

JIMBU

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SKILLS DEVELOPMENT · B-BBEE

Training Value Proposition.

JIMBU in partnership with EduPower Skills Academy — a QCTO-accredited 12-month learnership with a guaranteed offer of employment.

QCTO ACCREDITED

12-MONTH LEARNERSHIP

B-BBEE ALIGNED

100% ABSORPTION

B-BBEE SKILLS DEVELOPMENT

Unlock subsidised products through

SKILLS DEVELOPMENT.

TABLE OF CONTENTS

What's **inside.**

01	B-BBEE value proposition	
02	Who are EduPower?	
03	Our vision	
04	Our end-to-end admin service	
05	Our facilities	
06	Benefits of absorption	
07	What differentiates JIMBU	
08	JIMBU's proposed solution	

01 — WHAT WE'RE TALKING ABOUT

B-BBEE value proposition.

JIMBU in partnership with EduPower Skills Academy (Pty) Limited (“EduPower”) is able to offer learners interested in a career in the textile manufacturing industry, a QCTO accredited 12-month learnership course with a guaranteed offer of employment thereafter.

With EduPower providing the theoretical QCTO accredited classroom training and with JIMBU hosting on-the-job CMT training in their warehouse facility, learners will receive both theoretical and practical training in embroidery and cut, make and trim manufacturing.

Apart from fulfilling their B-BBEE requirements for the **2026 YOA**, the client will enjoy a significant reduction in the cost of merchandise procured through JIMBU as a result of employing “learners” in the production of their merchandise — a true **“win / win”** value proposition for all parties.



02 — OUR PARTNER

Who are EduPower?

EduPower is an accredited training provider delivering quality solutions for Skills and Enterprise Development.

EduPower has more than **8 years' experience** in providing training for South Africa's youth whilst also maximising results in these critical elements for B-BBEE compliance. EduPower's skills, enterprise and supplier development programs can be tailored to meet your unique requirements — delivering your full allocation of related B-BBEE points with little to no disruption to your business.

A **Level 2 contributor with 33% Black Female ownership**, your investment helps EduPower to transform the lives of young South Africans by providing practical skills and a solid foundation on which they can build sustainable careers.

EduPower provides a complete in-house training solution to meet your skills development objectives. The learners are managed for the full 12 months and all learnership programs are QCTO accredited and lead to a qualification registered on the National Qualifications (NQF) framework.



Hands-on from day one

Learners train on industrial machines under qualified facilitators — across the EduPower classroom and the JIMBU floor.

SECTION 03 — THE BIGGER PICTURE

OUR VISION.

“

**A transformed
South Africa
where
everyone is
employable.**

JIMBU × EDUPOWER — OUR
SHARED VISION



04 — COMPLETE PEACE OF MIND

We manage process **end to end.**

When you invest your B-BBEE spend, our dedicated admin team takes care of all the related processes for you. We ensure our clients have **complete peace of mind** and no surprises when it is time for your B-BBEE audit.



Recruitment that complies to your required demographics — learnerships, entrepreneurs, age and people with disabilities.



Hosting of both able-bodied learners and people with disabilities, plus classroom training.



Work hosting — coaching, mentoring, payroll and industrial relations — and entry to and exit from the required QCTO.



Reports on the overall progress and performance of your learners.



Learner replacement if necessary (no additional cost for replacing and hosting the learner, though a training surcharge applies).



Placement of our learners into full-time employment through our employer partner network — unlocking an additional 5 bonus points for absorption.

There are no hidden costs or additional payments.

05 — THEORY MEETS THE FACTORY FLOOR

Our facilities.

The EduPower and JIMBU premises, being within a **10-minute drive** of each other, provide learners with classroom training and CMT facilities ideal for theoretical and practical on-the-job training.

Our facilitators are professionally qualified and passionate about the development of appropriate skills that will equip our learners for life. Committed to keeping abreast of the latest trends in technology and advances in the skills development landscape, we ensure that each learner gets the full benefit of the skills being taught.

The learners are managed by us for the **full 12 months** and all learnership programs are QCTO accredited and lead to a qualification registered on the National Qualifications (NQF) framework.



06 — THE ABSORPTION MODEL

Benefits of the absorption model.

All learnerships are accredited with an **absorption opportunity model** at JIMBU. The benefits are felt on both sides of the table.

**FOR THE LEARNER****A job at the finish line**

An offer of full-time employment after completion of the 1-year learnership.

**FOR THE COMPANY****5 bonus points**

Potentially earn the 5 bonus points available in the Skills sector of the B-BBEE codes.

**From learnership to livelihood**

Absorption turns a 12-month placement into a permanent role — value for the learner and the company alike.

07 — WHY JIMBU

What differentiates our service.



100% absorption points on learnerships

Learners are offered full-time employment at the end of their 1-year learnership. There is a maximum of 5 skills points available in the B-BBEE scorecard.



Hosted students

Classroom activities and workplace experience are provided at various hosted premises — driving a higher completion rate and giving each student the best opportunity to succeed. Employing CMT learners in the production of a client's garments should materially reduce the sale price of those garments.



