



B-BBEE SERVICES



Broad-Based Black Economic Empowerment (B-BBEE) Services

Africa Skills offers your organisation a complete B-BBEE scorecard optimisation solution: Our collection of services addresses the whole range of aspects to benefit both the employer and employee.



1

Scenario Planning

Africa Skills assists by familiarising you with the requirements of B-BBEE: either to be certified for the first time OR to improve your B-BBEE score. **Please note:** This process does not involve assisting the client in implement a strategy for preparation towards verification.

2

Verification

Verification is focused on the auditing of evidence in terms of awarding B-BBEE rating status. Africa Skills offers guidance with evidence collection. On completion of this process, the client will be ready for a formal verification. A detailed report will list all non-conformances and general observations that, in future, could assist the client to obtain an improved rating. Africa Skills will appoint a certified Independent Rating Agency (IRA) once you are satisfied with the score obtained. An IRA is a business that performs official ratings on behalf of the Department of Trade and Industry, and issues companies with their B-BBEE scorecard, and must be approved by SANAS or IRBA.

The Codes of Good Practice measure a company's empowerment progress in five areas:

Element	Weighting
Ownership	25 points
Management Control	15 points
Skills Development	20 points
Enterprise and Supplier Development	40 points
Socio-economic Development	5 points

Business Classification	Turnover Threshold
Exempted Micro Enterprises (EME)	<R10 million
Qualifying Small Enterprises (QSE)	<R50 million
Generic Enterprises	R50 million

EQUIP!

EMPOWER!

EXCEL!