

B-BBEE Managers Course

| Day | Date | Module |
|-----|--------|---|
| 1 | Day 1 | Introduction to B-BBEE and General Principles of B-BBEE and BEESMART setup |
| 2 | Day 2 | BEE Fundamentals |
| 3 | Day 3 | Management Control |
| 4 | Day 4 | Skills Development Element |
| 5 | Day 5 | Enterprise & Supplier Development Element & Socio-Economic Development Element and Y.E.S Initiative |
| 6 | Day 6 | Preferential Procurement Element |
| 7 | Day 7 | Ownership Element |
| 8 | Day 8 | Class Activity: Assessment of Simulated Case Study |
| 9 | Day 9 | Class Activity: Assessment of Simulated Case Study |
| 10 | Day 10 | Strategic Application of Theory - Presentations |

| Day 1 | Day 2 | Day 3 | Day 4 | Day 5 |
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| <p>Introduction Day</p> <ul style="list-style-type: none"> • Key role players in the B-BBEE industry and their functions. • Automatic recognitions. • Priority elements and discounting. • Sustainable B-BBEE model. • BEESmart set up. | <p>BEE Fundamentals</p> <ul style="list-style-type: none"> • Full day training on the basics of each BEE elements. | <p>Management Control</p> <ul style="list-style-type: none"> • Pre-requisites of Management Control. • Occupational levels. • EAP targets and calculations. • Class activities. • Verification requirements. | <p>Skills Development</p> <ul style="list-style-type: none"> • Pre-requisites of Skills Development. • Skills learning matrix. • Skills Development expenditure and limitations. • Tax incentives. • Class activities. • Verification requirements. | <p>ESD & SED and Y.E.S Initiative</p> <ul style="list-style-type: none"> • Understanding Y.E.S initiative requirements and target calculations. • Qualifying beneficiaries. • ESD and SED matrix. • Class activities. • Verification requirements. |

| Day 6 | Day 7 | Day 8 | Day 9 | Day 10 |
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| <p>Preferential Procurement</p> <ul style="list-style-type: none"> • Automatic recognition. • Valid BEE certificate. • Recognised procurement spend. • TMPS. • Import substitution plan. • Class activities. • Verification requirements. | <p>Ownership</p> <ul style="list-style-type: none"> • Ownership structures. • Flow through principle and Modified flow through principle. • Exclusion principle. • Class activities. • Verification requirements. | <p>Class Activity: Assessment of Simulated Case Study</p> <ul style="list-style-type: none"> • Practical day – uploading scorecard on BEESMART. | <p>Class Activity: Assessment of Simulated Case Study</p> <ul style="list-style-type: none"> • Practical day – delegates work a strategy that they will present on day 10. • Application of the theory learned in the 7 weeks. | <p>Strategic Application of Theory - Presentations</p> <ul style="list-style-type: none"> • Presentation day – strategy prepared on day 9 to be presented in class. |