



Smart Data.
Smarter Transformation.

Company Profile

March 2026

About Us



At Okiru ('to rise' in Japanese), we fuse AI, data and sector know-how to make transformation real. We work at the intersection of regulation, people and technology, turning complexity into clarity with measurable impact for B-BBEE, skills development and compliance.

Okiru Consulting is a South African advisory firm that partners with organizations to turn compliance into competitive advantage. We specialize in transformation consulting, B-BBEE advisory, ESG strategy, financial reporting, and digital enablement, helping clients move beyond checklists to create lasting business and social impact.

With expertise across all B-BBEE sector codes and a network of over 40 specialized professionals, Okiru combines technical insight with practical execution. Our approach blends strategic consulting with data-driven tools, ensuring every solution is both commercially smart and socially grounded.



Why Okiru?

People-Centric.

We design technology around people, ensuring adoption, trust and measurable impact.

Deep Compliance Expertise.

Decades of experience in governance, regulation and transformation frameworks.

Tailored AI Agents.

Built to mirror your processes, KPIs and decision logic.

Seamless Integration.

Embedded within your existing Microsoft 365, CRM and ERP environments for frictionless adoption.

Multidisciplinary Network.

Access to South Africa's top compliance, data and technology specialists, unified under one partner.

“Integrating AI is an act of design. It’s about weaving intelligence quietly into the flow of work, automating the mundane, verifying the complex and empowering people to act with clarity and confidence.”





Our Services

B-BBEE Scorecard Consulting

Okiru offers end-to-end B-BBEE consulting services tailored to your strategic transformation goals. As a flexible and experienced partner, we simplify compliance, align your B-BBEE plan with supporting legislation, and ensure it's implemented in a sustainable, high-impact way. Our approach builds internal capability by transferring B-BBEE knowledge to your team—driving long-term value.

Our services include:

- A dedicated B-BBEE champion and expert support team
- Ongoing monitoring and scorecard performance tracking
- Strategy development and policy alignment
- Custom B-BBEE toolkits tailored to your business
- Online scorecard tracking and compliance calculators
- Full project management of scorecard and legislative implementation
- Data collection, analysis, and reporting

We also provide:

- Best practice sharing in strategy and compliance
- Partner sourcing for enterprise, supplier, and community development
- Supply chain advisory: verifying credentials, managing B-BBEE databases, and sourcing black-owned alternatives



Our Services

B-BBEE Audit Assistance

Okiru brings vast experience and a results-driven approach to B-BBEE consulting, delivering tailored solutions aligned to your strategic objectives. We combine agile thinking, lean processes, and strong project management to simplify complex compliance challenges and solve real transformation problems. As a hands-on, flexible partner, we ensure your B-BBEE strategy is not only compliant, but efficiently executed, embedded within your operations, and designed for long-term, measurable impact.

Our services include:

- A dedicated B-BBEE champion and support team
- Ongoing scorecard monitoring and management
- Strategic transformation plans and policy development
- Bespoke B-BBEE toolkits
- Online tracking tools and calculators
- Full project management of scorecard and legislative compliance
- Comprehensive data collection and reporting

Additional support:

- Best practice sharing in strategy and compliance
- Sourcing partners for ESD and community initiatives
- Supply chain advisory and sourcing verified black-owned suppliers



Our Services

ESG Consulting

Integrating ESG & B-BBEE for Sustainable Impact

Okiru supports businesses in aligning Environmental, Social & Governance (ESG) practices with B-BBEE transformation strategies to drive long-term, responsible growth.

Our ESG Consulting offering includes:

- Foundations of BEE & ESG Integration

Understand the connection between ESG and B-BBEE for cohesive transformation.

- ESG Principles in the Context of B-BBEE

Analyse key ESG drivers and their strategic relevance to BEE initiatives.

- Regulatory & Reporting Frameworks

Navigate local and international ESG and BEE standards and compliance tools.

- Finding Synergies



Our Services

ESG Consulting

Leverage overlaps across ESG and BEE focus areas:

- Skills Development
- Enterprise & Supplier Development
- Socio-Economic Development
- Integrated Strategy & Impact Alignment

Develop ESG-BEE strategies that align with business sustainability goals.

