



The Greatness Effect

THE KLM EMPOWERED SOLUTION PORTFOLIO

KLM Empowered is committed to growing the greatness of people and organisations across Africa by designing and implementing people and organisational development experiences.

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EMPOWERED

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"It is rare that you come across a company such as KLM Empowered, a company that embodies professionalism and passion, a company that truly believes in empowering people through education, a company where every training intervention is impactful and memorable."

Executive Head of HR, Kganya

INTRODUCTION

Welcome to our story!

The vision of KLM Empowered is to become known for growing greatness. We know the people and organisations of Africa have big dreams and we believe they have even bigger potential. Our mission is to immerse people and organisations in developmental experiences that empower them to liberate that potential and achieve lasting success.

At KLM Empowered, we're all heart. We care deeply about the less heard, less included, and less able. With us, people find their voice...and their future.

Thank you for the opportunity to share our portfolio of signature learning, leadership, and organisational development solutions. The solutions presented in this portfolio are segmented as follows:

- The turnkey learning solutions offered by KLM Empowered, an accredited skills development provider and assessment centre
- The leadership and organisational development solutions offered by Knowledge XChange, a Centre of Excellence established to foster leadership and organisational effectiveness for the digital age
- The outsourcing solutions offered by Pro-Source, a strategic project management partner for people and business transformation initiatives

We are confident that our solutions will exceed your expectations, and that the opportunities for further collaboration seeded through this document will engender excitement and spark additional engagement.

Lyn Mansour, CEO

"It has my privilege and honour to work with the team at KLM Empowered. I made the perfect choice in partnering with KLM to craft innovative solutions to our business needs in the learnership space. These services are always coupled with precise project management skills which are core to what KLM Empowered stands for."

HRD Manager, Unitrans

ABOUT US

KLM Empowered

KLM Empowered was established in 2005 and is a proud Level 2 B-BBEE company with 51% Black Female ownership and a drive for constant innovation and improvement. With a view to growing greatness, KLM Empowered designs, delivers, and project manages Learning X-Periences that empower people and organisations to know more, achieve more, and become more. Our world-class, globally recognized solutions enable individuals and organisations to build future-fit capabilities and remain relevant and effective in a world characterized by continuous change, while adding extraordinary value to the achievement of B-BBEE objectives and ensuring an optimal return on investment in people.

Knowledge XChange

The Knowledge XChange Centre of Excellence is a wholly owned subsidiary of KLM Empowered and focuses on developing future-forward digital skills to prepare learners, leaders, and organisations for the unimagined future. The vision of Knowledge XChange is to empower leaders and teams to see the future, shape the future, and make it truly great.

Pro-Source

Pro-Source is an ecosystem integrator of outsourced solutions and a project management powerhouse that will allow you to focus on strategic imperatives while entrusting selected People and Business Transformation initiatives to a team of experienced, erudite experts. As a strategic partner, Pro-Source has curated a diverse repository of business services that will catalyse execution and feed your organisation's productivity, profitability, and prosperity.

The Golden Thread that weaves through the solutions included in our portfolio is that every KLM Empowered experience is designed to enable people and organisations to remain relevant and effective in a world characterised by continuous technological advancement and change.

"KLM Empowered is one of the leaders in the industry and delivers an exceptionally high level of service. KLM Empowered will always be our preferred partner and it is a pleasure working with them."

Skills Development Manager, Metrofile

WHY PARTNER WITH US

We are proud to highlight the following elements that set KLM Empowered apart as a provider of choice in delivering integrated, transformational skills, socio-economic, leadership, and organisational development solutions.

- Our bespoke project management approach guarantees the achievement of programme milestones and objectives.
- The expertise and experience of our team is unparalleled, as testified by feedback from clients and participants.
- We utilise leading-edge technology platforms for learner tracking, administration, and record-keeping.
- We offer a diverse set of value-adding services to improve learner success and employability for youths and PWD.
- We have partnered with best-in-breed cloud service providers to ensure the confidentiality and integrity of all student data.
- We have won several awards for delivery and quality assurance. We aim to achieve best practice in terms of stakeholder satisfaction.

"KLM Empowered are detailed in their learning approach and planning of projects. They have provided us clear guidelines and requirements to ensure successful implementation and completion of projects. They are proactive in monitoring progress and providing support. They are our provider of choice."

National Training Manager, Skynet



SOLUTION PORTFOLIO

KLM Empowered

KLM EMPOWERED SOLUTIONS

KLM Empowered is proud to highlight the following learning solutions:



Learnerships

Learnerships

KLM Empowered is fully accredited with the QCTO and various SETAs. We have built up a remarkable track record with regard to implementing and project managing learnership solutions.

