



**2026**

**Prospectus**

**Your complete multi-level B-BBEE  
Solution provider**

# Our Academy Vision, Mission and History

## **Vision**

A transformed South Africa where everyone is employable.

## **Mission**

To deliver professionally supported skills training, coaching and mentorship programmes that will best prepare learners for the working world.

## **History**

EduPower Skills Academy has a unique, flexible solution that delivers exactly what the principles of B-BBEE are intended to achieve and what South Africa so desperately needs: reducing unemployment, upskilling the population, and creating employability and sustainable jobs.

EduPower was formed with its purpose to help achieve the B-BBEE skills development requirements of large corporates but has since transformed into much more, it has become a beacon of hope for the country. The solution the country needs to get back on track.

With more than 20 years of experience providing B-BBEE-aligned training, our academies can accommodate learnership group sizes of any size, whether it is 1 or 1000. In addition, we are partnering with churches around the province to undertake an exciting rural project, taking skills development into rural areas.

EduPower is fully accredited and a B-BBEE level 2 contributor that is 66% black-owned and 33% black woman-owned.



# A National Footprint

## Why does it work?

Your B-BBEE contributions or funding can change South Africa in 3 steps:

### 1. Skills development

We take the youth and disabled and give them skills and experience that is in demand in the country.

### 2. Developing people

We ensure that they are mentally ready for work environments and the rigours of entrepreneurship

### 3. Real job creation

We ensure that they have a guaranteed job offer or working business in growing sectors so that they can really contribute to the country.



## Part of the Daly Group of Companies



# World Class Facilities

**Our nation-wide network of facilities are designed to get the best out of your learners**

## **Fully Hosted and Managed**

Our world-class facilities in Durban, Johannesburg, and Cape Town can host your learners so you can focus on your business.

## **Classroom, Online or Face-to-Face**

Learners enjoy the flexibility of training. Whether in our classrooms, online or through our mentorship program, we have the solution that is right for them. In our rural areas, due to a lack of appropriate infrastructure, we are making use of an innovative technology solution that allows us to take both training and call centre into the rural areas.

## **Accessible for People Living with Disabilities**

The most vulnerable in South Africa are treated with the care and respect they deserve. We ensure that learners who are living with disabilities are never hindered in their journey to employability. Our campuses provide disability access and are located near transport hubs.

## **Inspiring and Lively**

Motivation and inspiration relies a lot on the learners environment. We ensure our facilities are designed in such a way that your learners will start to see a greater vision for themselves.



# Our Accredited Learnerships

## **Our QCTO & Legacy**

### **The creation of employable people**

Our goal is to make learners employable and then get them employed. For that reason, we work on learnership training that gives the learner the best opportunity to become employed, providing a structured approach of 30% classroom and 70% on the job training/simulation.

This includes work experience and training in the formal sector (BPO/ Contact centre) as well as in the informal sector (Entrepreneurial space) in South Africa. We guarantee a job offer on completion of the learnership.

Our specially selected qualifications ensure that you get your bonus points for absorption while growing the economy of South Africa.

## **Short courses**

### **How to upskill your staff**

Upskilling your staff is a long term investment in the productivity of your company. Choosing the right set of short courses for your team will ensure that you stay ahead in a fast-moving world.

Our short courses are aligned with key skills to improve business processes. They can be delivered online or in a dedicated class environment. Accredited short courses are the perfect gap fillers to get your spend requirement done.

## **Bursaries**

The B-BBEE Scorecard requires large entities to spend a specific portion of their annual payroll on bursaries at Higher Education Institutions in order to earn points under the Skills Development element of the B-BBEE scorecard. We help facilitate this.

We assist corporates and identify promising and deserving candidates who will benefit from access to higher education, to help take their careers forward.

# Our Bursaries

## Make Your B-BBEE Bursary Expenditure Matter

Transparent & accredited training that changes someone's life

Education is expensive. It is out of reach for many of the most vulnerable. Your bursary spend can get you 4 B-BEE points on your skills development scorecard and build a more equitable South Africa.

## Why should you choose EduPower's B-BBEE bursaries for your business?

- **Transparency**

EduPower ensures your bursaries go to the most deserving. Students are trained at our facilities to ensure greater completion success so you can be confident that the bursaries you provide build a better South Africa.

- **Value**

We price our bursaries competitively so that you can make an even bigger impact on the most vulnerable. Rather than spending all of your money on a handful of students, our lower cost allows more students to be supported.

- **Impact**

EduPower is a leading provider of learnerships for People living with Disabilities where they are treated with the care and respect they require. We use your bursary contributions for the education of the top learners so that they can develop themselves further.

## The programme provides the following benefits:

- ✓ Cost effective option for your company
- ✓ Flexible commencement aligned to the company's needs and BEE period
- ✓ Get 4 points towards your skills development scorecard
- ✓ Structured for transparency, follow your students' progress
- ✓ Can include a performance-based incentive or stipend
- ✓ Available for a wide range of study fields, and can be aligned to the company's industry
- ✓ Online and class-based options

## Bursary

SAQA ID	Qualification Title	Level	Min Credits
100811	Higher Certificate: General Management	5	120
100806	Higher Certificate: Office Management	5	120
100809	Higher Certificate: Operations Management	5	120
100805	Higher Certificate: Project Management	5	120
100810	Higher Certificate: Total Quality Management	5	120



**OUR YOUTH EMPLOYMENT  
SERVICE PROGRAMME**

# YOUTH EMPLOYMENT Service Initiative



Established in early 2018, the Youth Employment Service NPC (Y.E.S.4Youth) is a non-profit organization that manages the Y.E.S. initiative aimed at empowering black South African youth, with the support of both the government and Labour and driven by business. Although the YES initiative was gazetted on August 28, 2018, and incorporated into the B-BBEE codes, it does not fall under any of the elements of the codes.

## Why Y.E.S.

A major crisis of youth unemployment looms over South Africa. However, with Y.E.S., you can invest in the future of youth and their employment prospects. By doing so, you can elevate your B-BBEE scorecard by one or two levels while providing the youth with invaluable exposure to the workplace environment. This exposure fosters self-awareness concerning corporate governance and business ethics, helping them decide what works best for them and where they fit in.

## Want to participate in the Y.E.S. program?

Are you a small or large business?

Are you placing youth internally or externally (host employer)?

Are you implementing Y.E.S. for B-BBEE or non- B-BBEE?

# Measuring Entity

## Qualifying Criteria



Companies can still qualify for the Y.E.S. Level Up benefit, even with having limited or no black ownership. Multinational and family-owned businesses without black ownership can compensate by achieving higher ESD and Skills points, allowing them to participate effectively in B-BBEE. In cases where sub-minimums are not met, companies can still qualify by obtaining 50% of the total points from Priority Area Compliance.