- Stakeholder Engagement

Unpack stakeholder expectations and embed responsible business practices.

- Measurement & Reporting

Apply practical tools to track, measure, and report on ESG and BEE performance.



Our Services

Data Solutions

Okiru helps organisations build credibility, attract investment, and drive real transformation through ESG-BEE alignment. As Okiru's trusted data partner, Senoga Data Solutions Pty (Ltd) enhances this value by delivering the data backbone that drives better decision-making and strategic transformation.

Transforming Raw Data into Actionable Insights

At Okiru, we empower organisations to unlock the true power of their data by transforming complex, scattered information into clear, strategic insights.

Data Solutions offering includes:

- **Data Collection & Integration**

Consolidate data from multiple sources to provide a unified, reliable view of operations.

- **Data Cleansing & Structuring**

Ensure data accuracy, consistency, and readiness for analysis and reporting.

- **Insight Generation & Reporting**

Leverage business intelligence tools to translate data into dynamic dashboards and real-time reports.

- **Predictive & Diagnostic Analytics**

Identify trends, uncover root causes, and forecast future outcomes to support proactive decision-making.

- **Custom Data Models**

Build tailored metrics aligned with key performance indicators (KPIs), compliance goals, and strategic targets.

Make better decisions, faster – with data you can trust and act on.



Our Services

➤ Employment Equity Consulting

At Okiru, we support organisations in navigating Employment Equity (EE) compliance while building inclusive, fair workplaces. Our end-to-end EE advisory service ensures legal alignment, meaningful transformation, and internal awareness.

Our offering includes:

- Employment Equity due diligence and compliance audits
- Training and capacitation of EE Committees
- Coordinating and managing consultation processes
- Conducting internal barrier analyses and recommending affirmative action measures
- Developing EE Plans with numerical goals and timelines
- Data verification and reporting preparation
- Submitting the Annual EE Report to the Department of Employment and Labour
- Facilitating employee awareness workshops on EE, diversity, inclusion, and disability



Our Services

➤ Skills Development & SDF Services

We help organisations align their skills development efforts with both business needs and B-BBEE compliance. Okiru provides guidance in planning, implementing, and reporting effective learning interventions.

Our services include:

- Skills audits to identify existing capabilities and gaps
- Identification of critical and scarce skills aligned with business strategy
- Strategic planning to address skills gaps
- SETA alignment, including registration and inter-SETA transfers
- Input and submission of Workplace Skills Plans (WSP) and Annual Training Reports (ATR)
- Claiming Skills Development Levy (SDL) refunds (mandatory and discretionary grants)
- B-BBEE-compliant reporting and documentation



Our Services

➤ Disability Awareness & Advisory

Okiru provides expert disability advisory services to help organisations create inclusive, equitable environments that support people with disabilities and align with transformation objectives.

Our services include:

- Strategic advisory and guidance on disability inclusion in the workplace
- Organisation-wide disability awareness and sensitisation initiatives
- Training on relevant legislative and regulatory frameworks (EEA, B-BBEE Codes, etc.)
- Identifying and addressing the specific needs of employees with disabilities
- Reviewing and aligning company policies, programmes, and practices with disability goals
- Integrating disability inclusion into broader transformation and diversity strategies
- Maximising the return on your diversity and inclusion efforts through inclusive design
- Our consultative approach encourages co-ownership with leadership teams, ensuring sustainable solutions that address the intersection of disability with other dimensions of inequality.



