PATHWAY CAREERS WEBSITE CONTENT & EMAIL ADDRESSES

YOUR POTENTIAL HAS A PATHWAY.

- Connecting People, Skills and Opportunity.

Pathway Careers is a talent development, career pathways and workforce solutions organisation connecting people to opportunities and organisations to the talent they need to grow.

We believe that talent exists everywhere, but access to opportunity is not always equal.

Our role is to help bridge that gap.

Through career discovery, talent identification, skills development, work readiness, training, work-integrated learning, talent matching and employer partnerships, we help individuals move from potential to opportunity and from opportunity to sustainable careers.

At the same time, we help employers build stronger talent pipelines by connecting them with people who have been identified, developed and prepared for the world of work.

For Candidates

- Discover your potential. Develop your skills. Connect to opportunity.
- [EXPLORE CAREERS]

For Employers

- Build your talent pipeline with Pathway Careers.
- [WORK WITH US]

For Partners

- Collaborate with us to create pathways into opportunity.
- [BECOME A PARTNER]

PAGE 1 — HOME

Your Potential Has a Pathway.

The journey from education to employment is not always straightforward.

People may have qualifications but lack experience. Others may have potential but lack access to opportunity. Employers may have vacancies but struggle to find people with the right combination of skills, attitude, experience and workplace readiness.

Pathway Careers exists to connect these pieces.

We bring together people, skills, employers and opportunity to create stronger pathways into the world of work.

What Is Your Pathway?

Your career journey can begin at different points.

You may be:

A SCHOOL LEAVER

- Exploring your options and trying to understand what career could be right for you.

A STUDENT

- Looking for practical experience, internships or opportunities to build your employability.

A GRADUATE

- Ready to move from qualification to meaningful workplace experience.

A JOB SEEKER

- Looking for your next opportunity and wanting to strengthen your skills.

A PROFESSIONAL

- Looking to develop new capabilities or transition into a different career.

AN EMPLOYER

- Looking for talent that can meet your workforce requirements.

Wherever you are starting from, there should be a pathway forward.

THE PATHWAY MODEL

From Potential to Progress

01 — DISCOVER

- Understand your interests, capabilities, qualifications and career aspirations.

↓

02 — DEVELOP

- Build the technical, digital and professional skills required for your chosen pathway.

↓

03 — PREPARE

- Develop the confidence, professionalism and workplace readiness needed to enter employment.

↓

04 — EXPERIENCE

- Gain practical exposure through WIL, internships, projects, simulations and employer programmes.

↓

05 — CONNECT

- Connect with employers, opportunities and organisations looking for developing talent.

↓

06 — PROGRESS

- Continue learning, gaining experience and developing your career.

FIND YOUR PATHWAY

Not Sure Where Your Skills Can Take You?

Your qualifications and experiences can open more doors than you may realise.

Pathway Careers helps you explore potential career directions based on your:

- Qualifications
- Skills
- Experience

- Interests
- Digital capabilities
- Communication skills
- Career aspirations

Explore Potential Pathways

GLOBAL BUSINESS SERVICES

Customer Experience
Contact Centre
Sales
Financial Services
Legal Services
Back Office
Business Process Services

ICT & DIGITAL

ICT Support
IT Helpdesk
Technical Support
Digital Operations
Cloud Support
Software Development
Data and Digital Services

BUSINESS & PROFESSIONAL SERVICES

Administration
Business Support
Project Support
Professional Services
Operations

[FIND MY PATHWAY]

WHY PATHWAY CAREERS?

- We Develop People.
- We help people build the capabilities required to participate confidently in the modern workplace.
- We Connect Opportunity.
- We create connections between developing talent and organisations looking for people.
- We Understand Employers.
- Our workforce solutions are designed around actual employer requirements.
- We Build Sustainable Pathways.

Our objective is not simply to fill vacancies. It is to create pathways that can lead to sustainable careers.

We Believe in Progression.

The first opportunity is the beginning of a career journey, not the end.

PAGE 2 — ABOUT PATHWAY CAREERS

ABOUT US

Building Pathways Between People and Opportunity.

Pathway Careers is built around a simple belief:

Every person should have the opportunity to understand their potential, develop their capabilities and access pathways into meaningful work.

We operate across the intersection of:

Career Development | Skills Development | Talent | Employment | Workforce Solutions

Our work connects individuals, employers, training providers, educational institutions and strategic stakeholders.

OUR VISION

- To become a leading career and workforce platform connecting people to sustainable career pathways and organisations to capable, prepared talent.

OUR MISSION

- To develop people, connect talent with opportunity and help organisations build stronger, more sustainable workforce pipelines.

