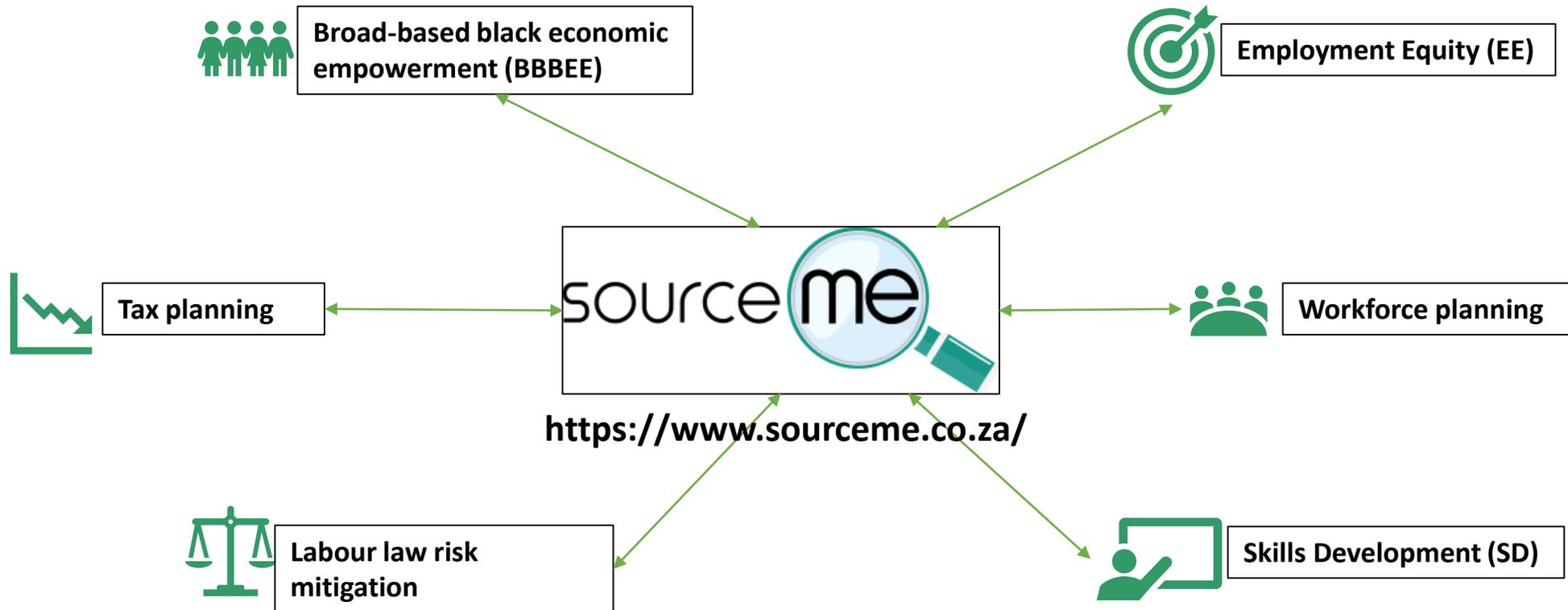
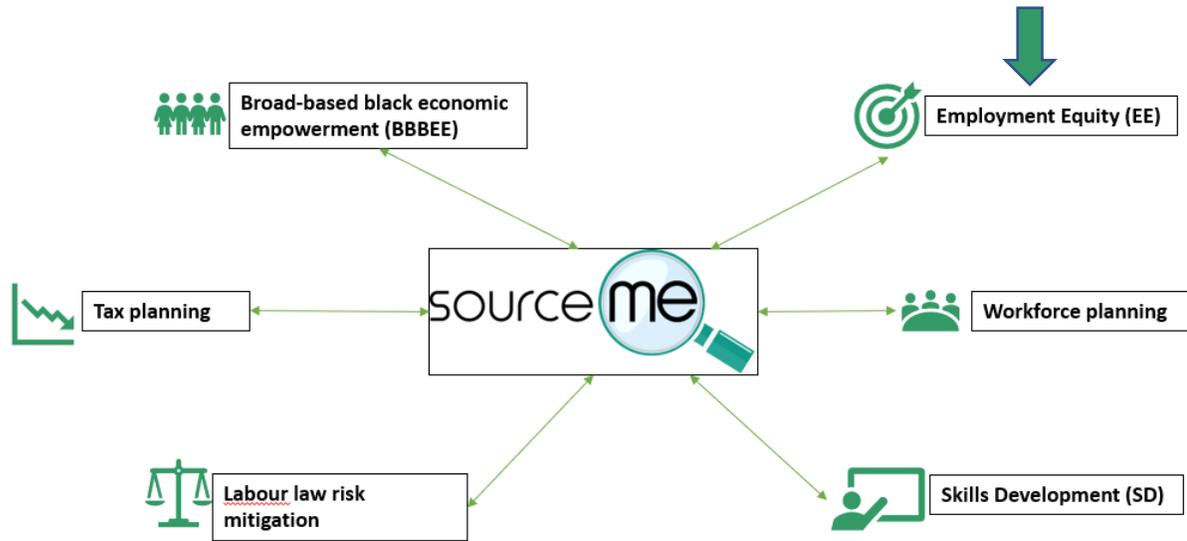


