



YES **Corporate** **Brochure**

as at March 2024





We have already created over 135,000 jobs for SA youth.

Join **1,668+** companies like Investec, Ford, Toyota, PG Group, Nedbank, Telesure Investment Holdings, Shoprite Group and many more kickstarting the new economy.

The Youth Employment Service (YES), a South African not-for-profit (NPO), aims to address the youth unemployment crisis in South Africa by enabling 12-month quality jobs* for unemployed youth.

YES was created through the CEO initiative in collaboration with government and labour. It is the biggest private sector-funded pipeline for unemployed talent in South Africa.

YES has a current run rate of creating 2,000+ high quality jobs for youth per month, predominantly in the private sector. Since inception, YES and its partners have injected R7.1 billion into the economy through YES Youth salaries.

Youth can be placed in the sponsoring business or, if the sponsor prefers, placed via a range of high impact turnkey partners thereby creating much needed jobs in communities.

Through enabling business to contribute to a future that works for all, corporates can gain one or two levels up on their B-BBEE scorecard. Alternatively, a company can choose to participate in YES for non B-BBEE purposes.

YES programmes incorporate seamlessly into environmental, social, governance (ESG) and Sustainable Development Goals (SDGs) strategies and reporting. This is a critical requirement for companies that need to demonstrate their impact to responsible investors.

* Defined in government legislation as quality work experiences (QWEs)

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

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Impact to date



135,000+

Youth jobs created since 2019



1,668+

Corporate partners



7.1 billion+

Paid in youth salaries through private sector



53%

Of YES Youth come from grant recipient households



Sustainable solutions to youth unemployment





YES is an ideal talent funnel which de-risks recruitment. YES enables you to try out youth cohorts and select the best fit.

Develop these gems into long-term employees with best matches to your organisation's culture and values.

The real potential and benefits of youth workers:

- Naturally innovative
- Digital natives who hold deep digital competencies
- Adaptable and cost-effective
- Youth are largest market segment in South Africa
- Authentic ambassadors for your brand



Let YES be your B-BBEE booster

Gain B-BBEE levels through impactful transformation

YEAR ONE WITH YES

Thanks to leniency granted by the Department of Trade, Industry and Competition (dtic), in the first year participating in YES, businesses can register to do YES before their financial year-end to gain their B-BBEE level(s) up almost immediately. They just need to ensure youth are contracted before their financial year-end date.

YEAR TWO+ WITH YES

From the second year of participation, businesses need to ensure that youth are contracted at least eight months before their verification period.

How to calculate your YES target

- Calculate and create the target number of youth work experiences and benefit with a B-BBEE rating increase of one full level. Or two levels if you double your youth target.
- This is a unique and exclusive YES benefit over and above the standard B-BBEE scorecard elements.
- Level up with YES and open up new competitive opportunities for your business.
- The YES web-based calculator lets you easily compute your YES Youth target - the number of youth lives to invest in and transform.
- Receive recognition in your Skills Development category by investing in informal training. This means up to 50% of your spend on Skills Development can be claimed (Specifically in category F&G).



Interested in the B-BBEE benefit?

Use the calculator below

Contact Name Email Address Contact Number

Business Name Total Headcount for the previous financial year

Total revenue last completed financial year Total Average NPAT last 3 financial years

[Click here or see the FAQ below to see how targets are calculated](#)

[CALCULATE NOW](#) [TALK TO US](#)

YES needs the contact information you provide to us to contact you about our products and services. By completing this form, you consent to getting communications from us. For information please review our [Privacy Policy](#)

This is how your YES target headcount is calculated:

The higher of:

1.5% of NPAT/R55,000

or

1.5% of Headcount

or

Table 1 of Jobs Table

[Click here](#) to calculate your YES Youth target.

Do you qualify for YES?

Even with limited or no Black Ownership, you can qualify for a YES B-BBEE Level Up

- Multinationals and family-owned businesses with no Black Ownership can make up for it with higher ESD and Skills points and participate meaningfully in B-BBEE.

Have a powerful B-BBEE impact and an impressive scorecard

- All you need is to meet the sub-minimum for your category.

Check that you qualify for the YES initiative



FOR GENERIC ENTERPRISES

Total revenue: **>R50M**

50% average across the **three** priority elements
OR
40% subminimum in **three** priority elements

* This means that even with limited or no Black Ownership, you can qualify for a YES level up.



FOR QUALIFYING SMALL ENTERPRISES

Total revenue: **R10M-R50M**

40% in two of the three priority elements, with ownership being **one** of the **two** elements
OR
40% average across two priority elements, with ownership being one



FOR EXEMPTED MICRO ENTERPRISES

Total revenue: **<R10M**

EMEs with an annual total revenue below R10 million per annum, have no subminimum eligibility requirements.



FOR TRANSPORT SECTOR

No subminimum eligibility requirements



FOR PUBLIC/ SPECIALISED ENTITIES

No subminimum eligibility requirements





Sustainable solutions to youth unemployment

How YES works

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 YES Youth in third-party enterprises



Hope Sikwari

24-year-old Hope Sikwari came from a no income household to being part of the YES programme in 2022 as a Training Gau to being absorbed at Famous Brands as a Senior Digital Service Agent.

Option 1

Place youth inside your business

Provide a 12-month work experience within your company.

**Have capacity in your business?
Need extra hands?**

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 on your team.

