

## Youth Day 16 June

The youth is the future, the future is the youth.

The youth and the future will always be linked, because none can exist in the absence of another.

A nation that fails to invest in the future of its youth is a doomed nation. The youth is a significant symbol of strength and persistence.

Youth Development is essential in helping the youth of South Africa succeed in life. There are far more prospective workers than there are jobs available for them, and many youth are not able to afford to study further and become more specialised. This is where youth development programmes come in.

Offering young people work readiness programmes, opportunities to advance their education and to make a difference in their communities are just some of the ways that youth development can change South Africa for the better.

There are various Youth Development Programmes that we can get involved in. Herewith a list of programmes that you can contact if you want to go get involved:

South African Institute of International Affairs—[www.saiia.org.za/youth](http://www.saiia.org.za/youth)

South African Youth Development Organisation—[www.saydo.co.za](http://www.saydo.co.za)

National Youth Development Agency—[www.nyda.gov.za](http://www.nyda.gov.za)

YES—Launched by President Cyril Ramaphosa —See page 2

**Make a difference  
today!**



**A FATHER ...  
IS NEITHER AN  
ANCHOR TO HOLD US BACK  
NOR A SAIL TO TAKE  
US THERE,  
BUT ALWAYS A  
GUIDING LIGHT  
WHOSE LOVE SHOWS US  
THE WAY.  
HAPPY FATHER'S DAY!  
17 JUNE**

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# HOW YOUR BUSINESS CAN HELP THE YOUTH

## YES to upskill youth for industrial revolution

President Cyril Ramaphosa says the Youth Employment Service (YES), which aims to prepare young people for employment, forms part of a broader plan to impart technical skills that will underpin the industrialisation of the economy.

“We see this initiative as one pillar of a broad and comprehensive national effort to create opportunities for young people. Another, central, pillar of this effort must be the development of the skills and capabilities of young people,” said the President.

The initiative, which is a joint effort by government, labour and business, aims to see more than one million young South Africans being offered paid work experience over the next three years.

The programme follows research undertaken by stakeholders which shows that one year of work experience, coupled with a CV and reference letter increases a young person’s chances of finding employment by three times.

At the launch, President Ramaphosa was introduced to the first 100 young people who will be employed at ABSA, Investec, Netcare, Sasol and Unilever through the YES programme.

Akani Mbondzisa, a 26-year-old from Summerset in Mpumalanga, said he was particularly excited as he wants a job to support his daughter.

“Last year, I was unemployed for a year and whenever I applied they said they want a year’s experience. Once I get the experience, I will be able to work and support my daughter,” he said.

According to YES CEO Tashmia Ismail-Saville, out of a youth population of 15.5 million, 5.8 million of these people aged 18-34 are unemployed.

Ismail-Saville said the initiative particularly aims to create opportunities for those who lack the necessary skills required by companies for formal employment.

“YES aims to give that portion of our youth, which are largely overlooked by the country’s current employment models, a crucial first chance to gain a paid work experience of a decent quality. Youth will not be excluded based on academic ability, or skills they may or may not possess,” said CEO Ismail-Saville.

### Small businesses called to play their part

YES CEO called on small businesses to play their part as they have a huge employment base.

“Large businesses alone cannot absorb sufficient numbers of youth. Over two thirds of South Africa’s current employment base is medium-sized companies and smaller, making it critical that they [small business] are involved with the programme,” said CEO Ismail-Saville.

As an additional incentive for small businesses, participating businesses employing black youth between the ages of 18 and 29 will be eligible for recognition in terms of the Employment Tax Incentive equivalent to a R1000 per month.

Businesses will also qualify for a new Youth Employment B-BBEE recognition, which is to be gazetted shortly.

Prior to joining the programme, businesses that sign up to YES will be screened to ensure that the proposed work experiences are of a sufficient quality and that youth will gain relevant skills.

Youth, who wish to be part of the programme, will sign a contract with YES indicating their commitment and must comply with the following requirements:

YES youth must be:

- Between 18 and 34 years old
- Must be unemployed for more than 6 months
- Are black people (African, Coloured or Indian)
- It is not obligatory but should companies want to claim the Employment Tax Incentive, then the YES youth must be between the ages of 18 and 29

How much will the youth earn?

The salary is expected to be set at the national minimum wage (NMW) level of R3 500 per month, and includes associated training and support which on average will bring the cost to R55 000 per annum.

Companies that would like to participate and youth who would like to gain access to employment opportunities can visit the YES website on [www.yes4youth.co.za](http://www.yes4youth.co.za) - [SAnews.gov.za](http://SAnews.gov.za)



## INTELLIGENT PLACEMENT ASSISTING OUR RECENTLY, GRADUATED YOUTH

We currently contain a database of recently graduated learners in various qualifications, such as engineering, i.e. Mechanical, Industrial, Electrical, Mechatronics and Logistics Management.