There are many more benefits to using sourceMe than meets the eye!

This document explains the many value-adding aspects to businesses that can be leveraged by integrating sourceMe into the human capital strategy of employers.





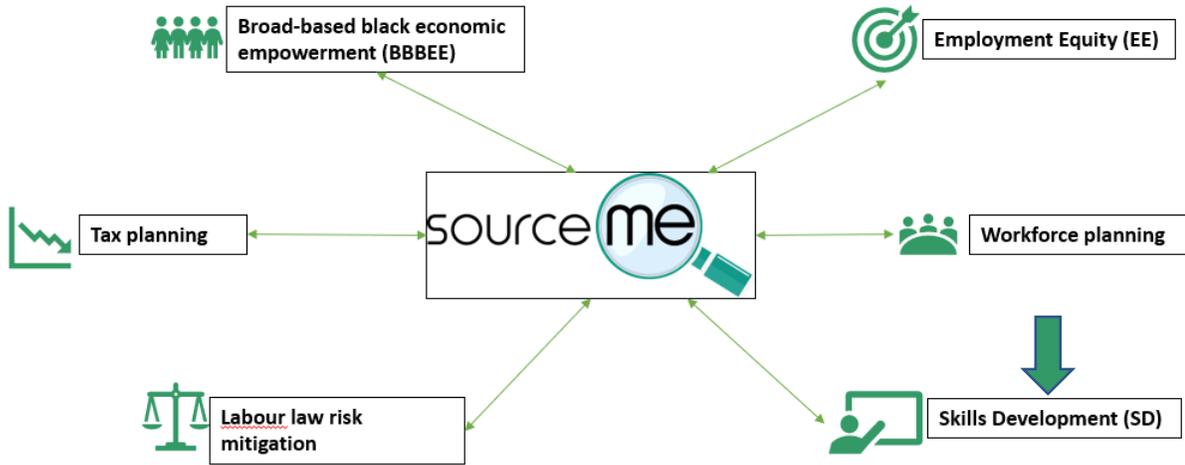
The **value-adding benefits** inherent in the sourceMe proposition include the following:

- Access candidates from a diverse range of individuals at arm's length, therefore objective
- Job profile based assessment of candidates based on competence (knowledge, skills and values)
- Targeted search for African, Indian or Coloured candidates in line with the targets and plans of the employment equity plan
- Ability to provide the employment equity committee with feedback and information on the total number of candidates arising from the search, those short-listed and finally selected
- sourceMe can be listed on the EE plan as part of the affirmative action measures and initiatives to overcome barriers to affirmative action.



Employment Equity (EE)

The EE Act, which was promulgated in 1998, requires designated employers to engage in a number of mandatory employment practices in order to move towards achieving a workforce representative of the national and/ or regional demographics at all occupational levels. A key ingredient in respect of successfully achieving this is the matter of targeting the best candidates at entry level positions for vacancies and learning opportunities (such as internships and learnerships).



