

2024 YES IMPACT REPORT

For over 15 years Transcend has been the trusted advisor in transformation. A deep-rooted nation-building purpose has driven Transcend to assist businesses to find high impact solutions to the youth unemployment dilemma while improving their BEE levels

TRANS CEND

01 **Transcend's Values & Culture**
How do we live our values
and culture through practice

02 **Executive Summary**
Overview of the Report

03 **YES Programme Overview**
YES mission, strategy
and benefits to businesses

04 **YES Programme impact**
YES Impact to date

05 **Youth Testimonials**
Sweet stories of success

06 **YES Alumni Event Gallery**
Our Alumni Event at a glance

07 **Our Clients**
Meet some of our YES clients

08 **Meet Transcend's YES Team**
Get to know who are team members
committed to driving real
transformation through YES

01

TRANSCEND'S VALUES & CULTURE

2024 YES Impact Report

VALUES



SHOW UP

We have a burning desire to collaborate, contribute and add value – taking pride in everything we do.



BE THE TRUSTED ADVISOR

By understanding our clients' business values and needs, and having industry leading expertise to deliver high quality solutions.



SEE THE PERSON

We are empathetic and seek to understand each other, our experiences and our diversity. We see each person's unique talents and inherent value.



LEARN AND GROW

We are wired to learn, grow and continuously improve. We take responsibility for a growth mindset and seek challenges.



DRIVE REAL TRANSFORMATION

As active citizens, we show that transformation drives growth and shifts the dial in our workplace and nation.

CULTURE



We work with purpose to improve our society by driving real transformation, and foster a workplace that is inclusive, diverse and equitable.



We are 'learn it alls' not 'know it alls'. We enter interactions with our colleagues and clients with curiosity and openness to learn.



We have empowered and engaged employees and teams. We encourage open communication, active listening and regular upward and downward feedback to involve employees in decision making.



We are client centric Trusted Advisors. We are always solving and not selling.



We strive to deliver-quality work through technology and collaboration. We use AI and technology to reduce friction and improve processes as well as employee and client experience.

02

EXECUTIVE SUMMARY

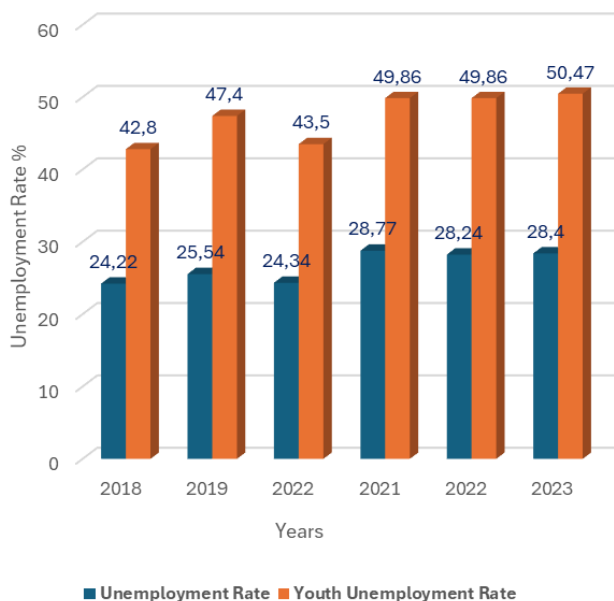
2024 YES Impact Report

THE YOUTH UNEMPLOYMENT DILEMMA IN SOUTH AFRICA

Youth unemployment in South Africa is a significant and complex issue with various contributing factors. More than one in every three young people in South Africa are unemployed. This report focuses on youth opportunities created through the Youth Employment Service Programme ("YES") to address the unemployment inequities. The report further dissects the multifaceted approach to affording youth opportunities to develop their skills and gain experience, while becoming more employable and productive contributors in our economy.

