




YES CORPORATE BROCHURE

as at May 2023



TACKLE YOUTH UNEMPLOYMENT

AND GAIN UP TO TWO B-BBEE LEVELS



“ I can't get a job
without experience,
I can't get experience
without a job. ”

We have already created
over **108,800 work
opportunities for youth.**

Join **2,200+** companies like Investec, BMW, Toyota, PG Group, Nedbank, Famous Brands, Telesure Investment Holdings, Shoprite Group and many more kickstarting the new economy. Over **1,250** B-BBEE target levels have already been reached through **YES!**

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.

Since being founded just over three years ago, YES has worked with over 2,200 corporate partners **to create on average 2,000 - 3,000 youth jobs, per month**, all with no government funding. This has seen R6 billion+ injected into communities and the economy through youth wallets.

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



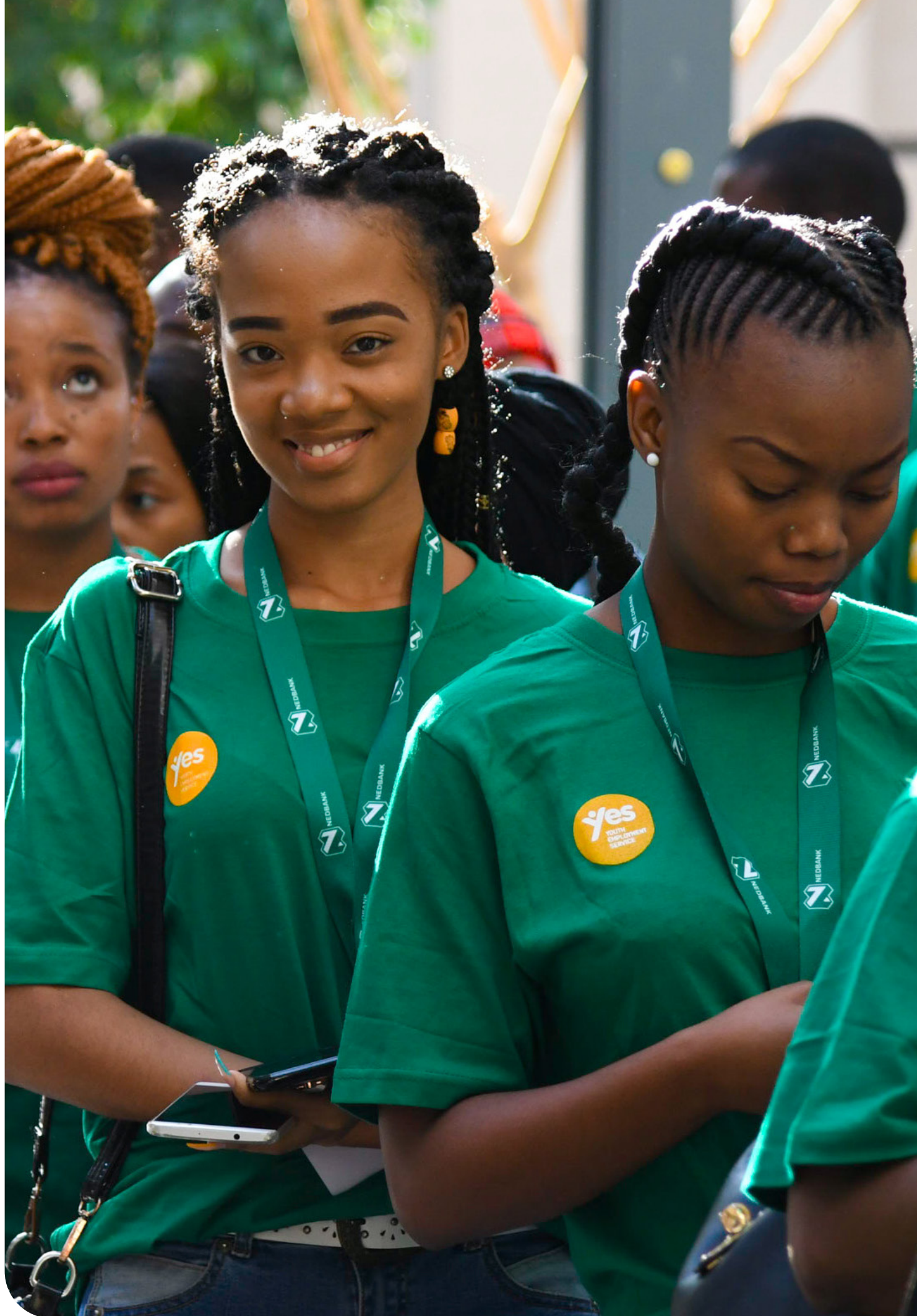
Creating work experiences for youth means **new taxpayers, new skilled employees, new customers** and a better South Africa.

