



WERKSMANS
ATTORNEYS

Unpacking The YES Programme

30 June 2021



Unpacking The YES Programme

The webinar will begin shortly

Your Hosts



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Running Order of Events



Welcome

Pieter Steyn

Introduction to YES

Nozipho Bhengu

Building High Impact Jobs

Tashmia Saville

Panelist Discussion

Pieter Steyn

Nozipho Bhengu

Tashmia Saville

Marc Ashton

Closing



Welcome

Pieter Steyn

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Introduction to YES

Nozipho Bhengu

Director

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Introduction to YES

- YES - an impactful initiative which addresses youth unemployment in South Africa by providing 12 months quality work experience for unemployed youth.
- Rewards companies that participate in the YES programme with a move up BBBEE level/s.
- Provides for BEE recognition for YES Measured entities and qualification criteria applicable to the BBBEE Recognition for Job Creation.
- YES Measured Entities need to register with the YES NPC in order to participate in YES. BBBEE Recognition is only awarded to Measured Entities that have been registered with YES.
- YES Measured Entities required to maintain or improve the previous BBBEE Status Level and performance against the targets achieved in the overall scorecard obtained in the year prior to participating in YES.

Introduction to YES cont.

- Generic entities with total revenue of R50 million per annum or above must achieve at least 40% subminimum under each of the priority elements, namely Ownership, Skills Development and Enterprise Development or an average of 50% across all three priority elements.
- QSE with annual turnover of between R10 million and R50million must achieve at least 40% in 2 of the priority elements provided Ownership is one of the two elements or alternatively achieve an **average** score of 40% across two priority elements.
- BBBEE Recognition under the YES Initiative applies to creation of jobs for eligible employees who meet the below criteria:
 - are unemployed
 - are between ages of 18 to 35
 - meet the definition of "Black People" as defined in the Broad-Based Black Economic Empowerment Act



Building High Impact Jobs

Tashmia Ismail Saville

Chief Executive

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YES & WERKSMANS

Building High-Impact Jobs

“

I can't get a job
without experience.
I can't get experience
without a job.

”

Contents

1. YES Impact
2. YES Costings
3. How YES Works
4. YES Hubs
5. Q&A



What is YES?

YES provides 12-month quality work experiences to unemployed youth. To **reignite South Africa's economy**, YES gives youth their first work opportunity.

Experience on a CV and a reference letter triples the likelihood of a call-back within three months of job search. A reference letter doubles the chances of employment for women.*

We reward companies who invest in youth jobs with **B-BBEE levels up**.

**Source – Martin Abel, Rulof Burger & Patrizio Piriano*



Impact to Date

Creating work experiences for youth means new taxpayers, new skilled employees, new customers and a better South Africa.



56,161 +

Youth work
experiences
created



1,540 +

Partner
company
sign-ups



R3.2 billion +

Youth salaries
injected into
the economy

Impact to Date



Creating work experiences for youth means new taxpayers, new skilled employees, new customers and a better South Africa.



42% +

YES
Youth
absorption rate



500 +

B-BBEE level ups
awarded to
businesses



8.9 million +

Minutes of learning
delivered on
YES smartphones

YES has a proven track record

Working with South Africa's largest companies



CEO TESTIMONIALS



“

The YES initiative is one of the most hopeful, impactful and necessary interventions in our country. We are proud to be partners with this powerful programme.

- Nonkqubela Maliza | Director for Corporate & Government Affairs - VWSA



“

While the youth unemployment stats in our country may be staggering, and there are many challenges, YES reminds us that these challenges are not insurmountable.”

- Khensani Nobanda | Nedbank Group Executive

How you can get involved



We propose an integrated approach to achieve the greatest impact



Placement of YES Youth

Gain B-BBEE
levels up on
scorecard



Enterprise Development

Grow YES
Hubs & small
businesses



Skills Development

Fund skills
programmes in
Hubs & SMEs



Socio-Economic Development

Fund YES
Youth
operations



Gain 18A Tax certificates

Fund YES
infrastructure
with PBO

Receive B-BBEE Benefits

Gain B-BBEE levels and points for impactful ESD spend

Calculate your YES placement target

(The higher of the below calculation)