### QSE

- ✓ Maintain or improve previous year's B-BBEE level.
- ✓ Achieve 40% sub-minimum for at least two priority elements.

### EME

- ✓ No sub-minimum eligibility requirements.

### Generic

- ✓ Maintain or improve previous year's B-BBEE Level
- ✓ Achieve 40% sub minimum in all three priority elements.
- ✓ Or an average of 50% across all three elements.

### Transport Industry

- ✓ No sub-minimum eligibility requirements.

## The 3 Priority Areas on the B-BBEE Scorecard

Black Ownership, Skills Development and ESD are the three priority elements in which your business needs points to participate in YES.

Priority Areas	40% Sub minimums	50% Average
Ownership (Net Value)	Sub-Minimums for Sector Specific Y.E.S. Measured Entities will be calculated as per the principles within the relevant Sector Code of Good Practice for Qualification under the Y.E.S. Initiative.	Use the figures from your sector code to determine your 50% average.
Skills Development		
Enterprise and Supplier Development		
<b>Total</b>	The total 40% sub minimum of all 3 priority sectors is what you need to achieve.	The total 50% average of all 3 priority sectors is what you need to achieve.

# The Rationale behind the Y.E.S. initiative from a business perspective



Investing in one-year work opportunities for South African youth can enable companies to raise their B-BBEE recognition level by 1 or 2 levels on their scorecard.

Offers some relief to: multinational corporations and other organizations that do not have black ownership.

Businesses that are in their first year of participating in the programme at B-BBEE verification are eligible for leniency by the DTIC. This allows them to receive Y.E.S. B-BBEE benefits in a relatively short period.

## What happens if a company cannot maintain their B-BBEE Level?

Where entities are unable to uphold their prior B-BBEE Status Level for any reason and want to participate in the Y.E.S. initiative, they can contact the DTIC B-BBEE Policy Unit and provide valid evidence for participation. Possible reasons may include, but are not restricted to:

- ✓ An ownership deal terminates;
- ✓ An amendment to a Sector Code of Good Practice which results in a drop in BBBEE Status Level;
- ✓ A decrease in the market value of the shares reduces the Y.E.S. Measured Entity's Net Value;
- ✓ The procurement spend of the Y.E.S. Measured Entity decreases because of an unpredictable business cycle; and
- ✓ A supplier to the Y.E.S. Measured Entity fails to maintain its B-BBEE recognition level.

# Y.E.S. Recognition Levels



## B-BBEE Y.E.S Recognition Level Budget

**Achieve Y.E.S. Target & 2.5% Absorption**

Move up 1 Level

**Achieve 1.5 x Y.E.S Target & 5% Absorption**

Move up 1 Level + 3 Bonus points

**Achieve Double Y.E.S Target & 5% Absorption**

Move up 2 Levels

A Y.E.S. target is the number of unemployed youth a measured entity needs to commit to



# Y.E.S. Youth Target: Generic Companies



Select the **HIGHER** between the 3 below targets as your Y.E.S. target:

<b>1</b>	1.5% of headcount of preceding year.
<b>2</b>	1.5% of average NPAT of preceding three years converted to a Headcount (Average NPAT / R55 000 = headcount).
<b>3</b>	Target determined in Table 1 (Annexure A) of the Government Gazette.

Reference Source: Table 1 - Annexure A of the Government Gazette

TOTAL REVENUE (R million)	MINIMUM BLACK YOUTH JOBS	TOTAL REVENUE (R million)	MINIMUM BLACK YOUTH JOBS
50-75	6	250 – 299	11
75 – 99	7	300 – 349	12
100 – 149	8	350 – 399	13
150 – 199	9	400 – 449	14
200 – 249	10	450 – 500+	15

# Y.E.S. Youth Target: QSE & EME Companies



These entities target per annum are based on headcounts:

\*\*This is based on the last day of the Financial Year End that has been used for measurement for B-BBEE Verification\*\*

Reference Source: Table 2 - Annexure B of the Government Gazette

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



# The Measured Entity's commitment to Y.E.S.



- ✓ You must be registered with the Y.E.S. Non-Profit Company.
- ✓ You must maintain your previous B-BBEE level status recognition, as issued by a SANAS accredited verification agency, in order to be awarded any points under the Y.E.S. initiative.
- ✓ Your eligible employees must complete at least eight (8) months of your qualifying Y.E.S. initiative in order for the workplace experience to be recognised for verification purposes.
- ✓ B-BBEE recognition is only applicable for the creation of jobs under the Y.E.S. initiative for eligible employees who are unemployed at the time of registering for the Y.E.S. Initiative.
- ✓ In the first year of implementation, there will be no absorption points to your company.
- ✓ The workplace experience must have taken place over a minimum of twelve (12) months in order for you to be eligible for absorption points.
- ✓ Workplace experience will be monitored and evaluated by the Y.E.S. Non-Profit Company and does not constitute Learnerships, Internships and Apprenticeships per Statement 300 of the Codes.

## Y.E.S. Youth Qualifying Criteria

**Only individuals who meet the below criteria are eligible for participation under the Y.E.S. Initiative:**

- ✓ Meet the definition of "Black People" as defined in the B-BBEE Act 53 of 2003 as amended by Act 46 of 2013
- ✓ Must be between the ages of 18 – 35 years
- ✓ Must be unemployed at the time they are contracted for the Y.E.S. Programme
- ✓ Must NOT have participated in the Y.E.S. Initiative for longer than 8 months

**\*\*Economically Active Population does not apply to Y.E.S.4Youth.\*\***

**\*\*Measured Entities do not get any points for appointing candidates with disabilities.\*\***

# Y.E.S.

## 12-month Quality Work Experience



The Y.E.S. initiative aims to increase the employability of youth by providing them with a one-year work experience and an opportunity to demonstrate their skills.

- ✔ Youths can be graduates or have no qualification at all – it is up to the Measured Entity to determine criteria.
- ✔ The youth will have avenues to communicate learning and experience with Y.E.S. whilst accessing the online learning platforms on their Y.E.S. smartphone.
- ✔ Informal Skills Development expenditure (Category F & G) for Y.E.S. employees will be recognised. Entities will be able to claim up to 50% of their Skills Development Spend as Informal Training.
- ✔ Government has extended the Employment Tax Incentive\*\* and created mechanisms to level up B-BBEE for firms who meet Y.E.S. targets by investing in youth work experiences.