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.





IMPACT TO DATE

SUCCESS
TO DATE:
108,800+
JOBS CREATED



2,200+
Corporate partners



R6 billion+
Injected into the economy through youth salaries



1,250+
B-BBEE target levels reached



40%
of YES Youth alumni have jobs

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, they ARE the market
- 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.
- [Click here](#) for more information about qualifying criteria.



CHECK THAT YOU QUALIFY FOR THE YES INITIATIVE



FOR EXEMPTED MICRO ENTERPRISES
Total revenue: <R10M

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



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 TRANSPORT SECTOR

No subminimum eligibility requirements



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 PUBLIC/ SPECIALISED ENTITIES

No subminimum eligibility requirements

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 YES Youth in third-party enterprises



FROM TEMBISA TO IVY PARK **Asanda Nqoko**

In January 2022, one of Asanda's images was featured on Beyonce's Ivy Park Instagram page and helped his business, 39 Pictures, take off. "My life hasn't been the same since. Without YES, I wouldn't be where I am right now."

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.

VOLKSWAGEN

GROUP SOUTH AFRICA



OPTION 1 PRICING

PLACE YOUTH INSIDE YOUR BUSINESS

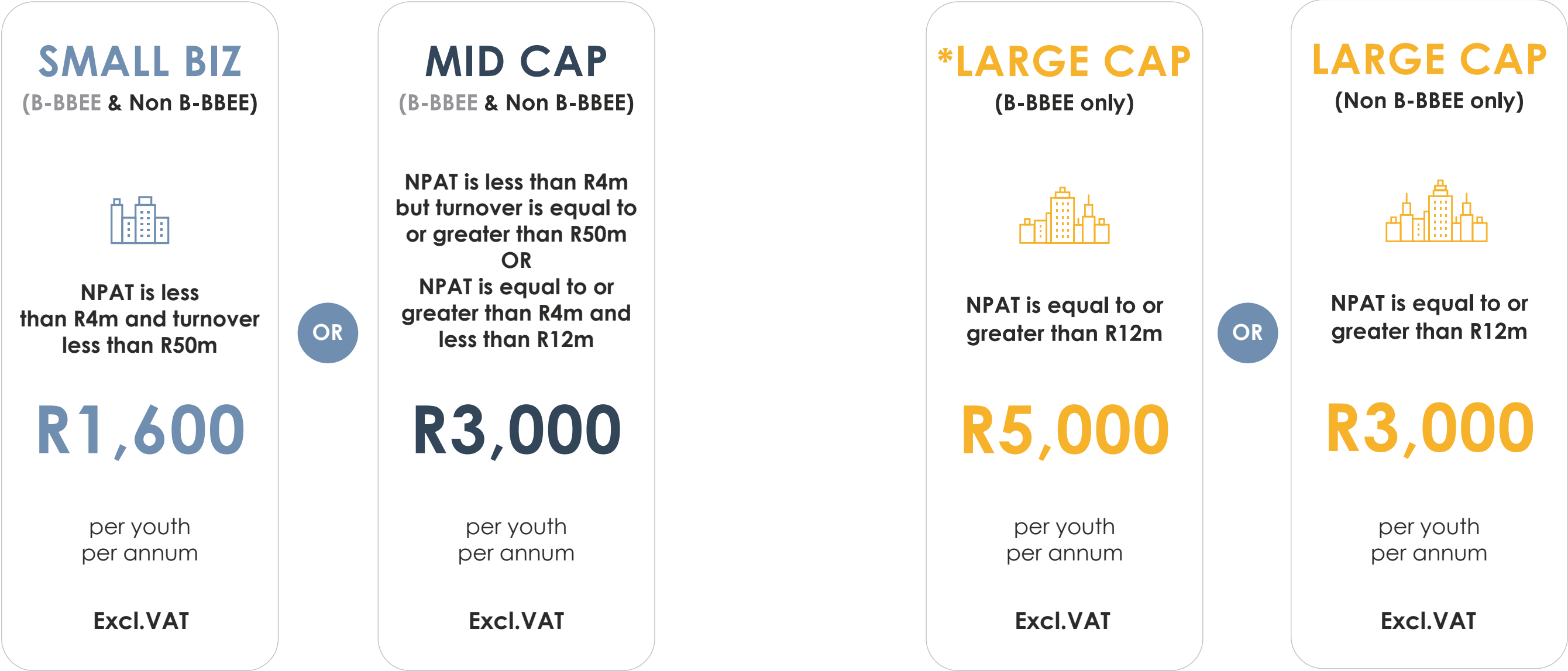
Provide a 12-month work experience within your company