Youth Unemployment Trends between 2018 - 2023

SA Unemployment Trends



THE YES PROGRAM IS A HIGH IMPACT SOLUTION TO YOUTH UNEMPLOYMENT



Affording youth an opportunity to gain quality work experience



Equipping youth with work readiness skills to assist them with transitioning from education to the workplace



Provides training and support to black youth who aspire to become entrepreneurs



Integration of YES into the BEE legislation for enhanced recognition on the scorecard

YES PROGRAMME BENEFITS:

Benefit for Corporates

Companies who participate can achieve up to a 2 level BEE enhancement whilst investing in their future talent pipeline.

Benefit for Youth

Meaningful, quality work experience to increase their employability through the enhancement of their knowledge and workplace skills. Youth can also acquire entrepreneurial training and mentorship

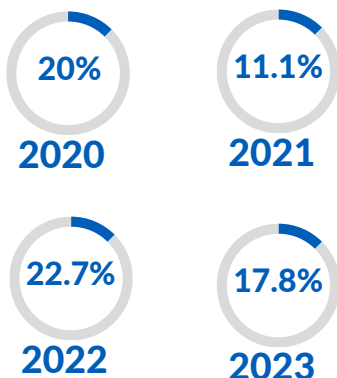
Benefit for Country

Youth employment will rapidly foster economic growth by increasing consumer spending, expanding tax revenue, and stimulating investment. The employed youth will contribute to the overall productivity and GDP growth of the country.

Youth Placements



Absorption in each year



Empowering Women

Placed over **270 female** YES candidates across different sectors

Hosting Solutions

-  10 Educational Institutions
-  23 Non-profit organizations
-  11 SMME's within different sectors
-  7 Healthcare Facilities
-  5 YES entities Placed their youth within their own organization

Youth Placed by education level & prior work experience

- Transcend has placed over 451 unemployed youth
- Over 70% of the placed youth had no prior work experience
- 37% of the youth placed had a higher education qualification
- 52% of the Youth placed only had Matric as their highest qualification
- 11% of youth placed had no Matric qualification

Skills Work Readiness

Our accredited REALISE Work Readiness Programme is aimed at equipping YES Youth with practical life & business skills they need to successfully make a critical transition into the workplace. Our REALISE program has been proven to **enhance absorption prospects by over 50%**

OVER 451 YOUTH PLACEMENTS THROUGH TRANSCEND

Between 2019 and 2023, youth unemployment remained a significant challenge in South Africa, and the high level of youth unemployment has persisted through the years due to various factors such as economic conditions, skills mismatch etc.. Transcend has assisted with the implementation and facilitation of over 451 unemployed youth through YES since 2019 for the youth in South Africa.

28% YOUTH ABSORPTION INTO PERMENANT ROLES

YES provides training, mentorship, and job placement assistance to help bridge the gap between skills and employment. 28% of youth placed on YES through Transcend alone, were able to find permanent work opportunities.

R21 MILLION PAID IN YOUTH SALARIES

The salary injection back into the economy play a vital role in the South African economy as it drives consumption, it supports government revenue, promotes social welfare and overall fosters economic growth.

51 TRUSTED HOST COMPANIES

Through YES, over 55 institutions such as SMMEs, NPOs, and Schools, are being capacitated with talent & resources. Host Companies are thoroughly vetted to ensure that they have the capacity to provide youth with quality workplace experience to youth

35 CORPORATE PARTNERS

The private sector plays a crucial role in creating jobs in the economy. Transcend has assisted 35 businesses, within various industries, to sign up on YES and contribute to their talent pipeline, whilst gaining B-BBEE levels on their scorecard.

