

EOH Youth Job Creation Initiative

*Be a part of the solution
to South Africa's youth
unemployment problem*

EOH



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Overview

At EOH, we believe that South Africa is short of skills, rather than short of jobs.
- Asher Bohbot EOH CEO



South Africa isn't short of jobs – in reality, it has a shortage of work-ready skills. Join us in solving South Africa's youth unemployment problem.

THE CHALLENGE

Over six million unemployed South Africans – many of them young people.

THE OPPORTUNITY

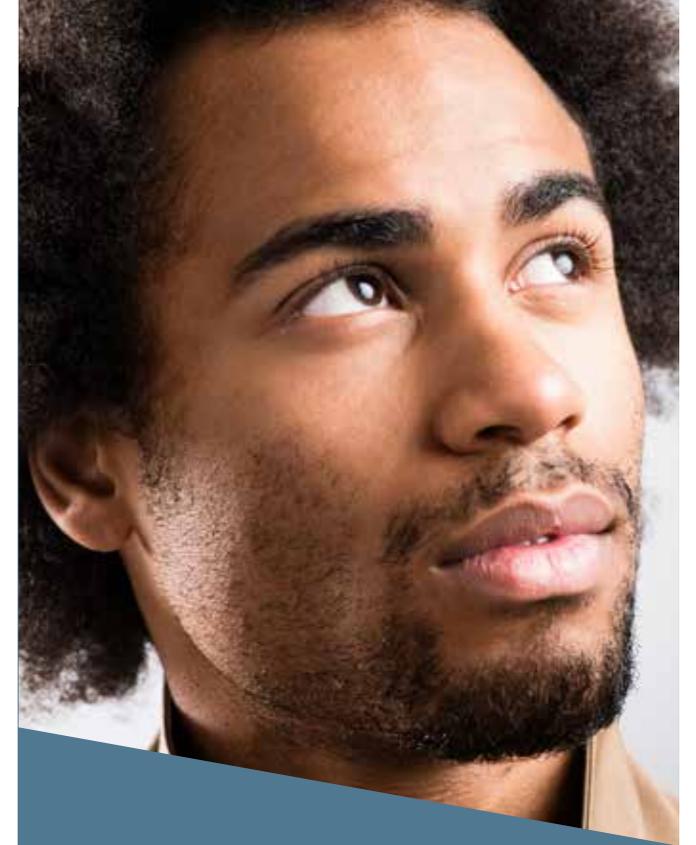
Acute skills shortages in ICT, engineering, finance, and other disciplines.

THE OBJECTIVE

Equipping young people with skills that set them on a pathway to great careers.

THE SOLUTION

Using the EOH Youth Job Creation Initiative as a vehicle to create 100,000 jobs by 2020.



The
Objective
100,000
jobs by
2020



A solution to SA's unemployment crisis is in the business community's hands

We launched the EOH Youth Job Creation Initiative in 2012 with the aim of working with our business partners, customers and government to stimulate job creation.

With around six million people who have never held a formal job, South Africa is sitting on a wealth of human potential that is going to waste. For business, it's a loss of potential customers and employees.

Then, there is the social cost of unemployment and the threats it poses to the stability of South African society and to the sustainability of our economy. Business has a vested interest in helping to solve the unemployment crisis – and it has the means to do so.

“Business in South Africa should not think like our counterparts in developed countries, where the responsibility is primarily to shareholders. Here, business must play a much broader role, which must include the well-being of the society.” - Asher Bobhot, EOH CEO

How can you help?

Like most South African companies, you probably have job openings you are unable to fill because you can't find the right skills in the local workforce.

While the education system is producing ample graduates and school leavers, work-ready young talent is harder to find. Here's your opportunity to make a difference through learnerships and internships.

By bringing young people on board as learners and interns, you can help make them productive members of society and improve their lives in immeasurable ways.

Once a graduate has both an education and work experience, he or she becomes far more employable, and there is an 80% likelihood he or she will be employed for life.





Why should you do it?

Introducing learnership programmes into your business is an easy, affordable and low-risk way to help build a better South Africa.

By giving young people the opportunity to get work experience and mentoring, you can help equip them with the right skills and business ethos for the future.

Tax benefits as well as job creation and skills development incentives make such an exercise virtually cost-free. By investing in our youth, you are helping to grow a larger customer base and a healthier economy for the future.

The benefits are immense – for the youth, for society, for shareholders and ultimately, for your organisation. After all it is easier to run a business in a successful economy.

South African jobs for South Africa's People: EOH believes that all businesses have a responsibility to help solve the problem of youth unemployment. That's why our Job Creation Initiative is a central pillar of our business growth and human resources strategy for the future. There are four components to our Initiative:

ONE

We are working closely with academic universities, universities of technology and institutions for further educational training to ensure that young people enter the workplace with work-ready skills.