1,5% of NPAT

R55,000

or

1,5% of Headcount

Achieve your YES ambitions



1x B-BBEE level up

Achieve YES Target
Absorb 2.5% of YES Youth



1x B-BBEE level up + 3 points

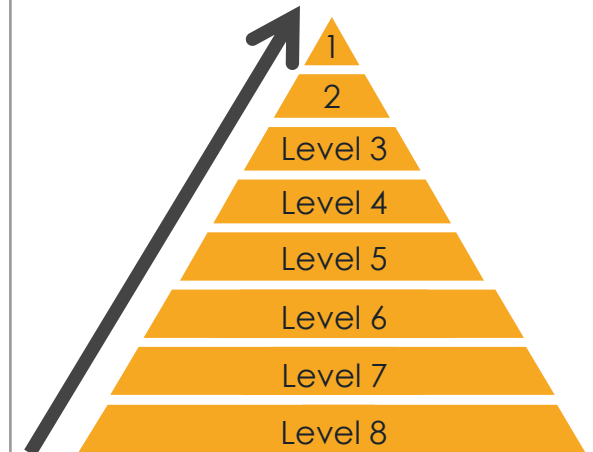
Achieve 1.5x YES Target
Absorb 5% of YES Youth



2x B-BBEE levels up

Double YES Target
Absorb 5% of YES Youth

Move up the B-BBEE pyramid



YES COSTINGS & CALCULATIONS

SED vs. YES Value

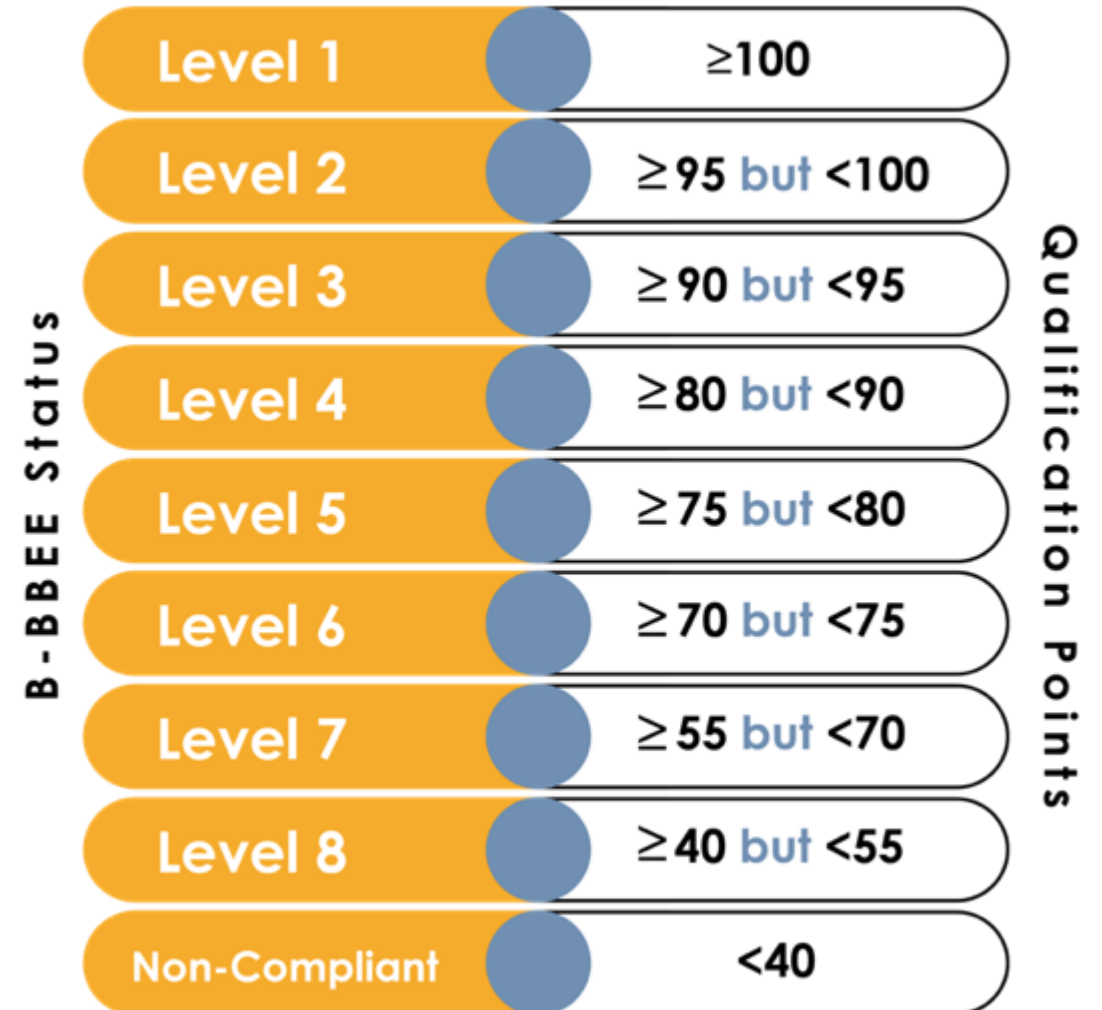