“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



* 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

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* Large Cap B-BBEE is eligible for R1,000 discount from year 2 onwards

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 **33 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. They place youth in some of the most critical sectors in South Africa like healthcare, early childhood development, education, digital and conservation.

For more information about the turnkey solution, please **CLICK HERE**



CREATE HIGH IMPACT JOBS WITH YES

The YES IPs take care of the recruitment, admin, training and hosting, while your business receives your B-BBEE level up.

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 R4,407.00 per month.



YES DIGITAL MONITORING & EVALUATION

YES OFFERS A RANGE OF PACKAGES TO SUIT EVERY
BUSINESS TYPE AND NEED.

1

A pre-loaded smartphone for every youth with two zero-rated apps to deliver world class professional skills training.

2

Supervisor App to manage, monitor and control the youth experience.

3

Monitoring and evaluation through the Company Portfolio, which allows the download of crucial documents for verification purposes.



“Aligned to Nedbank’s purpose of using our financial expertise to do good, we are proud to play our part in giving young people hope and a sense of agency in the context of extremely high levels of unemployment. The most inspiring part of this journey has been witnessing the recruits grow and excel within their roles and the change they are leading in their communities.”

Mike Brown
Chief Executive, Nedbank



YES DIGITAL DELIVERY

IT WORKS

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



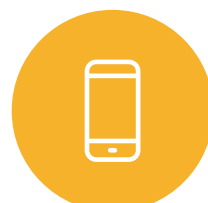
YES DIGITAL DELIVERY



Digital, real-time **monitoring & evaluation** on YES smartphones



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**



THE SKY'S NO LIMIT Mawanda Faniso

30-year-old Mawanda Faniso took part in the pilot Drone Academy programme at the YES Genesis Hub in Saldanha in 2021. He now has a remote pilot's licence (RPL) to fly drones and a technician's licence to repair and work on drones. The two licences are a dual income stream for Mawanda.

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.

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.

2

YES registration fee

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

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 the magic cocktail of ideas and resources to encourage, **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 HUBS