12H tax rebate

The high completion rate enables clients to qualify for the full 12H tax rebate of **R80,000** per able-bodied and **R120,000** per disabled learner.



Work-back program

After the initial 3-month training period, CMT learners begin working in JIMBU's CMT and are taught to produce any garments required by the client.

10– 80%

Estimated savings achievable on garment pricing, depending on the level of spend and the number of learners the client is willing to invest in the program.

JIMBU'S PROPOSED SOLUTION

Our goal is to train and prepare the learner for employment and economic independence — not just academic success and certification.

08 — THE PROPOSAL IN DETAIL

JIMBU's proposed solution.

CLIENT BRIEF

Train learners in CMT and other related roles applicable to the client, assisting them in fulfilling their BEE requirements for the **2026 YOA**.

WORKPLACE EXPERIENCE

Held at JIMBU's facility in **Riverhorse Valley, Durban**. JIMBU's existing CMT and machinery operation and experienced staff support learners with garment-manufacturing experience.

ABSORPTION

JIMBU aspires to achieve a **100% absorption rate**.

LEARNER STIPENDS

Each learner is paid **R4,500 / month** by the client for a full 5-day work week (pro-rated lower for shorter weeks), employed as fixed-term contractors for the 12-month program.

LEARNERSHIP COMMENCEMENT

We request **1 month's notice** to hire the learners and prepare them for the learnership.

QUALIFICATION PROPOSED

QCTO qualifications (FP&M sector).

RECRUITMENT

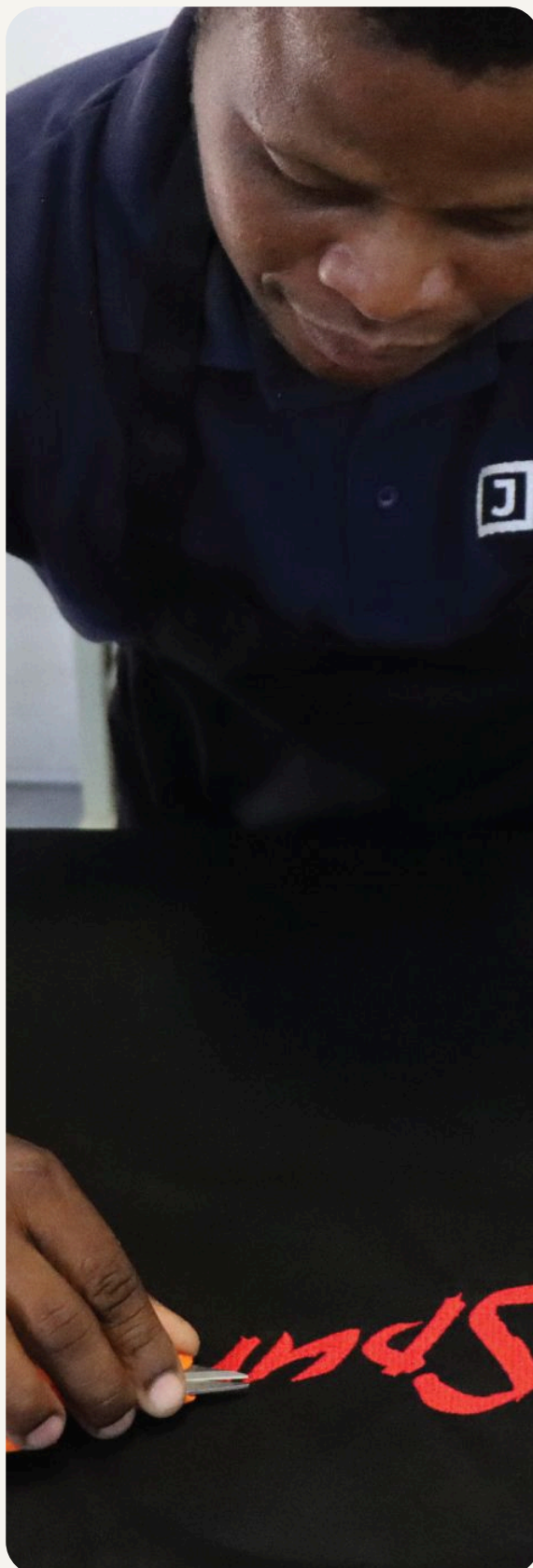
Performed by **EduPower** on your behalf, unless you already have learners in mind.

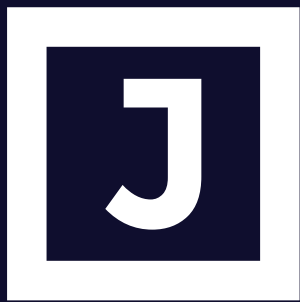
PROGRAM THEORY TRAINING

Held at the EduPower training facilities in **Mount Edgecombe, Durban**.

ADMINISTRATION

Handled by EduPower with their training and hosting partners, in conjunction with the relevant client's staff.

PROGRAM DURATION
12 months.



JIMBU

THANKS.

Beyond the brand.

Riverhorse Valley · Durban · South Africa

+27 31 171 0860

hello@jimbuglobal.com

jimbuglobal.com