What 1% NPAT gets you for B-BBEE:

- ESD: 1% NPAT ESD = 5 points
- SED: 1% NPAT = 5 points
- **YES: 1% NPAT = 15 points**

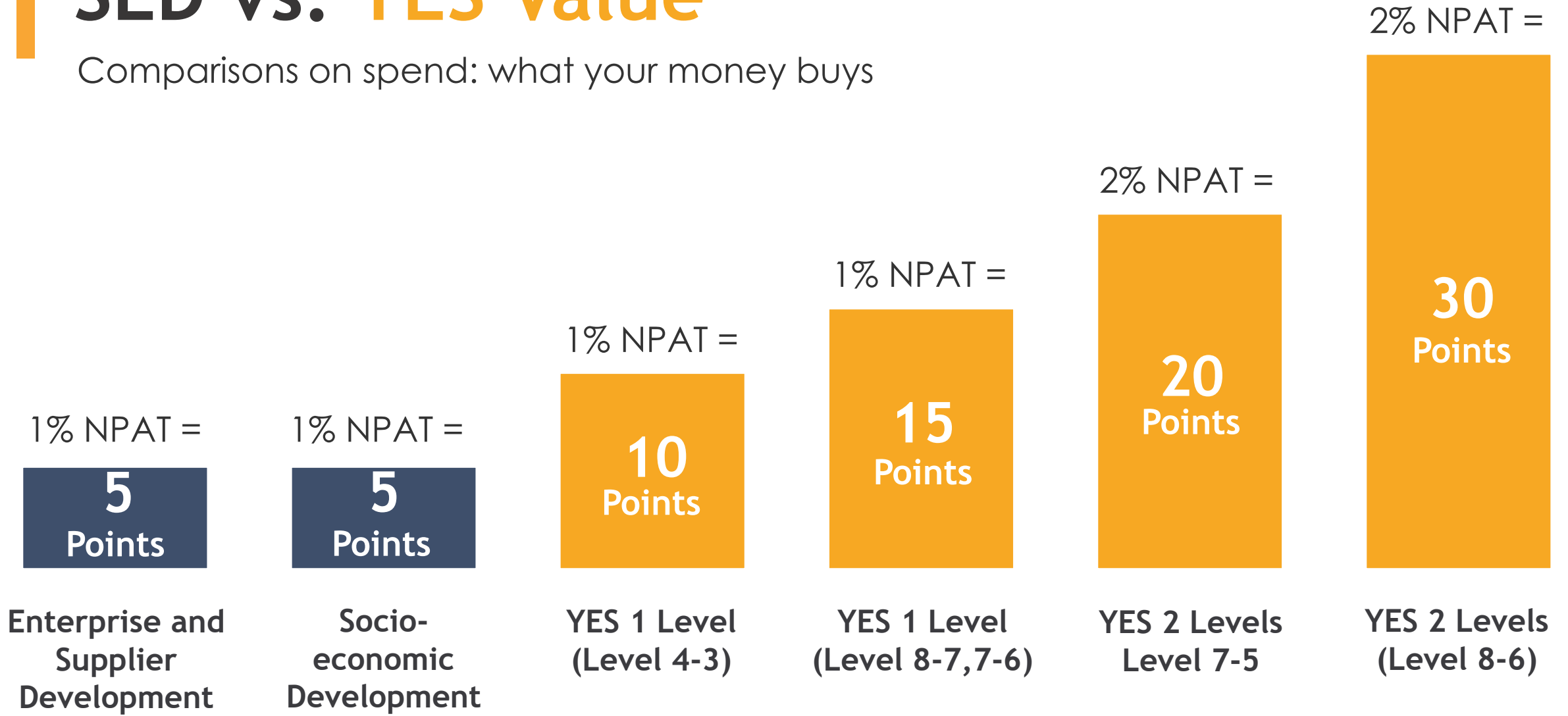
YES is **a third the cost** of **SED** for levels 8-7; 7-6

YES is **half the cost** of **ESD** for level 4-3



SED vs. YES Value

Comparisons on spend: what your money buys



Registration Fees

Per Small Biz

FREE

Turnover:
less than
R10m
p.a.