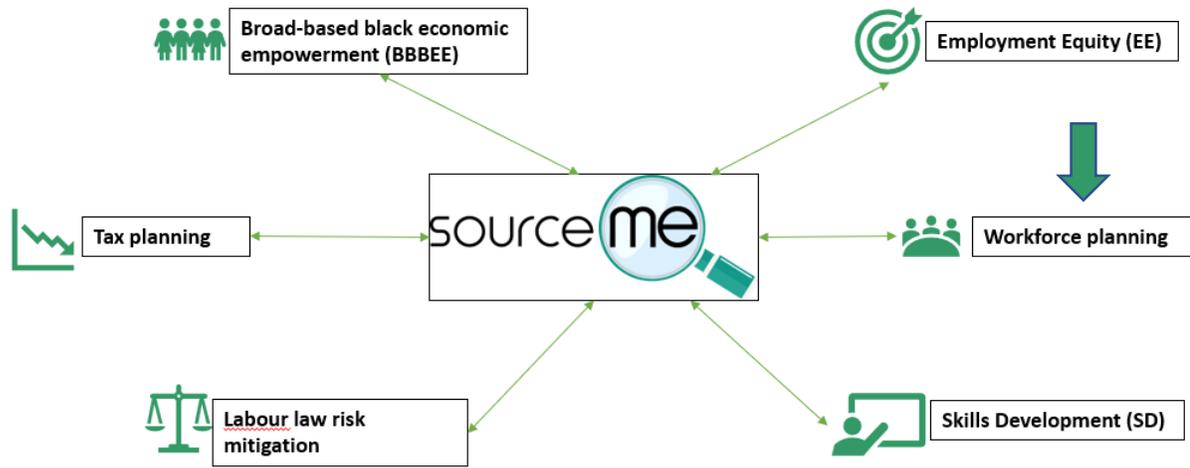
The **value-adding benefits** inherent in the sourceMe proposition include the following:

- ❑ Access to candidates in respect of 18.2 learnerships, where graduates may need occupation-specific competencies
- ❑ The ability to target and employ graduates who can be assessed for the skills gap relative to the actual job profile in an innovative and meaningful manner with a clear understanding of the nature and extent of the skills development interventions required
- ❑ The ability to confidently implement the workplace and PIVOTAL plans submitted to the SETA without unnecessarily compromising the various grants
- ❑ Targeted search capability for African, Indian or Coloured candidates in line with the targets and plans of the employment equity plan, workplace skills plan and BBBEE plans



Skills Development (SD)

The SD Act, which was promulgated in 1998, requires designated employers to engage in workforce planning and competency needs identification exercises and thereafter to submit the various plans to the appropriate SETA. In respect of the said workplace skills plans, a key component vests in the acquisitive employment of staff based on staff turnover, career and succession planning and skills needs aligned to business strategies. These skills needs could form part of permanent or temporary vacancies.



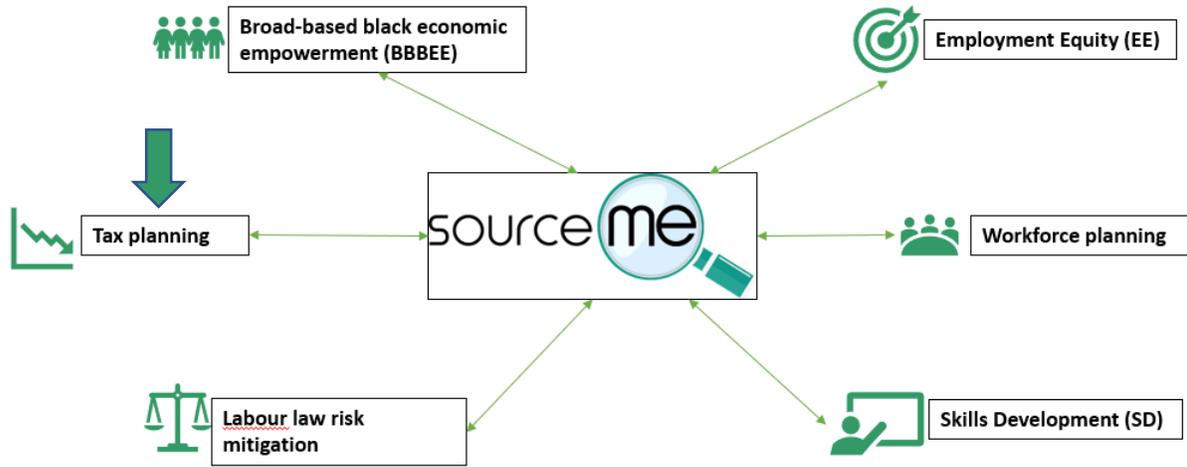
Workforce Planning

Besides the fact that effective workforce planning is best practice, it is also a key requirement in legitimising BBBEE, employment equity and skills development plans under law. Only once an employer has conducted a detailed analysis of the following factors impacting its business, can proper workforce planning take place:

