

Y.E.S

YOUTH EMPLOYMENT SERVICE SUPPORT

*"...enabling up to two levels of enhanced BEE
recognition."*



YES is a business-led initiative supported by Government and Labour to significantly impact youth unemployment.

YES Differentiator:

YES is based on an ecosystem view and holistic philosophy. Jobs are dependant on the interactions and support of various community and country agents, institutions, businesses and local networks. They do not occur through siloed spend and narrowly focussed interventions.

This coordinated effort is made possible by the broad stakeholder engagement platform which YES is building with its partners.



Y.E.S offers a first chance quality work experience for a million unemployed youth.



“WE CANNOT ALWAYS BUILD THE FUTURE FOR OUR YOUTH BUT WE CAN BUILD OUR YOUTH FOR THE FUTURE”
Franklin D. Roosevelt

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ABOUT Y.E.S

More than one in every three young people in South Africa are unemployed. The Youth Employment Service (Y.E.S) Initiative is the product of the private sector engaging with government to find workable solutions to this youth unemployment dilemma.

Through Y.E.S, youth will have the opportunity to develop skills and gain experience – becoming more employable, and being afforded an increased opportunity to become productive contributors in our economy.

For employing businesses, the Y.E.S Initiative enables up to two levels of enhanced BEE status recognition if youth job creation targets are met.

THE BENEFITS

- ✔ Nation building impact and reduced unemployment
- ✔ Enhanced BEE level recognition
- ✔ Building Talent capacity in scarce skills disciplines and unlocking a ‘future talent’ pipeline



“developing our youth, building our nation”



“enabling up to two levels of enhanced BEE recognition”

Y.E.S TARGETS AND ENHANCED RECOGNITION



Companies can increase their BEE recognition level:

- 1 level for meeting the youth employment target and 2.5% absorption
- 1 level +3 points for 1.5 x youth employment target and 5% absorption
- 2 levels for doubling the youth employment target and 5% absorption

The youth employment target is based on the higher of:

- 1.5% of headcount
- 1.5% of NPAT / R55,000; or
- As determined by a table based on revenue

Eligible participants are between the ages of 18 and 35 and meet the definition of Black people as per the BEE Act.

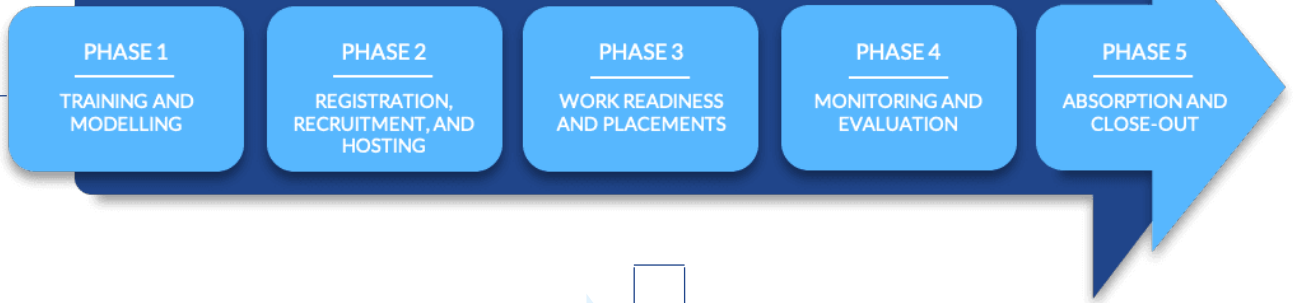
“The objective is enhanced companies’ BEE levels through participating in the programme. Considering that the target is less compliant businesses, opportunities would arise from the procurement research team.”

HOW WE CAN HELP YOU

- ✓ Y.E.S training
- ✓ Modelling your Y.E.S requirements and related programme planning
- ✓ Recruiting pre-assessed candidates who can grow your future talent pipeline
- ✓ Registering, placing and managing your Y.E.S candidates
- ✓ Finding fitting hosts for your Y.E.S candidates, if they cannot be hosted internally
- ✓ On-boarding and providing work readiness training
- ✓ Ongoing Y.E.S monitoring and evaluation
- ✓ Absorption planning and implementation
- ✓ Y.E.S impact scorecard review



OUR APPROACH



PHASE 1

> TRAINING AND MODELLING

The Y.E.S programme is a critical part of the business and requires management to understand the impact, benefits and risks that come with the programme. It is therefore critical for the senior management team and the BEE team to be trained on how the programme works so as to get maximum benefit.

2 half day sessions are proposed, one for the senior management team and the other for the BEE team.

The modelling process assists the business in understanding how many Y.E.S candidates are required as per the specified DTI criterion. Transcend would make available the modelling tool during the training sessions.

NOTE: Once the business has accepted the programme, Transcend will facilitate the registration of both the business and the Y.E.S candidates. It is a DTI requirement that both be registered with the Y.E.S Programme management company so that a database of candidates is kept at one source for unemployment tracking purposes.

PHASE 2

> RECRUITMENT AND HOSTING

The business needs to identify additional jobs in the system. These would be considered first before looking at external hosting. Once this has been established and the business is ready to implement, Transcend will assist the business in the Y.E.S candidates recruitment process.

Where external hosting is required, Transcend, will facilitate the process of engaging the hosts and placing the Y.E.S candidates.

PHASE 3

> WORK READINESS AND PLACEMENTS

Transcend through its work readiness models will conduct work readiness programmes for the candidates.

Host employers will form part of the hosting training so as to realise a smooth 12 month programme.