R 2,500

(Price excl. VAT)

Turnover:
equal to
R10m and
less than
R50m
p.a.



VAT= R375
Price incl. VAT= R2 875

Per Corporate

R 10,000

(Price excl. VAT)

Turnover:
equal to
R50m and
less than
R100m
p.a.



VAT= R1 500
Price incl. VAT= R11 500

R 15,000

(Price excl. VAT)

Turnover:
equal to
R100m and
less than
R200m
p.a.



VAT= R2 250
Price incl. VAT= R17 250

R 20,000

(Price excl. VAT)

Turnover:
R200m and
above
p.a.

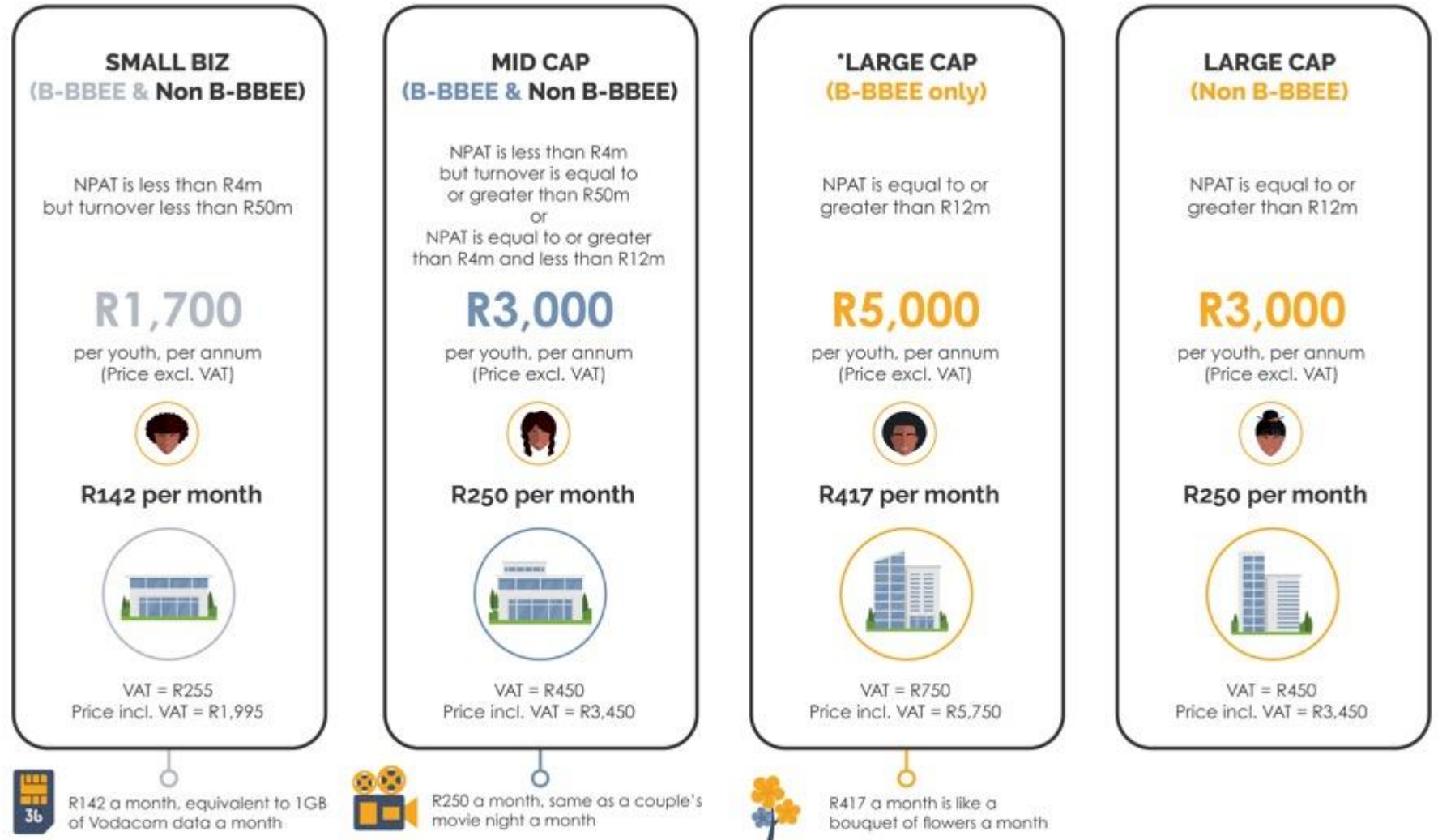


VAT= R3000
Price incl. VAT= R23 000

Pricing Packages

Option 1: Place Youth Inside Your Business

Provide a 12-month work experience within your company.



- Add R2,000 for YES sourcing youth
- Monthly salaries (starting from minimum wage of R 3,760 per month) payable in addition plus UIF & SDL (not included in above costing)
- *Large Cap B-BBEE is eligible for R1,000 discount from Year 2 onwards