- Environmental analysis (PESTEL | political, economic, social, technological, environmental, legislative)
- Business prospects and SWOT (strengths, weaknesses, opportunities and threats)
- Skills gap analysis (via audits, performance appraisals and individual development plans and the like)

The **value-adding benefits** inherent in the sourceMe proposition include the ability to address a number of the needs based on the outcome of the workforce planning process, including:

- Having one primary platform for sourcing entry-level graduates for various initiatives such as vacancies, learning opportunities and the like
- The ability to target the best and most appropriate skills sets and candidate profiles
- The flexibility to access the sourceMe services on a needs basis, when the time is right
- The opportunity to engage in a “working interview” before appointing permanently so that labour relations risks are decreased and ROI is maximized
- The ability to refer graduates who may be displaced as a result of retrenchment or other reasons to register on sourceMe as part of an outplacement programme or consultative process



The **value-adding benefits** inherent in the sourceMe proposition include the ability to access both the Youth Employment Tax Incentive and the Learnership Tax Breaks referred to on the left of this column. By using the sourceMe platform, the employer will be specifically targeting:

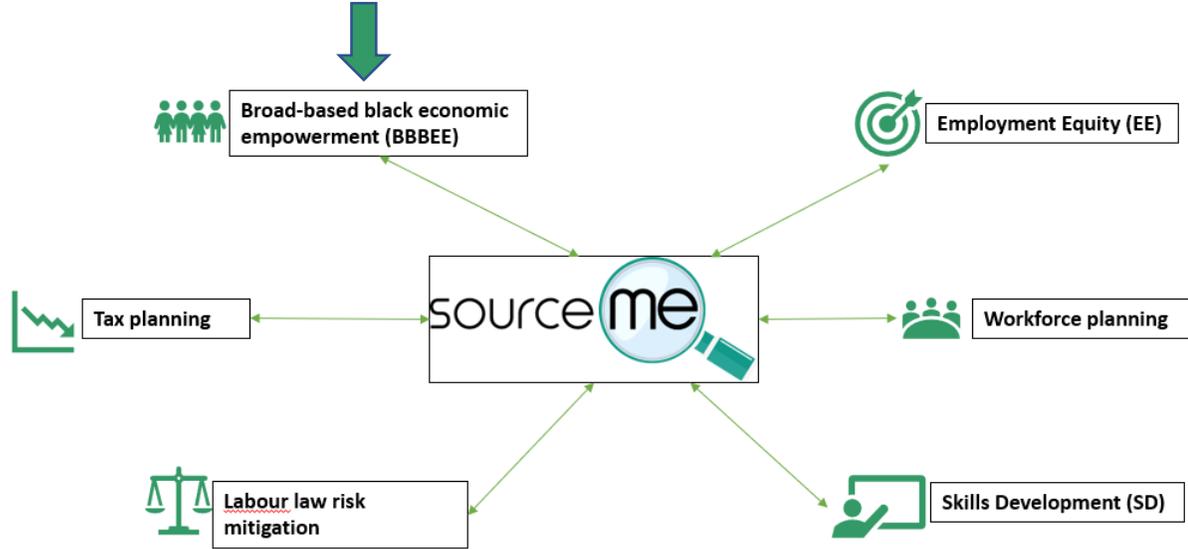
- Graduates between the ages of 18 and 29
- Graduates who can be targeted for further occupational learning in the form of learnerships once employed
- Graduates who can be employed permanently or on fixed-term contracts and wherein employers can still benefit from the tax benefits even though the appointments may not be permanent
- Candidates with appropriate skills and who as a result have the greatest prospects of successfully completing learning initiatives and who are most likely to have the correct motivational fit.

Tax planning and optimisation

Largely as a result of high youth unemployment rates and the barriers that misaligned skills and a lack of work experience present in this regard, Government have designed a number of tax incentives that employers should be targeting in order to optimize financial and human resources.