\*\*The Employment Tax Incentive of R1000.00 will be applicable if the Y.E.S. youth is younger than 29 and earns less than R4500.00\*\*

**New jobs must be in addition to existing headcount**

**On the job experience**

**Y.E.S. jobs cannot be run like internships, learnerships or apprenticeships**

**Must not replace existing positions with new positions**

**Absorption after 12 months**

## What must a company commit to?

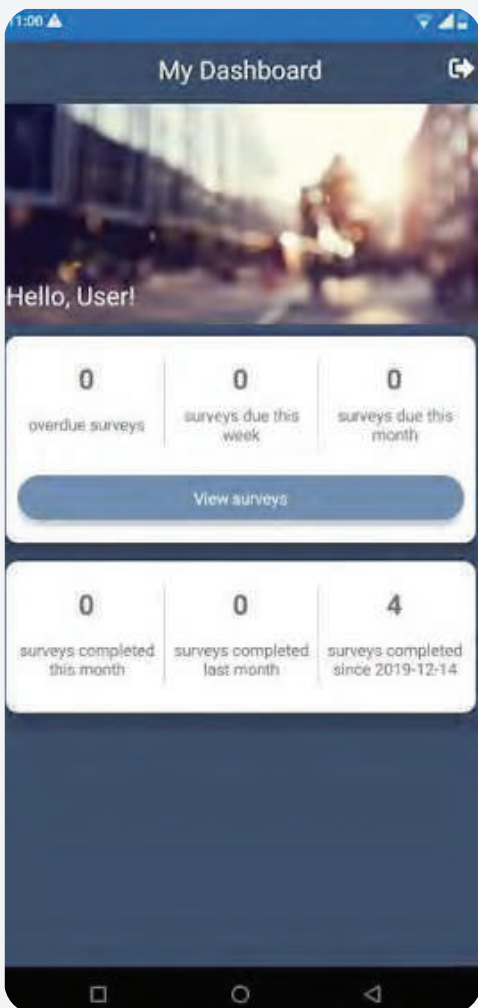
- ✔ Provide each Y.E.S. candidate with a 12-month fixed term contract of employment in line with your company HR policies and rules or the host employers HR policies and rules.
- ✔ Commit to paying the monthly stipend/allowance of R4020.00 (relative to current minimum wage) to the Y.E.S. candidate for a period of 12 months. (You can offer a larger stipend to help with retention).
- ✔ Absorption of Y.E.S. candidates must be in line with a Measured Entity's Y.E.S. target.
- ✔ Absorption can be a permanent job after 12 months or youth becoming part of your Supplier/Enterprise development programme.
- ✔ Absorption must happen immediately after the completion of the Y.E.S. initiative.

# Monitoring and Evaluation: YES4Youth Applications



Every Y.E.S. youth will receive a Y.E.S. smartphone that comes pre-loaded with Y.E.S. smart apps. It is essential for Y.E.S. youth to use these apps to fulfill the monitoring and evaluation requirements of Y.E.S. The primary aim of these apps is to maintain consistency in the Y.E.S. program and provide all Y.E.S. youth with valuable work experience.

## Monitoring and Evaluation: Supervisor Application



The Y.E.S. Programme aims to enhance the employability prospects of Y.E.S. Youth in the future. A significant aspect of achieving this goal involves providing youth with feedback, guidance, and a verified letter of recommendation. The Supervisor app facilitates supervisors in giving feedback on the performance of youth, and companies can view all feedback via a dashboard.

**The survey questions are formulated to assess youth in various categories, such as:**

- ✓ Organisational culture fit;
- ✓ Interpersonal skills; and
- ✓ Top strengths.

# Internal vs External Placements



Entities have the option to offer the Y.E.S. work experience internally or sponsor the placement of Y.E.S. candidates in third-party enterprises, in communities where jobs are needed.

**\*\*It gives youth an opportunity to work right there in their communities\*\***



## Y.E.S. Programme Implementation Partners

Placements of black youth can be for Exempted Micro Enterprises (EMEs) and Qualifying Small Enterprises (QSEs) including EME and QSE Non-Profit organisations. However, Entities may place eligible employees in Entities irrespective of size to ensure a quality work experience is achieved.

- ✓ They offer an affordable and dependable solution for businesses that are unable to afford or do not have the capacity to host youth in their organizations, thus providing a means to make a positive impact. This approach benefits businesses, youth, families, and communities alike.
- ✓ The Implementation Partners handle the recruitment, administration, training, and hosting costs, while you receive your B-BBEE level up.
- ✓ Regular reporting and digital dashboards allow you to closely monitor the progress and development of the youth you have invested in.

## Some Frequently Asked Questions



### **What is the B-BBEE status that needs to be maintained or improved by the company?**

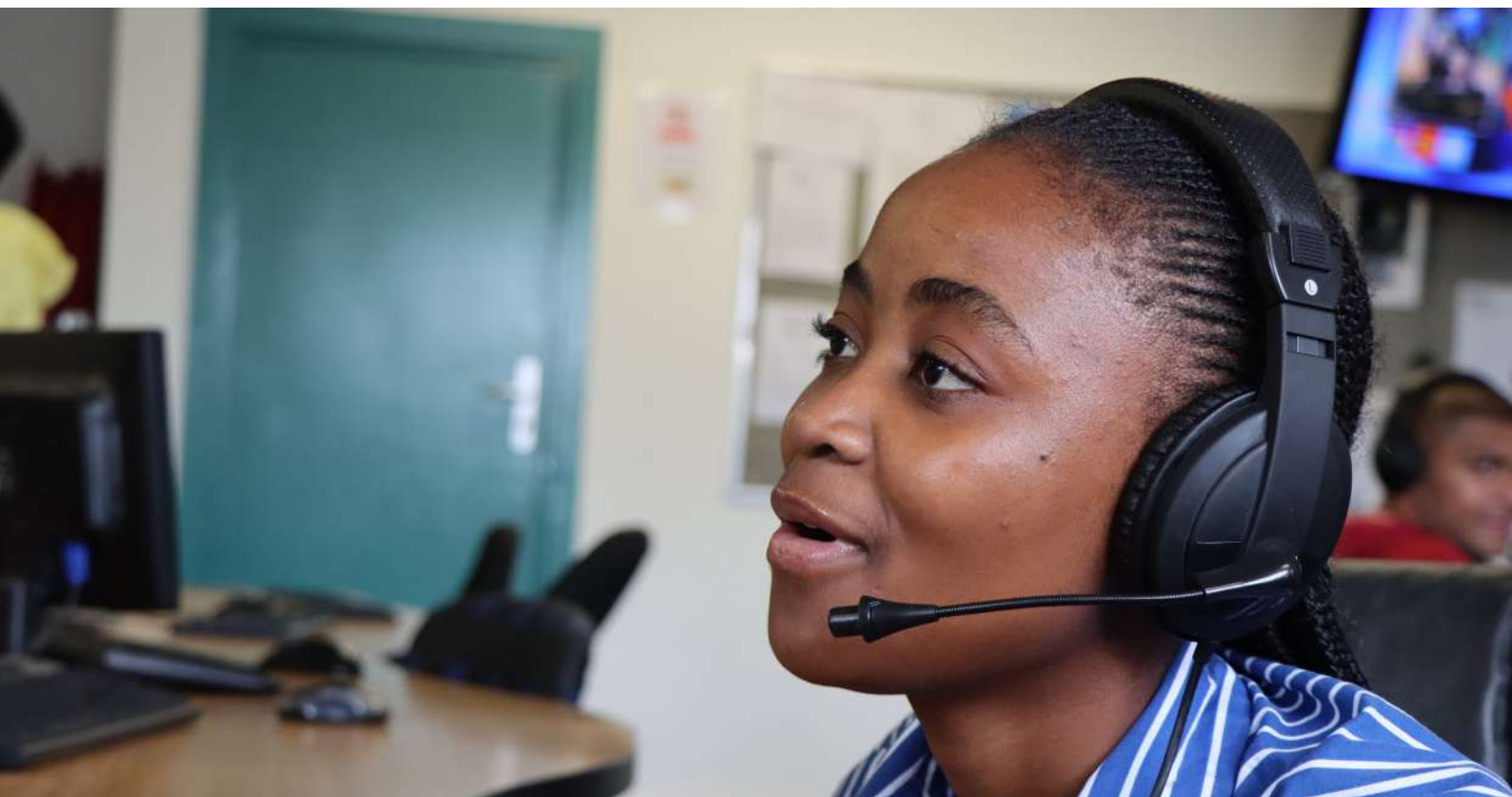
The B-BBEE status level achieved in the initial year of participation in the Y.E.S. Initiative before receiving Y.E.S. B-BBEE recognition will serve as the base B-BBEE status level for the second and subsequent years of participation (e.g., Level 4, Level 5, etc.), which must be maintained or improved upon.