Pricing Packages

Option 2: Turnkey Solution. Host Youth at an Existing YES Partner

Sponsor the placement of YES Youth in third-party enterprises

ALL BUSINESSES (B-BBEE & Non B-BBEE)

Regardless of NPAT

R9,700

per youth, per annum (Price excl. VAT)



R808 per month



VAT = R1,455. Price incl. VAT = R11,155



R808 a month is equivalent to a business dinner for two

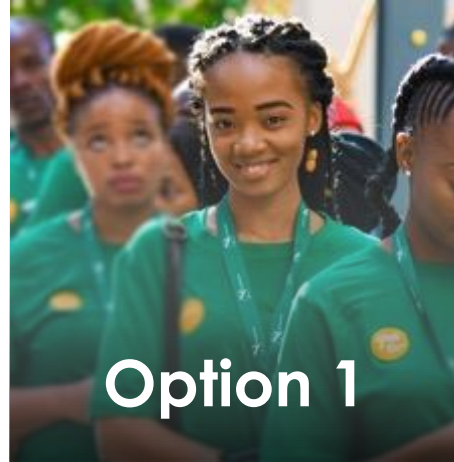
- All businesses are eligible for R1,000 discount from Year 2 onwards
- Monthly salaries (starting from minimum wage of R 3,760 per month) payable in addition plus UIF & SDL (not included in above costing)

HOW YES WORKS

How YES Works

Create life-changing work opportunities for South African youth.

Choose a **solution** that best suits your **company's goals** and reap the **B-BBEE benefits**.

