Youth Employment Service

SAMED: Creating a sustainable, ethical and transformed medical technology industry through empowering youth

August 2021

"I can't get a job without experience. I can't get experience without a job."

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What is YES?

YES provides 12-month quality work experiences to unemployed youth. To reignite South Africa's economy, YES gives youth their first work opportunity.

Experience on a CV and a reference letter triples the likelihood of a call-back within three months of job search. A reference letter doubles the chances of employment for women.*

We reward companies who invest in youth jobs with B-BBEE levels up.

**Source – Martin Abel, Rulof Burger & Patrizio Piriano*

Impact to Date

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

60,135 +

Youth work experiences created

1,593 +

Partner company sign-ups

R3,4 billion +

Youth salaries injected into the economy

Impact to Date

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

30%-40% +

YES
Youth
absorption rate

600 +

B-BBEE level ups
awarded to
businesses

9 million +

Minutes of learning
delivered on
YES smartphones

YES has a proven track record

Working with South Africa's largest companies.

CEO Testimonials

"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."

- Nonkqubela Maliza | Director for Corporate & Government Affairs - VWSA

"While the youth unemployment stats in our country may be staggering, and there are many challenges, YES reminds us that these challenges are not insurmountable."

- Khensani Nobanda | Nedbank Group Executive

Why SAMED YES Partnership

SAMED works to advance the interests, knowledge and expertise of it's members, increase the visibility, credibility and standing of the **medtech industry,** advocate to inform policy and **improve market access.**

SAMED is committed to enabling a **sustainable, ethical and transformed medical technology industry** that ensures patient access to quality technologies and innovative solutions.

SAMED-member registered-paid clients

24 SAMED members, collectively created **1,025 + work experiences** to date

HOW YOU CAN GET INVOLVED

Receive B-BBEE Benefits

Gain B-BBEE levels and points for impactful ESD spend

Calculate your YES placement target

(The higher of the below calculation)

1,5% of NPAT

R55,000

or

1,5% of Headcount

Achieve your YES ambitions

1x B-BBEE level up
Achieve YES Target
Absorb 2.5% of YES Youth

1x B-BBEE level up + 3 points
Achieve 1.5x YES Target
Absorb 5% of YES Youth

2x B-BBEE levels up
Double YES Target
Absorb 5% of YES Youth

Move up the B-BBEE pyramid

Beyond B-BBEE Benefits:
Company, Country & Youth

Bring fresh new **ideas and skills** into your business

Try out youth cohorts and select **the best fit**

Build & support **SMEs & entrepreneurs**

Create future **capacity & taxpayers** for SA

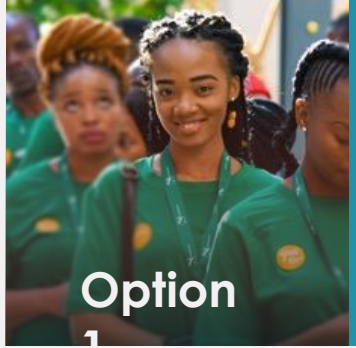
Collaboration with 1,593 + businesses through YES

Become driver of **economic opportunity**

How YES Works

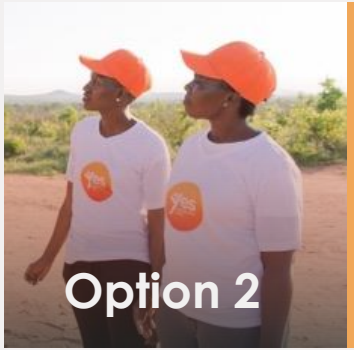
Create life-changing work opportunities for South African youth.

Choose a **solution** that best suits your **company's goals** and reap the **B-BBEE benefits.**



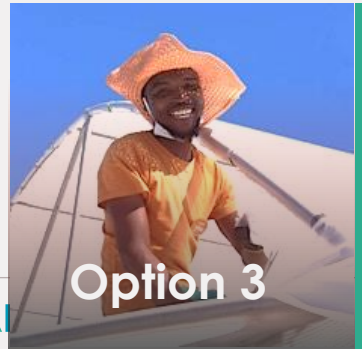
Place youth inside your business

Provide a 12-month work experience within your company



Host youth at an existing YES Partner

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



Host youth at a YES Hub – access ED

Sponsor a YES Youth to grow or support a new enterprise

PRIVILEGED & CONFIDENTIAL

YES IMPLEMENTATION
PARTNER (IP) MODEL

The importance of IP work

Through the YES/IP model, youth from across the country are able to get that **first chance** at playing an active role in **resetting the economy**. **Sectors and industries the IP model places youth into include:**

Digital

Health

Finance

Education

Manufacturing

Marketing

Conservation

IPS ALIGNED TO SAMED

Youth Health Africa

YHA is the youth-arm of The Aurum Institute, a leading healthcare organisation in HIV and TB. Youth work as entry-level healthcare workers in clinics across South Africa, as lay counsellors, HIV self-screeners, researchers, filing clerks and data capturing.