TWO

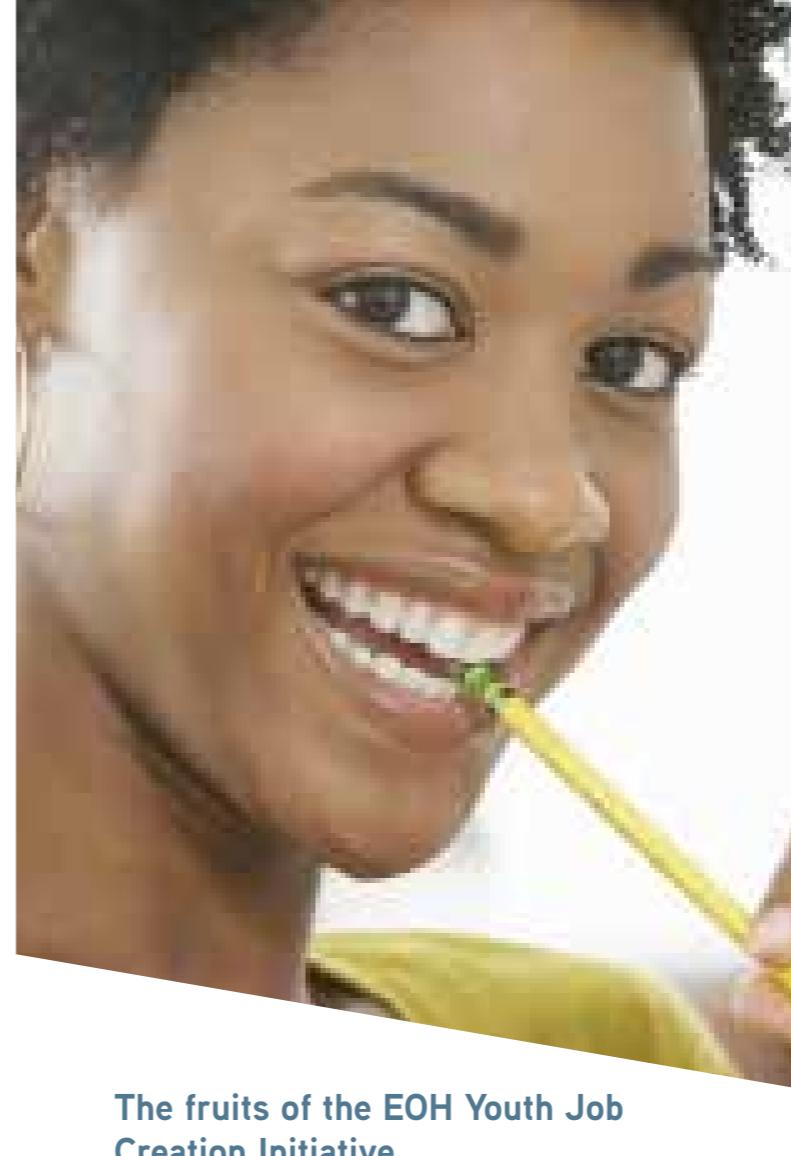
We are engaging our clients and business partners to create internships and training programmes that will give young people valuable work experience.

THREE

We are encouraging businesses to use South African skills wherever possible rather than offshoring work to other countries.

FOUR

We will strive to create jobs by offshoring our services to other countries.



We started rolling out this Youth Job Creation Initiative in 2012 and it is bearing fruit for all of our stakeholders.

The fruits of the EOH Youth Job Creation Initiative

To date, we have engaged the Media, Information and Communication Technologies Sector Education and Training Authority (MICT SETA) – the government education and training body for our industry, as well as all other SETAs.

We are working with these SETAs to stimulate job creation by interacting with customers, business partners, and other stakeholders.

We have also created an EOH-led team to work with our customers and technology partners to bring offshored jobs back to South Africa.

Our EOH Success Story. An Initiative of Partnership

We launched our internal learnership programme in March 2012, bringing on board more than 600 learners and graduate interns—representing 15% of our employees at that time.

We absorbed these young people into our workforce for a year and imparted work skills to them. When this programme ended in February 2013, we appointed 80% of the interns to full time positions.

The learners, meanwhile, continued to progress in their studies, knowing that they had practical work experience to put on their CVs when they graduate. In 2013, we rolled out the second year of the programme bringing on board 600 more learners and interns. Some 75% were absorbed into the EOH business at the end of the year. We are now rolling out the next phase of the programme by taking on 600 more learners and interns.

Of this intake of 600 people, 400 learners will be from public further education and training colleges as part of our partnership with MICT SETA and the rest will be recruited from newly graduated interns. We will continue to work with our international technology partners and customers to reduce unemployment in South Africa.



JOIN OUR INITIATIVE



We have been encouraged by the support we have received from partners and customers who share our vision – they include Investec, Microsoft, Oracle, Transnet Engineering, Anglo American, Oceana, Pick n Pay, and Dischem.

Now, we are challenging other South African businesses to join us to provide meaningful jobs for hundreds of thousands of young South Africans over the next few years.

The EOH Youth Job Creation Initiative programme can be replicated in any industry sector.



We encourage you to contact us if you want to share ideas and best practices, or become involved in our programme as a partner.

Here are five ways you can make a difference:

ONE

Invest in the development and training of young people through well-structured learnerships and internships programmes.

TWO

Invest in maths and science programmes at school level.

THREE

Share ideas and best practices with your peer companies.

FOUR

Invest in local business to create more jobs.

FIVE

Keep jobs in South Africa rather than offshoring services to overseas companies.



"I estimate that we are currently offshoring between 20 000 and 25 000 jobs. Our objective for the next three years should be to bring some 10 000 jobs back home."
-Asher Bohbot, EOH CEO



The EOH shop: Buying South African

We continue to nurture the value chain behind these South African goods with the goal of supporting local economic growth and job creation.

A year ago, we decided to stock our EOH Shop only with locally manufactured goods. Today, our shop is stocked with a wide range of creative, competitively priced South African merchandise.

We have forged great relationships with local suppliers and are working closely with many local companies to find ways to manufacture goods that were not previously made in South Africa.

Our employees and customers now enjoy access to a customised corporate gifting and clothing line.



Technology *makes it possible...*
People *make it happen.*