Please note:

- Our learnership offering includes legacy SETA-accredited qualifications that have been extended, as well as a considerable number of QCTO-accredited qualifications.
- Our learnerships are customised and offered for both unemployed and employed learners (from entry level through to top leadership). Should you not be able to host learners, we are able to source suitable host sites and train mentors.
- We specialise in the delivery of learnership solutions for learners with disabilities.



Skills Programmes

Skills Programmes

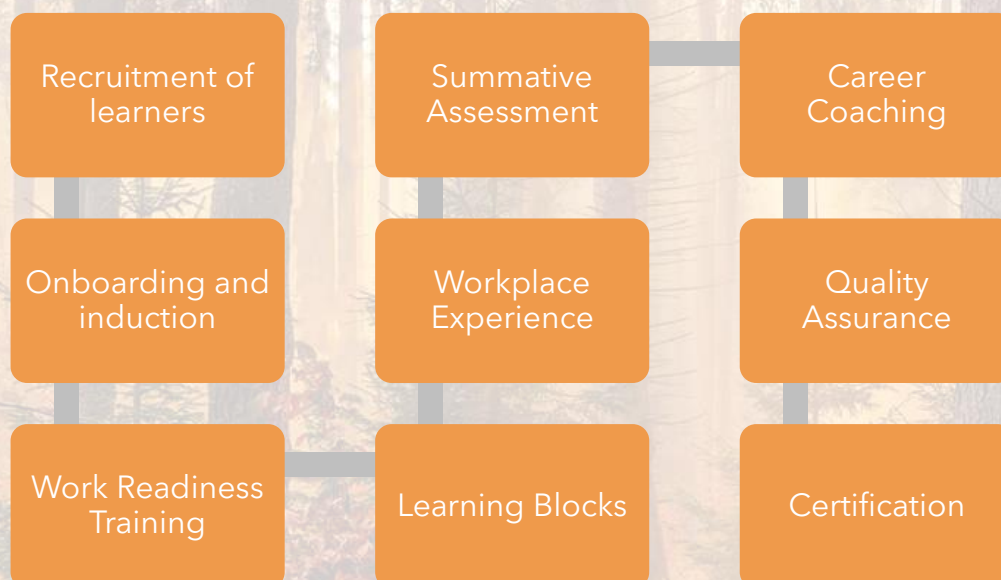
KLM Empowered offers a carefully curated selection of accredited Skills Programmes designed to develop specific skills for specific target audiences over a shorter time period. Our Skills Programmes are customisable while still leading to NQF-registered qualification credits.

“Throughout the years, KLM Empowered has delivered service excellence across all aspects and provided excellent customer service throughout. Through our partnership, we have seen hundreds of learners successfully qualify, many of which have been permanently employed.”

Head of Transformation, Dell

SIGNATURE LEARNERSHIP SOLUTION

The KLM Empowered Signature Learnership Solution includes NINE key elements that combine to create a meaningful, memorable Learning X-Perience.



The KLM Empowered Learnership Experience starts with the recruitment and onboarding of learners, after which learners undergo work readiness training to prepare them for the practical work experience component of their qualification. The learning journey includes self-study and reflection, group learning and practice, workplace application, and summative assessment. Finally, learner achievements are moderated internally and externally to inform certification.

The KLM Empowered approach ensures that the seed of potential planted at the start is nurtured and stabilised so that development is rapid and sustainable.

PORTFOLIO OF QUALIFICATIONS

KLM Empowered has the following learnership qualifications in its offering.

Please note: Occupational Certificates are QCTO-accredited. All other qualifications are SETA-accredited and have been extended based on industry requirements.

Foundational Learning Competence (Access Programme)

- Foundational Learning Certificate (NQF Level 2)*

Entrepreneurship & Business Management

- National Certificate: New Venture Creation (NQF Level 2)
- Further Education and Training Certificate: New Venture Creation (NQF Level 4)
- National Certificate: Business Consulting Practice (NQF Level 5)
- Occupational Certificate: Small Business Consultant (NQF Level 5)

Marketing & Sales

- Occupational Certificate: Sales Representative (NQF Level 4)*
- National Diploma: Customer Management (NQF Level 5)
- Occupational Certificate: Marketing Coordinator (NQF Level 5)

Contact Centre

- Occupational Certificate: Contact Centre Manager (NQF Level 5)

Management

- Further Education and Training Certificate: Generic Management (NQF Level 4)
- National Certificate: Generic Management (NQF Level 5)

