



YES B-BBEE Benefits



Gain up to two levels on your **B-BBEE scorecard** by investing in one-year work opportunities for South African youth!

The Youth Employment Service (YES) officially opened for registration in November 2018. This fact sheet outlines the B-BBEE benefits and process considerations to build youth employability.

How to level up with **YES** Targets



1 x B-BBEE level up

Achieve YES Target

- Meet your YES target (by employing a minimum number of employees on a year-long contract) and absorb 2,5%* of your YES youth



1 x B-BBEE level up + 3 bonus points

Achieve 1.5 times YES
Target

- Meet 1.5x your YES target and absorb 5%* of your YES youth



2 x B-BBEE levels up

Double YES Target

- Double your YES target and absorb 5%* of your YES youth

YES allows for an increased recognition of informal spend on the Skills Development scorecard. Companies involved with YES can now claim up to 50% of their Skills Development spend on informal training (categories F and G)

* Companies will not need to absorb youth in the first year that you implement YES. They will receive their points regardless. From second year onwards, absorption will become a requirement.

Check that you qualify

Companies need to meet certain criteria on the scorecard to be eligible for the YES programme.

Companies of more than R50 million turnover per year (‘generic entities’) are required to

- Meet sub-minimum requirements on the priority elements of the scorecard, being Ownership, Skills Development and Enterprise and Supplier Development (ESD) “**Priority Elements**” or achieve an average of 50% across all three of these Priority Elements

Companies with a turnover of between R10 million and R50 million annually (QSE’s)

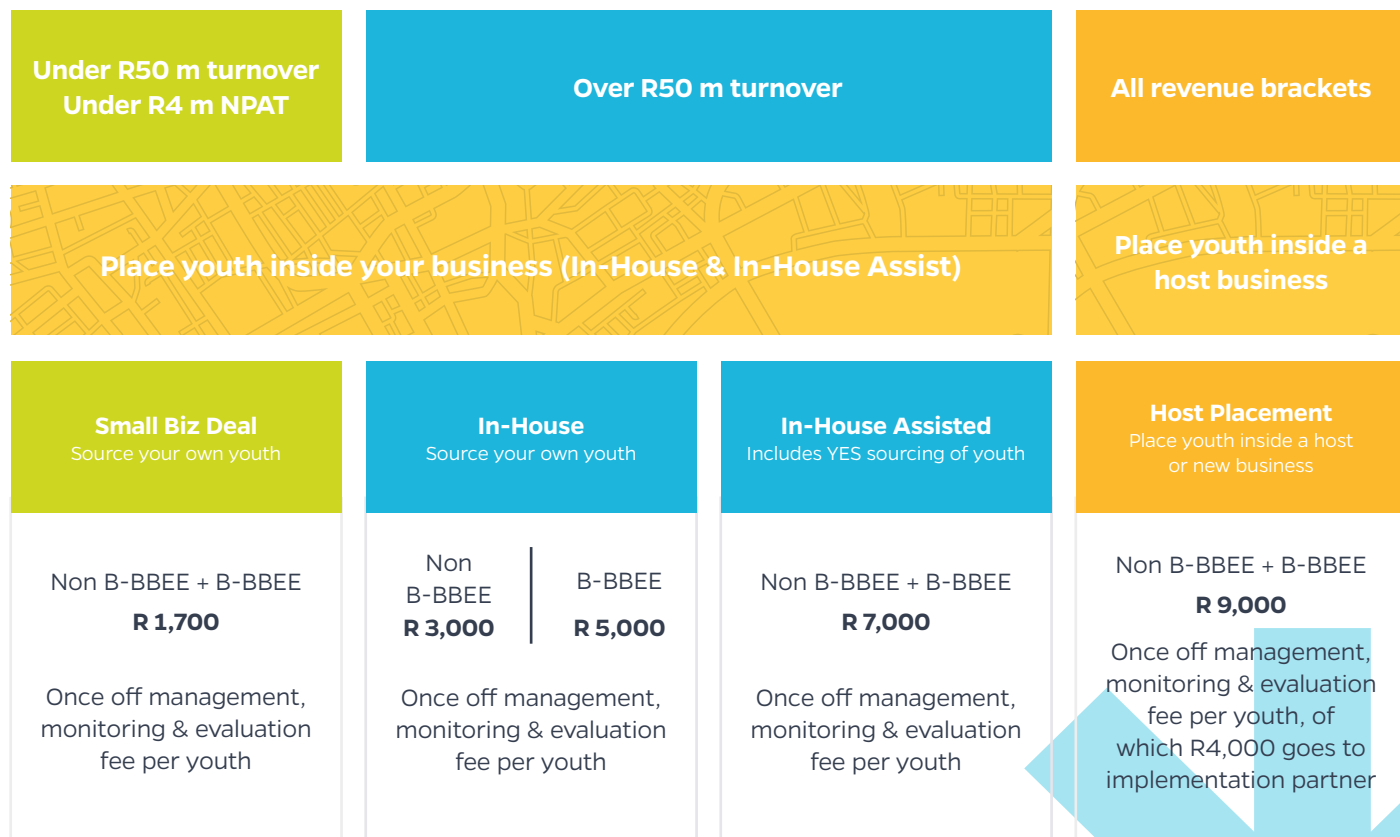
- Must achieve an average of 40% performance across two of the three Priority Elements, one being Ownership