These students have been carefully selected based on above average results and their completed qualifications. We are passionate about our youth and giving them an entry level platform into manufacturing companies to gain work experience, whilst getting on the job training and exposure. Our clients consist of automotive manufacturing companies, FMCG manufacturing and SME's who is willing to give them an opportunity to gain workplace experience and skills.

These graduates display a positive attitude and keen ability to learn new skills and applying their knowledge through the qualifications they have obtained.

Qualifications are not limited to the above and is available according to your specific requirements.

For more information on any graduates required in your area, please contact **Janine Julyan** at **083 235 0707** or **janinej@intelligentplacement.co.za** for more information on our national footprint and available graduates.

# Top Candidates



### Gauteng—Parts Manager

Our Johannesburg based candidate (EE) has extensive parts management experience in the automotive aftermarket and has solid experience of the following KPI's:

- Monthly reporting and achievement of parts turnover in Dealer Network
- Sales Territory Management - Assisting sales teams with regards to effective selling
- Working closely with the Pricing and Marketing department on matters in the network
- Overseeing and Maintaining process systems in Network (audits).
- Assisting in Stock Management in the network
- Continuous improvement of availability and Inventory turns.
- Co-ordinate the return of excess and obsolete stock in the network.
- Minimize logistics costs and implementing procedures where necessary

If you are looking for a hard worker and loyal employee, please do not hesitate to contact me for more information.

He is available immediately and his salary expectation is negotiable.

*Please contact Janine Julyan at 083 235 0707 for more information*

For more Top Candidates you can also visit our website

[www.intelligentplacement.co.za/employers](http://www.intelligentplacement.co.za/employers)

Top skills available in the market in various sectors.

# Top Candidates



## Western Cape—Guest Relations Manager

She has completed B Tech Degree in Tourism Management, and has started in the hospitality industries from the start of her studies at upmarket establishments and has gained a wealth of experience over the years.

Her main objectives is to make a difference in the workplace and to contribute to the success of the company. She enjoys challenging environments and is determined in building a successful personal and professional future for herself. She has exposure to the corporate sector as well as hospitality.

She can add value to this role as she has strong administrative skills as well as operational skills.

She goes on to add that she possesses the characteristics that any company is looking for and she will provide invaluable insight and capability to any position she secures.

Her notice period is 1 month and her salary expectations is R18 000.

*Please contact Hayley Kagerer at 079 680 1982 for more information*

## Gauteng—Chartered Accountant

The candidate holds a BCompt Degree in Accounting Science from UNISA and is a qualified Chartered Accountant. He has more than 7 of experience in Auditing/Accounting.

As a natural relationship builder, he is equipped with the vision and purpose to drive organisational change and able to adapt positively to any challenges that arise. He is a self-starter who is goal-driven, dynamic and passionate in his dealings with people and business. Tshuma is an excellent communicator and networker with well-developed interpersonal skills.

He is a team player and have the ability to form trusted relationships with subordinates, clients as well as superiors.

He has a proven track record of responsibility, integrity and commitment to company objectives.

He feels certain that his skills gained throughout his career will be of value to your organisation.

He is fluent in English and Afrikaans and presents himself in a professional manner. He has exceptional communication skills and an outgoing personality. My candidate is looking for a new challenge and has a 30-day notice period and a salary expectation of between R50 000 - R70 000 CTC.

*Please contact Barry Odendaal at 021-201 5077 for more information*

For more Top Candidates you can also visit our website  
[www.intelligentplacement.co.za/employers](http://www.intelligentplacement.co.za/employers)  
Top skills available in the market in various sectors.

# Top Candidates



## Eastern Cape—FMCG Sales Manager/Executive

This non-equity candidate, Resides in Eastern Cape and has at least twenty years' experience and knowledge in the FMCG industry of which most was Managerial positions.

His strong attributes would be the following:

- To grow regional value / volume and distribution in line with sales objectives
- Achievement of monthly sales results for the territory and sub territory
- Control pricing and discounts in all customers
- Territory management
- Customer management
- Staff selection, management, and retention
- Team Leadership
- Manage staff productivity
- People Development
- Systems, Procedures and Practices. (maintaining functional governance, policy, legal & ethics framework) Managed functional projects
- Relationship Results Internal (Establish functional network though all departments)
- Maintained external stakeholder relations - negotiating Key Accounts

This candidate is immediately available and currently in the market for R 45 000CTC.

*Please contact Helen du Toit at 076 772 9933 for more information*

## Funnies...