De-risk future recruitment by trying out youth cohorts and selecting the best fit.

Develop these gems into long-term employees with best matches to your organisation's culture and values.

yes
youth employment service
Sustainable solutions to youth unemployment

VOLKSWAGEN

GROUP SOUTH AFRICA



Option 1 pricing

Place youth inside your business

Provide a 12-month work experience within your company.



"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 and we hope that the programme will grow from strength to strength and fulfil its mission."

Nonkqubela Maliza

Director for Corporate and Government Affairs, VW

SMALL BIZ

(B-BBEE & Non B-BBEE)



NPAT is less than R4m and turnover less than R50m

OR

R1,600

per youth
per annum

Excl.VAT

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

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 R4,782 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

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Option 2

Host youth at an existing YES partner

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

**Can't place youth within your business structure?
Still want to reap the B-BBEE benefits and make a real difference?**

The turnkey solution was designed for YOU. **YES**, together with its range of social partners, offers a one-stop-shop solution with none of the admin and all the benefits.

Sponsor youth placements in one of our **22 vetted implementation partners (IPs) across ten sectors** and watch as your scorecard takes flight. IPs work with **YES** to offer corporates the opportunity to sponsor complete youth 12-month work experiences.

Youth are placed in some of the most critical sectors in South Africa like healthcare, early childhood development, education, digital and conservation.



Sustainable solutions to youth unemployment

Option 2 pricing

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

Excl. VAT

- All businesses are eligible for R1,000 discount from Year 2 onwards
- Monthly salaries payable in addition plus UIF & SDL not included in above costing.
- * These packages do not include the salary of the youth, which according to the Minimum Wage Act, 2018, must be at least R4,782 per month.

YES digital monitoring & evaluation

YES offers a range of packages to suit every business type and need.

- ✓ A pre-loaded smartphone for every youth with two zero-rated apps to deliver world class professional skills training.
- ✓ Supervisor App to manage, monitor and control the youth experience.
- ✓ Monitoring and evaluation through the company portal, which allows the download of crucial documents for verification purposes.

YES digital delivery

The YES programme is driven by technology and innovation. Delivering a cross-country programme through digital training and evaluation.

YES apps include digital work-readiness training, as well as monitoring and evaluation functionality so you can watch your youth grow.

YES digital delivery continued



Digital, real-time **monitoring & evaluation**



Shifting behaviour and building **growth-mindset**: nudges and rewards



Access to training and feedback via online and **digital modules**



Tangible and transferable skills that develop the **youth CV** and **reference letter**





How do I say YES

Three easy steps to join YES and change lives:

Join **YES** to reduce South Africa's youth unemployment crisis and gain up to two levels up on your B-BBEE scorecard.

Follow the steps below to say YES to the future of tomorrow.

✓ STEP 1

YES target calculator

Calculate your YES Youth target using the online calculator.
Skip this step if you are not doing YES for B-BBEE purposes.



✓ STEP 2

YES registration fee

Identify the YES registration fee that your company will pay annually.



✓ STEP 3

YES packages

Select the package that your company will be using. Cost includes the YES smartphone and apps, the Supervisor app, as well as the monitoring and evaluation fee that your company will pay.

YES Hubs

When you walk into a YES Hub you walk into a new future.

YES Hubs connect youth and the community to global best practice in training and technology, specially located and designed to address barriers to youth employment and economic inclusion.

- ✓ A range of activities takes place at a YES Hub, enabling **innovation** and a cross-pollination of ideas, **seeding points for new business**.
- ✓ Youth energy along with **networks, market access and industry inputs** are the right mix of ingredients for small business development to thrive.
- ✓ Participants who register at the Hub get access to networks, training, markets, work opportunities, ideas for careers or new businesses, and the necessary **partner support** to make it happen.
- ✓ Small business is a generator for jobs, which is why YES Hubs work to attract, **nurture and support small business**.
- ✓ YES is a registered PBO (public benefit organisation), and as such, you can receive your **S18(A) tax certificate** when you donate to a YES Hub.



YES Genesis Hub: Saldanha Bay



YES Ulusha Hub: Alexandra Mall



Sustainable solutions to youth unemployment

YES Hubs

When you walk into a YES Hub
you walk into a new future.

Together with like-minded partners and corporate funders, Hubs deliver a host of programmes that include:



ENTREPRENEURSHIP



CULINARY ACADEMY



URBAN FARMING



CREATIVE HUB



HAIR & NAIL ACADEMY



3D MODELLING & DESIGN



DRONES ACADEMY



DIGITAL 4IR SKILLS TRAINING



AUTOMOTIVE ACADEMY



MICRO-MANUFACTURING/CERAMICS



TEXTILE ACADEMY



SOLAR ACADEMY



Sustainable solutions to youth unemployment

The rigour behind YES

- ✓ **Annual internal audit conducted by BDO**
- ✓ Annual external audit conducted by E&Y
- ✓ **A clean set of audited financial statements**
- ✓ NPO with good governance, strong board
- ✓ **An Audit and Risk Committee**
- ✓ High impact social initiative
- ✓ **Sustainable Development Goal integration**
- ✓ Build a workforce of the future
- ✓ **Create entrepreneurs**
- ✓ Focus on monitoring & evaluation
- ✓ **Integrated B-BBEE scorecard spend**
- ✓ R7.1 bn+ in youth salaries





#SayYES to a future that works.

It's a win-win-win for company, country and youth.

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