

THE PLUMBING GATHERING

BBBEE INCENTIVE

Being a Broad-Based Black Economic Empowerment (BBBEE) compliant business is a certification that all businesses in South Africa should have, particularly if you want to work with government and large corporates. It also qualifies you for certain types of grants and financing. To get your initial BBBEE certificate, you must first register with the CIPC and have a company registration certificate. One of the biggest benefits of having a BBBEE certificate is being able to conduct business with government sectors (including municipalities) and public entities, who have requirements based on BBBEE Level.

BBBEE BENEFITS OF HAVING AN APPRENTICE IN YOUR BUSINESS

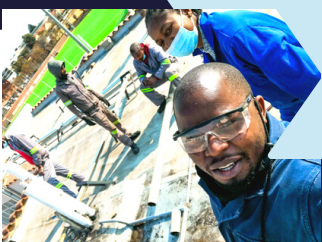
- ✓ Apprenticeships can influence all elements of an employer's BBBEE scorecard, except in the area of ownership. This includes skills development and training
- ✓ Employers also benefit from paying for apprenticeship training. Employers receive full recognition for the expenditure i.e. procurement points can be recognised as Skills Development points in this instance

THE SKILLS DEVELOPMENT SCORECARD REQUIREMENTS

Companies receive points on the skills development scorecard only if they:

- ✓ Are compliant with the requirements of the Skills Development Act and the Skills Development Levies Act
- ✓ Have registered with the applicable SETA
- ✓ Have developed a Workplace Skills Plan
- ✓ The apprentice is not a "connected person" (i.e. not your family member)
- ✓ Have funds spent on various Learning Programmes that add to skills development (particularly spend on black employees)

BBBEE scorecards are complex and can be impacted by various factors. So we recommend consulting with a BBBEE specialist to help you maximise your benefits



IF YOU WANT TO WORK WITH GOVERNMENT AND LARGE CORPORATES, HAVING AN APPRENTICE IS ONE OF THE EASIEST WAYS TO IMPROVE YOUR BBBEE SCORECARD

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