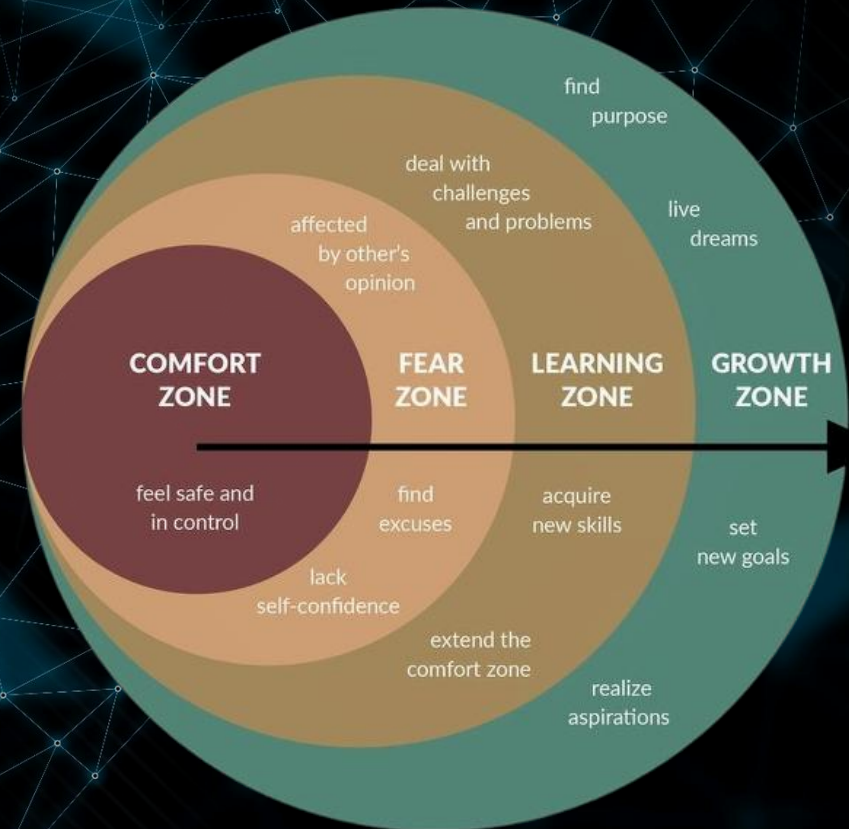
Our Services

➔ Change Management for Transformation

At Okiru, we help organisations lead successful change by equipping teams with the tools and mindset needed to embed transformation into company culture.

Our Change Management service includes:

- Foundational understanding of change management and its role in enabling meaningful transformation
- Exploration of proven change management models with practical application for diverse business settings
- Strategic techniques to motivate change and overcome internal resistance
- Development of actionable implementation plans to support transformation goals
- Culture alignment to ensure sustainable change and long-term impact
- Through this structured approach, Okiru empowers organisations to lead with clarity, foster inclusive transformation, and drive measurable progress with confidence.



Our Services

AI Solutions

At Okiru, we help organisations apply artificial intelligence to real operational challenges, particularly in compliance, reporting, and transformation programmes. Our focus is not on experimentation but on building practical AI agents and workflows that automate repetitive work, reduce reporting delays, and improve decision-making.

Our AI Solutions service includes:

- AI Compliance Agents designed to automate reporting workflows for B-BBEE, Employment Equity, Skills Development, and other regulatory requirements
- AI workflow automation to reduce manual data processing, document preparation, and reporting bottlenecks
- Custom AI assistants that help teams analyse data, generate reports, and respond to operational queries quickly
- Secure AI integration with existing systems such as HR platforms, CRM systems, and internal data repositories
- AI-enabled dashboards and monitoring tools that track transformation initiatives, compliance metrics, and programme performance
- AI adoption and governance advisory to ensure responsible use, data security, and alignment with organisational policies
- Training and enablement to help teams use AI tools such as ChatGPT and Copilot effectively within everyday business processes



Our Services

AI Solutions

At Okiru, we help organisations unlock the full potential of their customer relationships by aligning CRM systems and marketing technology (Martech) with business strategy. Our focus is not just on implementing tools, but on creating integrated ecosystems that drive growth, efficiency, and measurable ROI.

Our CRM & Martech Advisory service includes:

- CRM strategy design that aligns technology with business objectives and customer experience goals
- System selection and optimisation across platforms such as Zoho, Salesforce, and HubSpot
- Data transformation and integration to ensure accurate, actionable insights across sales and marketing functions
- Marketing automation advisory to streamline lead generation, nurturing, and conversion
- Adoption and change enablement to embed CRM usage into daily operations and boost user uptake
- Performance dashboards and reporting that track pipeline health, campaign impact, and customer retention



Our Services

Financial Reporting & Tax

At Okiru, we support organisations in navigating the complex landscape of financial compliance and tax regulation with clarity and confidence. Our approach combines technical expertise with strategic insight, ensuring that reporting and tax processes not only meet regulatory requirements but also create business value.