YES HUBS

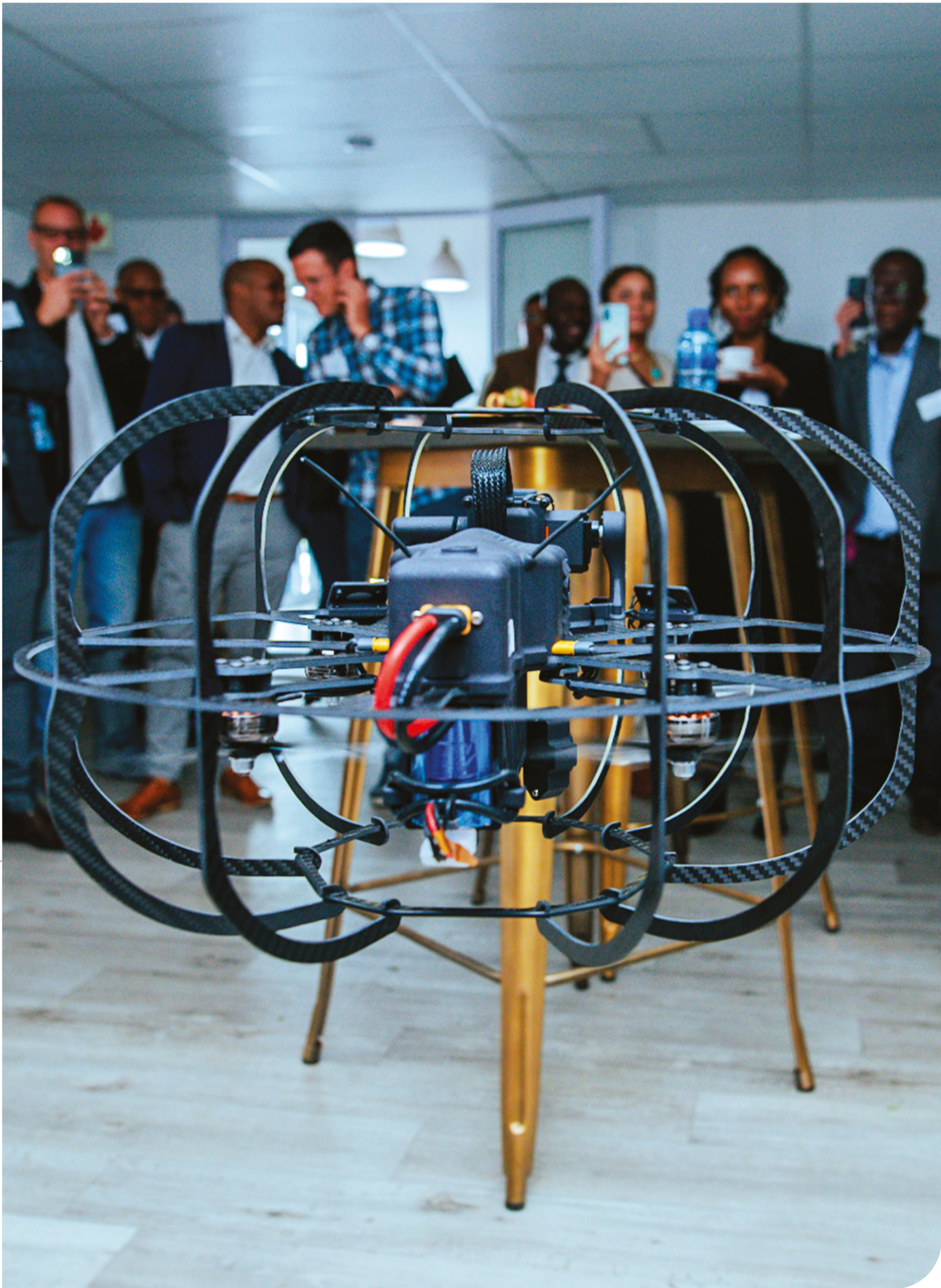
WHEN YOU WALK INTO A YES HUB,
YOU WALK INTO **A NEW FUTURE.**

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

- | | | | |
|---|---------------------|---|-----------------------------|
|  | Entrepreneurship |  | Drones academy |
|  | Culinary academy |  | Digital 4IR skills training |
|  | Urban farming |  | Automotive academy |
|  | Creative Hub |  | Chess |
|  | Hair & nail academy |  | Textile academy |

Our communities are home to thousands of potential entrepreneurs and self-starters who just need that first chance to unlock their potential through support programmes, training and connections to markets and business.