Skills:

HIV Counselling and Testing,
Data Analysis,
Campaign Management,
Community Interventions

Sector:

Health

Location:

Gauteng,
Mpumalanga,
North West,
Western Cape
Eastern Cape

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Witkoppen Clinic

Witkoppen Clinic is a non-profit organisation providing comprehensive primary healthcare and social welfare services. Youth provide services as patient trackers, administrative assistants and lay counselors related to HIV & TB screening and testing.

Skills:

HIV & TB Counselling, Data Management, Outreach Project Management

Location:

Gauteng

Sector:

Health

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THE YES SMARTPHONE

YES Digital Delivery

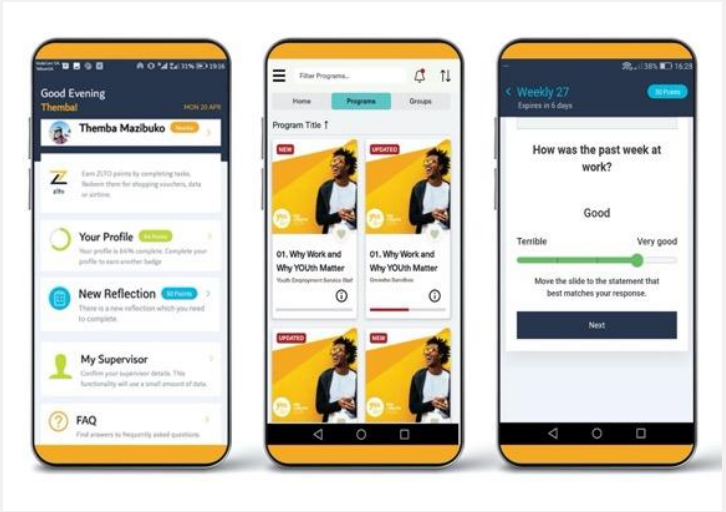
Digital, real-time monitoring & evaluation on YES smartphone

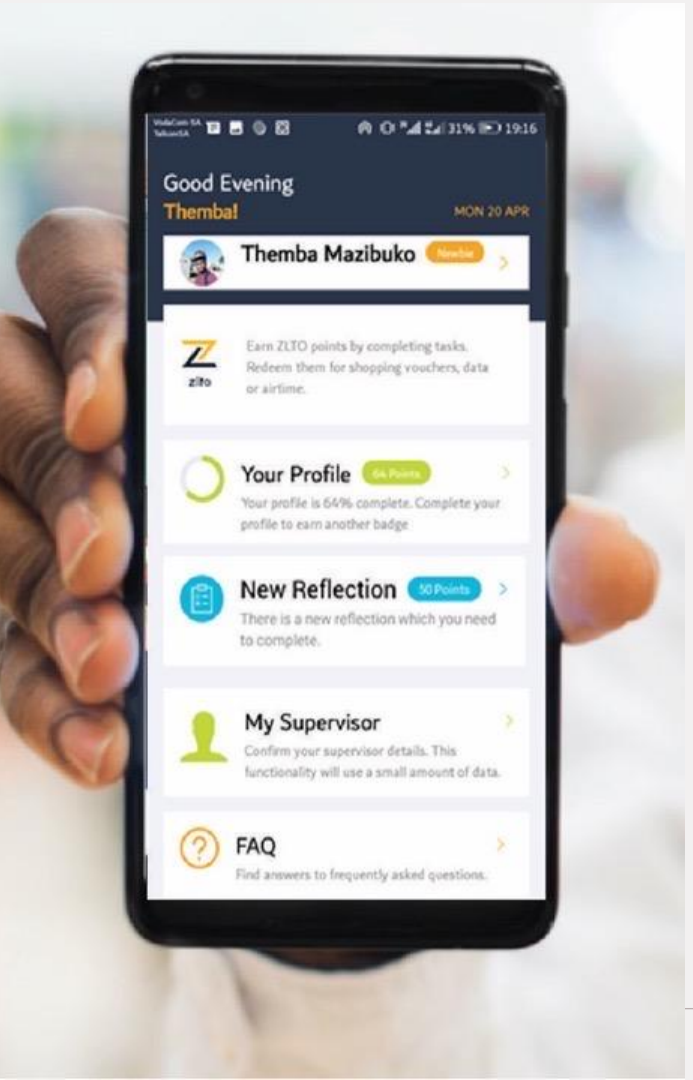
Shifting behaviour and building growth-mindset: nudges and rewards