Our Financial Reporting & Tax service includes:

- Preparation of statutory financial statements aligned with IFRS and local compliance standards
- Tax advisory and optimisation strategies to manage liabilities and enhance efficiency
- B-BBEE-aligned reporting that integrates skills development, enterprise & supplier development, and socio-economic development spend
- Audit-ready documentation and compliance support to simplify verification processes
- Data-driven financial analysis for informed decision-making and future planning
- Stakeholder reporting frameworks that strengthen transparency and build trust with regulators, investors, and partners

Our Services

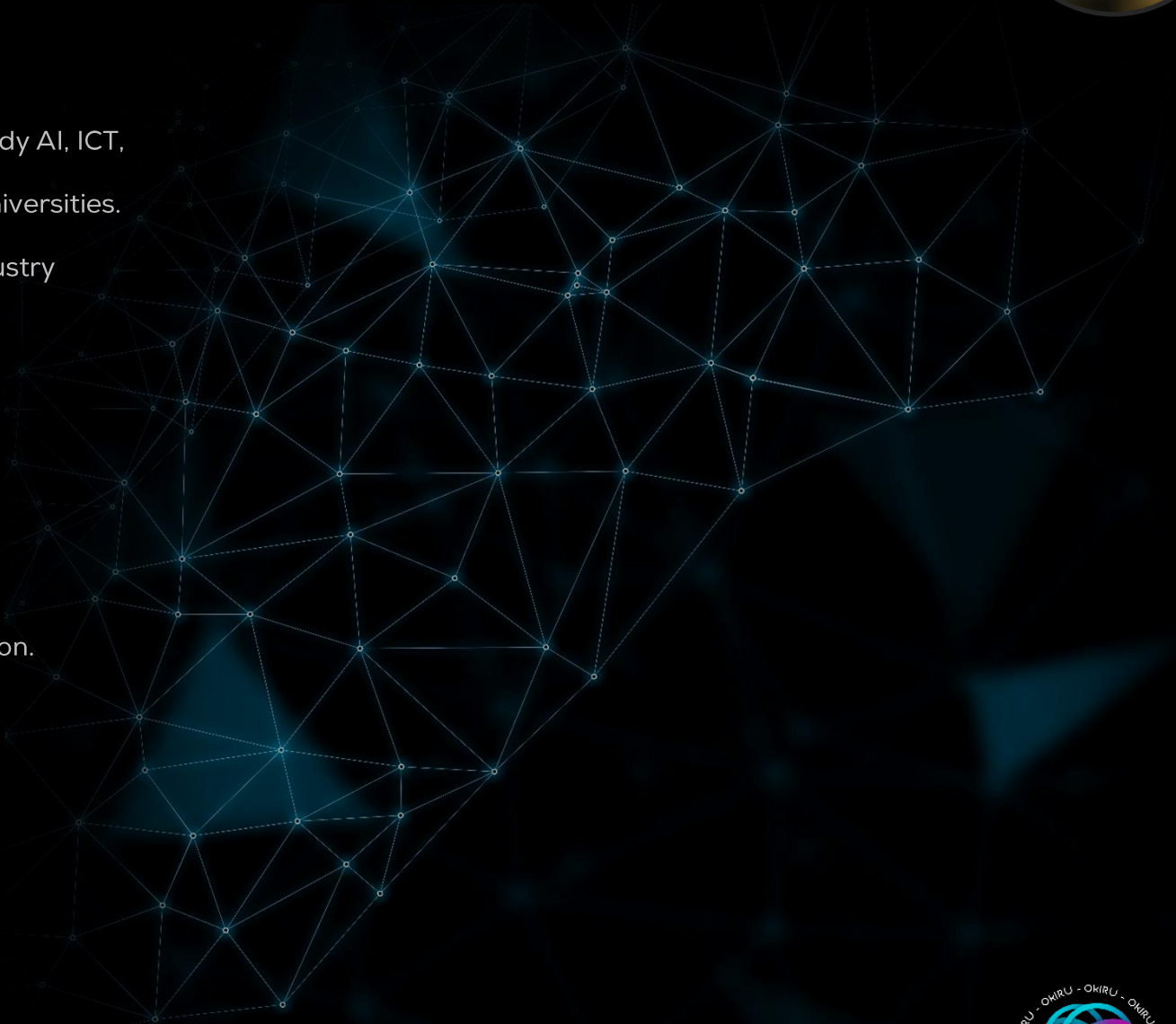
Higher ED Access Fund

AI & Critical Skills Access

