



Company Profile

COMPANY PROFILE

Overview

Starcrow 36 (Pty) Ltd. is a registered company delivering accredited skills development and integrated workforce solutions. We specialise in Training & Development, Temporary Employment Services (TES), and Private Employment Agency (PEA) functions. Our services are tailored to empower individuals, strengthen businesses, and ensure long-term client growth and compliance.

Starcrow 36 (Pty) Ltd. is present throughout South Africa and neighbouring countries, with branches in Delmas, Pretoria, Brits, Middelburg (MP), and Yzerfontein.

Operating across all nine provinces of South Africa and neighbouring countries, we combine experience, innovation, and compliance to serve major mining houses, manufacturers, factories, and contracting companies. Our proprietary Starcrow Electronic Management System (SEMS) ensures real-time access to learner records, employment data, and operational insights

We are committed to enhancing workplace safety by complying with general legislation and keeping our clients informed of any new legislative developments. We update our learning materials regularly to remain relevant in the ever-changing landscape of training and development.

Starcrow 36 (Pty) Ltd. is an ISO 9001:2015 certified company accredited with various SETA's, QCTO, IWH and registered with the Department: Employment and Labour.

This integrated approach ensures that we not only meet the immediate needs of our clients but also contribute to their long-term development and prosperity.

Core Value:

“Our Belief in our Creator.”

Vision Statement:

“Empowering Growth Through Comprehensive Workforce Solutions”

Mission Statement:

“Bridging Skills and Opportunities for a Thriving Workforce”

Our mission is to deliver exceptional training, development, and labour services that empower individuals and businesses to achieve their full potential. We are committed to innovation, quality, and integrity in all our endeavours.

Foundational Values:**Excellence:**

We strive for the highest standards in training, development, and labour services, ensuring quality and effectiveness in everything we do.

Innovation:

We embrace new technologies and methodologies to provide cutting-edge solutions that meet the evolving needs of our clients and candidates.

Integrity:

We conduct our business with honesty and transparency, building trust with our clients, candidates, and partners.

Collaboration:

We believe in the power of teamwork and partnership, working closely with our clients and candidates to achieve shared success.

Empowerment:

We are dedicated to empowering individuals through education and employment opportunities, helping them to build successful and fulfilling careers.

Products and Services

Starcrow 36 (Pty) Ltd. is dedicated to providing training and development solutions, conveniently delivered on-site or at our premises. Our primary objective is to offer services that give our clients a comprehensive edge across various industries. Our strategy is to deliver effective training solutions tailored to meet the diverse needs of our clients.

In addition to our training services, **Starcrow 36 (Pty) Ltd.** offers Temporary Employment Services (TES) and also operates as a Private Employment Agency (PEA). Our mission is to connect industries with the right local talent through innovative and reliable labour solutions, fostering growth and success for both our clients and employees.

This integrated approach ensures that we not only meet the immediate needs of our clients but also contribute to their long-term development and prosperity.

Training & Development Services

To ensure cost-effective services, we offer a variety of training options, including:

- Ad-hoc, monthly, or permanent training solutions
- Accredited training aligned to QCTO, MQA, TETA, ETDP, CETA, and IWH
- LMS and E-learning platforms
- Customised safety inductions and legislative compliance
- Psychometric testing
- Material development
- Full-service management of client training departments

Temporary Employment Services (TES)

Starcrow is a registered TES provider with the Department of Employment and Labour. Under Section 198 of the LRA, we:

- Legally employ and manage temporary workers
- Provide full payroll, HR, IR, compliance, and COIDA services
- Ensure full compliance with LRA, BCEA, OHSA, MHSA, POPIA
- Support clients with planning, placement, and performance management
- Deploy structured departmental oversight: HR, Finance, Admin, Compliance, IT, Safety

Private Employment Agency (PEA)

As a registered PEA (Reg. No. PEA500145310), we:

- Source, screen, and place qualified candidates
- Conduct full reference and qualification checks
- Deliver placement support across industries
- Ensure POPIA compliance and digital recordkeeping
- Provide structured candidate access via our secure SEMS portal

Company Executive Team

Our executive team at **Starcrow 36 (Pty) Ltd.** is composed of experienced professionals dedicated to driving the company's mission and vision forward. Each member brings a wealth of knowledge and expertise to their respective roles, ensuring that we deliver exceptional services to our clients.



Danie van Wyk
Chief Executive Officer



John Mophethe
Non-Executive Director



Mulalo Mokgoro
Non-Executive Director

Broad-Based Black Economic Empowerment

Starcrow 36 (Pty) Ltd. adheres to the requirements in being recognised as a BBEE compliant company.

As per the amended code series 100 of the amended codes of good practice issued under section 9 (1) of the B-BBEE Act no 53 of 2003 as amended by Act 46 of 2013, **Starcrow 36 (Pty) Ltd.** is:

- 51.3% Black Owned
- 30.78% Black female owned
- 7.7% Black designated group owned.
 - 7.7% Black youth.

Based on this information as well as other information considered, **Starcrow 36 (Pty) Ltd.** is currently a Level 2 contributor.

Starcrow Electronic Management System (SEMS)

To keep up with market trends, **Starcrow 36 (Pty) Ltd.** developed its own electronic system to manage company operations more effectively.