These tax incentives include:

- The Youth Employment Tax Incentive (YETI) for individuals aged between 18 and 29 and which allows employers to offset up to R1000 per month in tax per qualifying employee, against the PAYE burden
- The Learnership Tax Breaks under s12(H) of the Income Tax Act which allows employers of learners on learnerships to offset up to R120000 in tax per qualifying learner against pre-tax profits



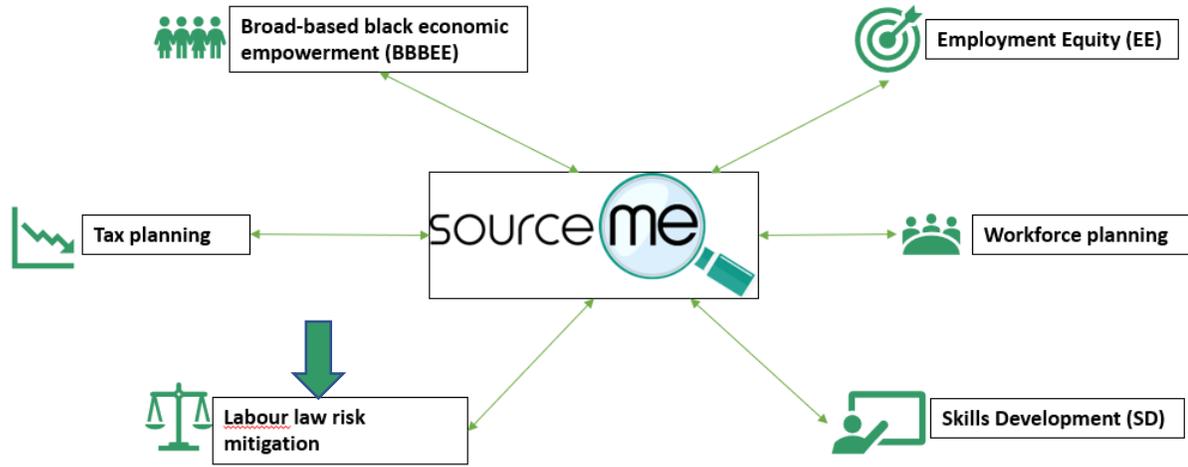
The **value-adding benefits** inherent in the sourceMe proposition within the BBBEE context include the following:

- Accessing graduates that can be developed and/ or placed into junior management and related positions, which addresses the management control element
- Employing previously unemployed persons on skills development interventions
- Embarking on socio-economic development/ CSI initiatives linked to education and bursaries by employing graduates into work experience and integration schemes
- Optimising the Youth Employment Service (YES) opportunities by employing the targeted number of youth each year and integrating them into the workforce plan.

Broad-based Black Economic Empowerment (BBBEE)

The BBBEE Act and its accompanying codes presents significant opportunity for maximization by utilizing the services of sourceMe. The elements and sub-elements in which sourceMe specifically can support organizational BBBEE strategies and levels are as follows:

- Management control
- Skills development
- Socio-economic development
- Proposed amendments in which Youth Employment will receive specific attention by the BBBEE codes and can result in improvements of up to 2 BBBEE levels under certain conditions.



The **value-adding benefits** that can be supported by using sourceMe include the following:

- Accessing fit-for-purpose and well matched candidates across a broad base
- Using the said candidates in various forms of working-interviews (e.g. internships, learnerships, skills programmes and probation) before finalizing a decision to employ permanently
- Reducing the risk of unfair dismissals, unfair labour practices, unfair discrimination and the like
- Enhancing preferred employer status.

Labour law risk mitigation

It is unfortunately a common occurrence that employers do not employ candidates with the right motivational fit nor the correct competencies. The net result of this is that under-performing employees have to be dealt with via incapacity due to poor performance or misconduct policies and procedures.

Furthermore, there are other options available to employers other than immediate permanent employment, such as probation and fixed-term contracts linked to work-integrated learning schemes.

After sourcing fit-for-purpose candidates from sourceMe, employers can be more assured of good matches and can employ the said candidate permanently or in working interviews before making a final decision to appoint permanently.

We trust that this has assisted your organization in optimizing its resources and opportunities!

Any queries can be sent to debbie@sourceMe.co.za

