



J O B J A C K

2022 in review



A foreword from our Founders

The year in review:

Throughout 2022 it has been an incredible blessing to not only learn what it takes to lead this movement but to empower and enable our amazing team in our ever changing society.

Looking back at the past year, the JOB JACK Pack has taught us not to merely chase a big goal (however noble it might seem), but to simply build a sustainable and scalable foundation that can be shared with those that are passionate about bringing change to unemployment.

Whether it was to just take a moment to discuss the impact that every small decision would have on our various stakeholders, to open our eyes to how the world is perceived from our users' perspective, or to truly celebrate each of the 6 486 lives that have been changed forever.

We are infinitely thankful to each and every pack member, investor, adviser, partner, grantor, client, and most importantly job seeker for their patience, ownership, and hope in JOB JACK's vision to Employ the World.

Christiaan van den Berg & Heine Bellingan



J O B J A C K

Employ the World

Impact Survey 2022

Issued February 2023

JOB JACK is an online recruitment platform, with a current focus on entry-level jobs. Our vision is to **Employ the World!**



This Impact Survey, a 3 month post-appointment survey, was sent to all job seekers who were appointed via the JOB JACK Platform from March until December 2022.

1 016 job seekers participated in the survey.

According to the latest statistics released by StatsSA QLFS Q3 2022, South Africa's unemployment rate is...

32.9%

JOB JACK is actively reducing this!




How is JOB JACK doing this?

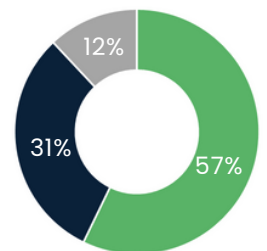
6 486 job seekers found employment via the JOB JACK platform in 2022. This means almost 6 500 individuals and their respective dependents started to receive a stable income in 2022. This contributes to stronger, healthier communities.

On average, **55%** of job seekers, appointed through JOB JACK, were unemployed prior to finding a job on the platform.

Of the job seekers surveyed, **78.35%** found a job on JOB JACK in **less than 3 months** from sign up!

Monthly salary earned by job seekers since finding a job on JOB JACK:

-  : Less than R3 700
-  : Between R3 700 & R4 500
-  : More than R4 500



Approximately **57%** of our job seekers support at least one other person in their household.

Why JOBJACK?

As a result of the high costs involved, almost **6 in every 10** job seekers have to decide, at least once a week, between looking for a job and buying food.



Average costs incurred by our surveyed job seekers to actively seek employment:



Transport: R482



Data: R214



Printing: R128

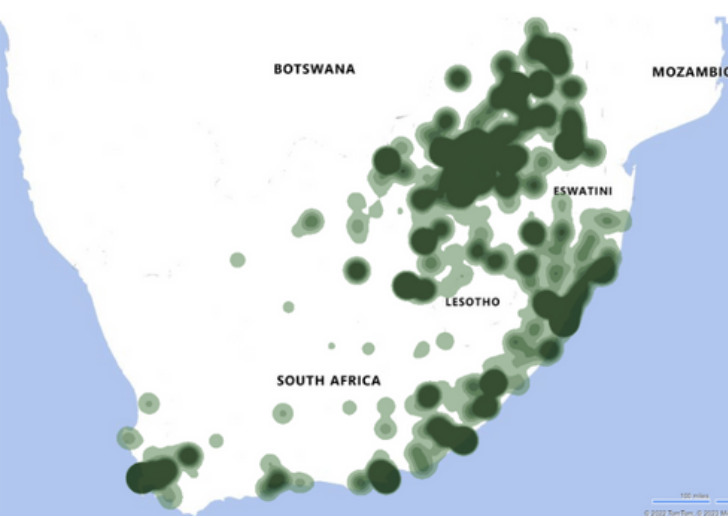
R824

That is **16.84%** of an average household's monthly income.

The high employment seeking costs, place immense pressure on South Africa's job seekers, especially taking the ever rising living costs into account!



JOBJACK's platform **reduces the barrier** to finding employment.



JOBJACKs link between job seekers and employers is growing! In 2022 the JOBJACK platform grew to **1.4 million** registered job seekers. We also had **2 912** new employer stores and sites using the platform for their entry-level positions. We now service a total of **80** companies on the JOBJACK platform.

Is JOBJACK doing a good job?

To make sure we are Serving Many through Innovation, Love and Excellence, JOBJACK conducted a second Quarterly Impact study. We have been focusing on improving how well we are servicing our job seekers. We looked at four aspects of our JOBJACK journey.

1. Setting up a profile

96% of respondents said it was easy for them to create a JOBJACK profile.

Job seekers typically find it easy to use the JOBJACK platform. However, in 2023 we are focusing on improving the job seekers experience of the platform in order to attract more job seekers, reduce the time to sign up, standardize the job seeker information we capture, and make sure that every interaction we have with a job seeker is value-adding!

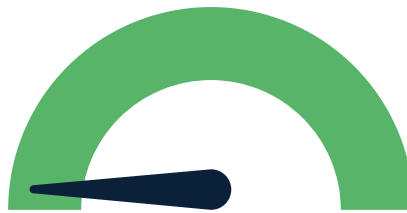
What do our job seekers say?

- It is difficult to upload documents.
- It must have straight forward questions or requests.
- Reduce assessments.
- By sending SMS notification when there are new jobs.
- Offer more interview advice and promote your services even more because there are people in serious need of your services.

95,8% of respondents said JOBJACK is an accurate representation of their abilities

2. Applying for a job

4% of respondents said it was difficult for them to find a job on JOBJACK.



85,4% of respondents said that they found relevant jobs on their job feed.

How long did job seekers spend looking for a job before JOBJACK