### **Can youth be absorbed prior to the completion of the 12-month employment term?**

Absorption will take place after the completion of the 12-month employment period under the Y.E.S. initiative. If an eligible employee is under a permanent contract, and a measured entity's Y.E.S. target is calculated every 12 months, the absorption of an eligible employee will not contribute towards the measured entity's new Y.E.S. target.

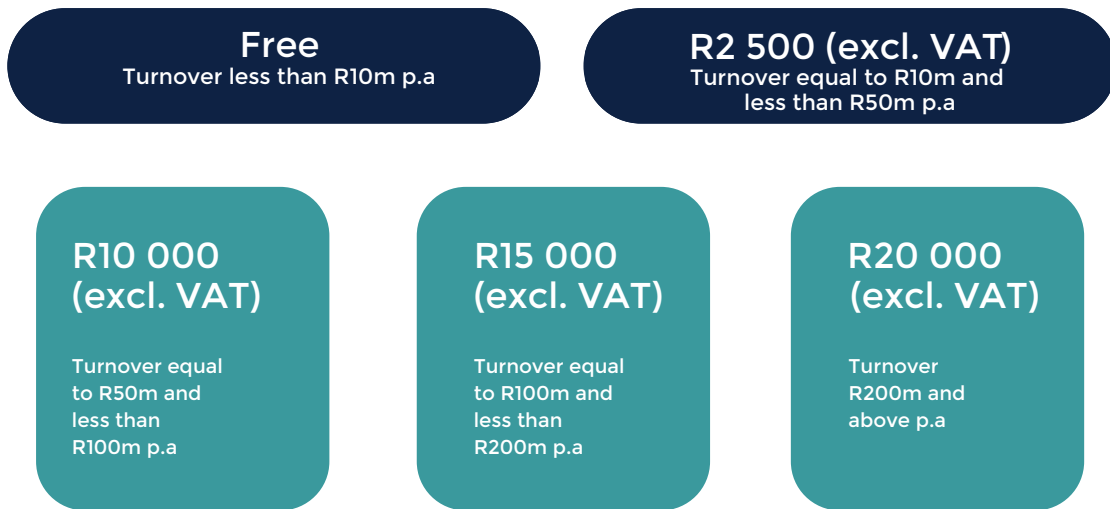
### **What happens if a youth drops out before completing 8 months of their fixed term contract?**

A Measured Entity is required to hire a replacement youth and offer the youth a 12-month fixed-term contract. The replacement of youth must be completed within one month.





Registration fees are dependent of the measuring entities annual turnover.



YES4Youth has 4 monitoring and evaluation options for a company to select from:

Select your NPAT (average over the last 3 years)



If your average NPAT over the last 3 years is a negative figure, there is a formula that is used to calculate your monitoring and evaluation costs.

A breakdown of costs to be paid to Y.E.S. NPC, unemployed youth or our supplier:

Description	Budget	Paid to
<b>Company Y.E.S. Registration</b>	Company Annual Turnover once off	Y.E.S.
<b>Youth Y.E.S. Monitoring and Evaluation Fee</b>	Company average NPAT over 3 years Payable per Candidate once off	Y.E.S.
<b>Minimum wage (monthly allowance)</b>	NMW as per the company's sector code.	Candidate
<b>Minimum wage (monthly allowance)</b>	To be incorporated based on number of Youth committed to and is based on jobs identified	To your suppliers

E.g. Where the NMW is R162,75,69 for each ordinary hour worked, then a youth working 40 hours per month will be entitled to a salary of R3760.00 Employers should take consideration of internal salary scales when employing Y.E.S. employees

For Edupower Skills Academy to implement the Y.E.S. initiative:

Description	Budget
<b>Y.E.S Registration</b> <ul style="list-style-type: none"> <li>To create your Y.E.S. Portal Account.</li> <li>To generate the Y.E.S. Invoice.</li> <li>To generate the Y.E.S. Monitoring and Evaluation Invoice.</li> <li>To upload your Y.E.S. Candidates.</li> <li>To upload the Y.E.S. Supervisors.</li> </ul>	<b>TBC</b> Email: divan@edupowersa.co.za
<b>Identification of New Jobs</b> <ul style="list-style-type: none"> <li>Collaboration on new jobs identification within your company structure.</li> </ul>	
<b>Recruitment</b> <ul style="list-style-type: none"> <li>Source, assess &amp; facilitate contracting.</li> <li>Facilitate HR induction with lead employer and Y.E.S candidates.</li> </ul>	
<b>Project Management</b> <ul style="list-style-type: none"> <li>Facilitate Y.E.S. induction and issuing of all cell phones to youth.</li> <li>Ensure all Y.E.S. work readiness and entrepreneurial modules are completed.</li> <li>Monitor and provide support to all supervisors and ensure Y.E.S. supervisor apps are completed bi-monthly.</li> <li>Management of replacement and dropped off Y.E.S. Youth.</li> </ul>	
<b>Documentation</b> <ul style="list-style-type: none"> <li>Collation of Y.E.S. evidence in preparation for verification audit.</li> </ul>	
<b>Reporting</b> <ul style="list-style-type: none"> <li>Provide monthly management reports on status and progress.</li> </ul>	

# Our Approach



To make learners employable and then get them employed. With more than 20 years experience providing B-BBEE aligned training, we have a unique, flexible solution that can maximise your B-BBEE points for Skills, Enterprise and Supplier Development – while building a better South Africa for all.

