

Corporate Benefits:

- Earn skills points whilst helping to uplift and up-skill unemployed people.
- Earn recognition and points for absorbing these beneficiaries into the workplace.
- Earn points under **Enterprise Supplier Development (ESD)** by developing unemployed persons to become suppliers to the benefactor. (POPUP can become your partner)
- An integrated Skills Development Plan focusing on entry-level workers will also benefit you with your **Employment Equity Plan** and that will result in higher productivity and less mistakes, thus improved customer satisfaction.



Monetary / Financial -
claim back from
Skills Fund



Addressing your
Employment
Equity goals



More loyal
workers



B-BBEE skills
training benefits



Reduces significant
time spent on
HR/financial
disciplinary
processes,
Unions / CCMA



Choice of skills training
programmes, ie: Life
Skills, Adult Literacy
Training, English &
Numeracy, Workplace
Readiness, Supervisory
Skills, First Aid, etc.

Your Workplace Skills Plan Decision?

When you submit your *Workplace Skills Plan* at the end of April 2016, POPUP strongly advises you to set aside a significant percentage of your skills training budget for entry level up to supervisory level worker training.

Holistically, an organisational intervention could be considered to address the problems with regard to functional literacy and its effect on workplace productivity. The objective would be to determine, benchmark and develop basic literacy skills in order to optimise work productivity. Such an intervention is designed and introduced in phases, based on the organisational uniqueness and requirements.



POPUP (PEOPLE UPLIFTMENT PROGRAMME)

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Endorsement

"AET (Adult Education & Training) learner results produced by an independent third party such as POPUP, has facilitated an increased professionalism throughout Cecil Nurse. We are pleased to endorse POPUP as an outstanding business partner in terms of Adult Learning and Skills Development."

Willie Du Plessis – CFO Cecil Nurse

This brochure is sponsored by

Cecil Nurse.



INTEGRATED SKILLS DEVELOPMENT ELEMENT

OF THE B-BBEE CODE OF GOOD PRACTICE

Amended Code Series 300: Measurement of Skills Development Element

- The Skills Development element measures the extent to which employers carry out initiatives designed to develop the competencies of black employees.
- Skills training has a weighting of 20 points plus 5 bonus points of the B-BBEE generic scorecard.
- Required skills development spend increased from 3% to 6% of leviable payroll (compliance target excludes the Skills Development Levy paid), 8 points and 4 points for disability.
- New bonus point category – relates to the absorption of black people by the entity at the end of the learnership programme. Compliance target is 100% absorption of completed learnership for 5 points.

Key principles applicable:

- In order for a measured entity to receive any points on the Skills Development Element scorecard, the following criteria must be fulfilled:
 - Workplace Skills Plan, an Annual Training Report and Pivotal Report are SETA approved; and
 - Implementation of the Priority Skills programme generally, particularly in relation to black people.
- The 6% compliance target includes external training expenditure for unemployed black people (i.e. funding of unemployed people trained at POPUP).

Sub-minimum and discounting principle:

- A measured entity must achieve a minimum of 40% of the total target set out in the Skills Development Element.
- Non-compliance to the threshold target will result in the overall achieved B-BBEE status level discounted by one Level.
- Retaining people who participated in learnerships, apprenticeships and internships = 5 Bonus Points.

Skills Development Levies:

- Mandatory Grants
- Discretionary Grants

Able to recover 20% mandatory grants from Skills Development Levies paid to SARS.

Any of the 25 SETA's for discretionary grants for training including PIVOTAL plans.



B-BBEE

May include:

- External training
- In-house training
- Learnerships
- Internships

Return on Investment



More Loyal workers with changed morals & values



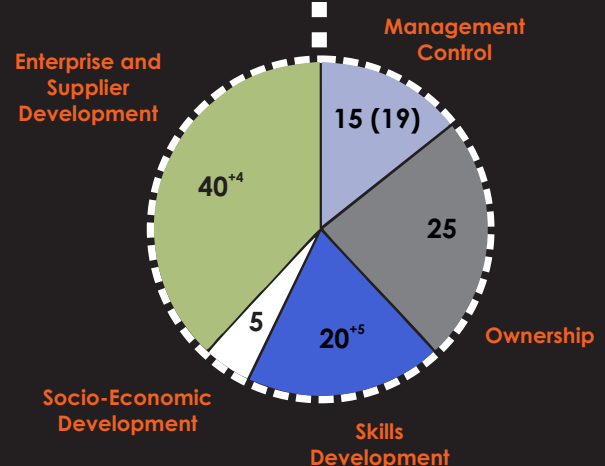
Workers who are equipped with general life skills such as:

- communication skills
- stress management skills
- conflict management skills
- time management skills
- supervisory skills
- English literacy & numeracy skills
- Computer skills