- Funds learners from LSM 6 or lower households to study AI, ICT, finance, and other critical skills at top South African universities.
- Flexible course onboarding to match business and industry needs.

End-to-End Bursary Management

- Full learner journey covered: application, registration, onboarding, retention, and completion.
- No management fees. Every rand goes directly to tuition.



Our Services

Higher ED Access Fund

Compliance & Corporate Benefits

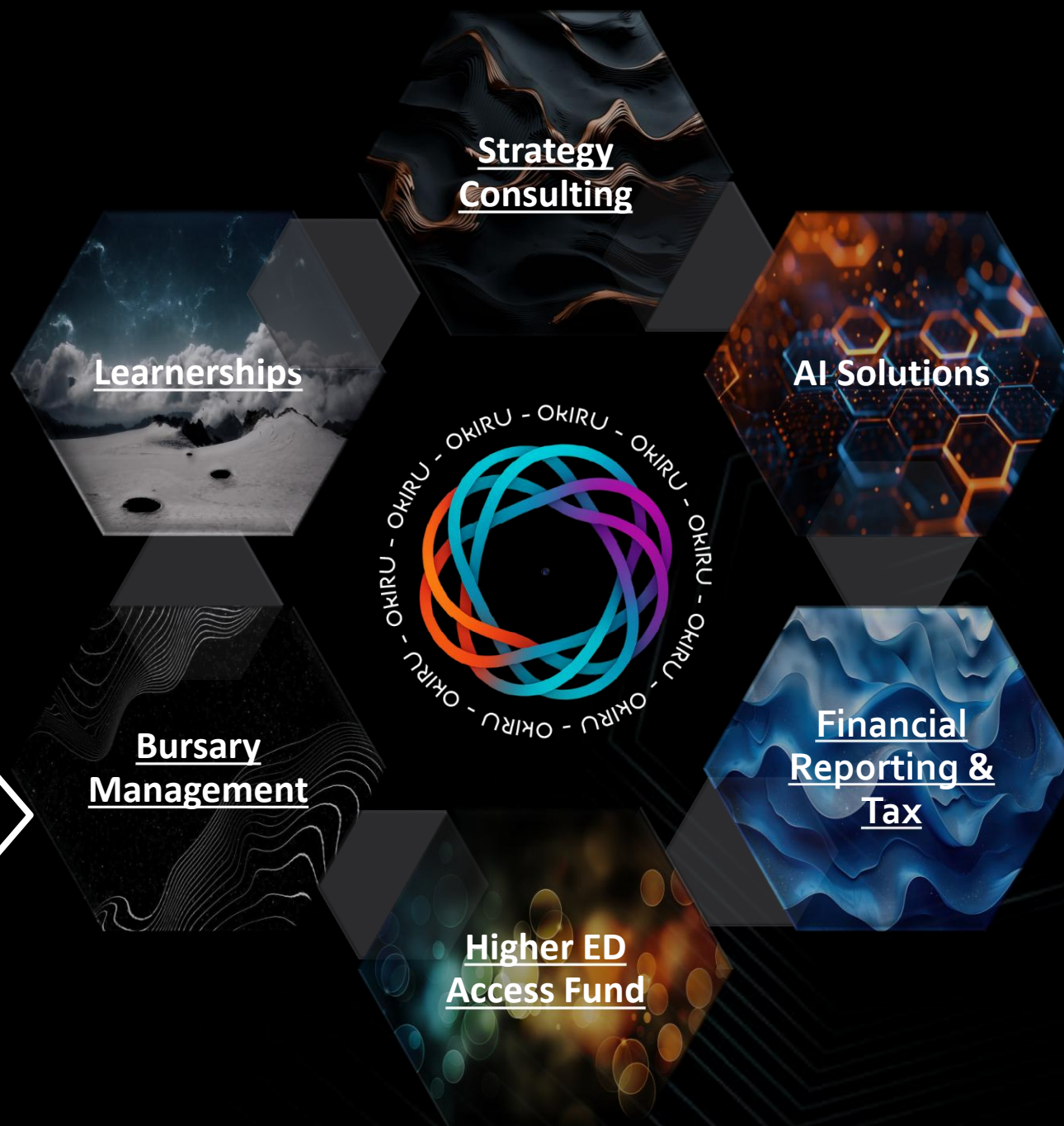
- Audit-ready evidence for B-BBEE, EE, WSP/ATR, and financial audits.
- Financial Services companies gain bonus FSC scorecard points via the Fundisa Retail Fund.
- Transparent reporting + measurable social impact for FSTC Reporting.