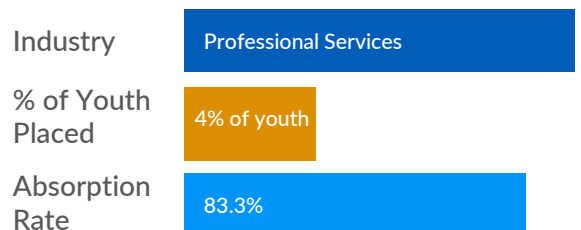
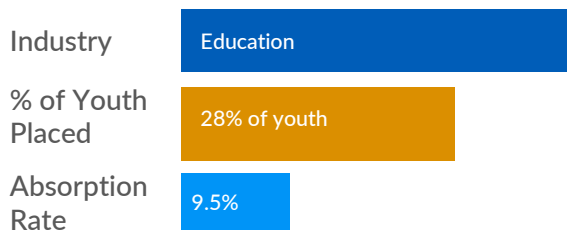
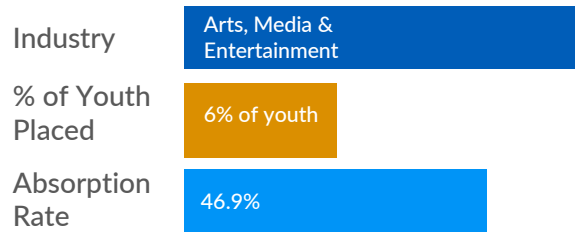
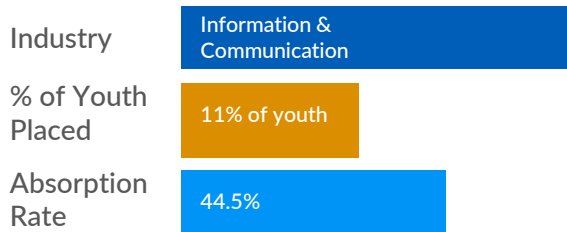
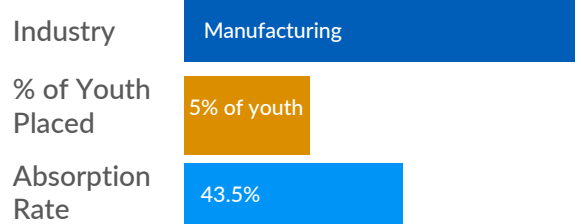
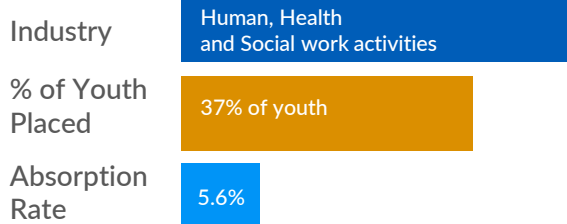
17% YOUTH COMPLETED REALISE WORK READINESS PROGRAM

Most youth have no prior work experience and it may be extremely challenging for them to cope within the first month of the YES program. Transcend's REALISE Work Readiness Programme has assisted youth with practical life & business skills they need to successfully make a critical transition from education/ being at home to the workplace, increasing absorption prospects by 50%.

87% OF YOUTH PLACED ARE FEMALES

Women's empowerment in job opportunities is crucial for South Africa's socio-economic development and gender equality. Our clients have been able to harness the potential of female workforce through the implementation of the YES program.

HOST SOLUTIONS IMPACT



THE PATHWAYS TO YOUTH ABSORPTION

PATH: 1

Permanent Employment

Youth successfully secures a long-term contract of post the YES 12-month work experience

PATH: 2

New Venture Creation for Black Entrepreneurs

The YES Entity's ability to support their YES youth to establish their own entities, and thereafter provide further enterprise and supplier development support to the businesses

PATH: 3

Further Education & Training

Measures of the YES entity's commitment to further support youth who are not ready for absorption nor aspire to become entrepreneurs, through training to enhance employability.

CRITICAL SUCCESS FACTORS

FULL TIME EMPLOYMENT FOR YOUTH

- Strategically source the right talent that will add value and fuel the YES entity or host company's business's growth,.
- Regular youth mentorship to track the youth progress and skills gap to put in place necessary intervention actions
- Work Readiness Programmes aimed to equip Youth with practical life & business skills they need to successfully transition in the workplace

YOUTH ESTABLISHING THEIR OWN BUSINESSES

- Strategically source youth that aspires to become entrepreneurs to partake in the YES program.
- Regular youth mentorship guide youth through navigating challenges, making informed decisions, and avoiding common pitfalls.
- Training programs can help youth develop the skills and knowledge necessary to effectively manage and grow their businesses..