Access to training via online and digital models

9 million +

Minutes of learning completed by YES Youth





Behavioral Shifts

The YES training modules develop socio-emotional changes in youth

Confidence in the workplace and growth mindset

Stress and socio-emotional management

Better financial planning and decisions

Effective communication and interpersonal skills

Online safety and digital literacy

Planning for the next step

YES
COSTINGS & CALCULATIONS

The YES Formula

The higher of 1.5% NPAT or 1.5% headcount

or $\frac{\text{1,5\% of NPAT}}{\text{R55,000}} =$ **Headcount Target**

EME/QSE Youth Targets

Companies with < R50 million revenue

NPAT table for EME's & QSE's YES Youth targets

EME / QSE HEADCOUNT	YES YOUTH TARGET
1 – 19	1
20 – 39	2
40 – 59	3
60 – 79	4
80 – 99	5
100 – 119	6
120 – 139	7
140 – 159	8
160 – 179	9
180 – 199	10

What is my target & what will it cost?

The higher of 1.5% NPAT or 1.5% headcount

NPAT table for Generic Entity's YES Youth targets

NPAT In Rand	1.5% NPAT	Jobs for one level	Jobs for two levels
10,000,000	150,000	3	6
20,000,000	300,000	6	12
40,000,000	600,000	11	22
50,000,000	750,000	14	28
75,000,000	1,125,000	21	42
100,000,000	1,500,000	30	60

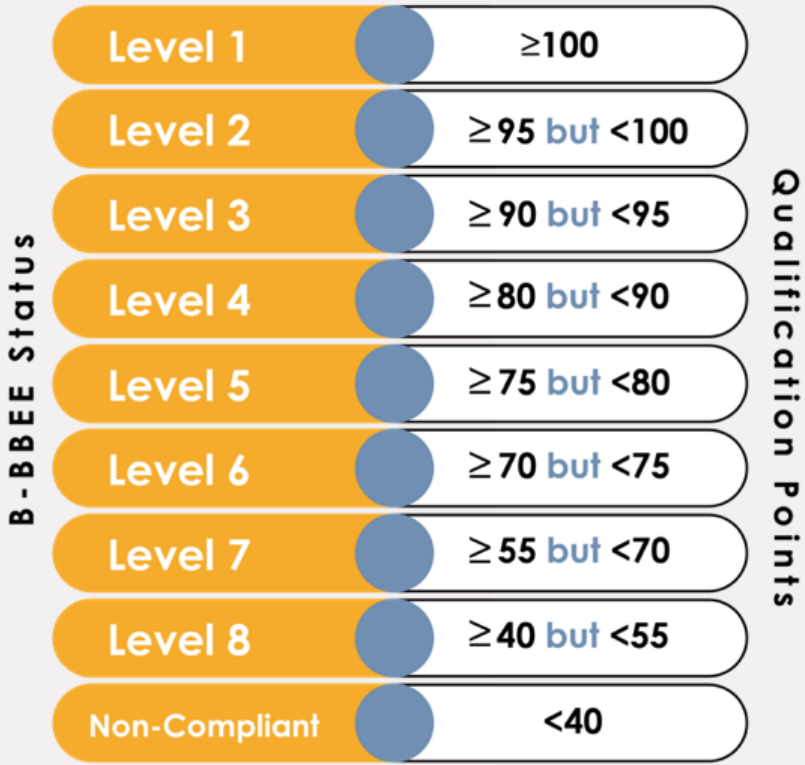
SED vs. YES Value

What 1% NPAT gets you for B-BBEE:

- ESD: 1% NPAT ESD = 5 points
- SED: 1% NPAT = 5 points
- **YES: 1% NPAT = 15 points**