OUR PURPOSE

- To turn potential into pathways.

WHAT MAKES PATHWAY DIFFERENT?

We Look Beyond the Vacancy.

Traditional recruitment often begins with a vacancy.

Pathway begins with the person and the workforce need.

We ask:

- What can this person become?

And:

- What does this employer need its workforce to become?

We then work to connect the two.

OUR ECOSYSTEM

CANDIDATES

- People looking to develop their skills and build careers.

EMPLOYERS

- Organisations looking for capable and developing talent.

EDUCATION & TRAINING

- Institutions helping people acquire knowledge and qualifications.

INDUSTRY

- Sectors defining the skills required for the future of work.

STRATEGIC STAKEHOLDERS

- Organisations supporting employment and economic participation

PATHWAY CAREERS

- The connector bringing these parts of the ecosystem together under training, workplace readiness, skills development, work integrated learning and impact sourcing

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OUR VALUES

PEOPLE

- We believe people are at cornerstone of every organisation.

OPPORTUNITY

- We believe access to opportunity can change lives.

EXCELLENCE

- We strive for high standards in everything we do.

PARTNERSHIP

- We believe sustainable impact is created through collaboration.

INTEGRITY

- We operate with professionalism, transparency and accountability.

PROGRESS

- We believe every career should have room to grow.

PAGE 3 — WHAT WE DO

WHAT WE DO

Connecting Talent Development With Workforce Demand.

Pathway Careers provides services across the career and workforce development lifecycle.

Our solutions can be delivered independently or combined into an integrated talent pathway.

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1. CAREER DISCOVERY & GUIDANCE

Helping People Understand Where They Can Go.

Many people know they want a career but are unsure which direction to take.

We help individuals explore potential career pathways based on their:

- Qualifications
- Interests
- Skills
- Experience
- Strengths
- Career aspirations
- Digital capabilities

Career discovery can include profiling, assessments, career guidance and pathway recommendations.

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2. TALENT IDENTIFICATION & SOURCING

Finding Potential.

We identify and source candidates according to programme, employer and workforce requirements.

Our talent sourcing can include:

- Graduates
- TVET graduates
- School leavers
- Students
- Unemployed youth
- Entry-level candidates
- Experienced professionals
- Specialist talent

We build talent pools around actual workforce demand

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3. TALENT & SKILLS DEVELOPMENT

Developing the Capabilities Employers Need.

Training is an important part of the Pathway Careers model.

We provide structured development programmes designed around the requirements of the opportunity or sector.

Development areas may include:

Workplace Readiness

Professional communication
Workplace conduct
Time management
Teamwork
Problem-solving
Adaptability

Digital Skills

Digital literacy
Workplace technology
Systems navigation
Productivity tools
Digital communication

GBS & BPO

Customer service
Contact-centre operations
Sales
Customer experience
International client readiness
Business process services

ICT

ICT support
Helpdesk support
Technical support
Digital operations
Technology fundamentals

Training can be delivered through classroom learning, digital learning, practical activities, assessments, simulations and employer-linked programmes.

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4. WORK READINESS & ASSESSMENT

Preparing People For the Real World of Work.

Being qualified does not automatically mean being workplace ready.

Our work-readiness programmes help candidates develop:

- Professional confidence
- Communication
- Customer engagement
- Workplace etiquette
- Attendance and punctuality
- Accountability
- Adaptability
- Problem-solving
- Interview skills
- Professional presentation

Candidates can also undergo assessments designed to understand their capabilities and development needs.

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5. WORK-INTEGRATED LEARNING

Experience Makes the Difference.

We believe practical experience is an important bridge between learning and employment.

Our WIL programmes can include:

- Internships
- Employer placements
- Practical projects
- Simulated workplace environments
- Campaign exposure
- Mentorship
- Coaching
- Performance feedback
- Workplace assessments

Our objective is to give candidates an opportunity to apply what they have learned in practical environments.

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6. EMPLOYMENT & TALENT MATCHING

Connecting Prepared Talent With Opportunity.

When suitable opportunities become available, candidates within our talent network may be considered according to the requirements of the employer or programme.

Potential opportunities include:

- Permanent employment
- Contract positions
- Internships
- Learnerships
- Graduate programmes
- WIL opportunities
- Project opportunities

Registration does not guarantee employment.

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7. WORKFORCE SOLUTIONS

Helping Employers Build Stronger Talent Pipelines.

Pathway Careers works with employers to understand their workforce requirements and design appropriate talent solutions.