Information Technology

- Further Education and Training Certificate: IT Systems Development (NQF Level 4)
- Further Education and Training Certificate: IT Technical Support (NQF Level 4)
- National Certificate: IT Systems Support (NQF Level 5)
- Occupational Certificate: Computer Technician (NQF Level 5)
- Occupational Certificate: Software Developer (NQF Level 5)*
- Occupational Certificate: Software Tester (NQF Level 5)*
- Higher Occupational Certificate: ICT Business Development Consultant (NQF Level 5)*
- Occupational Certificate: Software Engineer (NQF Level 6)*

HR & Training

- Occupational Certificate: Occupational Trainer (NQF Level 4)
- Occupational Certificate: Training and Development Practitioner (NQF Level 5)*

Project and Quality Management

- Occupational Certificate: Project Manager (NQF Level 5)
- Occupational Certificate: Quality Manager (NQF Level 6)*

Business Administration

- National Certificate: Business Administration Services (NQF Level 3)
- Further Education and Training Certificate: Business Administration Services (NQF Level 4)
- Occupational Certificate: Office Supervisor (NQF Level 5)*
- Occupational Certificate: Office Administrator (NQF Level 5)
- Occupational Certificate: Management Assistant (NQF Level 5)*

Banking

- Occupational Certificate: Business Banking Officer (NQF Level 5)*
- Occupational Certificate: Business Banker (NQF Level 7)
- Occupational Certificate: Cybersecurity Practitioner (NQF Level 6)*
- Occupational Certificate: CIO, Cybersecurity (NQF Level 7)*

Transport & Logistics

- Occupational Certificate: Freight Handler (NQF Level 3)
- Occupational Certificate: Road Transport Manager (NQF Level 5)
- Occupational Certificate: Supply Chain Practitioner (NQF Level 5)
- Occupational Certificate: Supply Chain Manager (NQF Level 6)

Insurance and Wealth Management

- Occupational Certificate: Financial Advisor (NQF Level 6)

Hospitality & Accommodation Services

- Occupational Certificate: Commercial Cleaner (NQF Level 1)
- National Certificate: Hygiene and Cleaning Services (NQF Level 2)
- Occupational Certificate: Conference and Events Organiser (NQF Level 5)