FURTHER TRAINING & SKILLS DEVELOPMENT FOR YOUTH

- Regular youth mentorship to track the youth progress and skills gap to put in place necessary intervention actions
- Provide further skill development support, such as bursaries, mentorship and coaching, or accredited skills courses, to further their skillset and enhance employability / future prospects

03

YES PROGRAMME OVERVIEW

2024 YES Impact Report

THE YOUTH EMPLOYMENT SERVICES (YES) PROGRAMME

More than one in every three young people in South Africa are unemployed. The Youth Employment Service (YES) Initiative is the product of the private sector engaging with government to find workable solutions to this youth unemployment dilemma across private and public sectors. Furthermore, businesses can also use YES to enhance their BEE levels while offering job opportunities to unemployed youth.

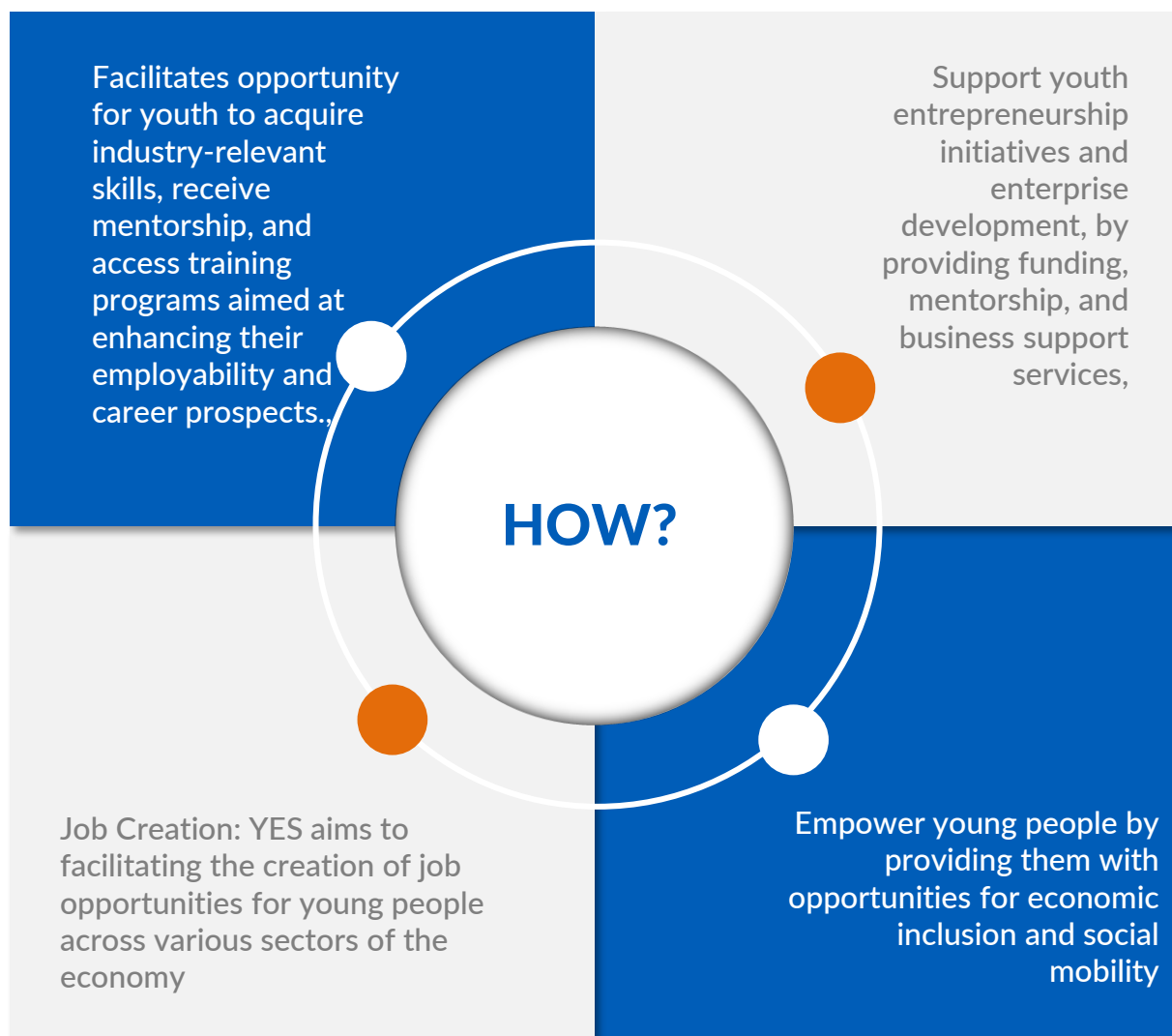
'As a private sector led initiative, we address the country's youth unemployment crisis by empowering businesses to create jobs for our unemployed youth. We're youth-focused and business-led' said YES.