Why It Matters:

Seamlessly align compliance and transformation while solving South Africa's education crisis and building a future-ready workforce.



Online University
Masters Degrees, Post
graduate diplomas,
Bachelors Degrees and
Higher certificates at
South Africas top
Universities



Our Services

Learnerships

At Okiru, our online learnerships are fully compliant, AI-enabled, and tailored to your organisation's strategic skills needs—delivered with measurable impact, audit-ready evidence, and scalable delivery.

AI Tutor + Flexible, Fully Online Delivery

Each learner benefits from a smart, adaptive AI tutor that supports coursework and exam preparation. They can engage with lessons, assignments, and assessments entirely online—at their own pace and anywhere.

Skills Mapping–Driven Curriculum Customisation

We kick off with a needs analysis & skills planning, using QCTO-aligned methodologies to surface gaps. Then we design learnerships that are customized to your workforce needs—adding courses beyond our standard list if your team needs it.



Our Services

Learnerships

Accredited, Compliant and Audit-Ready

All programmes are delivered via accredited providers under QCTO. We handle recruitment, onboarding, learner support, progress tracking, plus compliance documentation and WSP/ATR submissions, producing clean, audit-ready evidence.

Scalable, Impact-Focused Delivery

Whether you're operating at regional scale or national rollout, Okiru's online model scales with your needs. We measure impact, ROI and learner outcomes, and offer continuous improvements throughout the programme.



Online QCTO Accredited Learnerships. Fully customisable for industry and company relevance. Candidates able to complete in their own time. End-to-End Management. AI Tutor to help with course work

Learnerships

Strategy Consulting

AI Solutions

Bursary Management

Financial Reporting & Tax

Higher ED Access Fund



Our Services

Bursary Management

Fully Digital, AI-Enabled Student Support

- **AI Tutor Integration:** Learners access adaptive support via AI-powered tutoring, guiding them through coursework, assignment questions and exam prep which boosts engagement and pass rates.
- **Online Classes & Submissions :** Courses are delivered entirely online. Students attend virtual lectures, submit assignments digitally and complete exams from anywhere, reducing dropout risks and administrative complexity.
- **Tailored Learning :** Don't see the perfect course listed? Just ask! we can onboard additional accredited programs from partner universities to meet your specific upskilling or industry needs.



Our Services

Bursary Management

Comprehensive End-to-End Support, No Surprise Fees

- **Smooth Learner Journey:** We manage every step, application, registration, onboarding, retention check-ins and completion support.
- **Transparent Costs:** No added bursary management fees, your entire investment goes directly toward tuition, paid either to the university or through Okiru on your behalf, keeping finances clean and simple.

Built for B-BBEE, Audits & Skills Reporting

- **Audit-Ready Evidence:** Every stage is documented to support B-BBEE Skills Development claims, WSP/ATR submissions and financial or B-BBEE audits.



Our Clients



Our Partners





Contact Us



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