We set big job creation targets for ourselves. For that reason, we work on learnership training that gives the learner the best opportunity to become employed after completion.

We provide work experience and accredited training in one of the last growing formal market sectors in South Africa: Contact Centre and Business Process Outsourcing (BPO) services, as well as in the entrepreneurial space and the creation of small businesses. Contact Centre/BPO is not for everyone. We identify and help pivot learners into small business development, leading them on the road to self-employment.

## EduPower Skills Academy: Multi-sectoral Collaboration

- ✓ Contact Centre/BPO  
Our area of expertise. We build new, micro-BPO businesses around South Africa for sustainable development.
- ✓ Entrepreneurship  
We help learners discover their passion and help them to build their own small businesses around South Africa to empower economic freedom.
- ✓ Mining for HOPE  
A transportable model to go anywhere in the country. We build new call centres and BPO businesses in the far flung communities in South Africa

**Y.E.S.**

# Program Target Calculator for Funder



Total headcount for the previous financial year



Total average NPAT last 3 financial years



Total revenue last completed financial year



**YES4YOUTH.CO.ZA**

## Registration Fees

Registration Invoice generated from YES platform. Payable to YES directly

### PER SMALL BIZ

1

**FREE**

Turnover:  
Less than R10m p.a



2

**R2,500**

(Price excl. VAT)

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



VAT - R375  
Price incl. VAT - R2,875

### PER COMPANY

1

**R10,000**

(Price excl. VAT)

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



VAT - R1,500  
Price incl. VAT - R11,500

2

**R15,000**

(Price excl. VAT)

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



VAT - R2,250  
Price incl. VAT - R17,250

3

**R20,000**

(Price excl. VAT)

Turnover:  
R200m and above p.a



VAT - R3,000  
Price incl. VAT - R23,000

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

NPAT is less than R4m but turnover less than R50m

**R 1,700**  
per Youth, per annum  
(Price excl. VAT)




VAT - R255  
Price incl. VAT - R1,995

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

NPAT is less than R4m but turnover greater than R50m or  
NPAT is equal to or greater than R4m and less than R12

**R 3,000**  
per Youth, per annum  
(Price excl. VAT)




VAT - R450  
Price incl. VAT - R3,450

**LARGE CAP**  
(B-BBEE Only)

NPAT is equal to or greater than R12m

**R 5,000**  
per Youth, per annum  
(Price excl. VAT)




VAT - R750  
Price incl. VAT - R5,450

**LARGE CAP**  
(Non B-BBEE)

NPAT is equal to or greater than R12m

**R 3,000**  
per Youth, per annum  
(Price excl. VAT)



VAT - R450  
Price incl. VAT - R3,450

# Implementation Partner Model

## Option 1

Y.E.S. Youth Recruitment, Placement & Hosting Fee.  
Payable to Edupower.

**RT1 000**  
per youth

### Youth Recruitment & Placement

EduPower Skills Academy takes care of the recruitment of previously unemployed youth and their placement at our host sites within the community.

### Youth Supervision & Management

EduPower Skills Academy provides daily supervision and management of youth over 12-month period.

### Youth Employment Paperwork & Payroll

EduPower Skills Academy handles the administrative tasks related to youth employment, including the facilitation of the 12-month fixed term employment contract between the youth and the funder, as well as program-specific paperwork. The youth are included in the monthly payroll of the funder or EduPower Skills Academy, with the latter providing monthly payroll reporting to the funder if required. EduPower Skills Academy ensures that the youth receive their monthly pay by the 25th of each month, distributes pay slips, and makes statutory contributions as required.

### Programme Management – Full 12-Month Support

#### EduPower Skills Academy provides the following facilitation services:

- ✓ Host site induction for the youth.
- ✓ Activation and distribution of Y.E.S. phones to each youth.
- ✓ Monitoring of app engagement.
- ✓ Tracking of attendance and quarterly visits to host sites by provincial coordinators.
- ✓ Support for HR and disciplinary actions.
- ✓ Provision of additional learning opportunities, such as online learning platforms and SMME development programs.
- ✓ Linking youth to psycho-social support, if required.

### Absorption & B-BBEE Verification Support

EduPower Skills Academy is responsible for ensuring that the program's minimum absorption targets are achieved, meaning that the required number of youth successfully transition into permanent employment upon completion of the program. Additionally, EduPower Skills Academy provides assistance with scheduling verification interviews with the youth participants.

# Implementation Partner Model

## Option 2

Y.E.S. Youth Recruitment, Placement & Hosting Fee. Payable to Edupower.

**R9000**  
per youth

<b>Youth Recruitment &amp; Placement</b>	EduPower Skills Academy handles the recruitment of unemployed youth and places them in entry-level positions within the Funder organisation to acquire general work experience.
<b>Youth Supervision &amp; Management</b>	The daily supervision and management of the youth over the 12-month period are handled by managers and supervisors within the Funder organisation.
<b>Youth Employment Paperwork &amp; Payroll</b>	EduPower Skills Academy assists in completing the necessary paperwork for the youth's employment, including the 12-month fixed-term contract and program-specific documents, with the Funder. The youth are included in either the Funder or EduPower Skills Academy monthly payroll, with the Funder sharing their payroll reports with EduPower Skills Academy. EduPower Skills Academy ensures timely monthly payments to the youth by the 25th, distributes pay slips, and manages the payment of statutory contributions.
<b>Programme Management – Full 12-Month Support</b>	<b>EduPower Skills Academy provides the following facilitation services:</b> <ul style="list-style-type: none"><li>✓ Activating and distributing Y.E.S. phones to each youth.</li><li>✓ Monitoring app engagement.</li><li>✓ Conducting quarterly host site visits by provincial coordinators upon funder's request.</li><li>✓ Limited support for HR and disciplinary action upon funder's request.</li><li>✓ Providing additional learning opportunities such as online learning platforms and SMME development.</li><li>✓ Linking youth to psycho-social support if needed.</li></ul>
<b>Absorption &amp; B-BBEE Verification Support</b>	To ensure that the required number of youth move into permanent employment at the end of the program within its operations, Funder takes responsibility for meeting the minimum absorption targets. EduPower Skills Academy supports Funder by scheduling verification interviews with youth participants.
<b>Extra Fees</b>	Specialized recruitment services for youths who will be placed within Funder operations, taking into consideration their specific qualifications and any differently-abled requirements, etc. R4500 extra fee per youth.

