



A BURSARY IS AN INVESTMENT IN SOUTH AFRICAN YOUTH

Are you struggling to plan, develop, and implement bursaries aligned with the Skills Development requirements?

The BEE Chamber offers seamless end-to-end solutions and management services that benefit a Bursary Sponsor, the Recipient and a B-BBEE Scorecard. Our tried and tested bursary methodology withstands the scrutiny of a B-BBEE Verification.

WHAT IS BURSARY MANAGEMENT?

Bursaries and scholarships, in line with the Skills Development requirements, target students enrolled at tertiary institutions registered with the Department of Higher Education and Training (DHET).

The BEE Chamber's three-pronged approach manages the process between the institution, the Bursary Recipient

and Sponsor, thus removing the administrative burden from all three parties. In this managed setting, the B-BBEE bursary process end-to-end is straightforward.

WHAT ARE THE BENEFITS OF BURSARY MANAGEMENT?

A seamlessly managed Bursary outcome will not only feed your Skills Development Scorecard but affords you the following benefits.

Saves you time

Leave Bursary management to the versed and dedicated BEE Chamber Bursary Team to source and match the right candidates.

Saves your resources

Having the BEE Chamber Bursary Team with the capacity and skills to deliver removes the burden of bursary administrations, like:

- ◆ The sourcing, selection, and shortlisting of registered Bursars nationally from DHET institutes;
- ◆ Meeting Bursary requirements in line with the Code your organisation is measured on;
- ◆ Collection, checking and qualifying of the Bursary evidence and document packs; and
- ◆ Managing all payments to tertiary institutions, residential accommodations and book stores, to name a few.

Secures your investment

Sourcing and matching suitable candidates based on your requirements and timeline through the BEE Chamber network.

Secures evidence

The BEE Chamber collects, collates and delivers the evidence necessary for a B-BBEE Verification.

B-BBEE CERTIFICATE & AFFIDAVIT COLLECTION DON'T LET IT BE AN UPHILL BATTLE



Bridget Themba is the Certificate Services Manager at the BEE Chamber and holds a Bachelor of Business Administration Degree in Human Resources Management and Marketing. She has extensive knowledge about B-BBEE Certificate Validation. Daily, Bridget is responsible for all operations pertaining to the collection and validation, coordination and quality control of B-BBEE Credential collections on behalf of BEE Chamber members.

The annual collection of B-BBEE Certificates and Affidavits (B-BBEE Credentials) is one of the most arduous tasks in preparing for a B-BBEE Verification. It takes resources, patience and consistent follow-up. However, as each valid B-BBEE Credential contributes to the overall scorecard, it is necessary to go through the process to meet procurement targets. It goes without saying that many organisations choose to outsource this task; however, even when outsourced, there are challenges in encouraging suppliers to submit their updated B-BBEE Credentials.

A core reason for slow collection rates is that the supply chains of the majority of organisations do not realise the importance of updating their B-BBEE Credentials, specifically those that only have to produce an Affidavit. Therefore, organisations must educate their supply chain on why they must update and then submit their B-BBEE Credentials. In many cases, when an organisation requests updated B-BBEE Credentials, a supplier, not understanding the rationale behind the request, may think it is being red-flagged for other reasons. Alternatively, small suppliers, for example the healthcare sector, are not aware that their customers require them to supply B-BBEE Credentials.

Apart from suppliers that simply ghost a request for updated B-BBEE Credentials, collection timelines are an issue, so is incorrect or erroneously applied information on B-BBEE Credentials, suppliers measured on the wrong Sector Code of Good Practice, incorrect Financial Year End applied, a supplier changing address and phone number without notice or going into liquidation, and the list goes on. However, the core challenge is planning.

Time is always of the essence, as the date for a B-BBEE Verification is scheduled. Each department or person submitting information for a B-BBEE Verification scrambles to collate, then submit, their portion of the B-BBEE Scorecard to the person who manages the process. However, in terms of collecting B-BBEE Credentials, the process more often than not starts too late. To ensure that B-BBEE Credentials are collected accurately and timeously to meet the timeline for a B-BBEE Verification, organisations must allow a generous timeline. In saying that, those at the top of the Transformation chain must manage their expectations on the total number of B-BBEE Credentials that they must collect against the B-BBEE Verification timeline.

The perfect timeline for the collection of B-BBEE Credentials is when an organisation becomes a supplier. A robust Supplier Application process will ensure that the captured information is correct.

Organisations that successfully collect their updated B-BBEE Credentials, for the most, have educated their suppliers about why it is necessary to update B-BBEE Credentials annually. In many cases, organisations provide a guide that outlines their Preferential Procurement Policy and the expectations of its suppliers. As each supplier was robustly vetted on becoming one, most updated B-BBEE Credentials meet the requirements. Some organisations include a clause in the terms and conditions that obligate a supplier to update their credentials annually, failing which they would be nullified as a supplier.

Thus, if an organisation intends to procure goods or services from such a supplier in the future, the supplier would have to reapply to regain supplier status. Most importantly, the successful collection of updated B-BBEE Credentials depends on an adequate timeline, irrespective of whether the collection is done internally or outsourced.



Contact Us

If you would like to receive an in-depth brochure or customised bursary solution for your company, please either email

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