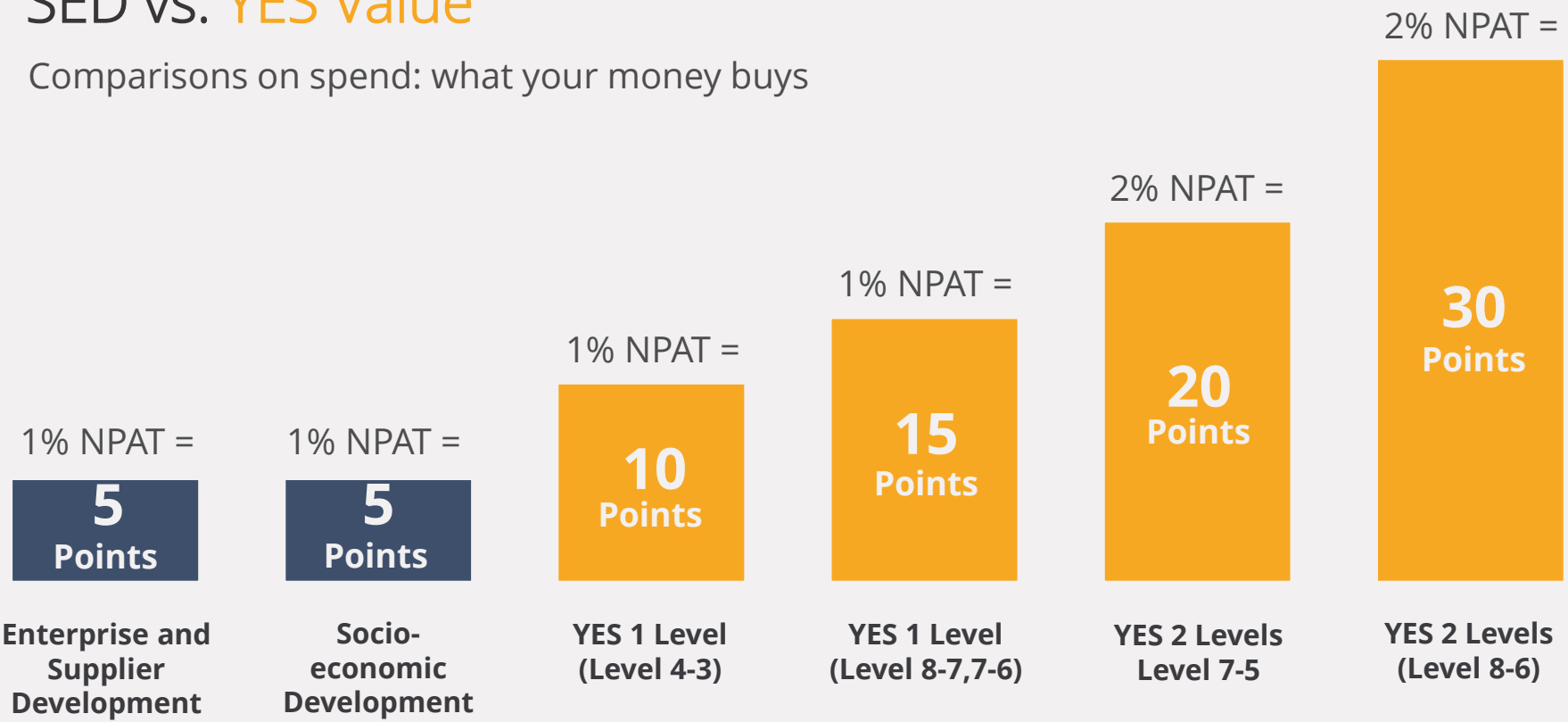
YES is **a third the cost** of **SED** for levels 8-7; 7-6

YES is **half the cost** of **ESD** for level 4-3



SED vs. YES Value

Comparisons on spend: what your money buys



Registration Fees

Per Small Biz

FREE

Turnover: less than R10m p.a.

R 2,500

(Price excl. VAT)

Turnover: equal to R10m and less than R50m p.a.

VAT = R375
Price incl. VAT = R2 875

Per Corporate

R 10,000

(Price excl. VAT)

Turnover: equal to R50m and less than R100m p.a.

VAT = R1 500
Price incl. VAT = R11 500

R 15,000

(Price excl. VAT)

Turnover: equal to R100m and less than R200m p.a.