Our model can include:

Workforce Requirement

↓

Talent Sourcing

↓

Screening

↓

Assessment

↓

Development

↓

Work Readiness

↓

WIL / Practical Experience

↓

Talent Matching

↓

Deployment

↓

Performance & Progression

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8. CAREER PROGRESSION

The First Opportunity Is Not the Finish Line.

We want people to continue developing after entering the workplace.

Career progression can include:

- Additional skills development
- Professional development
- Career guidance
- Leadership development
- New career pathways
- Upskilling
- Reskilling
- Progression into more advanced roles

PAGE 4 — CAREER PATHWAYS

CAREER PATHWAYS

Find Where Your Potential Can Take You.

The future of work is creating new opportunities across technology, business services, customer experience and professional services.

Pathway Careers helps people understand these opportunities and identify possible routes into them.

GLOBAL BUSINESS SERVICES

Build a Career That Connects With the World.

GBS provides opportunities across international business operations.

Potential pathways include:

Customer Experience

Customer Service Representative
Customer Success
Customer Experience Support

Contact Centre

Contact Centre Advisor
Inbound Support
Outbound Support

Sales

Sales Development
Inside Sales
Business Development

Financial Services

Financial Services Support
Customer Operations
Back Office

Legal Services

Legal Process Support
Legal Administration
Document Processing

Business Process Services

Back Office
Administration
Operations Support

ICT & DIGITAL CAREERS

Build Your Future In Technology.

Technology continues to change how businesses operate.

Potential pathways include:

ICT Support
IT Helpdesk
Technical Support
Digital Operations
Cloud Support
Software Development
Data & Digital Services

Pathway Careers helps candidates understand the skills required for these pathways and identify relevant development opportunities.

PROFESSIONAL & BUSINESS SERVICES

Potential career pathways include:

Administration
Operations
Project Support
Business Support
Professional Services
Client Services

YOUR PATHWAY DOES NOT HAVE TO BE LINEAR

Careers evolve.

Someone who starts in customer service may move into:

- Customer Service → Quality Assurance → Team Leader → Operations

Someone who starts in ICT support may progress through:

- Helpdesk → Technical Support → Systems Support → Specialist Role

Someone entering business services may move through:

- Administration → Operations → Project Support → Management

Your first role can be the beginning of a much bigger journey.

FIND YOUR PATHWAY

Tell Us About Yourself.

We can use information about your education, experience, interests and skills to help identify potential career directions.

[EXPLORE MY CAREER PATHWAY]

WORK WITH US

We can support employers with:

- Talent pipelines
- Graduate programmes
- Internships
- WIL
- Skills development

- Recruitment support
- Pre-employment training
- Candidate assessment
- GBS/BPO talent
- ICT talent
- Workforce development programmes

[DISCUSS YOUR WORKFORCE REQUIREMENTS]

PAGE 5 — EMPLOYERS & PARTNERS

EMPLOYERS

Build Your Talent Pipeline.

Your organisation needs people who can perform today and develop for tomorrow.

Pathway Careers works with employers to identify, develop and connect talent according to workforce requirements.

YOUR WORKFORCE CHALLENGE

Perhaps you need:

- 50 Customer Service Advisors.
- 20 ICT Support Specialists.
- 100 Graduate Trainees.
- A pipeline of entry-level talent.
- A WIL programme.
- A graduate development programme.
- Or a longer-term talent pipeline.

Pathway Careers can work with you to design the appropriate pathway.

OUR EMPLOYER MODEL

01 — UNDERSTAND

- We understand your roles, skills requirements, culture and workforce needs.

02 — SOURCE

- We identify potential candidates through our talent network and sourcing channels.

03 — ASSESS

- Candidates can be screened and assessed against relevant requirements.

04 — DEVELOP

- Where required, candidates receive targeted development and training.

05 — PREPARE

- Candidates are prepared for the workplace and specific role requirements.

06 — EXPERIENCE

- WIL, simulations, projects or practical exposure may be incorporated.

07 — CONNECT

- Suitable candidates are introduced to relevant opportunities.

08 — PROGRESS

- We support the broader development journey wherever appropriate.

WORK WITH US

We can support employers with:

- Talent pipelines
- Graduate programmes
- Internships
- WIL
- Skills development
- Recruitment support
- Pre-employment training
- Candidate assessment
- GBS/BPO talent
- ICT talent
- Workforce development programmes

[DISCUSS YOUR WORKFORCE REQUIREMENTS]

STRATEGIC PARTNERS

Create Pathways With Us.

We believe meaningful employment outcomes require an ecosystem.

