179 PAYE - T120620941
Purpose of Request	Good Standing
Request Reference Number	0043795707052801241154296
PIN	8FASD8E2L
PIN Expiry Date	28/01/2025

You may authorise a third party to view your TCS by providing them the PIN. The PIN only allows the third party access to your TCS. All other tax information remains secure.

Your TCS displayed is based on your compliance as at the date and time the PIN is issued.

You may cancel this PIN at any time before the expiry date reflected above. Once cancelled, a third party will not be able to verify your TCS.

SARS reserves the right to cancel the TCS application and associated PIN in the event that it was issued in error or provided on the basis of fraud, misrepresentation or non-disclosure of material facts.

More details regarding our channels, office hours, services, tailored information regarding tax as well as a comprehensive FAQ repository are available on the SARS website: www.sars.gov.za.

We value your support and contribution to our country's economy and prosperity. We strive to ensure that you clearly understand what is expected from you, as well as what your rights as a taxpayer are.

Sincerely

ISSUED ON BEHALF OF THE COMMISSIONER FOR THE SOUTH AFRICAN REVENUE SERVICE



2024-01-28 2022.03.00 TCR00_RO Page: 01/01



068 333 7359



admin@jobabled.co.za



www.jobabled.org



3rd Floor, Tijger Park 5
53 Willie van Schoor Avenue
Tygerforum Bellville,
Cape Town, 7530



J O B - A B L E D

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