



Welcome to the **Youth Employment Service**



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Enhancing youth employability by creating high-impact jobs

YES is South Africa's largest private-sector led 12-month full-time jobs programme. We're driving change through quality job creation, benefits for business and a multiplier effect that creates a more resilient South African economy.

As a private-funded non-profit we work with leading businesses across all sectors to sponsor jobs for young South Africans.

Since our inception, we've created over 188,861 jobs across key sectors like tech and tourism, injecting R10.9 billion into the economy through YES Youth salaries.

A generation of future leaders

For many young South Africans, the YES programme is their first job in the private sector and is often a stepping stone to career success. Through our vast network of over 1,800 corporate partners who enable quality work experience, we're supporting the next generation of future managers, skilled professionals, entrepreneurs and gamechangers who will drive our nation forward.

Resilient businesses for a future-ready South Africa

The YES programme holds strategic value for businesses, enabling them to gain up to two levels on their B-BBEE scorecard and seamlessly integrate youth employment into their ESG, Employment Equity and sector building strategies. Through comprehensive monitoring and evaluation we help organisations develop and de-risk standout talent to create a pipeline of untapped potential.

Curate your programme to best fit your business' needs

Businesses can place youth within their organisations, or externally through the YES turnkey solution. Both models offer benefits that best fit your business's overall strategy.





Why join YES?

YES offers businesses the option to sponsor and place youth within their own organisations, or externally through the YES turnkey solution.

Depending on the model you choose, the YES programme has tangible benefits for your business and a lasting impact on young South Africans.

Level up your B-BBEE scorecard

In return for creating/sponsoring 12-month jobs for young South Africans, your business can gain up to two levels up on your B-BBEE scorecard.

The YES B-BBEE Level up is an added element to the B-BBEE scorecard. Participation in YES and an enhanced B-BBEE scorecard can make your business more competitive.

Integrate with EE and develop your talent pipeline

Use the YES programme to support your Employment Equity goals while building a skilled, diverse talent pipeline. By integrating YES into your recruitment strategy, you reduce hiring risks and ensure the best fit for your organisation's long-term growth.

ESG integration

YES seamlessly integrates into ESG and SDG strategies, providing quantifiable social impact for ESG reporting.

Sector development

By placing youth in priority sectors like tech, green energy, tourism, and finance through the YES turnkey solution you can do your part in building critical industries for economic growth.

Capacitate SMEs

Using the YES turnkey solution, place youth within your supply chain and create sustainable, community-based networks through local hiring practices to align with your ESD strategy.

PR and exposure

Join the YES programme and gain positive media exposure to enhance your brand reputation and establish your business as a good corporate citizen. YES reports to key stakeholders including BUSA, the dtic and the Presidency on our corporate partners' progress as champions of change.

Why join YES? continued...

Depending on the model you choose, the YES programme has tangible benefits for your business and a lasting impact on young South Africans.

Strong governance and financial controls

You can ensure that every contribution you make to the YES programme is fully accounted for. We operate within a secure and transparent framework, backed by six consecutive years of clean internal and external audits conducted by BDO and EY.

Qualify for the Trusted Employer Scheme (TES)

To be eligible for the Trusted Employer Scheme (TES), businesses must demonstrate their ability to meet established criteria for importing skills. The YES programme supports you in developing your graduate and youth initiatives to fulfil the necessary requirements to qualify for the TES.

Bridge the digital divide

Our digital-first approach gives youth data-free access to the YES One app which offers learning incentives, career-focused modules, and training in digital and AI skills to create a future-ready workforce.

Consistent monitoring to ensure quality jobs

YES provides a robust monitoring and evaluation system that ensures all YES Youth thrive in a secure and productive environment. Through proactive and reactive measures, we gather valuable insights to maintain programme quality and accountability.





YES in numbers

YES has created over 188,861 quality jobs in four years.

We've partnered with over 1,849 companies including Investec, Toyota, PG Group, Nedbank, Telesure Investment Holdings and the Shoprite Group.

Through youth salaries YES and our partners have injected over R10.9 billion into the economy. 45% of YES Youth alumni are employed post-programme and 17% of YES Youth have started businesses.

Impact in 5 years



188,861 +

Youth jobs created since inception



10.9 billion +

Paid in youth salaries through private sector



1,849+

Corporate partners



74%

Of YES Youth come from grant recipient households



Qualifying for YES

To qualify for the YES programme your organisation needs to meet the B-BBEE subminimum requirements.

Generic Enterprises

Generic Enterprises with a total revenue over R50M, qualify for a YES level up by achieving either a 50% average across the three B-BBEE priority elements or a 40% subminimum in each. This means you can qualify even with limited or no Black Ownership.

Qualifying Small Enterprises

QSEs with a total revenue of between R10M-R50M, qualify by achieving 40% in two of the three B-BBEE priority elements (including Ownership) or a 40% average across two priority elements, with Ownership as one.