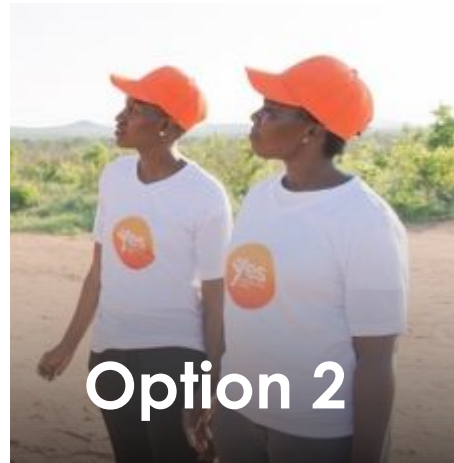


Option 1

Place youth inside
your business



Provide a 12-month work experience within your company

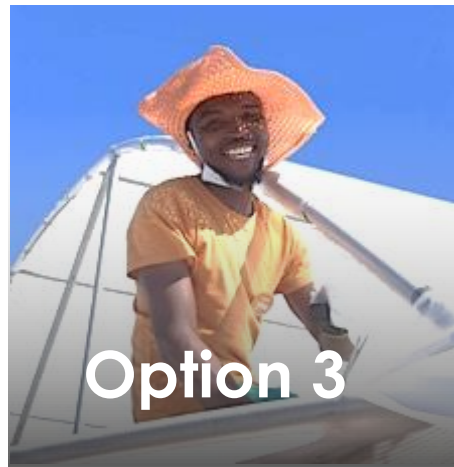


Option 2

Host youth at an
existing YES Partner



Sponsor the placement of a YES Youth in third-party enterprises



Option 3

Host youth at a YES
Hub – access ESD



Sponsor a YES Youth to grow or support a new enterprise

YES Internal Placement Model



YES External Placement



35 + IPs in various industries to align to your strategic & transformation goals



Digital



Health



Finance



Education



Manufacturing



Marketing



Agriculture

YOUTH HEALTH AFRICA





YOUTH HEALTH AFRICA

YHA is the youth-arm of The Aurum Institute, a leading healthcare organisation in HIV and TB. Youth work as entry-level healthcare workers in clinics across South Africa, as lay counsellors, HIV self-screeners, researchers, filing clerks and data capturing.



Skills:

HIV Counselling and
Testing,
Data Analysis,
Campaign Management,
Community Interventions



Sector:
Health



Location:

Gauteng,
Mpumalanga,
North West,
Western Cape
Eastern Cape

CONSERVATION SOUTH AFRICA



CONSERVATION SOUTH AFRICA

Conservation South Africa is committed to helping society to adopt a more sustainable approach to development and one that considers and values nature at every turn. Youth work on various projects related to pollution, food and water security, climate resilience and in ecotourism. Youth also work in labs at schools facilitating access to computers for learners and community members.



Skills:

Livestock Farming,
Crop Farming,
Environmental
Restoration,
Social Development, ICT
(role and host
dependent)



Sector:

Agriculture



Location:

Mpumalanga,
Eastern Cape,
Northern Cape,
Gauteng,
Western Cape,



YES HUBS





Bring investment, technology
& connectivity into
under-served communities
where Youth are



Identify value chains linked to
high growth sectors that help
drive SME support and
development initiatives



Create sustainable ecosystems
in under-served communities
driving local income, jobs &
SME development



YES Hubs



Genesis YES Hub: Saldanha Bay



Ulusha YES Hub: Alexandra Mall



Kago YES Hub: Tembisa

Total Value delivered by the Hub projects

- **Layer 1 impact on jobs:**
 - Tunnels: Farming fields, picking, packing, delivery jobs, entrepreneurs
 - CMT: Sewing, packing, delivery, entrepreneurs
- **Layer 2 Impact on jobs:**
 - Incubation of new small businesses
- **Layer 3 ecosystem benefits:**
 - Expansion of current suppliers and access to market, localisation
- **Layer 4 Industry building:**
 - Expansion of industry skills at grass roots skills





Agriculture - Aquaponic Farming 'From Farm to Fork'



Hospitality – Training & Commercial 'Trainee to Trader'



Digital 4IR Skills Training *Coding Careers in Communities*



Digital – Drones Academy *Flying Futures to New Heights*



3D Printing Labs
'Printing parts of the future'





Manufacturing – Blossom Care Solutions
'Manufacturing Care Products, Producing Business Owners'



CMT – Cut, Make & Trim
'Manufacturing, Packaging & Distribution'

Werksmans Attorneys YES Programme

- Youth jobs created over 3 years: **Over 90**
- Location of Youth: Gauteng, KZN; North-West, Mpumalanga, Western Cape and Limpopo
- Youth Roles: Community Health Workers, Administrators, HR Admins, Agricultural Assistants, Teachers Assistants, Click Lab Facilitators, Sports Caches, SMME Development and more
- B-BBEE Level Ups achieved to date – 3 levels (from Level 3 to 1)
- 73% Female Youth
- 28 youth absorbed for first and second cohorts



Just say **YES!**



Work with one of the **highest impact social initiatives** in the world



Proven track record of delivery: over R3.2bn in youth salaries is no accident – we understand scale and impact!



Build a **workforce** of the future



Create entrepreneurs who will contribute to the tax base



Lasting **infrastructure**



Integrated **B-BBEE** scorecard spend



Q&A

www.yes4youth.co.za



**YES
4YOUTH**
.CO.ZA



Thank You

30 June 2021

Presentation and recording will be made available on request.

Legal notice: Nothing in this presentation should be construed as formal legal advice from any lawyer or this firm. Readers are advised to consult professional legal advisors for guidance on legislation which may affect their businesses.

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