Companies with a turnover of less than R10 million per year (EME’s)

- Need not comply with any of these pre-requisites



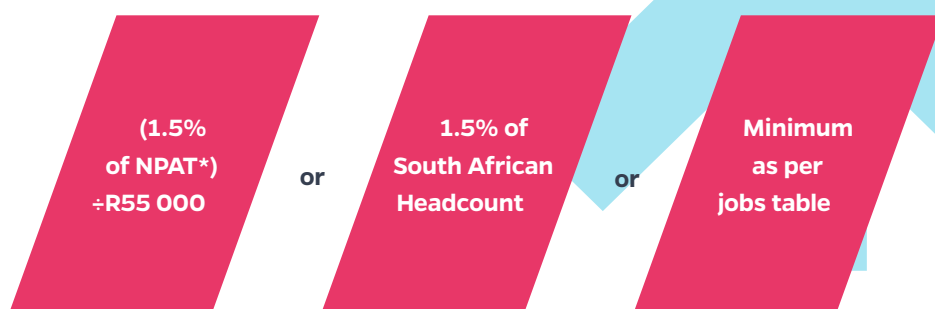
Which **YES** package is right for you?



Calculate your **YES** Target

The YES target refers to the number of YES youth a company will need to provide a quality job experience for.

Calculate the higher of the following calculations to get a target headcount (number of YES youth to onboard):



*average over last 3 years

Turnover (Rand Millions)	Minimum youth jobs	Turnover band (Rand millions)	Minimum youth jobs
50 - 75	6	250 - 299	11
75 - 99	7	300 - 349	12
100 - 149	8	350 - 399	13
150 - 199	9	400 - 449	13
200 - 249	10	450 - 500	14

Change a life in 8 steps



Step 1

Register on www.yes4youth.co.za



Step 2

Pay registration fee

Turnover:

<R10mn: R0.00

•R10mn-R50mn: R2 500.00

•R50mn-R99mn: R10 000.00

•R100mn-R199mn: R15000.00

•>R199mn: R20 000.00



Step 3

•Demand shaping

•Check if you qualify

•Work out Target



Step 4

Select package



Step 5

Pay M&E



Step 6

Upload youth



Step 7

•Employment contracts

•Service Level Agreements



Step 8

•B-BBEE verification checklist



Verification checklists

Contract checklist

- ☐ YES SLA contract with corporate for sponsored host placements*
- ☐ YES SLA contract with implementation partner- for sponsored host placements
- ☐ 1-YES dual employment contracts between youth and implementation partners
- ☐ 2-YES tri-party employment contracts between youth, implementation partners and corporates - mainly for ETI

Company registration pack checklist

- ☐ CEO pledge signed
- ☐ YES/Corporate signed T&Cs doc
- ☐ YES certificate of registration and youth target achievement
 - only granted through YES NPC with unique identifier number and only available once full youth target list has been uploaded

Youth Checklist

- ☐ Youth affidavit of unemployment
- ☐ Youth 12 month fixed-term contract
- ☐ Replacement YES youth supplementary list
 - for replacement of target youth who discontinued the 12 month programme

*sponsored host placements means youth recruited, contracted and managed by a vetted and approved partner