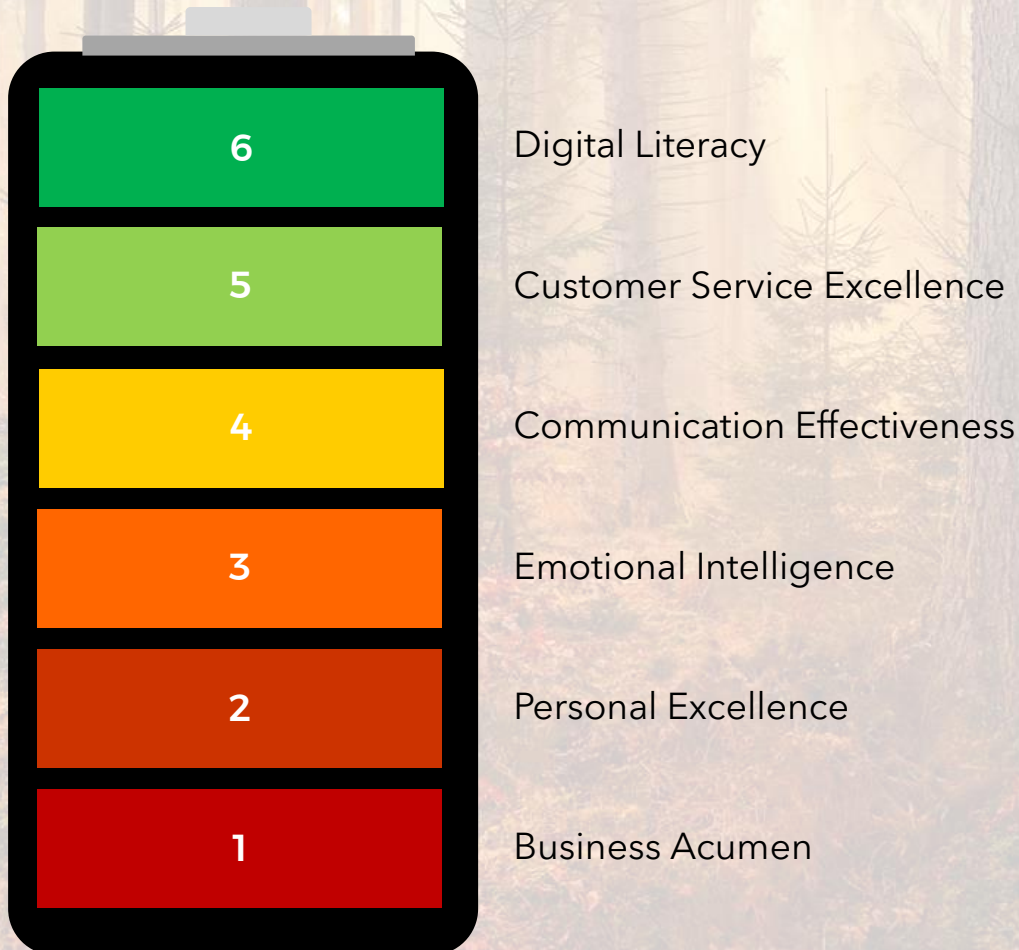
Culinary Arts & Food Services

- Occupational Certificate: Food and Beverage Packaging Operator (NQF Level 3)*
- National Diploma in Food and Beverage Management (NQF Level 5)

* Extension of scope on these qualifications is in progress.

WORK READINESS

The KLM Empowered **Positively Charged Work Readiness Development X-Perience** is an accredited Work Readiness Programme designed to equip learners with the foundational skills they need for success at work. The programme includes the following modules:



THE CYBERNAUT CADETSHIP



The KLM Empowered Cyberonaut Cadetship Experience is a three-year, integrated development programme designed to produce a cohort of work-ready technology professionals and aspiring entrepreneurs who are able to apply leading-edge technology to the development of future-forward, sustainable business and social solutions.

The Cyberonaut programme includes learnership qualifications and mentor-guided work experience for each of the following in-demand IT roles: Software Engineer, AI Developer, and Cybersecurity Analyst. During Year 1, learners build foundational skills in the field of ICT, with a specific focus on software development. During Year 2, learners focus on building Artificial Intelligence functionality into software applications. During Year 3, learners are equipped to protect IT systems and information assets from malicious attacks and threats.

INTO THE VORTEX is our version of Dragon's Den. During the final phase of the Cyberonaut Cadetship Experience, learners are required to present their ideas for disruptive new technologies and technology applications to a panel of expert judges. Learners are assessed on their presentation skills as well as their research capability and innovation ability.

LEARNERS WITH SPECIAL NEEDS

Workplace Site Evaluations

KLM Empowered is able to conduct environmental assessments of worksites to evaluate accessibility and reasonable accommodation for persons living with disability. A written report is produced detailing any accessibility problems identified, and wherever possible, recommendations on how to solve/mitigate identified problems will be provided. The assessment is facilitated by a fully qualified Occupational Therapist specialising in disability and focuses on the following common-use areas:

- Parking Facilities
- Reception, Main Entrance & Foyer
- Lifts & Lobbies
- Passages & Walkways
- Emergency Exits
- Toilets for the disabled

Disability Sensitisation Workshops

KLM Empowered facilitates diversity sensitisation workshops to ensure that leaders and team members can interact effectively and professionally with differently abled persons.

Wellbeing Visits

KLM Empowered facilitates on-site Wellbeing Visits with both learners and mentors/coaches in order to address any concerns, both within the workplace or socially.

“

There is no greater disability in society, than the inability to see a person as more.

ROBERT M. HENSEL

CAREER COACHING

Mission Possible Career Acceleration

KLM Empowered is proud to have launched the Mission Possible Career Acceleration initiative for all learnerships presented to unemployed learners.

The aim of the initiative is to empower and support learners in their quest for permanent employment and to maximise the number of learners absorbed in permanent roles by the end of the learnership.

We know that our learners have big dreams, and we are committed to helping them make their dreams a reality and get into orbit!

The Mission Possible initiative empowers learners to:

- Define their career preferences and goals
- Craft a professional resume / CV
- Create a professional online presence
- Seek and apply for appropriate vacancies
- Write compelling cover letters
- Prepare for interviews
- Handle interviews calmly and confidently
- Prepare a plan for their first 90 days on the job
- Identify business opportunities and start their own businesses



The Mission Possible initiative is implemented through a series of short workshops, online learning modules (optional) and assignments which take place over the course of the learning programme.



SOLUTION PORTFOLIO

Knowledge XChange

KNOWLEDGE XCHANGE SOLUTIONS

Welcome to Knowledge XChange, a young, future-forward, techno-focused, novaturient brand devoted to developing tomorrow's skills...today.