**Y.E.S.**

**Youth Monthly Payroll  
Cost – per youth**



**Youth are on 12- month fixed term employment contracts at minimum wage or higher. Refer to YES4Youth website for current minimum wage**

The minimum salary that funder is liable for in respect of each youth employed on the Y.E.S. programme must comply with the National Minimum Wage Act 2018, the relevant labour legislation including the LRA and BCEA and/or any sectoral determination that the Funder is regulated by. In the event of an amendment to the legislation including the National Minimum Wage Act, 2018 or a sectoral determination, the Youths' salary must be adjusted accordingly to ensure compliance and the Funder shall be liable for the salary as adjusted.

If a youth resigns before completing 8 months on the programme, EduPower Skills Academy will recruit & replace the youth (in option 1 of Implementation Model for partners). The Funder will be liable for the payments (including salary, UIF and SDL, leave) for any new Youth employed to replace a Youth whose contract of employment is terminated prior to completing 8 months of employment.



# Our Team



**Sivarajan Naidoo**  
**Director**

**Cell:** 083 658 8209

**Email:** sivarajan@edupowersa.co.za



**Divan Barnardo**  
**Sales Director**

**Cell:** 072 181 6363

**Email:** divan@edupowersa.co.za

# The EduPower Journey from Despondency to Confidence

## Assessment

Each learner is assessed for compatibility and reliability to maximise the success of the training. No round pegs in square holes, understanding the individuals personality and strengths is key to success

## Job Path Selection

The learner chooses their path to either a job or entrepreneurship. Continuous support and business training is provided and the learner graduates into a fully functioning business, ready for success

## Confident & Employed

2



## Skills Development

High quality trainers and facilities lead to a high performance environment. Our adaptable model means we can service most SETA's

3



4



## Real World Experience

Training is relevant and practical to increase the learners employability. Learners work in live business environments, not simulations. Your learner can work on your business or Edupower will provide external opportunities

5



## Personal Development

Experiential in-house training to change the learner's mindset - breaking the cycle of entitlement, dependency, and self-doubt. Measurable and impactful, it sets the learner up for success in business and life

6



## Recruitment

We find the most deserving youth and people with disabilities from across country

1



## Unemployed & Despondent

# Induction and Work-Readiness

**Many learners struggle with confidence issues because they don't understand what is expected of them in a working environment.**

The work-readiness programme is a programme we run to prepare the learners for the world of work.

The work readiness programme benefits the learners as well as the organisation through instant productivity and engagement.

This leads to a higher than normal completion rate. To date, our completion rate average is above 90%.

## What's included:

- ✔ **Wellness at Work**
  - Physical
  - Psychological
- ✔ **Fact Finding**
  - Questioning techniques
- ✔ **Business Ethics and Professionalism**
  - The business brand
  - Trustworthiness
  - Responsibility
  - Respect
  - The Organisation
  - Dress code
- ✔ **Customer Interaction**
  - Communication
  - Handling difficult situations
  - Listening
  - Questioning
  - Complaint resolution
- ✔ **Judgements**
  - Why people judge
  - Avoiding judgement
- ✔ **Objective Handling**
  - Objection handling
- ✔ **Computer Skills**
  - Use of hardware (mouse, keyboard etc)
  - Outlook
  - MS Word
- ✔ **Life planning**
  - Focus
  - Aims
  - A sense of achievement
  - Milestone to work towards
  - A destination
  - Motivation
  - Raising self-confidence
  - Long term vision and short term motivation
- ✔ **Working In A Call Centre**
  - The environment
  - The culture
- ✔ **Service Excellence**
  - Customer satisfaction
- ✔ **Assertiveness**
  - Customer satisfaction
  - Your rights
  - Communication
- ✔ **Time and Stress Management**
  - Using a diary
  - Using stress management techniques
  - Stress in the workplace
- ✔ **Voice Values**
  - Projection
  - Pausing
  - Telephone etiquette
  - Voice exercises

# Bridging the gap

Our training is relevant and practical to increase employability, setting the learner up for success



## Structured Learning Programmes

Learnerships consist of 70% workplace experience and/ simulation 30% theoretical learning



## Real Work Experience

Learners work in live business environments, not simulations



## World-class Facilities

High-quality trainers and facilities lead to a high performance environment



## Continuous Assessment

Continuous guidance and assessments of learners will help direct their job path



# Personal Development

## We do Learnerships differently

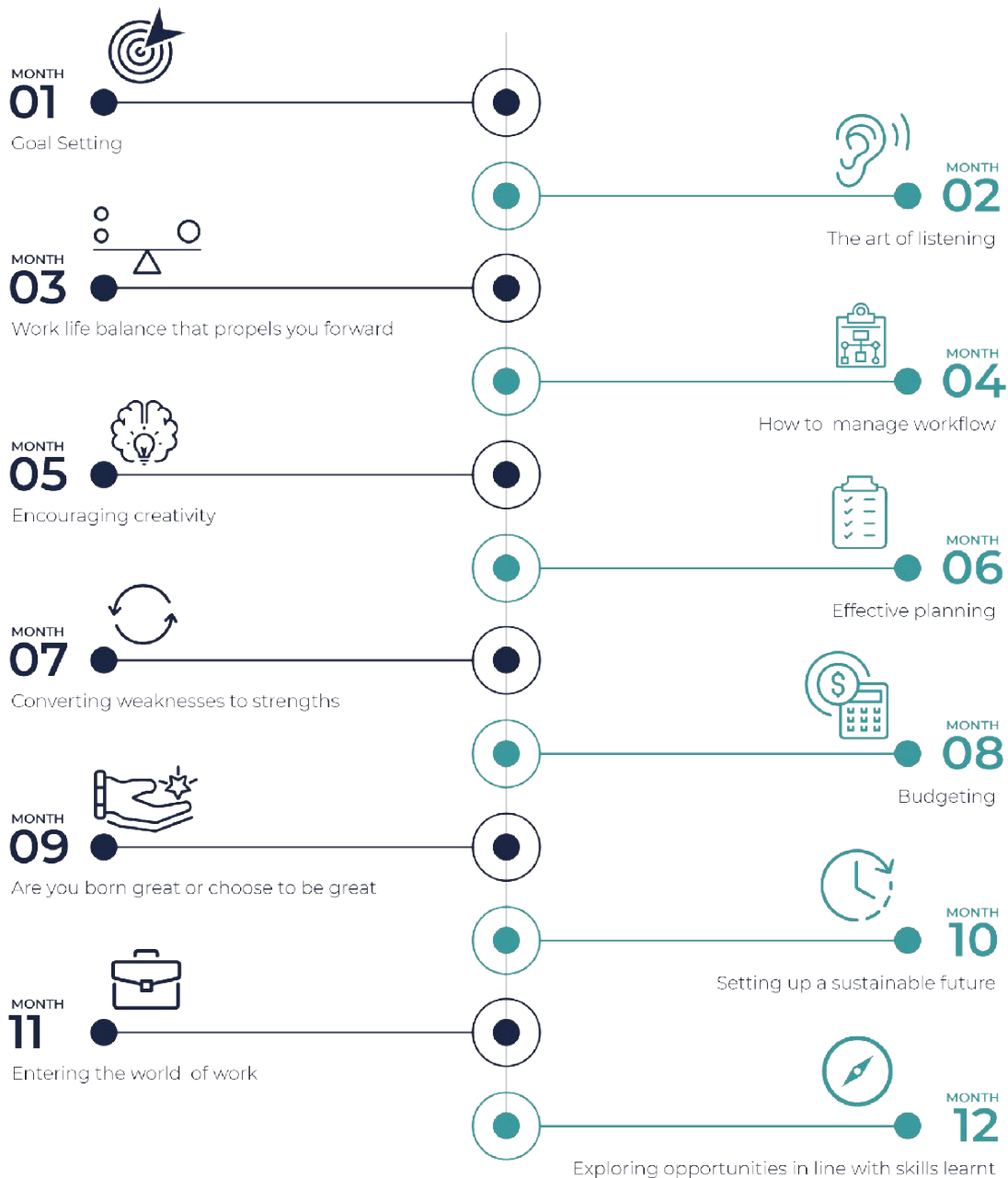
We work hand in hand with our learners for 12 months, with a mentoring and coaching structure to help them get to where they need to go.