We welcome partnerships with:

Government
Corporates
Universities
TVET Colleges
Training Providers
SETAs
Industry Associations
Funders
Development Organisations
Technology Companies
Community Organisations
Employment Partners

PARTNERSHIP MODELS

Skills Development Partnerships

Develop programmes aligned to workforce demand.

Employment Partnerships

Create pathways into available employment.

Funding Partnerships

Support scalable skills and employment initiatives.

Industry Partnerships

Build sector-specific talent pipelines.

Technology Partnerships

Use technology to improve career discovery, learning and talent matching.

Community Partnerships

Expand access to opportunity.

[BECOME A PATHWAY PARTNER]

PAGE 6 — CAREERS

CAREERS

Your Next Opportunity Could Start Here.

Pathway Careers is building a growing talent network of people who are ready to learn, develop, gain experience and work.

You don't have to wait for a vacancy to discover your pathway.

Join our talent network today.

FIND YOUR PATHWAY

Before you register, ask yourself:

What am I good at?

What do I enjoy?

What have I studied?

What experience do I have?

What skills do I want to develop?

Where do I want my career to go?

Pathway Careers can help you begin answering these questions.

[START YOUR PATHWAY]

JOIN THE TALENT NETWORK

Even when there is no current vacancy that matches your profile, you can register your details.

Your profile allows us to understand your:

- Education
- Experience
- Skills
- Career interests
- Location
- Employment preferences
- Development needs

When relevant opportunities become available, eligible candidates may be contacted.

CANDIDATE REGISTRATION

Step 1 — Personal Details

Full Name
Surname
Date of Birth
Identification
City/Town
Province

Step 2 — Contact Details

Mobile Number
Email Address
Alternative Number

Step 3 — Education

Highest Qualification
Institution
Field of Study
Year Completed
Additional Qualifications

Step 4 — Experience

Employment Status
Previous Experience
Industry
Years of Experience

Step 5 — Career Interests

Customer Service
Contact Centre
Sales
ICT Support
IT Helpdesk
Digital Careers
Software Development
Financial Services
Legal Services
Administration
GBS

BPO
Other

Step 6 — Work Preferences

On-site
Remote
Hybrid
Willing to Relocate

Step 7 — Documents

Upload CV
Upload Qualifications
Upload Certificates

Step 8 — Career Profile

Career Goals
Skills
Languages
LinkedIn Profile
Additional Information

[SUBMIT MY PROFILE]

WHAT HAPPENS AFTER YOU REGISTER?

01 — YOUR PROFILE IS RECEIVED

Your information enters our talent network.

02 — YOUR PROFILE IS REVIEWED

We consider your qualifications, skills and interests.

03 — YOU MAY BE ASSESSED

Some programmes or opportunities may require assessments or interviews.

04 — YOU MAY BE DEVELOPED

Where relevant, you may be considered for training or development.

05 — YOU MAY BE MATCHED

Where an opportunity aligns with your profile, you may be contacted.

06 — YOU MAY PROGRESS

Successful candidates proceed through the relevant employer or programme selection process.

Important: Registration does not guarantee employment, training, placement or selection for any particular opportunity.

CAREER RESOURCES

Your career development should not depend entirely on whether a vacancy is available.

We will provide resources covering:

CV Development
Interview Preparation
Workplace Readiness
Digital Skills
Career Guidance
Professional Communication
Job Search Preparation
Career Planning

PAGE 7 — IMPACT & INSIGHTS

OUR IMPACT

Turning Potential Into Progress.

Pathway Careers measures impact through the people and organisations moving through our ecosystem.

Our impact is not only the number of people registered.

It is what happens next.

OUR FUTURE IMPACT DASHBOARD

As our programmes grow, we will report on measurable outcomes including:

People Registered

People Developed

Training Hours Delivered

Candidates Assessed

WIL Opportunities

Internships

Employment Placements

Employer Partners

Training & Development Partnerships

Career Progression Outcomes

Only verified and appropriately measured figures will be published.

PATHWAY INSIGHTS

Understanding the Future of Work.

The world of work is changing.

We will share insights on:

- Youth employment
- Future skills
- GBS
- BPO
- ICT
- Digital transformation
- Employer skills requirements
- Career development
- Work-integrated learning
- Workforce trends
- Talent development
- Skills gaps

Our objective is to contribute to better conversations about people, employment and the future of work.

STORIES FROM THE PATHWAY

As our community grows, we will share stories of people who have moved through the Pathway journey.

From Graduate to Professional

From Training to Employment

From Opportunity to Progression

From Employer Need to Talent Solution

These stories demonstrate what can happen when people, skills and opportunity connect.