Knowledge XChange is an organisational development powerhouse that prepares learners, leaders, teams, and organisations for the unimagined future. Our solutions are designed to precipitate success as rain precipitates growth. Our mission

We are proud to highlight the following signature solutions:



Leading Change

Knowledge XChange has developed a proprietary framework to help you lead your people through change in this VUCA world. Implementing the framework will enable your leaders to build awareness, acceptance, adoption, and advocacy, all in an effort to exponentially increase change implementation success.



Leader Development

The Novaturient Leadership Academy equips leaders with a leading-edge repertoire of future-fit skills that are required for true leadership effectiveness in the digital age, and provides executive coaching to empower leaders to apply their skills for optimum results.

"We are very enthusiastic about the transformational culture work being conducted for our organisation by the Knowledge XChange team. Collaborating with Knowledge XChange in preparing for the evolving educational landscape has proved invaluable."

Director in the Office of the Vice Chancellor, CUT

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Digital Mastery

Knowledge XChange ensures that learners are set up for success in the digital age by equipping them with digital literacy and productivity skills and empowering them to be responsible digital citizens.



Digital Transformation

Through its proprietary AVATAR framework, Knowledge XChange works with leadership teams to craft digital integration strategies and implementation plans that build digital transformed entities ready for the 5IR.



EdTech Support & Educator Empowerment

Through its international partnerships, Knowledge XChange is able to support educators and education managers to embrace the digital age.

"The Knowledge XChange Digital Transformation Catalyst Experience was, without a doubt, the most exceptional training experience we have ever had. We have no doubt that this training will result in substantial improvements within our institution as we navigate our path towards digital transformation."

Principal, Boland TVET College

LEADING CHANGE

In a world characterised by constant, often disruptive change, managing change has become a top priority across all types of organization. However, studies consistently show that between 50 and 70% of planned change efforts fail. It doesn't bode well for organisational innovation and sustainability if critical change is (at best) just as likely to fail as it is to succeed.

How can we improve the odds of success? Research shows that many organisations have mastered the operational or structural side of change but give little effort to the people side of change. To gain the desired results from a new direction, system, or initiative, organisations need the benefit of *change leadership* along with *change management*.

Change leadership is about the phases of change—and the emotions associated with those phases—that people must navigate when change is constant. Change leadership requires leaders, and the organisation as a whole, to address beliefs and mindsets and to develop the practices and behaviours that help people adapt to change. In contrast to change management—which is an outside-in process with a focus on structures, systems and processes—change leadership is the inside-out element of meeting the change challenge. It's about enlisting people in change, and keeping them committed throughout, in the face of uncertainties, fears, and distractions.

If your organisation is going through change, we can help you make the shift from where you are, to where you want to be, so that you can achieve the expected benefits of the change. The Knowledge XChange Change Leadership framework has been designed to empower leaders to apply several key factors to successfully lead people and businesses from resistance and doubt to readiness and adoption. Implementing the framework will equip your leaders to make critical decisions in the face of uncertainty and ambiguity, accelerate adoption, drive transformation, and boost organisational readiness for what's next.

LEADER DEVELOPMENT

Digital is everywhere: Industry 4.0, AI, quantum computing, the Internet of Everything, 3D printing, ubiquitous connectivity and big data are, among others, the most discussed topics in the digital world. Each of these has already shifted the way we communicate, interact, work and live.

And this is only the beginning.

For those who still believe that digitisation is about creating social media sites or developing a responsive website, here is the truth: Digital technologies are disrupting value chains, organisational structures, operational processes and revenue models, in short, entire businesses. And they are changing every industry and every company.

It is as serious as this: Managing digital transformation will decide which businesses will survive and which will not.

But how can you survive? Where do you start?

To ensure that your organisation is ready for the digital future, leaders need to be familiar with the digital trends and disruptive technologies that are shifting and shaping the way businesses strategise and compete, both locally and globally.

According to Peter Drucker, "The best way to predict the future is to create it." As customer expectations, business processes, and operating models are reinvented by disruptive technologies, the most valuable leaders of tomorrow will be those who can proactively shape their businesses and business operations around change, rather than simply reacting to it. They're the leaders who can seek out new opportunities, implement innovative solutions, and redefine business for the future.

Leadership MasterClasses for the Digital Age

The following Leadership MasterClasses are offered by the Knowledge X-Change Novaturient Academy.