This consists of Mentorship (personal development) and Coaching (job skills) as well as one on one personalised coaching.

## How do we do this?

Mentoring and coaching occur daily where we help learners to deal with obstacles that may be blocking them from achieving their goals.

## Mentorship Modules



# Real Experience, Real Jobs

**Ultimately, the true marker of success for any skills development program will be the graduation of the learner into full employment.**

By providing real world experience and training rather than simulations, we can bridge the gap between training and job creation.

Continuous guidance and assessment of the learner will highlight one of many paths that they can follow to employment. We guarantee that every learner will be offered full-time employment through one of the business channels

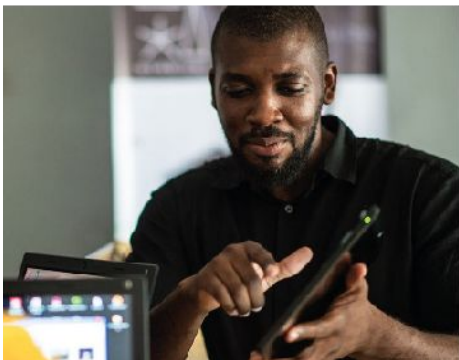
## **We currently offer these employment paths:**



**Contact Centre/  
BPO Services**



**Township Retail  
Distribution Services**



**Field Sales**



**New Business  
Start-up Incubation**

# Good Business, Better SA

Employment for everyone through our 100% absorption model



# Unlocking the Potential of the Absorption Model

## Absorption Model

### Skills Development

Our mix of skills development, real world training and psychological assessment prepares the learner for working life.



### Absorption

Once Skills development is completed the learners create their own businesses or join one of the following business initiatives.

- 1 **BPO 3&4/ITC4/EC3**  
Hiring within a contact centre environment, an area of major strategic growth for South Africa. A great entry point into the labour market, expanding to a range of career growth opportunities.
- 2 **Entrepreneurial Incubator**  
The key to unlocking the South African economy and unemployment. We will mentor and support a select group of aspirant entrepreneurs and innovators to achieve self-employment and create employment opportunities for others.
- 3 **Township Retail Distribution Network**  
The township economy is the flashpoint for growth and development. Your graduates - in partnership with iconic South African brands - become members and owners of a marketing network that provides retail goods for on selling in this economy
- 4 **Cooperative & Public Benefit Organization (PBO)**  
New, multi-faceted enterprise that includes food preparation, administration, logistics, call centre, cleaning services and field marketing. Graduates join a labour cooperative to operate the business. Provides Enterprise and Socio-economic Development opportunities.

### SD, ED & SED Opportunities

Participating in the creation, development and support of these businesses will benefit your scorecard in the following years



**The benefits of the absorption model are as follows:**

**For the Learner:**

Upon completing the 12-month learnership program, learners will have the capability to register and establish their own business, equipped with market connections for production opportunities.

**For the Company:**

Potentially earn the 5 bonus points available in the Skills sector of the B-BBEE codes.

# Client and Learner Success Stories

## Client testimonials



It is with much enthusiasm that I am writing to recommend the services of the EduPower Skills Academy.

I have been using EduPower to implement learnerships for unemployed youth for the past three Years and have always been completely satisfied with their services. They do an excellent job, are always diligent, and offer the most seamless service regarding skills development administration.

As a dedicated Skills Development Facilitator, I searched long and hard for a provider where I felt comfortable to partner with, and drive our transformation agenda through youth development. After experiencing service providers that were not in alignment with our value system.

The staff at EduPower are knowledgeable, courteous, and friendly. They truly care about every learner and in making a difference at a community level. They also offer necessary updates to keep you abreast with learner progress and support mechanisms to truly unleash youth potential during the learnership programme.

I highly recommend EduPower Skills Academy for learning programmes that promote access to education and training. If you have any further questions or would like to speak with me about my experience, please feel free to contact me.

**Bulelwa Mzimkulu | Learning & Talent Partner**



Webhelp and Edupower started their partnership in August 2020 for our blended disability learners programme.

Why we chose Edupower:

Edupower offered a bespoke operating model that was fit for purposes for Webhelp, with a combination of learning and real work time experience for learners on one site in contact centre and BPO support.

Relationship:

Our relationship has grown so well with Edupower as they are always open and willing to help no matter the time and urgency. Their staff are friendly, professional and have great knowledge in the learning and development space. We have had the great opportunity to start a new programme in Cape Town with Edupower for 2021.

**Tyrone Struwe | Early Careers Advisor**

# Client and Learner Success Stories

## Client testimonials from the Municipality in Kuruman



Greeting to you,

This letter serves to acknowledge Edupower as a token of appreciation for offering learnership for 40 disabled learners in Kuruman as we support training projects in our local Municipality and welcomes partnerships with the private sector in this regard.

Together with Edupower we will improve the lives of many people with disabilities through educating them and making sure we assist in terms of job placements through skills they will acquire from your institution.

Working together without being judgemental it's a hierarchy amongst persons with disabilities, keep up the good work.

**Itumleng Mmusi**

# Learner Success Stories



## Meet Brandon

Thirty-year-old **Brandon Pass** is a true inspiration, showing how determination, resilience, and passion can turn life challenges into personal growth and achievement.

Brandon has participated in several learnerships over the years, but joining EduPower truly transformed the way he thinks and approaches life. The program gave him the space to focus on improving his knowledge and helped him navigate life more confidently — especially as a father. The flexibility and support allowed him to be present for his son, and that balance inspired him to push himself even further.

