



### **Pertaining to the BEE Manager Course Benefits and FAQs:**

If you are tasked with the job of BEE Consulting, ensuring that your company is B-BBEE compliant when verified, using B-BBEE as a business tool and you are involved in the process of compiling your verification audit file then the BEE Manager Course is meant for you.

The BEE Manager Course content is derived from over a decade of experience from our BEE Academy Training Courses, Transactional and Transformational consulting interactions with clients and surveys of what knowledge/skills an employee tasked with managing B-BBEE would require.

This is the only course available that covers the theoretical, technical and practical aspects of BBBBEE.

In the theoretical training we will cover the A-Z of understanding each element and their sub items. The various interpretations of the codes and the B-BBEE legislations.

In the technical training we cover how to apply, implement, forecast, strategize and validate the BBBEE Codes within the Business.

Our practical training would be the delegate implementing the theoretical and technical training within the business during the week from what was covered on the day (delegate dependent). We will/can provide you with mock simulated scenarios or you can use data from live scenarios within the business (all delegates love this part of the training as it allows you to create your verification audit file with current information required for verification).

## Included Benefits of the BEE Manager Course:

You are given an Online BEESAMART Licence and training on the system to the value R 17550 when you sign up for the course. BEESMART is an online, cloud-based BEE tracking tool that allows you to monitor, analyse, create your B-BBEE reports and scenario plan B-BBEE within the business (just some of the features). You can visit <https://www.beesmart.co.za/> to get a full description of what the system entails.

Delegates have full access to the Facilitator (Senior B-BBEE Consultant) as a sounding board via e-mail, telephone conversation or face to face during the training to provide guidance in the form of consulting. (you know the cost of BEE Consulting and you have this available to you free for 2 months if you attend the training).

Due to us keeping a small class limit (the small class size is intentional, as we want to upskill delegates and give them that intimate experience where they get the full attention of the facilitator), this allows us to create your training modules in accordance to the sector/industry of your choosing (which no other B-BBEE training provider does i.e. your training modules are specific to your business sector).

You can claim the cost invested in the Training for points on the Skills Development Element (Category "F") and the spend is recognised as 135% for Procurement Spend as per the BEE Codes of Good Practice.

This course will give you the tools to Understand, Interpret, Apply & Implement the BEE Codes accordingly within the business. You will be skilled with the knowledge on how to forecast, look at risks/benefits and implement these actions. You will know how to validate data and create your verification audit file and know beforehand what your BEE Level would be before going into verification.

Personally, this course will firstly enlighten then enable and empower you to successfully manage BEE 😊

**BEESA is an accredited training provider with the Services Seta.** Attached is the accreditation document (PDF, BEESA Business Services (PTY LTD) B\_7 Amended 26 4 2016)

There are companies out there that are claiming to have accredited BEE Courses available, but this is misleading to the public as they would have accreditation on the old codes which is no longer in play. They would most likely be accredited by a SETA or endorsed by a Training Institute e.g., SANAS with the MDP to acquire a licence to be a verification agency.

Currently there is no course pertaining to B-BBEE that is accredited, linked to a unit standard or NQF Level by SAQA. If you are confronted with a company claiming that they have a course pertaining to BEE, please request a unit standard that the course is linked to. You can view the outlines of the unit standard code by using the link <http://regqs.saqa.org.za/search.php?cat=unit>

The reason for this is that SAQA will not accredit any course for B-BBEE due to the consistent change in the BEE Codes.

SAQA is only willing to accredit a B-BBEE Course when  $A + B = C$ , which means that there must be a set outcome to a rule and procedures to follow to obtain this set outcome. The B-BBEE Codes currently is open to interpretation and it is impossible to obtain a set answer due to multiple interpretations of the codes. (We take you through the multiple interpretation and scenarios and probable solutions of the BEE Codes in the BEE Manager Course).

The B-BBEE Codes are updated on a constant basis so if there was an accreditation provided once the codes are updated your accreditation for the course will not be recognised once the changes come into effect.

**BEESA acknowledges the need for delegates to receive recognition for B-BBEE training,** as such, BEESA has recently introduced an **Online Practitioner Assessment Test** which has 2 Levels, Practitioner Level 1 & 2, which can be completed before or after the BEE Manager's Course (recommended upon completion of the course). This means that depending on the results of the assessments, BEESA will provide you with a certificate of competency thereby **adding to your skillset and recognition as a BEE Practitioner.** For more information, you can contact me directly.

I hope the e-mail above answers any of your question as to why do the BEE Manager Course.

**The BEE Manager Course was not designed to provide you with points on your scorecard but rather an investment to know how to achieve points and improve your BEE level moving forward.**

The BEE Manager Course is recognised for Skills Development & Procurement spend which you can claim back for Skills Development & Procurement Points.

The course is recognised under category “F” under the Skills Development Learning Matrix which makes up 25% of your Skills Development overall target.

For Procurement, the recognition of the spend is 125%, as BEESA is a level 2 BEE Contributor. This means that the R 35000 will be recognised as R 43750 when you calculate your procurement points.

There will also be additional advantages available for your Procurement Score by using BEESA as we fall under the following sub-items on the BEE Procurement Scorecard

ITEM	POINTS	TARGET
BEE Procurement Spend from Empowering suppliers as percentage of TMPS*	5	80%
BEE Procurement Spend from Empowering suppliers that are QSEs as percentage of TMPS*	3	15%
BEE Procurement Spend from Empowering suppliers that are 51% Black owned as percentage TMPS*	9	40%

**\*TMPS = Total Measured Procurement Spend**

Note that above is not the points you receive for the course. These are the targets that need to be achieved by the company and points that are available for these sub items that BEESA falls under