PAGE 8 — CONTACT US

LET'S BUILD THE FUTURE TOGETHER.

We Are Excited To Speak With Potential Stakeholders, Partners and Candidates.

Whether you are an individual looking for your next opportunity, an employer looking for talent, an institution interested in collaboration or a stakeholder interested in workforce development, we would love to hear from you.

Pathway Careers is building an ecosystem around one fundamental belief:

When people have access to the right skills and the right opportunities, everyone benefits.

We invite you to become part of that journey.

CANDIDATES

Looking for your next opportunity?

Register your profile and become part of the Pathway Careers talent network.

[REGISTER YOUR PROFILE]

EMPLOYERS

Looking for talent?

Tell us about your workforce requirements and let us explore how Pathway Careers can support your talent pipeline.

[TALK TO OUR TEAM]

STAKEHOLDERS & PARTNERS

Interested in collaborating on skills development, employment, WIL, youth development or workforce solutions?

[BECOME A PARTNER]

CONTACT INFORMATION

Pathway Careers

Email:
[INSERT OFFICIAL EMAIL ADDRESS]

Telephone:
[INSERT OFFICIAL TELEPHONE NUMBER]

WhatsApp:
[INSERT WHATSAPP NUMBER]

Address:
[INSERT OFFICIAL PHYSICAL ADDRESS]

CONNECT WITH US

Stay connected with Pathway Careers for opportunities, insights, programmes and announcements.

LinkedIn
[INSERT OFFICIAL HANDLE]

Facebook
[INSERT OFFICIAL HANDLE]

Instagram
[INSERT OFFICIAL HANDLE]

TikTok
[INSERT OFFICIAL HANDLE]

X
[INSERT OFFICIAL HANDLE]

SEND US A MESSAGE

I am contacting Pathway Careers as a: (Place Dropdown)

Candidate
Employer
Potential Partner
Training Institution
Stakeholder
Funder
Industry Partner
Other

Full Name

Organisation

Email Address

Telephone

Subject

Message

[SEND MESSAGE]

FOOTER

PATHWAY CAREERS

Your Potential Has a Pathway.

Connecting People, Skills and Opportunity.

Career Development | Talent Development | Skills Development | Work-Integrated Learning | Workforce Solutions | Employment Pathways

Candidates

Find Your Pathway
Register Your Profile
Career Resources

Employers

Workforce Solutions
Talent Pipelines
Partner With Us

Partners

Strategic Partnerships
Skills Development
WIL Partnerships

Company

About Us
What We Do
Our Impact
Insights
Contact Us

Contact

[EMAIL]
[PHONE]
[ADDRESS]

LinkedIn | Facebook | Instagram | TikTok | X

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Pathway Careers is committed to protecting the personal information of candidates, employers, partners and stakeholders. Information submitted through this website will be processed in accordance with applicable data-protection requirements.

Email Addresses

These are support email addresses to be created and do not include the emails of Directors.

Email Address	Primary Purpose
Info@pathwaycareers.co.za	General enquiries, website enquiries and people who don't know which department to contact
Support@pathwaycareers.co.za	General candidate, learner and employer support; the main support channel
Careers@pathwaycareers.co.za	Career opportunities, job enquiries and candidate career-related enquiries
Training@pathwaycareers.co.za	Training programmes, schedules, attendance, learning materials and training queries
Learning@pathwaycareers.co.za	Learning support, learner development, assignments, resources and development queries
Assessment@pathwaycareers.co.za	Assessments, assessment dates, results, submissions and assessment-related queries
QA@pathwaycareers.co.za	Quality assurance, quality reviews, performance concerns and QA processes
Feedback@pathwaycareers.co.za	Candidate, learner, employer and partner feedback
Complaints@pathwaycareers.co.za	Formal complaints, dissatisfaction and escalation matters
Placements@pathwaycareers.co.za	Employment matching, candidate placement and deployment
Talent@pathwaycareers.co.za	Talent sourcing, candidate profiles, recruitment and talent-pool administration
HR@pathwaycareers.co.za	Internal HR matters, employee queries and people administration

Admin@pathwaycareers.co.za	General administration and operational matters
Finance@pathwaycareers.co.za	Invoices, payments, statements and financial enquiries
IT@pathwaycareers.co.za	Technical support, systems, LMS, portals and access issues
Compliance@pathwaycareers.co.za	Compliance, documentation, governance and regulatory matters
Privacy@pathwaycareers.co.za	POPIA/privacy-related requests and data matters
Marketing@pathwaycareers.co.za	Marketing, communications, media and brand enquiries