Some of the many advantages to the clients that the system allows for is:

- All learner records, certificates and licenses are kept on record against the learner's profile.
- The system generates a QR code on the certificate as well as the license carry card. This will assist in identifying fraudulent certificates.
- Client portal allows clients to log in and have access to:
 - All learner details linked to their company.
 - Training records.
 - License expiry dates.
 - Communication between Client and **Starcrow 36 (Pty) Ltd.**

Protection of Personal Information Act (POPIA)

Starcrow 36 (Pty) Ltd. are implementing our compliance framework in relation to the Protection of Personal Information Act 4 of 2013 ("POPIA") and take the protection of personal information seriously.

Accordingly, we would like to ensure that we set the standard high from the outset, both internally and externally. For this purpose, and since all our clients qualify as data subjects as defined in POPIA, we value your privacy and shall take all reasonable measures and use all reasonable efforts to ensure that any personal information in our possession or which is processed in relation to our clients is kept confidential, stored in a secure manner and processed in terms of POPIA and South African law.

Accreditation and Registration

Starcrow 36 (Pty) Ltd. holds accreditation and registration with the following bodies:

- Quality Council for Trades & Occupations (QCTO)
- Mining Qualifications Authority (MQA)
- Transport Education and Training Authority (TETA)
- Construction Education and Training Authority (CETA)
- Education Training Development Practices (ETDP)
- Institute for Working at Height (IWH)
- Department: Employment and Labour (DEL)
- ISO 9001:2015

Market and Industry

Starcrow 36 (Pty) Ltd. began its journey by providing specialized training and development services to the coal industry. Recognizing the evolving needs of the market and leveraging our expertise, we have since expanded our services to a diverse range of industries. Today, we proudly serve:

- **Hard Rock Opencast Mines:** Offering comprehensive training programs that address the unique challenges and safety requirements of hard rock mining operations.
- **Factories:** Providing tailored training solutions to enhance operational efficiency, safety, and productivity in manufacturing environments.
- **Contracting Companies:** Delivering specialized training to support the diverse needs of contracting firms, ensuring compliance with industry standards and best practices.
- **Manufacturers:** Equipping manufacturing personnel with the skills and knowledge necessary to maintain high standards of quality and innovation.
- **Individual Training:** Empowering individuals with the skills and certifications needed to advance their careers and meet industry demands.

Our geographical reach has also significantly expanded. From our roots in Mpumalanga, we now operate across all nine provinces of South Africa and extend our services to neighbouring countries. This broad presence allows us to address the training and development needs of a wide array of clients, ensuring that we remain a trusted partner in their growth and success.

Our commitment to excellence and adaptability has enabled us to build strong relationships with clients across various sectors. We continuously update our training materials to ensure relevance in the ever-changing landscape of training and development.

Additionally, our ISO 9001:2015 certification and accreditations with various Sector Education and Training Authorities (Seta's), Quality Council for Trades and Occupations (QCTO), Institute for Working at Height (IWH), and registrations with the Department: Employment and Labour underscore our dedication to quality and compliance.

By staying informed of new legislative developments and maintaining a proactive approach to workplace safety, we help our clients navigate the complexities of their respective industries. Our integrated approach ensures that we not only meet the immediate needs of our clients but also contribute to their long-term development and prosperity.

Operational Approach

Our operational approach includes:

- Operational Supervisors, free of charge, when needed to address daily operational needs.
- Two-week turn-a-round on certificates.
- Customer care evaluations to ensure quality service delivery.
- Assessor performance appraisals.

Service Delivery

Our service delivery includes:

- Assessor's availability for 9 hours per day.
- Training material can be customised to incorporate client's specific requirements.
- Certification and licensing of learners.
- Monthly reporting on service delivered.
- Relevant Seta uploads to the National Learner Record Database systems

Current Clients

Starcrow 36 (Pty) Ltd. values its business relationship with valued customers, some of which has been clients for many years. The following are some of our current clients:

- Anglo Platinum
- Thungela Resources
- Exxaro Resources
- Babcock SA
- Samancor FerroChrome
- Dikwena Chrome
- Tharisa Minerals
- Seriti Power (Pty) Ltd.
- Tronox KZN Sands
- Overlooked Group
- Plantcor Mining & Plant Hire
- Kwena Mining Services
- Katlego Coal
- Various other smaller companies

Business Administration and Contact Information

Registered Name	Starcrow 36 (Pty) Ltd.
Business Type	Private Company
VAT Registration Number	4170208377
Company Registration Number	2017/148131/07
Tax Reference Number	9695695149
B-BBEE Rating	Level 2 – Expiring March 2026
E-Mail Address	mail@starcrow36.co.za
Web Address	www.starcrow36.co.za
Postal Address	P.O. Box 1110, Delmas, 2210

Head Office			
Physical Address		23 4 th Street, Delmas, 2210	
Contact Number/s		+27 13 6651330 +27 13 6654538	
E-Mail Address		mail@starcrow36.co.za	
Fax Number		+27 13 665 4802	
GPS Co-Ordinates		26.149362 – 28.682946	
Branches			
North West	Mpumalanga	Gauteng	Western Cape
Plot 96, Silkaatsnek Rd (R511) Brits, 0250	4 Stones Business Park Dolerite Crescent Middelburg, 1050	388 Buffa Drive Grootfontein CE Pretoria, 0181	9 First Avenue Yzerfontein 7351