



**What is the relationship between
B-BBEE and training?**

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Current Generic Code – Effective until 30/11/2019

By implementing Learnerships you gain up to 8 B-BBEE points plus an additional 5 bonus points for absorption of successful Learnership graduates. The costs of these Learnerships as well as the stipend (paid to unemployed learners) and salaries (paid to employed learners) will all add towards the 6% target. If a business meets their targets, they will be able to earn 25/20 points for their Skills Development element.

STATEMENT 300 - SKILLS DEVELOPMENT SCORECARD

Category	Measurement Category and Criteria	Weighting points	Compliance Target	Sub-minimum
2.1	Skills Development Element Scorecard			
2.1.1	Skills Development			
2.1.1	Skills Development Expenditure on any program specified in the Learning Programmes Matrix for Black People as a percentage of the Leviable Amount:			40%
2.1.1.1	Skills Development Expenditure on Learning Programmes specified in the Learning Programmes Matrix for Black People as a percentage of Leviable Amount	8	6,0%	
2.1.1.2	Skills Development Expenditure on Learning Programmes specified in the Learning Programmes Matrix for Black employees with disabilities as a percentage of Leviable Amount	4	0,3%	
2.1.2	Learnerships, Apprenticeships and Internships (Category B,C,D)			40%
2.1.2.1	Number of Black People participating in Learnerships , Apprenticeship and Internships as a percentage of total employees .	4	2,5%	
2.1.2.2	Number of Black Unemployed People participating in training specified in the Learning Programme Matrix as a percentage of number of employees	4	2,5%	
2.1.3	Bonus points			8/20 points
	Number of Black People absorbed by the Measured and Industry Entity at the end of the Learnership programme	5	100%	
		25		

Amended Generic Code – Effective 01/12/2019

Under the Amended Code, gazetted on the 31/05/2019, **effective date on the 01/12/2019**, the primary focus is no longer on Learnerships but split between Learnerships and Bursaries. By implementing both Learnerships and Bursaries you gain up to 10 B-BBEE points plus an additional 5 bonus points for absorption of successful unemployed Learnership graduates. However, absorption no longer applies to further education and training, only permanent employment by the measured entity or Industry Entity.

The cost of Learnerships and Bursaries are now split into 3.5% and 2.5% respectively. Stipends linked to unemployed bursary programmes as well as legitimate training related costs, including ancillary costs, can be claimed as part of the 3.5% Bursaries skills spend. However, skills spend cannot be claimed under both 3.5% and 2.5% expenditure, and vice versa.

STATEMENT 300 - SKILLS DEVELOPMENT SCORECARD

Category	Measurement Category and Criteria			Weighting points	Compliance Target	Sub-minimum
2.1	Skills Development Element Scorecard					
2.1.1	Skills Development					
	2.1.1	Skills Development Expenditure on any program specified in the Learning Programmes Matrix for Black People as a percentage of the Leviable Amount:				40%
		2.1.1.1	Skills Development Expenditure on Learning Programmes specified in the Learning Programmes Matrix for Black People as a percentage of Leviable Amount	6	3,5%	
		2.1.1.2	Skills Development Expenditure on Bursaries for Black Students at Higher Education Institutions	4	2,5%	
		2.1.1.3	Skills Development Expenditure on Learning Programmes specified in the Learning Programmes Matrix for Black employees with disabilities as a percentage of Leviable Amount	4	0,3%	
2.1.2	Learnerships, Apprenticeships and Internships (Category B,C,D)					
		2.1.2.1	Number of Black People participating in Learnerships , Apprenticeship and Internships as a percentage of total employees .	6	5,0%	
2.1.3	Bonus points					
			Number of Black People absorbed by the Measured and Industry Entity at the end of the Internship, Learnership and Apprenticeship programme under Paragraph 2.1.2.1	5	100%	8/20 points
				25		

→ **"Absorption"** means a measure of the Measured Entity's ability to successfully **secure a long-term contract of employment** for the Employee, Learner, Intern or Apprentice.

"long-term contract of employment" means a legal agreement between an individual and an entity that this individual would work for until his or her mandatory date of retirement.