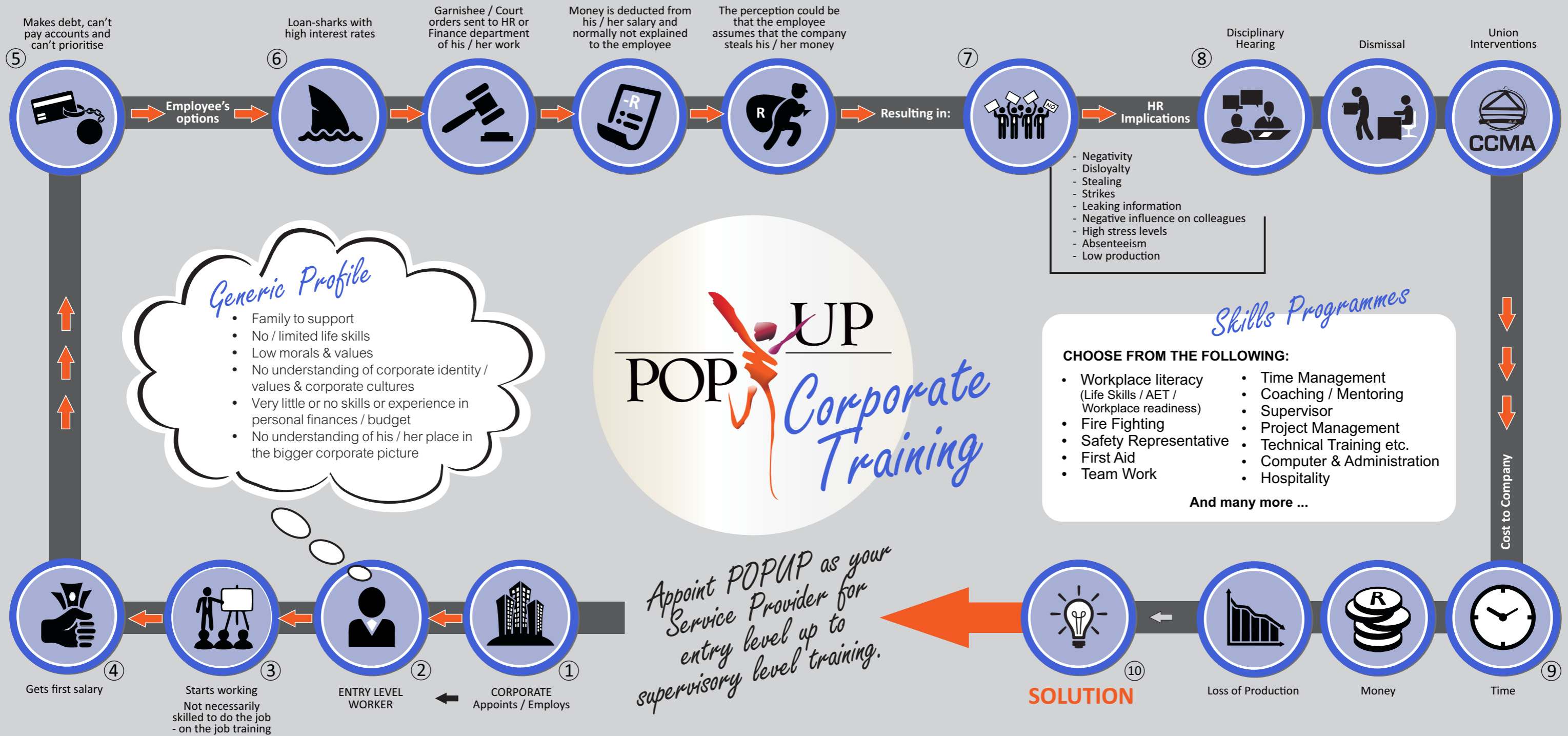


Workers who are informed & equipped to handle / prioritise personal finances / work-related duties

Scorecard Points



POPUP CORPORATE TRAINING



SKILLS TRANSFORM LIVES AND DRIVE ECONOMIES.

Without adequate investment in skills, people languish on the margins of society, technological progress does not translate into economic growth, and countries can no longer compete in an increasingly knowledge-based global society. People with poor skills face a much greater risk of experiencing economic disadvantage, and a higher likelihood of unemployment and dependency on social benefits. (Highlights of the OECD Skills Strategy)

POPUP undertakes to:

- Measure the impact of your employees by assessing all workers engaged in training.
- Equip them with English & numeracy skills.
- Train them to the point of understanding and supporting your company values & corporate culture when Life Skills Training forms part of your training options.

YOU CAN'T AFFORD NOT TO INVEST IN YOUR ENTRY LEVEL UP TO SUPERVISORY LEVEL WORKER DEVELOPMENT AND TRAINING