



# Youth Employment Service Initiative

# Youth Employment Service (YES) Initiative

## What is YES?

- Work Experience Programme
- 12 months
- New Jobs
- **Qualification**
  - Not drop in BEE Level

Priority Areas	Sub minimums	50% average
Ownership (Net Value)	3.2	8
Skills Development	8	20
Enterprise and Supplier Development	16	40
<b>TOTAL</b>	<b>27.2</b>	<b>50% x 68</b>

- **Beneficiaries**
  - Unemployed
  - Youth (18-35)
  - Black
- **Costs**
  - Monitoring and Evaluation
    - R5,000/R7,000/R9,000 per candidate
  - Stipends
    - R3,500 pm per candidate

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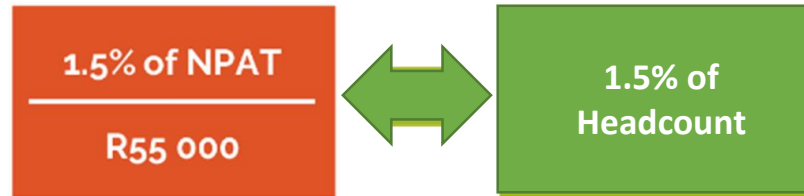
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## How is Your YES Target Calculated



Measurement	Metrics	
<b>Headcount</b>	1.5% Headcount = <b>10</b>	
<b>Profit</b>	1.5% of average NPAT / R55,000 = <b>12</b>	
<b>Turnover</b>	R50m - R75m	6
	R75m - R99m	7
	R100m - R149m	8
	R150m - R199m	9
	R200m - R249m	10
	R250m - R299m	11
	R300m - R349m	12
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	R400m - R449m	<b>14</b>
	R450m - R500m+	15

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25,500 Work Experiences

438 Companies



Achieve YES Target

1 x B-BBEE level up



Achieve 1.5 times YES Target

1 x B-BBEE level up  
+ 3 points



Double YES Target

2 x B-BBEE levels up

Place youth across any of these three channels



Inside your business



Hosted in an existing supply chain / SME



Hosted in a new small enterprise

**BEE SA**

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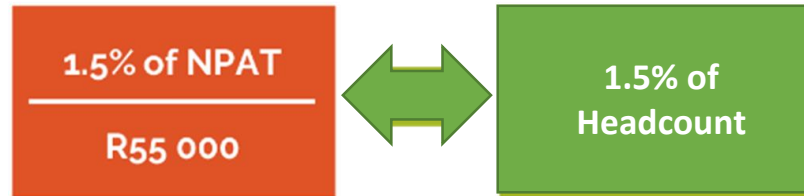
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**BEE SA**

# YES Costs

- YES NPO

- R5,000
  - Registration per YES Candidate job
  - No candidate database
- R7,000
  - Registration per YES Candidate job
  - Candidate database
    - Names
    - Numbers
    - Unvalidated
- R9,000
  - Registration per YES Candidate job
  - YES Candidates Researched

- BEE Chamber

DESCRIPTION	BUDGET	PAID TO
Company YES Registration	Free	YES
Youth YES Registration (p/y)	R5000	YES
Min Wage	R3500 (R42,000)	Candidate
Recruitment	R1000	BEE Chamber
Documentation	R1500	BEE Chamber
Project Management	R3000	BEE Chamber
Reporting	R1000	BEE Chamber
<b>Total Cost to client</b>	<b>R53,500</b>	<b>BEE Chamber</b>
BEE Chamber YES Desk Fee	R6,500	BEE Chamber

- Options
  - YES – R9,000; or
  - BEE Chamber – R11,500

# Human Capital YES Inclusion

EE Designation	Skills Development
Executive Management	Leadership Training
Senior Management	Management Training
Middle Management	
Junior Management	
Management Feeder	Graduate Programme
Skilled	Technical Training
Semi-skilled	
Entry Level	Learnership, Apprenticeships, Internships
Unemployed	YES Initiative
	Socio-Economic Development



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