

MINING & YES

Tap into SA's real goldmine by integrating youth job creation with your social and labour plans (SLPs) and ESG/SDG reporting.



**#SayYES to a future
that works.**

For more information visit
www.yes4youth.co.za
or contact
corporatesupport@yes4youth.co.za



A **win-win-win** for country, company, community



The Youth Employment Service (YES) is the highest impact private sector-led youth employment programme in South Africa. We address the country's youth unemployment crisis by empowering businesses to create jobs for our unemployed youth. In return, business receives up to two levels up the B-BBEE scorecard and/or integrate youth job creation with their environmental, social and governance (ESG) and Sustainable Development Goal (SDG) reporting.

We're youth-focused and business-led. Since 2019, YES has collaborated with over 1,600 businesses and created more than 132,000 job opportunities with no government funding, pouring an estimated R6.8 billion worth of youth salaries into communities and the economy.

- ✓ **Uplift communities**
- ✓ **Capacitate under-resourced sectors**
- ✓ **Discover hidden gems**



58%
of YES Youth
are women



88%
are from grant
recipient households



Impact to date

SUCCESS
SINCE 2019
132,000+
JOBS CREATED



1,616+
Corporate partners



45%
of youth YES Alumni
are employed



R6.8 billion+
Injected into the economy
through youth salaries



How YES can help with ESG/ SDG strategies: The turnkey solution

The turnkey solution enables businesses who cannot, for whatever reason, place youth inside their own structures, a cost-efficient way to make an impact by placing youth in YES-vetted host partners.

With 25 vetted host partners across the country, YES offers an effective way for companies to uplift communities in high-impact sectors like healthcare, education, and early childhood development, or future-facing sectors like digital, ICT, and green economies. Corporate sponsors play a vital role by sponsoring work experiences in community-based NPOs and small businesses, enabling youth to reinvest their earnings into local economies.

This feeds into poverty eradication and upliftment of communities beyond the mines these towns surround.

ESG strategies and reporting are crucial to your business' success, and YES provides an opportunity to develop youth jobs that correspond with these goals, making a difference in the lives of South African youth and communities.

This model integrates seamlessly with the Local Economic Development (LED) and Human Resource Development elements of the SLP. Businesses, in collaboration with YES, can create economic success, foster a fairer society, and act as change agents, all while reaching their ESG goals.

Choose a solution that best suits your company's goals

Create life-changing work opportunities for youth while building thriving communities and economies beyond mining.

Choose a solution that best suits your company's goals while integrating into the Mining Charter, your SLP and ESG reporting, and/or gain B-BBEE levels.

The two ways to say YES



OPTION 1

Host youth at an existing YES host partner

Integrate seamlessly into Mining Charter & SLPs



OPTION 2

Place youth inside your business

Provide a 12-month quality work experience within your company

OPTION 1: The YES turkey solution

HOST YOUTH AT AN EXISTING YES PARTNER

Sponsor the placement of YES Youth in **third-party enterprises**.

The YES trusted turnkey model has been established to enable the creation of work experiences at scale, while uplifting communities **built on thriving and dynamic economies**. YES works with host partners to give businesses that can't place youth in their organisations, a reliable way to make an impact.

YES partners are predominantly NPOs or SMEs, working to build communities from the ground up. They are organisations that have an intimate knowledge of the needs and problems these communities face. Most importantly, they are already doing the work to create long-lasting, impactful solutions.

YES is also able to offer a solution where your company supports mine-funded SMEs as part of your LED.

Your business, youth, families and communities are all able to benefit.

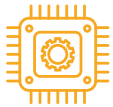
The YES host partners take care of the recruitment, admin, training and hosting costs, while you fulfil your SLP, integrate into your ESG reporting, and/or receive your B-BBEE level up.

OPTION 1: The YES turkey solution

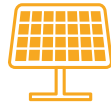
Building communities beyond mining

Create jobs in high-impact sectors with YES. The YES turnkey solution allows companies to sponsor youth jobs in under-capacitated sectors to uplift and build thriving communities in and around mining towns.

Some of the YES focus sectors include:



ICT



Green Economy



Manufacturing



SMME



Drones



Tourism



Automotive



Retail



Education



Benefits of the YES turnkey solution

Seamless integration:

The YES turnkey solution integrates seamlessly into SLPs to provide broad-based community impact.

- ✓ **CONVENIENT:**
Companies unable to accommodate youth within their own structures can sponsor the placement of YES candidates in third-party organisations, making this a convenient option with less admin and more impact.
- ✓ **QUALITY VETTED PARTNERS:**
YES identifies experienced, suitable third-party host organisations from our network of partners across 10 different industries that can recruit and provide youth with quality work experiences.
- ✓ **WIDE RANGING JOBS TYPES:**
Through YES, 25 host partners have been vetted across various sectors, translating to a wide range of jobs that deliver social impact. These diverse roles, skills, and on-the-job training set up youth for multiple income-generating post-programme pathways.



OPTION 1: Turkey solution costing

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



Regardless of NPAT

R9,700

per youth, per annum

Excl. VAT

- All business are eligible for R1,000 discount from year 2 onwards.
- Monthly salaries (starting from minimum wage of R4,407.00 per month) payable in addition plus UIF & SDL (not included in above costing.)

OPTION 2: Internal placement

PLACE YOUTH INTERNALLY

Have capacity in your business?
Want to build your future workforce?
Then this is the perfect option for you.

Place your YES Youth inside your business and reap the rewards of having a younger, more digitally savvy workforce. De-risk future recruitment by trying out youth cohorts and selecting the best fit for your business. Recruit youth yourself using your HR best practices and develop these gems into long-term employees with the best match to your organisation's culture and values.



OPTION 2: Internal placement costing

SMALL BIZ

(B-BBEE & non B-BBEE)



NPAT is less than R4m and turnover
less than R50m

R1,600

per youth per annum

Excl. VAT

OR

MID CAP

(B-BBEE & non B-BBEE)

NPAT is less than R4m but turnover is
equal to or greater than R50m
OR
NPAT is equal to or greater than R4m
and less than R12m

R3,000

per youth per annum

Excl. VAT

*LARGE CAP

(B-BBEE only)



NPAT is equal to or greater than R12m

R5,000

per youth per annum

Excl. VAT

OR

LARGE CAP

(Non B-BBEE only)



NPAT is equal to or greater than R12m

R3,000

per youth per annum

Excl. VAT

Monthly salaries (starting from minimum wage of R4,407 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

The YES solution offers holistic, integrated impact

- ✓ Seamless integration into SLPs
- ✓ ESG reporting solutions
- ✓ B-BBEE benefits
- ✓ Youth employment
- ✓ Work experience and upskilling
- ✓ Economic impact in mining communities
- ✓ Youth directly build their communities through social or environmental work
- ✓ Greater preparedness for a digital future
- ✓ Creating thriving communities and a better future for all