Title	Description
The Digital Leader	To ensure that organisations are ready for the digital future, leaders need to be familiar with the digital trends and disruptive technologies that are shaping the way we live, work and interact. This MasterClass is designed to equip participants with a broad understanding of 4IR technologies and empower them to identify and embrace their applications.
The Agile Leader	Today, organisations face new challenges as they compete in a business environment characterised by constant, rapid change. This MasterClass is designed to equip participants to deal head-on with real-world disruption and remain calm, composed, and connected in the face of relentless VUCA conditions.
The Innovation Catalyst	The graveyard of business is filled with companies who didn't adapt to a changing world. Staying relevant and competitive in the face of rapid, continual disruption will take new ways of thinking, conceptualising and innovating. This MasterClass empowers participants with practical skills and out-of-the-box thinking techniques to reimagine the future and then make it a reality.

Title	Description
Enabling Change	In the digital age, change is constant, and the effects of change are immediate and significant. Equipping change agents to foresee, prepare for, and implement change is paramount. This MasterClass empowers change agents to implement transformational change and accelerate acceptance and adoption by understanding and supporting the psychological transition process.
Communicating with Impact	In an ever-changing world, we all need to be effective communicators. No matter what the situation or how suddenly it shifts, if our messages are not understood and don't resonate with our intended audience, they will not be actioned, much less championed. This MasterClass empowers participants to build their communication capability and effectiveness for the digital age, utilising new-age techniques and technologies to be heard and understood.
I am Human	While all of us need to be more tech-savvy in the digital age, we also need to embrace the fact that we are still human and that effective relationships are indispensable to getting things done. This MasterClass focuses on those unique characteristics that make us human and that drive mutually beneficial relationships and synergistic collaboration.

ALPAS® Executive Coaching

Our team of business and life coaches guide participants through our signature ALPAS® coaching process to empower them to “break free” from the thoughts and practices that may be holding them back and impacting their optimal wellness and success.

Coachees from all types of businesses and all levels of leadership are afforded time to think through their biggest personal and business challenges and watch as their greatness unfolds.

The ALPAS Executive Coaching process consists of the following key steps:

1. Analysing current practices
2. Learning new approaches
3. Practicing new approaches
4. Identifying future aspirations
5. Formulating success strategies



DIGITAL MASTERY

At Knowledge XChange, we recognise that it is our responsibility to prepare organisations for the digital future. We offer the following digital literacy and mastery solutions to employees at all levels:

ICT Certifications

Knowledge XChange provides the training and certifications that employees need to succeed in a technology-driven economy. From Microsoft Office to coding, from Data Science to Cybersecurity, from AI to Advanced Analytics, Knowledge XChange is passionate about building tomorrow's skills today.

The Digital Citizen

Today, billions of people all over the planet interact using digital technologies. As in any society, it is expected that digital citizens act in a certain way according to accepted norms, rules, and laws. As technology continues to advance, so does the potential to abuse it (intentionally or otherwise). The Digital Citizen MasterClass enables learners to understand their roles and responsibilities in a digital society and engage with the digital world in ways that promote healthy online communities



DIGITAL TRANSFORMATION

We are delighted to present our signature AVATAR Planning Workshop, a digital integration process that will guide your organisation in crafting a comprehensive Digital Transformation Implementation Plan.

Duration	5 days
Audience	Management teams
Workshop Agenda	<p>Days 1 and 2: Analysis Discussion of the need for digital transformation and analysis of the current state of digital readiness</p> <p>Day 3: Vision and Aspirations Development of a vision and narrative for digital transformation and identification of strategic transformation goals</p> <p>Day 4: Tactics and Accountabilities Identification of strategic interventions and agreement on who will be accountable for each</p> <p>Day 5: Roadmap and Scoreboard Development of a comprehensive digital transformation implementation plan that will guide you in becoming a digitally transformed entity; creation of a compelling scoreboard to track progress of the implementation plan</p>

EDTECH & EDUCATOR SUPPORT

As a fully-fledged provider of EdTech and Educator support to schools, colleges, and universities, Knowledge XChange is proud to highlight the following solutions:



INNOVATION HUB

We have a fully equipped digital classroom on our campus to showcase our EdTech solution portfolio and how each element can be integrated.



EDTECH SOLUTIONS

We are a specialist Ed Tech sales and distribution partner to Huawei, crafting and delivering turnkey EdTech solutions to education and training providers across South Africa and into Africa and the Indian Ocean islands.



EDTECH ACADEMY

We have established an EdTech Academy to empower leaders and educators to implement, integrate, and institutionalise leading-edge digital technology to optimise learning outcomes.