Exempt Micro Enterprises

If you're an EME and your annual total revenue is under R10M, there are no subminimum eligibility requirements, making it easier to participate in YES.

Transport Sector

No subminimum eligibility requirements

Public/specialised entities

No subminimum eligibility requirements





Your YES journey

You've partnered with YES and are ready to take the first step toward changing lives and transforming your organisation. The next step is choosing a YES model that fits your organisational needs.



Option 1
Internal model, placing youth within your own structure
You recruit, place, and sponsor youth within your organisation to provide a 12-month quality work experience. We keep in touch with your YES Youth, monitoring their progress and providing skills modules to help them excel.



Option 2
The YES turnkey solution (sector model)
Through the YES turnkey solution, businesses sponsor YES Youth in third-party enterprises. The recruitment and placement of youth is handled through YES partners. We monitor programmes to ensure quality work experience AND programme compliance.

**only programmes with 6 youth or more are eligible for the turnkey solution*



How to calculate your YES target

If your organisation is partnering with YES for B-BBEE benefits, you'll need to calculate the number of quality work experiences you need to create to level up on your B-BBEE scorecard.

Your YES Youth target determines how many quality work experiences for youth you need to create to level up on your B-BBEE scorecard.

Your youth target is based on the **highest of three options**:



1.5% of the YES Measured Entity's headcount in the preceding year; OR



1.5% of the YES Measured Entity's average Net Profit After Tax (NPAT) from South African operations in the immediately preceding three years, converted to a headcount number by dividing that NPAT number by R55,000; OR



a target as determined in **Table 1** of the **YES Jobs Table**

Need assistance?

We offer a handy online calculator to help you work out your headcount.

Click [here](#) to get started.





Year one with YES

In your first year of participation in the YES programme, your business can level up your B-BBEE scorecard within the same reporting period. To qualify, businesses must ensure that youth are contracted and YES registration fees are paid before their financial year-end date.

Year two+ with YES

From the second year of participation youth must be contracted at least eight months before your B-BBEE verification period.





Pricing: There are **three fees**

Registration Fee, M&E fee and YES Youth salary

Fee 1: Registration Fee

Per SMME

Turnover:
<R10m p.a

R100

Excl.VAT

Turnover:
>R10m p.a & <R50m p.a

R2,500

Excl.VAT

Per company

Turnover:
>R50m p.a
&
<R99m p.a

R10,000

Excl.VAT

Turnover:
>R100m p.a
&
<R199m p.a

R15,000

Excl.VAT

Turnover:
>R200m p.a

R20,000

Excl.VAT



Fee 2: Internal Model

SMALL BIZ (B-BBEE & Non B-BBEE)

NPAT less than 4m
Turnover less than R50m

R1,600
per youth, per annum
Excl.VAT

OR

MID CAP (B-BBEE & Non B-BBEE)

NPAT less than 4m
Turnover equal to or greater than R50m
OR
NPAT is equal to or greater than R4m
and less than R12m

R3,000
per youth, per annum
Excl.VAT

OR

*LARGE CAP (B-BBEE only)

NPAT is equal to
or greater than R12m

R5,000
per youth, per annum
Excl.VAT

LARGE CAP (Non B-BBEE only)

NPAT is equal to or
greater than R12m

R3,000
per youth, per annum
Excl.VAT

* Where a YES Youth works 40 ordinary hours per week, the YES Youth will need to be paid a minimum wage of R4 992.00 per month. (R4992 ex. UIF and SDL)