YES Mission & Vision

- YES sole focus is to provide meaningful, quality work experience for 12-months to previously unemployed youth.
- Through YES, youth can have the opportunity to become productive contributors in our economy, develop their skills, gain workplace experience, and become more employable,
- Employment can also spur entrepreneurship and innovation as individuals identify gaps in the market and create new businesses to meet demand. YES creates a platform for young people to showcase their entrepreneurial abilities

YES STRATEGY

YES prioritizes youth employment and implementing targeted interventions that can harness the potential of South African young people to drive economic growth and social development:



INCORPORATING YES INTO B-BBEE STRATEGIES

The YES B-BBEE Level Up Benefit is an element that sits outside of the B-BBEE scorecard, however, participation in YES and reward of the BEE level enhancement(s) is dependent on points on the scorecard. In other words, your business needs to be compliant on the B-BBEE scorecard and meet certain sub-minimums to change lives and benefit from the initiative.

YES TARGET CALCULATION FOR B-BBEE RECOGNITION

GENERIC ENTITIES CALCULATIONS

- 1.5% of the YES entity's previous year headcount
- 1.5% of the YES entity's average NPAT for the last 3 years/R55 000
- Use the Generic table to check the number allocation per the YES entity's previous revenue

EME AND QSE CALCULATIONS

- Use the EME/QSE table to check the number allocation per the entity's headcount number

BEE RECOGNITION

- Achieve targets and 2.5% absorption = Move up 1 level up
- Levels Achieve 1.5 targets and 5% absorption = Move up 1 level + 3 bonus
- Achieve double targets and 5% absorption = Move up 2 Levels



WHO ARE THE YES STAKEHOLDERS

STAKEHOLDERS	ROLES AND RESPONSIBILITIES
YES (RF) NPC - Runs and manages the Youth Employment initiatives	<ul style="list-style-type: none">• Ensures that through the implementation of the YES initiative there are excellent governance and processes• Monitoring & evaluation of the programme
YES Measured Entities Registered entities with YES to provide youth employment opportunities for B-BBEE and Non B-BBEE purposes	<ul style="list-style-type: none">• Register with the YES NPO• Complete YES and other work readiness modules• Provide monthly and quarterly surveys on their experience
YES Youth Unemployed Black South African Citizens between the ages of 18 – 35 years looking for work opportunities and placed on a YES program	<ul style="list-style-type: none">• Report for duty to gain work experience• Complete YES and other work readiness modules• Provide monthly and quarterly surveys on their experience
Hosting Companies Companies that cannot afford to hire people however has the capacity to provide YES youth with quality work experience	<ul style="list-style-type: none">• Provide youth with quality work experience• Provide feedback on youth performance and progress
Programme Administrator	<ul style="list-style-type: none">• Model & Calculate YES targets• Assist with registration and youth placements• Monthly monitoring and youth progress reports• B-BBEE audit assistance

YOUTH 12-MONTH JOURNEY



1. Youth Application

Youth can apply on a various platforms for YES opportunities and will be matched to available positions.