Throughout his time at EduPower, Brandon embraced every opportunity to grow.

**“It gave me the tools to improve my knowledge and confidence while balancing my responsibilities as a parent,” he says.**

One of Brandon’s biggest personal steps was deciding to pursue bodybuilding — not just to become more muscular, but to become stronger and fitter, particularly after undergoing a brain operation. Bodybuilding became more than physical training; it opened doors to new communities and mentors who helped him improve both his physique and mindset.

He became actively involved in the Western Province Natural Bodybuilding Union (WPNBBU), now known as the Western Province Natural Bodybuilding Federation (WPNBBF), and competing in many of their events eventually led to joining the International Natural Bodybuilding Association – Professional Natural Bodybuilding Association (INBA-PNBA). Through this journey, Brandon proudly earned both his Western Province colors and his South African colors — achievements that reflect not just physical progress, but personal growth and resilience.

## Future Prospects

All of this has been possible because of the support and structure he found at EduPower.

**“EduPower didn’t just give me opportunities to learn — it created an environment where I could thrive. Their leadership helped me grow, not just professionally, but personally, and gave me the confidence to pursue new goals.”**

All of this has been possible because of the support and structure he found at EduPower.

# Learner Success Stories



## Meet Waseema

Thirty-one-year-old **Waseema Mehl** is a true inspiration and a shining example of how determination, courage, and passion can turn challenges into success.

She applied for a learnership at EduPower at the beginning of February and received the exciting news at the end of the month that she had been accepted. Waseema began her journey on **1 March**, joining the **Generic Management NQF Level 4** program — a year-long experience that ended on **28 February**.

Throughout her learnership, Waseema fully embraced every opportunity to grow. She developed both professionally and personally, building her confidence and expanding her skills.

**“I’ve gained so much knowledge and wisdom during this time,” she says.**

Her positive attitude and strong work ethic quickly made her stand out, and she was selected to move from a learner to a **Learner Assistant**, where she applied the knowledge and skills she had gained.

**“Being chosen as a Learner Assistant was a big achievement for me. It gave me the chance to prove my skills and show how much I had grown through the program.”**

## Future Prospects

As her learnership came to an end, Waseema took a bold step forward. She applied for a position as an **Academic Administrator** — and got the job!

**“I was so nervous because this was my first official job. As a physically disabled learner, applying for an admin position can be challenging because it comes with a lot of mobility. But I’m so grateful to EduPower for giving me this opportunity to prove myself and to learn and grow within the company,” she says.**

Waseema was born with a condition called **Charcot-Marie-Tooth**, a group of inherited nerve disorders that affect muscles and sensation in the limbs. But she never lets her disability define or limit her.

**“My disability has never stopped me from doing what I love. I’ve always had a passion for working with people, offering guidance and support, and being part of the learning industry. Thanks to EduPower, I’m living my dream.**

**EduPower didn’t just give me a job — it gave me purpose, confidence, and a future. I’m proud of how far I’ve come and excited for what’s still ahead.”**

# Learner Success Stories



## Meet Tylon

**Tylon Naidu** is a shining example of how dedication, hard work, and passion for learning can turn potential into real success.

In 2023, Tylon began his journey with EduPower Skills Academy as a learner on a Learnership programme. During classroom training, he showed strong commitment and a genuine enthusiasm for learning. His positive attitude and dedication led to a successful interview and placement within the ETQA Department as an Office Admin Assistant. This role also allowed him to take on additional responsibilities as a Learner Facilitator, helping others while continuing to grow his own skills.

Throughout his Learnership, Tylon consistently demonstrated professionalism and a willingness to go above and beyond.

**“Being able to assist other learners while developing my own abilities was a rewarding experience,” he says.**

## Future Prospects

After completing his Learnership in 2024, Tylon’s work ethic and determination stood out. EduPower recognized his potential and offered him an external contract as a Training Services Administrator. Over six months, he continued to excel, supporting the ETQA team and gaining valuable industry knowledge and experience.

**In 2025, Tylon’s consistent performance and commitment were rewarded once again when he successfully applied and interviewed for a permanent position as a Project Coordinator — a clear reflection of his growth and the trust EduPower places in its people.**

Today, Tylon remains an integral part of a dynamic and supportive team, guided by strong leadership and driven by EduPower’s mission to empower others through skills development.

Tylon’s journey from learner to leader is a powerful example of how dedication, perseverance, and the right opportunities can transform potential into lasting success.

# Mining for HOPE through sustainable job solutions

Mining has the ability to bring hope to vulnerable communities in the farthest reaches of South Africa.

Our innovative solution focuses on combining skills training, enterprise development, and socio-economic advancement. By doing so, EduPower aims to not only create jobs but also to uplift local communities.

This unique approach sets us apart as a driving force in enhancing both individual and community prosperity within the mining industry.

Our experienced EduPower teams can easily replicate the system and deliver a model which is transportable to go anywhere in the country, therefore ensuring quick turnaround.

Learners work on a variety of Call Centre campaigns and Forestry programmes. Included in their programme is in-house work readiness programmes, shared hosting for learning and work experience as well as the absorption of learners into permanent employment.

Together, we will bring sustainable job solutions, and positively impact the local community around the mines to ensure long-term success.

## Don't just build a mine, build a legacy- Creating Entrepreneurs:

### 1. Skills development

We train individuals to start and run businesses, equipping them with the requisite tools. By partnering with mining companies, we tailor training towards mining-related ventures.

### 2. Developing industry

We help build businesses in the community for sustainable development, thus enhancing the pool of potential suppliers for mining companies.

### 3. Customised B-BBEE Strategies

We offer B-BBEE Solutions designed to seamlessly align with a mining company's B-BBEE strategy, contributing to the acquisition of points within the entire scorecard, thus meeting SLP targets.

### 4. Real Job Creation

We help potential entrepreneurs establish businesses that serve the mining sector, contributing to community upliftment and indirectly creating job opportunities.



## Trusted by



## Does your current provider Make the most of your B-BBEE spend?

To better understand your options contact:

**Edupower  
Head Office**

**Tel:** 031 538 1888

**Email:** [info@edupowersa.co.za](mailto:info@edupowersa.co.za)

**Web:** [www.edupowersa.co.za](http://www.edupowersa.co.za)

**Divan Barnardo  
Sales Director**

**Cell:** 072 181 6363

**Email:** [divan@edupowersa.co.za](mailto:divan@edupowersa.co.za)

**Sivarajan Naidoo  
Director**

**Cell:** 083 658 8209

**Tel:** 031 538 1648

**Email:** [sivarajan@edupowersa.co.za](mailto:sivarajan@edupowersa.co.za)



20 years' experience in  
B-BBEE aligned training



Accredited  
Training provider



Proudly B-BBEE  
Level 2 contributor



66% Black Owned  
33% Black Female Ownership



Hosting people  
with disabilities