* Large Cap B-BBEE is eligible for R1,000 discount from year 2 onwards



Fee 2: Turnkey solution

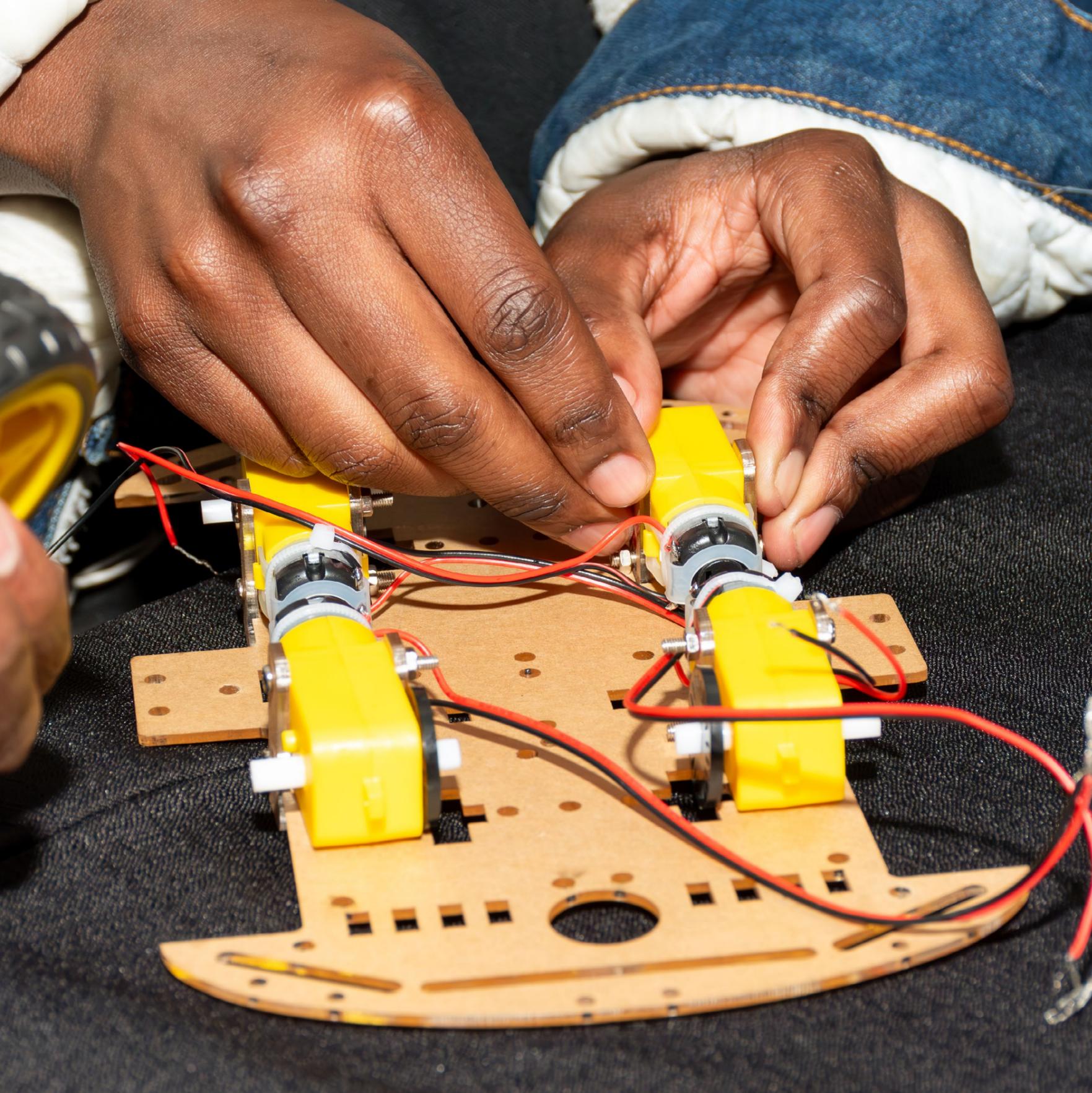
ALL BUSINESSES (B-BBEE & Non B-BBEE)

Regardless of NPAT

R9,700
per youth, per annum
Excl.VAT

Fee 3: YES Youth salary

- All businesses are eligible for R1,000 discount from Year 2 onwards
- Monthly salaries payable in addition plus UIF & SDL not included in above costing.
- * Where a YES Youth works 40 ordinary hours per week, the YES Youth will need to be paid a minimum wage of R4 992.00 per month. (R4992 ex. UIF and SDL)



Upskilling and Monitoring: YES's Digital Generation Model

M&E function
Monitoring and Evaluation (M&E) are a core part of our gazetted mandate. To ensure YES Youth are thriving in a safe and productive work environment we employ the following measures:

- ✔ We regularly call all active YES Youth via the YES Call Centre, obtain youth and supervisor feedback via the YES One app, conduct online inductions and offboarding, and have a dedicated youth email address and whistle-blower hotline.
- ✔ For the YES Turnkey Solution (sector) model, further checks and balances include IP site visits and a comprehensive implementation partner management agreement.

Fostering a digital generation

Upskilling in the digital age is crucial to building a teach-savvy workforce. Our YES One app is a data-free, rewards-based platform that facilitates access to the YES learning programme.

This incentivised learning programme builds knowledge in core competencies including digital literacy and AI integration.

The YES One app is accessible, engaging, and upskills YES Youth to increase their employability in a digitally-driven society.

Furthering impact: *YES Hubs*

YES Hubs are training incubators that break down barriers to youth employment and economic inclusion.

Located in Saldhana and Alex, these spaces set budding entrepreneurs and creators up for success offering training, immersive experiences, and career guidance.

As a registered PBO (public benefit organisation), YES offers S18(A) tax certificates for donations made to our Hubs.

Through YES Hubs our corporate funders are supporting the following initiatives and fields:

- ✓ Entrepreneurship
- ✓ Our culinary academy
- ✓ A sustainable urban farming programme
- ✓ The YES creative hub
- ✓ Our hair & nail academy
- ✓ The YES drone academy
- ✓ Our 3D modelling & design programme
- ✓ Essential digital 4IR skills training
- ✓ An automotive academy
- ✓ Micro-manufacturing/ceramics
- ✓ A textile academy
- ✓ The YES solar academy





Create quality jobs, make a lasting impact, partner with YES Today