2. Youth Selection

Youth will be vetted against the pre-qualification criteria and qualifying youth are interviewed for YES roles.



3. Youth Registration & Mobile delivery

Youth who has been interviewed and selected get registered as YES employees on the YES portal, and thereafter receive smartphones pre-loaded with YES apps



4. YES Onboarding

The first onboarding session includes communicating YES roles expectations and responsibilities of YES youth. The second induction, will be facilitated by YES to assist youth to log in the YES apps



5. Youth enrolment on an accredited skills program

Youth received practical life & business skills they need to successfully make a critical transition from education to the workplace



6. YES Work Readiness Modules

Youth starts with their work readiness modules on the YES4Youth app to build their skills set. Youth are also required to complete weekly & monthly surveys on their work experience.



7. Monitoring and mentorship

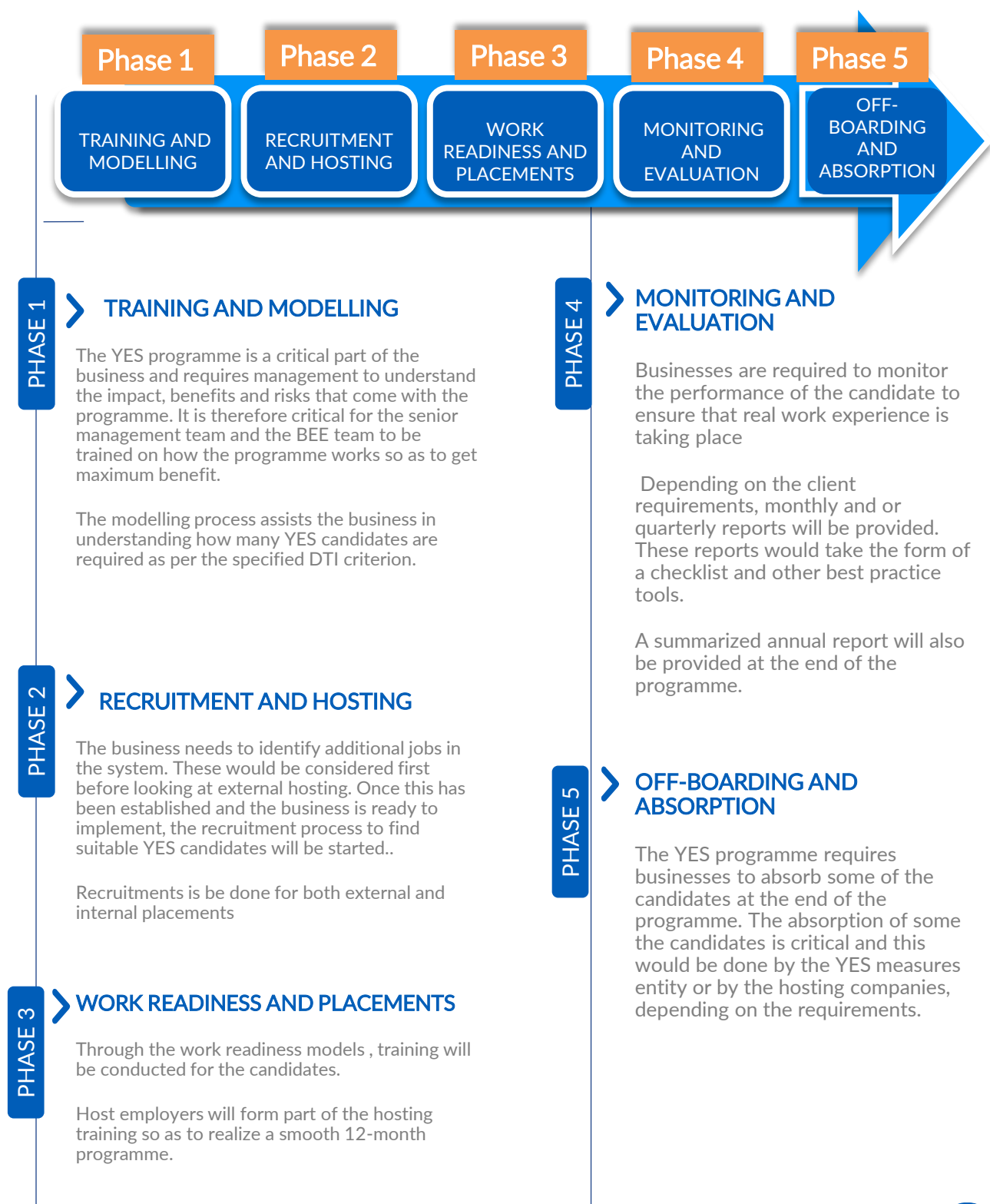
Youth get mentorship to further support their personal and professional developments, to reach their full potential.



