

Is YES NPC the only entity that a company can register with for B-BBEE recognition for job creation?

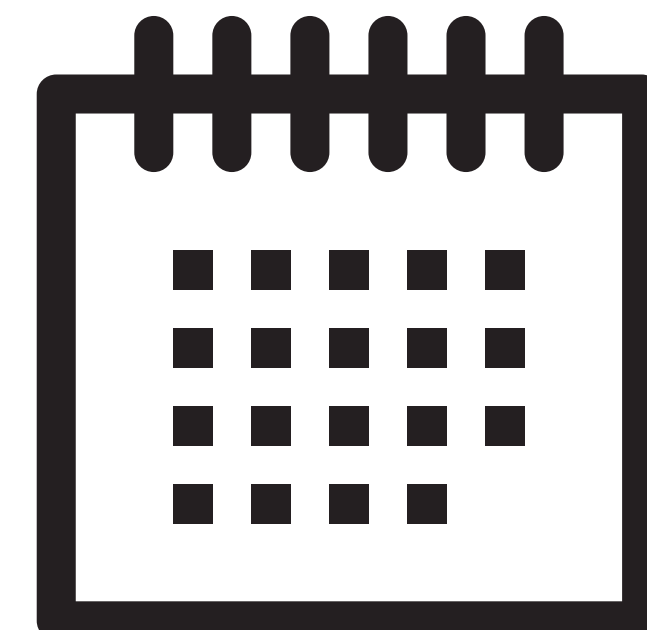
YES

What happens if a company is unable to maintain or improve its B-BBEE level?

Companies unable to maintain or improve on the B-BBEE status they had in the year before participating in YES can approach the dti B-BBEE Policy Unit with justifiable evidence for further participation.

Can Youth be employed on a part-time contract?

Youth must be employed on a **12-month, fixed term employment contract** that complies with the labour legislation, including the LRA and the BCEA. A measured entity may apply the hours of work as per the sectoral determination the entity is regulated by.



Is a company obliged to use the employment contract template provided by YES?

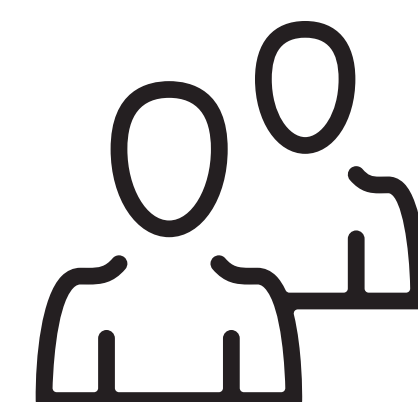
NO However, the employment contract must be a **12-month, fixed term employment contract** that complies with the labour legislation, including the LRA and the BCEA.

Can Youth be absorbed prior to the completion of the 12-month employment term?

NO

If a company is participating for the second year, must the previous year or new year's headcount be used?

The measured entity must use the headcount as at the last financial year-end.



What is the consequence for B-BBEE recognition if neither the sponsoring company nor the SMME absorbs the Youth?

Absorption is **not required** for year one of participation. After year one, absorption can take place in any entity.

Is YES a verification agency?

NO

Must Youth remain unemployed from the time of registration with YES until time of placement?

Black Youth need to be unemployed at the time of registration by the black Youth. This is a self-declaration by the black Youth.



YES  
4YOUTH  
.CO.ZA

What happens if the Company enters into a contract of employment with Youth within the financial year being verified, but the period of employment of the Youth at time of verification is less than 8 months?

In order to be eligible for B-BBEE Recognition, **YES Youth need to fulfil eight (8) months of work.** Flexibility will be applied for the first year of uptake in order to drive participation. Entities will be able to receive B-BBEE recognition before the minimum eight (8) months have been completed. It is important to note that the uptake must take place in the financial year end which is used for B-BBEE verification purposes.

If Youth are being sponsored and placed at an SMME, which entity is required to absorb the Youth in order to qualify for B-BBEE recognition? The sponsoring company, or the hosting SMME?

Absorption is based on principles embedded within the **Amended Codes of Good Practice.** Absorption can occur within the YES measured entity, or any other entity. **The responsibility rests on the YES measured entity** to provide information that proves that absorption has taken place according to the prescribed targets set out in the Gazette.

Must the salary for each Youth employed be R3,500 per month?

YES



Employers are required to comply with the Minimum Wage Act, 2018, the relevant labour legislation (including the LRA and BCEA), as well as any sectoral determination the entity is regulated by.

What would qualify as unforeseen circumstances?

resignation, death, misconduct etc...



# REGISTRATION PROCESS

1



**Visit Website:** [www.yes4youth.co.za](http://www.yes4youth.co.za)

- 1.1.** Open in Chrome web browser
- 1.2.** Click on the 'for business' page
- 1.3.** Click on the 'sign up' button

2



- 2.1.** Receive 6 digit code via Email  
Check spam folder if you don't receive the email
- 2.2.** Create Log in Details

3



## **B-BBEE**

- 3.1.** Complete Business Details Choose B-BBEE or non B-BBEE option
- 3.2.** Calculate Target and commit to number of youth placements
- 3.3.** Pay registration fee and upload CEO pledge
- 3.4.** Await email confirming your registration
- 3.5.** Demand shaping

## **NON B-BBEE**

- 3.1.** Enter headcount, NPAT, and turnover
- 3.1.** Insert the number of work opportunities you will be creating

4



- 4.1.** Select start date
- 4.2.** Select monitoring and evaluation package(s) and pay the invoice generated
- 4.3.** Pay the generated M&E invoice
- 4.4.** Upload youth profiles



1 Read through all the T'c & C's



2 Report to the South African Police Services and obtain a case number



3 Obtain a claim form by phoning **082 1952** or by visiting your nearest Vodacom dealer.



4 Submit claim form within 30 days to **CorporateClaims@finrite.co.za** or at **www.vodacom.co.za**



5 If you need to dispute or escalate matters visit **escalations.deviceinsurance@vodacom.co.za** you have 90 days from the date of receipt of the notice of rejection to do so

6 Should you fail to collect your device that has been replaced or repaired within 60 days, you will forfeit the claim. Without the phone you won't be able to complete the modules, which hinders your quality work experience and breaks your contractual responsibilities as a YES Youth.



1 Read through all the T'c & C's



2 Contact the Mobitel call center on **011 511 3300** with details of the claim (IMEI number of device, address and contact details) If the device is faulty within 7 days of use or needs repairing call **011 511 3300** to book an OBF (Out of Box Failure) or repair and obtain a reference number



3 A valid affidavit and claim form must be mailed to **enquiry@mobitel.co.za** upon every claim. Claim form to be attached with device for damaged phone processing



4 Await for claim to be validated and approved. For OBF, units must be sent to Mobitel with handset, battery, charger and earphones complete in the box.



5 If approved, the order will be generated and processed

6 Replacement device to be delivered by RAM Couriers directly to Youth's workplace