SOLUTION PORTFOLIO

Pro-Source



PRO-SOURCE SOLUTIONS

Welcome to Pro-Source, your outsourced project management partner for People and Business Transformation. As a strategic partner, we've curated a diverse repository of outsourced business services that will catalyse innovation and execution, and feed your organisation's productivity, profitability, and prosperity. The mission of Pro-Source is to build a dynamic and vibrant business ecosystem that will enable organisations, especially SMMEs, to access a wide range of outsourced solutions. We liken ourselves to a coastal estuary, the meeting point of diverse habitats and a critical transition zone that supports growth, health, and resilience.

We are proud to highlight the following Pro-Source solutions:



B-BBEE Solutions Integrator

As a strategic partner, Pro-Source has curated a diverse repository of outsourced services that will add extraordinary value to your B-BBEE scorecard objectives and enable you to achieve your transformation objectives.



Bursary Administration

The signature STELLAR® solution is a holistic bursary management programme designed to administer and support the journey from bursary application to graduation, enabling recipients to enjoy a happy and enriching academic life.

"Your commitment to meeting our rigorous standards and stringent timelines, coupled with the highest levels of professionalism and attention to every student, has been truly impressive. Your dedication, guidance, and insight have been nothing short of remarkable."

CSI Specialist, Coca Cola Beverages SA

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Forensic Screening

The Pro-Source forensic screening platform offers applicant screening for recruitment of employees, bursary recipients, and learnership participants.



The INKONKONI Solution

Pro-Source has designed a bespoke QCTO migration solution that will enable your organisation to define its occupational qualification matrix and establish a QCTO academy to implement work-directed learning and assessment.



Talent Stream

The Pro-Source AI-powered Talent Stream solution will enable you to attract and select only the best talent for employment, learnership, internship, and bursary opportunities..in no time at all.

"The KLM Empowered team has always ensured customer excellence. They show full dedication and commitment to all our projects nationally, ensuring that 100% competency rate is a non-optional requirement. This is the # Greatness Effect."

Learning Programme Manager, DSV

B-BBEE SOLUTIONS

Pro-Source is proud to spotlight the following solutions to boost the achievement of B-BBEE scorecard objectives.

SKILLS DEVELOPMENT

Expenditure

As a project management partner, Pro-Source is positioned to implement turnkey, hosted learnership solutions to maximise your skills development spend. You will be able to include the following under your skills spend:

- The cost of the learnership
- The cost of recruitment and selection
- The cost of technology and data
- The cost of training tools
- Catering and venue costs
- The stipend of the learners
- 80% of the salaries of the mentors

Note: Additional points can be claimed for expenditure on learners with disability

Participation in Learnerships

You will be able to claim points for the number of employees participating in learnerships

Bonus Points

You will be able to claim bonus points for learners absorbed at the end of the learnership

ENTERPRISE & SUPPLIER DEVELOPMENT

Procurement Spend

You will be able to claim points for procurement spend with KLM Empowered, a Qualifying Small Enterprise. Additional points can be claimed based on the fact that KLM Empowered is 51% Black Women Owned.

SOCIO-ECONOMIC DEVELOPMENT

Contributions

You will be able to claim points for Socio-Economic Development Contributions in the form of:

- ◆ Travel allowances
- ◆ Clothing allowances
- ◆ Stationery allowances
- ◆ Wellness consultations
- ◆ Worksite vetting and reasonable accommodation

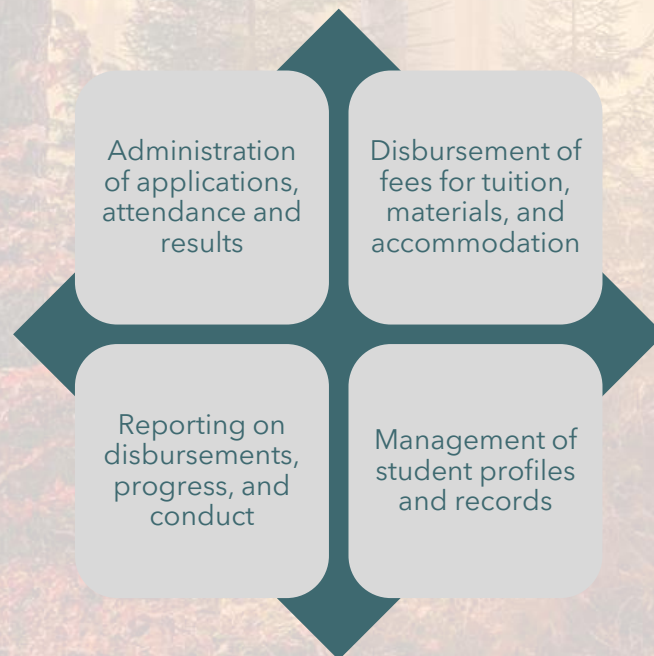


BURSARY ADMINISTRATION

We are proud to present our signature STELLAR© (Student Technology-Enabled Life and Learning Administration and Reporting) bursary management solution.