8. Youth Offboarding

Youth receives a CV, reference letter, Work readiness accredited certificate and a YES completion certificate.

YES ENTITIES 12-MONTH JOURNEY



04

YES IMPACT

2024 YES Impact Report

YES OVERALL IMPACT

YES is featured on this report and the following is what they had to say about the programme's impact to date:

YES is a critical component of the long-term solution for South Africa's youth unemployment. By creating jobs that upskill youth, encourage greater levels of entrepreneurship, and/or forge a longstanding career-path, we are creating a multiplier effect, where one job can create ten more.

“YES accounts for 97% of the permanent jobs created through the combined NPMN partners in the PYEI since Q1 2021”...

YES OVERALL IMPACT TO DATE



147 000+ Youth jobs created since 2019



1 668+ Corporate Partners workplace



R 8.1 Billion+ paid in youth salaries through private sector



45% of YES youth are currently employed

For business, YES is a key pipeline through which you can select, develop and de-risk undiscovered, standout talent, previously locked out of the economy. 'We provide businesses with a route to sustainability and long-term value' stated. Businesses can improve their B-BBEE scorecard by up to two levels while affecting broad-based transformation.

Beyond B-BBEE, many businesses are also integrating YES into their environmental, social and governance (ESG) strategies to have a meaningful and measurable impact on communities and the environment.

The Presidency reported in February 2024 that YES accounts for 97% of the permanent jobs created through the combined NPMN partners in the PYEI since Q1 2021. YES jobs from Q1-Q3 FY 24 accounted for 83% of all demand-side jobs in the PYEI. YES is a national movement of over 1,700+ companies tackling the unemployment crisis.

05

YOUTH TESTIMONIALS

2024 YES Impact Report

A SWEET STORY: YOUTH TESTIMONIALS



Cynthia Khuboni

Transcend Corporate
Advisors, 2021

I joined Transcend in March 2021 through the YES programme and I joined Transcend as a Junior Consultant, but I was recently promoted to a Consultant. Through the YES programme I have:

- Had a coach that assisted with my career growth
- Had the honour to work with a director that had my best interests at heart by pushing me to be the better and helped me achieve my developmental goals
- Been trusted with a portfolio of clients and encouraged to take ownership and manage clients
- Been moulded to be a resilient, confident and a better consultant

It all started with the YES programme and for that I am eternally grateful



Lillian Muavha

AT Kearney, 2022

I remember the first time I received my stipend; I was over the moon. It brought so much relief into my life and I felt so much gratitude knowing that I will have financial security. The programme offered a lot of online materials through the YES apps which provided me with valuable knowledge around workplace etiquette, good mannerism and business skills. As I would say in our colloquial language 'YES4Youth really pulled me through' I drew motivation and inspiration in my own story as I completed the programme to take up space and explore opportunities that came my way.

A SWEET STORY: YOUTH TESTIMONIALS



Lungisani Maduma

Transcend Corporate
Advisors, YES 2020

Before joining YES, I was unsure about my career goals and how to achieve them despite having completed my education. Through Yes4Youth, I was placed in a reputable company in my field of interest – which assisted me to gain hands-on experience and practical knowledge that I couldn't have acquired in a classroom. The support from my mentors was exceptional; they guided me through challenges, provided constructive feedback, and aided me to grow both personally and professionally. I gained valuable insights which opened doors for me to further career opportunities. I am grateful for the opportunities and support that Yes4Youth has provided me on my journey to success."