VAT = R2 250
Price incl. VAT = R17 250

R 20,000

(Price excl. VAT)

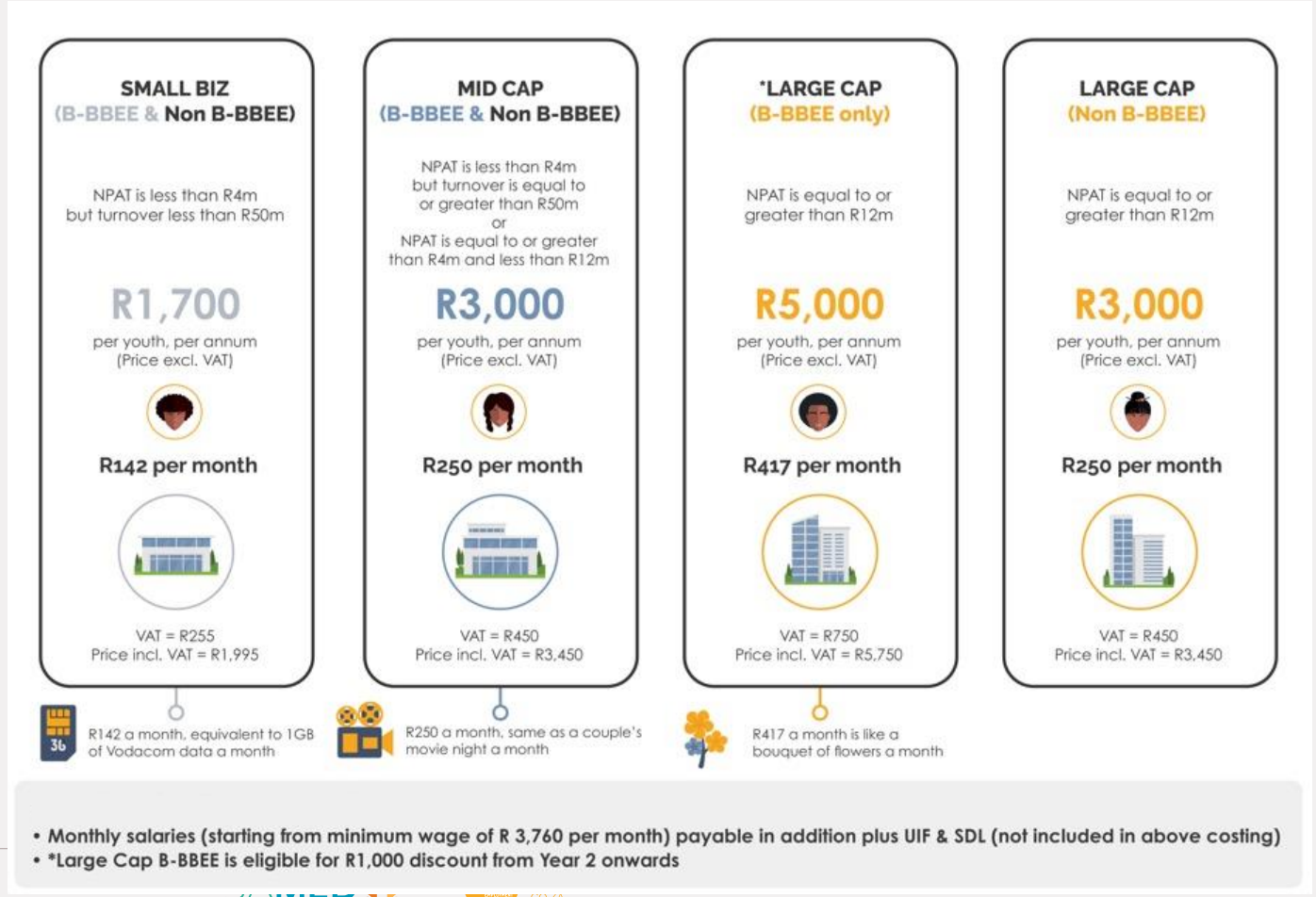
Turnover: R200m and above p.a.