PHASE 4

> MONITORING AND EVALUATION

One of the requirements of the programme is for businesses to monitor the performance of the candidates. Transcend, together with the measured entity will facilitate this process. Depending on the client requirements, monthly and or quarterly reports will be provided by Transcend. These reports would take the form of a checklist and other best practice tools.

A summarised annual report will also be provided at the end of the programme.

PHASE 5

> OFF-BOARDING AND ABSORPTION

The Y.E.S programme requires businesses to absorb some of the candidates at the end of the programme. On completion, Transcend, together with the client will facilitate the close-out phase and determine the required BEE recognition level. The absorption of some the candidates is critical and this would be done by the business depending on the requirements.

1 Million Youth Placed into Work



ABOUT THE TRANSCEND GROUP

The Transcend group is a market-leading multi-disciplinary group of businesses that specializes in transformation solutions at each step of an organization's B-BBEE journey. Although three entities, we seamlessly integrate as we serve and delight our clients.

- **Transcend Corporate Advisors** ("Transcend") is a transformation consultancy which specializes in practical empowerment initiatives that make business sense. We have a special competency in assisting companies develop and communicate a strategic, value-based view of B-BBEE and strategic development.
- **Transcend Capital** is a specialist corporate finance advisory business that focusses on structuring and implementation of B-BBEE Ownership transactions. Transcend Capital has advised on over 150 transactions for a broad spectrum of clients since 2006, and has extensive experience in structuring value-adding, sustainable transactions for multinational businesses, as well as assisting with strategic partner selection.
- **Transcend Talent Management** is a specialist talent and placement agency for Black businesspeople - helping clients find top talent, and top talent find positions in which they can flourish. Recruitment and hosting – our recruitment process involves pre assessment of candidates including interest, culture and potential indicators. This ensures our graduates are suited to the talent requirements of your organisations growth strategy. This is done through an online portal and limits the admin in the process.

OUR COMMITMENT TO TRANSFORMATION

Transcend is currently a level 2 B-BBEE contributor with 58% Black ownership, and 14% Black Women ownership.

Notwithstanding our continuing transformation efforts within the business, Transcend plays a significant role in building a strong narrative for B-BBEE in South Africa. As part of our delivery methodology, we focus on more than compliance, and emphasise sustainability and growth as key components of transformation.

Over the last 11 years, Transcend has invested heavily in scholarships and SETA accredited training that has helped to build a significant pool of B-BBEE Champions, who are skilled and equipped to drive transformation in their spheres of work.

Transcend has, and will also continue to support small business both through skills transfer and active involvement through shareholder participation.



OVER A DECADE OF EXPERIENCE



SERVED OVER 56% OF THE JSE TOP 50



TRANSACTION ADVISORY FOR OVER 100 MULTATIONALS



STRONG STRATEGIC PARTNER SELECTION COMPETENCE

WE ARE A TRUSTED ADVISOR

Transcend takes great pride in our diverse client base, which includes many of South Africa's most respected corporate brands evenly spread between domestic corporates and multinationals. Our public-sector exposure is significant, and we have advised some of the most respected Black investment houses.

We also pride ourselves on the strong relationships we build with clients, and the fact that many new clients are via word of mouth referrals.



OUR LEADERSHIP TEAM



SHELLEY HUNT (Director)

Shelley's on-going career as a transformation facilitator has led to an impressive resume in the industry. Shelley specialises in helping local and multinational organisations in getting transformation right. Her proven experience and unique abilities to translate BEE transformation into business success has won her many clients. In [Year], she was involved in the stakeholder consultations to implement processes for the South African National Development Plan (NDP) with Business Leadership South Africa. She is also passionate about improving the education system in Africa and has been involved in ___ and ____.



TREVOR TSHABANGU (Director)

Trevor is specialist in implementing sustainable empowerment strategies, as well as undertaking corporate BEE due diligence investigations. Trevor has supported a substantial number of medium and large companies nationwide. He has previously worked in the fields of retail, IT project management, change management, and skills development. Trevor is a qualified moderator in the skills development field and has experience in managing diversity issues.



DR ROBIN WOOLLEY (Director)

Robin is a specialist in corporate strategy development, BEE implementation, and scorecard development. He is a visiting lecturer at the Gordon Institute of Business Science (GIBS) in the fields of strategy development and was previously the director of executive programmes for one and a half years at GIBS. His PhD is in empowerment and he has consulted in organisational empowerment initiatives to a great number of medium and large-sized South African and multinational businesses. Robin has written a book on empowerment called Everyone's Guide to BEE.



NEO MOLEFE (Associate Director)

Neo is an Associate Director at Transcend Corporate Advisors and a senior transformation facilitator. He is a specialist in conducting BEE analyses, identifying transformation opportunities, BEE project management, as well as formulating and implementing sustainable transformation strategies. Neo has supported a number of medium and large companies in Johannesburg and Cape Town, as well as a number of multinationals, in their transformation initiatives. Neo is a specialist on the Generic Codes, as well as the various sector charters such as the Revised FSC and MAC charters. He has previously worked in legal practice and general consulting.



SHERNON DAVIS (Associate Director)

Shernon is a senior transformation facilitator for Transcend Corporate Advisors and has and has assisted clients including multinational corporations across a range of different industries to develop sustainable transformation. She has 3 years of experience working at KPMG serving clients with advisory and auditing solutions. She has extensive experience in BEE and Company's Act legislation and is experienced in leading BEE audits and the development of transformation strategies and monitoring of BEE scorecards.

SPEAK TO A CONSULTANT

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