Kedibone Kgatla

Nihilent Limited, 2022

In October 2022, I joined the YES Programme with Nihilent through the Kliptown Youth Program (KYP). At Ibhongo Secondary School, I learned office administration and grade 12 exam preparation. As the principal's personal assistant, I gained experience in district presentations, interview scribing, and finance support, while developing leadership skills by overseeing teacher assistants. Thanks to Transcend and Nihilent, this opportunity has greatly enriched my life.

A SWEET STORY: YOUTH TESTIMONIALS



Lona Jakalase

Mastercard Southern Africa, 2022

I joined the YES programme under Mastercard, and I was placed as a finance analyst in Finance department. The opportunity was a life changing experience which helped me gain the necessary knowledge and skills. 3 months after being on a YES programme, I was offered a permanent opportunity in a Global company as a Project Financial Analyst, which I believe was a consequent result of my experience with Mastercard. To all young people, I encourage you to apply for this opportunity and ensure that you work hard and stay the course. Remember that every opportunity that is granted will play a crucial role in your life and assist you with your future career aspiration. So, make it work!!



Vusi Mayise

Baker & McKenzie, 2023

The YES program played a crucial role in my journey as a driver. Despite Zulu Driving not actively hiring at the time, they welcomed me with external sponsorship for my salary. Initially hesitant, this decision proved to be immensely beneficial. I gained valuable driving experience and expanded my professional network. Notably, the company allowed me to use the vehicle for Uber, which sparked the idea to establish my own agency. The program's modules also inspired me to pursue entrepreneurship. While I initially hesitated to act on my vision, witnessing others successfully turn their ideas into thriving businesses motivated me. The experience was both challenging and rewarding, and I am thankful to Zulu Driving and especially the YES program for giving me the opportunity to learn, grow, and turn my vision into a reality..

06

YES ALUMNI EVENT GALLERY

2024 YES Impact Report

YES ALUMNI EVENT GALLERY



"With YES, everybody wins. The business sector. The country. The economy. But most importantly, our youth, and the future of South Africa" YES (RF) NPC

YES ALUMNI EVENT GALLERY



"With YES, everybody wins. The business sector. The country. The economy. But most importantly, our youth, and the future of South Africa" YES (RF) NPC

07

SOME OF OUR VALUED CLIENTS

2024 YES Impact Report



Nihilent
evolving ideas

KEARNEY

**Baker
McKenzie.**



Anchor Yeast



mastercard.



john crane



**ENVUSA
ENERGY**

FedEx
Corporation

BAIN
& COMPANY

AVENG
TRIDENT STEEL

PKF

NORTHSTAR
ASSET MANAGEMENT

08

TRANSCEND

ADVISORY | CAPITAL | TALENT

MEET THE TEAM

2024 YES Impact Report



Shernon Davis

Director & YES Executive

I am privileged to be part of a company and team that is truly passionate about transforming the lives of South Africans. Our youth face numerous challenges in today's South Africa, and it is with great pride that we can change mindsets, challenge norms, and contribute significantly to their success. It is remarkable to witness the growth of the YES learners and the invaluable contributions they make to our clients.



Elsie Masemola

Consultant & YES Manager

Through the YES programme, over 451 youth have been provided with a platform to learn and develop new skills to become more employable. Most of the youth we have come cross since the inception of YES were from disadvantaged backgrounds, and being afforded access to employment opportunities also meant that they could improve their living standards and break the cycle of poverty. I am truly honoured to have been part of this game changing movement!



Kashmira Moonipersadh

YES Junior Consultant & Administrator

The Youth Employment Services (YES) Programme is a valuable initiative designed to help young people gain employment, skills, work experience, and career guidance. By providing hands on work experience, the YES Program bridges the gap between education and employment, making youth more attractive to potential employers. Transcend has played a huge role in transformation for the unemployed youth in our country.