VAT = R3000
Price incl. VAT = R23 000

Pricing Packages

Option 1: Place Youth Inside Your Business

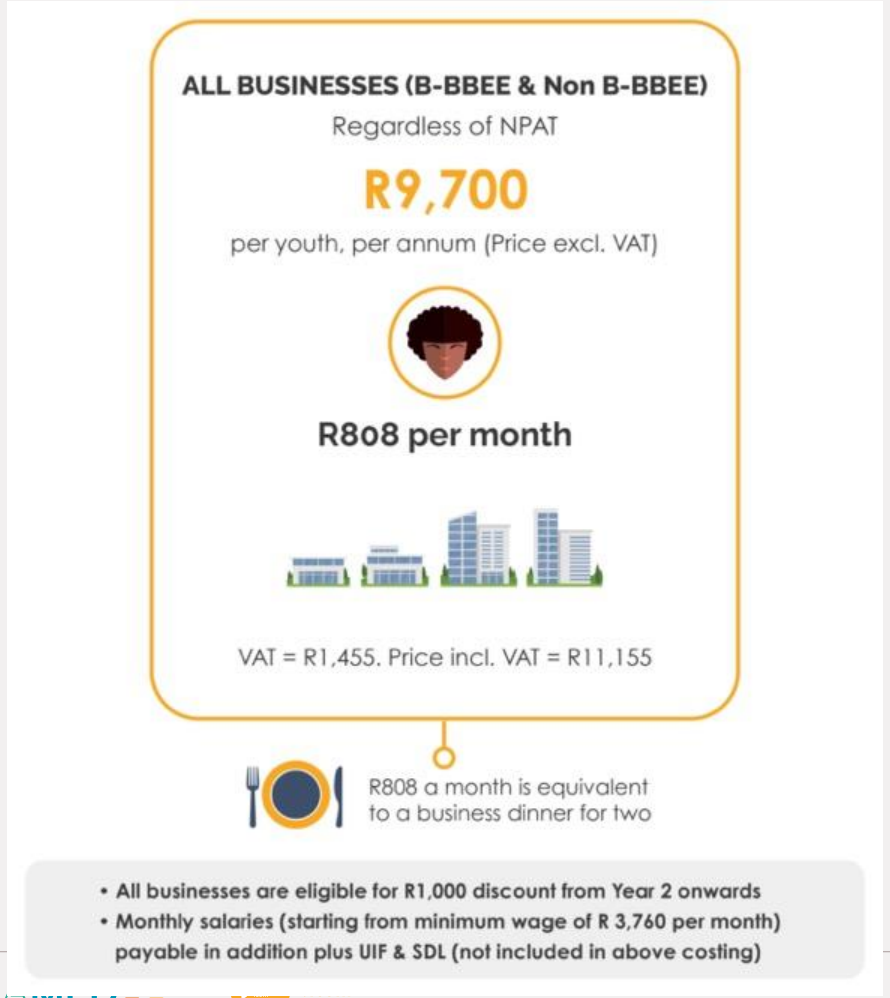
Provide a 12-month work experience within your company.



Pricing Packages

Option 2: Turnkey Solution. Host Youth at an Existing YES Partner

Sponsor the placement of YES Youth in third-party enterprises



ABOUT YES HUBS

Bring investment, technology & connectivity into under-serviced communities where Youth are

Identify value chains linked to high growth sectors that help drive SME support and development initiatives

Create sustainable ecosystems in under-serviced communities driving local income, jobs & SME development

YES Hubs

Genesis YES Hub: Saldanha Bay

Ulusha YES Hub: Alexandra Mall

#NAMETHEHUB
#YES4YOUTH
Investec
Sanlam
SAFE HUB
Kago YES Hub: Tembisa

YES Hubs
Where Potential
Meets Opportunity
www.yes4youth.co.za
THE
YES
NETCARE
ULUSHA
HUB

Manufacturing – Blossom Care Solutions

'Manufacturing Care Products, Producing Business Owners'

Total Value delivered by the Hub projects

- **Layer 1 impact on jobs:**
  - Tunnels: Farming fields, picking, packing, delivery jobs, entrepreneurs
  - CMT: Sewing, packing, delivery, entrepreneurs
- **Layer 2 Impact on jobs:**
  - Incubation of new small businesses
- **Layer 3 ecosystem benefits:**
  - Expansion of current suppliers and access to market, localisation
- **Layer 4 Industry building:**
  - Expansion of industry skills at grass roots skills

Just say YES!

- Work with one of the **highest impact social initiatives** in the world
- **Proven track record** of delivery: over R3.4bn in youth salaries is no accident – we understand scale and impact!
- Build a **workforce** of the future
- **Create entrepreneurs** who will contribute to the tax base
- Lasting **infrastructure**
- Integrated **B-BBEE** scorecard spend

Q&A