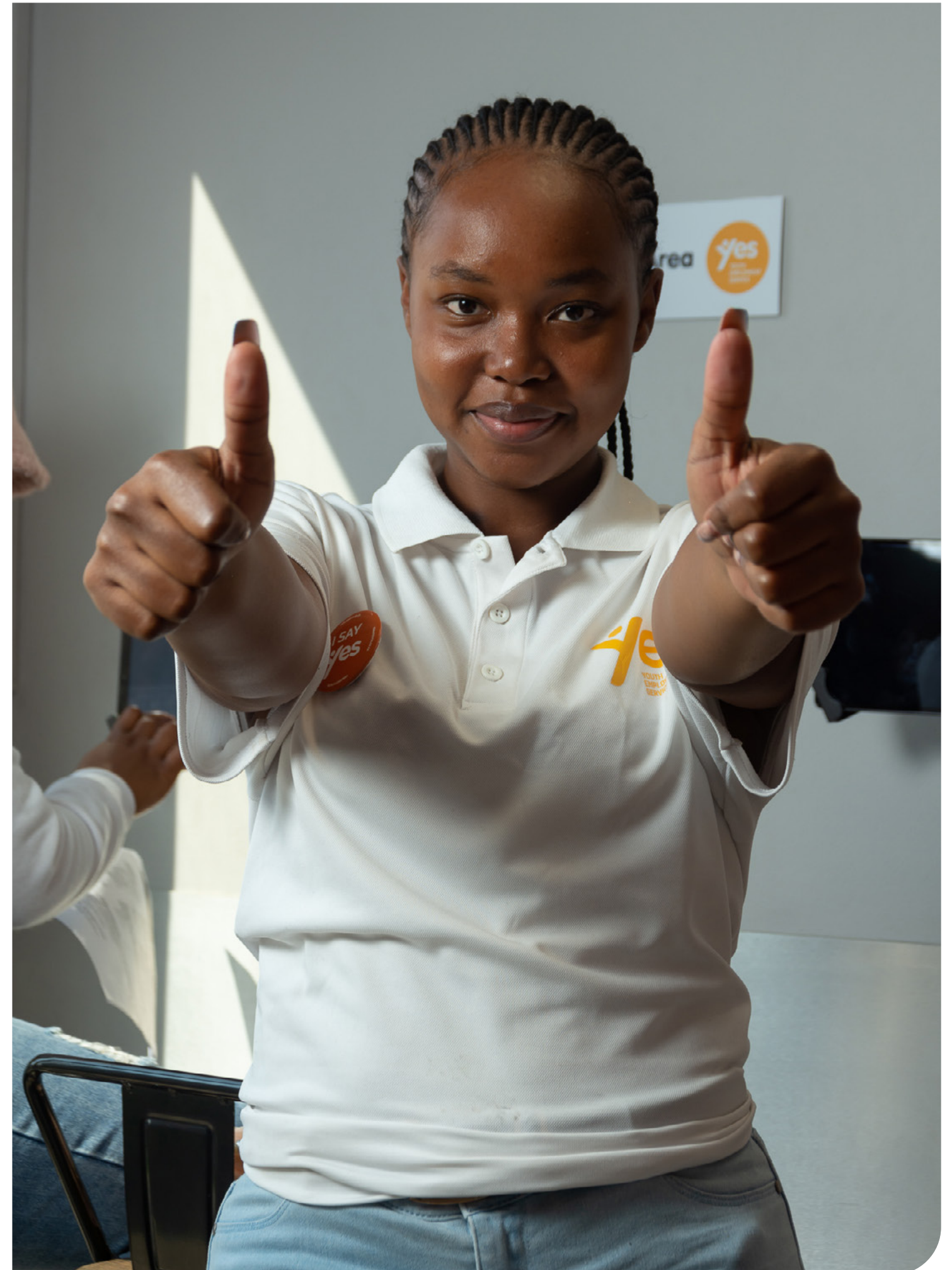
Gain Socio-Economic development points or a S18A tax certificate by contributing to YES Hubs.



JUST SAY **YES!**

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**
- ✓ R6 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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4YOUTH
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