



IMPACTFUL  
Powered by LRMG

## CUSTOMER SUCCESS

# EMPOWERING DISABLED YOUTH THROUGH DIGITAL SKILLS

*A transformational  
learnership programme*



**Client**  
Undisclosed

**Industry**  
ICT/Corporate Social Investment

**Solution**  
EUC Learnership Programme

**Partner**  
Impactful, Powered by LRMG

**Challenge**  
Driving inclusivity, B-BBEE compliance, digital skills development

**Impact**  
Empowered unemployed disabled youth, enhanced workplace diversity, improved business scorecards

*Story*

## THE CHALLENGE

### Inclusive hiring meets skills development

The client set out to solve a multi-layered challenge:

1. Comply with B-BBEE Scorecard requirements
2. Advance employment equity targets
3. Build a diverse talent pipeline in the ICT sector

Yet, without a structured learnership model, the organisation lacked the framework to effectively recruit, train, and integrate unemployed disabled youth into the workforce.

## THE VISION

### Create access and build skills that matter

The goal wasn't just compliance – it was transformation. By investing in skills development and workplace readiness for disabled youth, the programme aimed to:

- » Promote workplace diversity
- » Enhance digital literacy
- » Open doors to long-term employment

The initiative was driven by a belief that everyone deserves a fair chance at opportunity.

## THE SOLUTION

### The EUC Learnership Programme

The client partnered with LRMG's EUC Learnership Programme, selecting it for its comprehensive curriculum and real-world integration capabilities.

Key programme features:

- » Instructor-led digital skills training
- » Focused workplace readiness modules
- » Support from community partners like the KwaZulu-Natal Blind and Deaf Society
- » Intentional placement support for long-term impact

**This wasn't just about learning;** it was about **dignity, belonging, and employability.**

## THE ROLLOUT

### A journey of growth and grit

From carefully selecting candidates to onboarding partners and mentors, the implementation was packed with lessons and wins.

## Surprise wins?

Learners' rapid adaptation and the ripple effect on existing teams – boosted morale, better collaboration, and a renewed sense of purpose.

## Hero moment

While no single standout emerged, the collective resilience and optimism of these learners stood as a shining beacon of what's possible when doors are opened.

## MEASURABLE IMPACT

### Beyond compliance, toward inclusion

## What changed?

- » Unemployed disabled youth now possess in-demand digital skills
- » Participating businesses reported an improved workplace culture and performance
- » Tangible improvements in CSI and B-BBEE Scorecard ratings
- » A shift in team dynamics that boosted collaboration and innovation

## Feedback from the field:

*"This programme is changing how we think about talent and inclusion."*

*"The energy and perspective these learners bring is transforming our teams."*

## Lessons learned and the road ahead

**Do it again?** Absolutely.

**Do it differently?** Improve funding coordination and streamline onboarding, but keep the strong learner support and community partnerships.

## Inclusion creates impact

This isn't just a compliance win – it's a story of empowerment, transformation, and inclusive growth. By equipping disabled youth with the tools to thrive, the client helped write a new future for both the learners and the workplaces that welcomed them.

**A ripple becomes a wave.  
Let's keep it going!  
Want to find out more?**

## Let's connect.

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