The Pro-Source STELLAR© solution is a holistic bursary management programme designed to administer and support bursary recipients and empower them to succeed with their studies and achieve their aspirations for the future. Our project management team walks the journey with bursary recipients to ensure that they have the support they need to enjoy a happy and enriching academic life.

The Pro-Source STELLAR© solution includes the following elements:



FORENSIC SCREENING

The Pro-Source forensics platform offers the following levels of applicant screening:

- Identity verification
- Qualification verification, including Matric Certificate verification
- Criminal check
- Credit check
- Verification of Medical Certificates
- Verification of Banking Details
- Verification of employment history

Please note: Pro-Source is currently in the process of onboarding a team of dedicated medical professionals to verify the disability status of applicants for learnerships that are reserved for people with disabilities. This service will be costed separately as it becomes available.



THE INKONKONI SOLUTION

The Great Wildebeest Migration, the annual movement of vast numbers of grazers across Northern Tanzania and Kenya in search of fresh, lush grass, is truly a spectacular event, and is considered one of the greatest shows on earth.

From an education perspective, South Africa is also migrating to greener pastures by ensuring that there are occupational qualifications to respond to our biggest skills development priorities. Overseen by the **Quality Council for Trades and Occupations (QCTO)**, occupational qualifications are industry-based, so qualifying learners will be more likely to be considered for industry-related jobs.

As the game changes, so do the rules. That's why we are delighted to present the **INKONKONI**® Solution, a comprehensive outsourced partnership whereby QCTO and education specialists collaborate with you to:

- Develop a QCTO Strategy and identify relevant occupational qualifications for your organisational roles,
- Empower your in-house subject matter experts to facilitate selected occupational qualifications, and
- Establish your organisation as a Host Employer and Assessment Centre for the qualifications that are most important to your talent pipeline.

We've chosen to call this solution **INKONKONI**®, the Isizulu word for Wildebeest, to encapsulate the adventurous and optimistic spirit with which we facilitate the big migration to QCTO-based qualifications and initiatives. It also underpins the idea of working together to navigate an exciting yet sometimes perilous odyssey.

TALENT STREAM

Do you struggle to find the great people you need to build a great business? Do your critical projects suffer because of an extended time-to-hire? Wouldn't you love to have a people sourcing solution that quickly attracts and short-lists only the most competent and compatible candidates, allowing you to spend more time developing relationships and determining fit?

Pro-Source is excited to announce the launch of Talent Stream, an AI-powered service which includes sourcing, screening, matching, and selecting only the best candidates for your Bursary Programmes, learnerships, internships and for permanent employment opportunities.

With Pro-Source Talent Stream, you will have a steady flow of top talent to support your most important projects and strategic deliverables.

The Pro-Source Talent Stream solution will enable you to:

- Sort candidates by job fit and review the most viable contenders first
- Uncover critical but unseen factors like work and learning styles
- Run reverse compatibility scores to see whether your ideal candidate is likely to take the job
- Automate high-volume recruitment activities
- Improve candidate engagement

By using AI candidate raking and job matching in tandem, Pro-Source Talent Stream guarantees a reduction in the time and costs associated with finding and placing people who will drive your organisation's greatness.

Experience the truly mind-blowing power of artificial intelligence with Pro-Source.

COLLABORATION PARTNERS

Accreditation

KLM Empowered is accredited by the following statutory bodies:



Alliances

KLM Empowered is approved as an education partner to the following organisations:



“KLM Empowered continuously delivers excellence not only in the classroom but in every aspect of their business. Jurumani Solutions is confident in its partnership with KLM Empowered, as there is a shared passion for upskilling and developing our employees.”

HR Manager, Jurumani Solutions

CLOSING REMARKS

Thank you once again for the opportunity to share our solutions portfolio with you. We look forward to your favourable review and consideration we would welcome the opportunity to discuss our solutions and explore ways to customise our signature solutions for your environment.

We are very proud of our 19-year track record, and we are confident that we are positioned to make a valuable contribution to efficiency, effectiveness, and productivity in any organisation.

At KLM Empowered, we believe in the people and organisations of South Africa. We care about them, we know they have big dreams, and we are deeply passionate about empowering them to grow their greatness.

Please do not hesitate to contact me should you have any queries or require any additional information.

Warm regards,



Lyn Mansour
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The Greatness Effect

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Head Quarters Knowledge X-Change Centre of Excellence

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