Now they are ready to come to your company.

**gold** Talent is an innovative enterprise that has positioned itself as the placement partner of choice for employers looking to hire quality young people with a track record, resilience and strength of character. What employers spend on retention and HR issues can often seem out of control. We believe employing our **gold** Grads could help you reduce this.

There is significant talent in our poorest communities, yet these young people often don’t achieve their potential due to systemic inequality, lack of role models and inadequate education. The **gold** Model seeks out schools and communities in the poorest areas, and within these schools the young people showing leadership ability. These youth are then taken through a rigorous four-year programme and become agents of social and economic change – the work- or study-ready young people that we present to you.

We chose these young people because we saw leadership potential in them. Then we trained them from Grades 9-12.

Our **gold** Model is scalable and is being implemented in selected communities across South Africa, Zambia, Zimbabwe and Botswana. We can work with your business wherever you are.

We also offer a range of related services including:

- bursary scheme management – for organisations offering bursaries for further education
- diversity and transformation strategy development and training – for companies in emerging markets
- peer education programme strategies and training
- experiences to engage with emerging market youth in your boardroom
- transformation retreats for company leaders

We are growing our placement capacity, linking with industry to establish the **gold** Model in schools in areas that they are already working in, or plan to establish operations. Investing in these communities will ensure a pipeline of talented **gold** Youth in the coming years.

In areas where there are limited employment opportunities, we are launching scalable micro-enterprise franchises that offer **gold** Grads a sustainable income, increase the income generating capacity of the community and create additional revenue for our non-profit work.

www.goldyouth.org

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**EMployee Support**

Having worked with each of our candidates for at least three years, we have seen them grow and develop into Peer Educators and leaders. But even for young people of the highest quality, adjusting to the workplace in their first job is daunting.

**gold** Talent is committed to helping our young people, as well as their employers, to succeed. We offer this employee support service to our clients:

- visits to the workplace from our support team – daily for the first week, then weekly, fortnightly and reducing to monthly over a period of time
- monthly one-to-one or small group sessions with each employee
- liaison services between the company and the employee in cases of behaviour or discipline issues

**Workplace Peer Education**

**gold** Talent supports clients in developing workplace peer education programmes that can lead to changes in norms, culture and processes in line with their organisation’s strategy. All our trainers are experienced in peer education and can facilitate leadership programmes from within your company. We can also provide training for other employees. We are the proof that peer education impacts lives and changes culture!
WHAT CAN gold TALENT DO FOR YOUR BUSINESS?

goold Talent is the placement service of choice for employers, bursary schemes and education institutions looking to employ young people and invest in building the nation.

We offer the following services:

1. PLACEMENT SERVICE
2. EMPLOYEE SUPPORT
3. WORKPLACE PEER EDUCATION

Depending on the needs and capacities of your organisation, you can decide which of these services would provide the most effective solutions.

We have invested daily for 3-4 years into each of our candidates. Through the gold Model they have undertaken a life-changing journey of personal development, leadership, job readiness, peer education and taught their peers what they have learnt. They have been described by companies as:

- mature for their age
- impressive and committed
- reliable
- the hope for our future

We can provide additional training to support your business:

- Peer education – a 5-day, Level 2 or 4 accredited programme
- Route 94 – 2-day, 1-night diversity and transformation retreat
- In Emerging Market Company half-day experience discussing the issue of the day with emerging market youth

FIND OUT MORE...

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go.gold-enterprises is a for-profit PTY solely owned by
go.gold Youth Development Agency (gold-youth).

go.gold-youth is an NPO providing peer education programmes in schools in the poorest communities in South Africa, Zambia and Botswana with outcomes in youth social behaviour change, education and job creation.

Find out more at www.goldyouth.org

Unlocking people potential ... in emerging markets