



# KNOWLEDGE EXCHANGE 2019

HARNESSING SOUTH AFRICA'S  
YOUTH DIVIDEND: CATALYSING  
NEW OPPORTUNITIES IN NEW  
SPACES

## Conference Report - Summary

# ACKNOWLEDGEMENTS

This report is a product of the 2019 Knowledge Exchange and is prepared by the Jobs Fund team.

We are grateful to the guest speakers, workshop facilitators, subject matter experts, conference participants, our hosts the Riversands Incubation Hub, and all our job creation and inclusive growth partners who took part in our 2019 learning event.

The opinions expressed in this report are those of the authors and participants of the Knowledge Exchange. They do not necessarily reflect the views of the Jobs Fund, the Government Technical Advisory Centre (GTAC) or the National Treasury Department of South Africa.

Knowledge Exchange 2019

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## MESSAGE FROM THE HEAD OF THE JOBS FUND



The 2019 learning event was titled: “Harnessing South Africa’s Youth Dividend: Catalysing new opportunities in new spaces.”

This theme built on the previous conference where we discussed how the 4<sup>th</sup> Industrial Revolution will impact the South African economy; looking at the kinds of challenges it will pose; and how South Africa could exploit the opportunities presented by the 4<sup>th</sup> Industrial Revolution.

With a particular focus on youth economic inclusion, the 2019 conference sought to tackle a number of issues with a view to putting forward concrete and implementable solutions toward the realisation of the country’s most pressing socio-economic needs, in the context of the changing nature of work.

We deliberated on preliminary research findings on what it takes to realise an integrated package of support for youth development. Delegates had a unique opportunity to comment on and provide inputs to this exciting work.

Of course, our ambitions to develop our youth begin with the ability to identify the right youth for the right opportunities, at scale. The identification of the right talent presupposes a capability to manage this talent systematically through various pathways, which would ultimately lead to productive economic participation by young people. We discussed some exciting examples of how this is currently being done.

In the context of waning formal employment opportunities, we discussed the conceptualisation of an integrated enterprise development framework that will assist in the scaling of youth entrepreneurship efforts in the country. Within this context, it is also critically important that we support and strengthen economic activity in townships which hold the potential to vastly improve the livelihoods of young people living in these areas and should be central to South Africa’s inclusive growth and broad economic empowerment strategy. Delegates discussed emerging employment breakthroughs made possible through technology; allowing for example the expansion of “gig economy” opportunities to include more demand-driven activities, thus bringing the informal and formal economies closer, for the benefit of young people.

While small and medium sized enterprises are recognised as key catalysts for growth and employment, they nevertheless remain viewed as risky by financiers and investors, alike.

Discussions held on innovative funding models for job creation were undergirded by the recognition of the need to uncover ground-breaking ways through which we can bridge the current funding gap for high risk enterprises. Institutional investors are key in this regard. Banks have to do more in support of these businesses. We also discussed some encouraging financing models that have potential for replication.

A poor performing economy cannot generate sufficient value to make it globally competitive and will not be able to support, let alone create, the jobs the unemployed need to survive and thrive. Our economy needs to grow at a significantly higher rate, which can meaningfully support the economic aspirations of our people, while recognising that there are other equally important aspects to human development, going beyond income and employment.



South Africa has to invest more in enabling infrastructure and sectors identified to represent labour intensive growth and opportunity for the country, such as agriculture and tourism. We have to promote macro-economic stability, credible and stable public institutions, policy certainty and flexibility, as well as a responsive human development system and technological advancement.

*Our Partners are the heroes and heroines who remind us daily that we have the ability to find solutions to the challenges we face as a country.*

By all accounts, the 2019 Knowledge Exchange was a success, with a number of return delegates commending the high energy and fervent spirit of participation at the event. I am sure that the more youthful delegate profile and the Bokke's rugby world cup win, only a few days prior to the event, did much to contribute to the vibrant atmosphere.

I would like to express a personal word of thanks to all our Technical Evaluation and Investment Committee members who always put us through our paces to ensure that we remain a winning Fund. They are highly talented and sought-after professionals and yet duty and patriotism, with equal measure, bring them to contribute their time with us. They remind me of a quote by Martin Luther King Jr. who said, "Everybody can be great, because everybody can serve".

Lastly, I want to thank our Jobs Fund Partners who continue to carry the torch of our collective vision of unlocking inclusive job creation in South Africa; who are at the coalface of the trials and the tribulations of bringing this vision into reality; who are spurred on not by fear of a growing unemployment crisis but by the righteousness of our purpose and the indelible expressions of young people who come into their first job. Our Partners are the heroes and heroines who remind us daily that we have the ability to find solutions to the challenges we face as a country.

**Najwah Allie-Edries**

Deputy Director General: Employment Facilitation  
Head of the Jobs Fund

## CONFERENCE VENUE

The Riversands Incubation Hub is one of the largest Jobs Fund infrastructure projects, having been co-funded with Century Property Developments, to afford entrepreneurs in Diepsloot and surrounding areas easy access to world-class premises from which they can set up their small businesses and trade; taking advantage of the greater industrial park development currently underway. The project will benefit from the establishment of the industrial zone within the greater Diepsloot area, Steyn City, the Waterfall development and the Gauteng government's new housing project.

Over 160 majority black-owned SMEs have their premises at the Hub, at a subsidised rental. These businesses occupy over 15,000m<sup>2</sup> of space. The office park provides a secure facility for the smooth running of SMMs' operations. As they grow, business owners hire additional staff, some of whom are drawn from Diepsloot.

The Hub has a fully functional and operational conference venue, The Canvas. The hub has reached about 98% occupancy and has applications from over 2,000 interested businesses.



## CONFERENCE THEME

The idea for the 2019 conference theme was to recognise that South Africa has a largely young population, which is also characteristic of the rest of the African continent. Given this, South Africa is in a rare position where these young people can be transitioned into productive participants in the economy. Once economic inclusion is achieved for the youth,

*How does South Africa take advantage of the opportunities that are anticipated in the future, especially for the youth, within an ever-digitizing global economy?*

you have a situation where the working population supports a much smaller non-working population. Such a situation would bode well for the country's overall economic growth and future development. The question though is, in the context of South Africa's young, under-educated, and aspirant youth population; the advent of the fourth industrial revolution; slow economic growth and waning formal employment, how does South Africa take advantage, at scale, of the opportunities that are anticipated in the future, especially for the youth, within an ever-digitizing global economy?

### Box 1: Conference Discussion Topics

In keeping with the theme for the 2019 Knowledge Exchange, the Jobs Fund team developed five topical themes that responded to the conference's central question.

**THEME 1 CREATING AN INTEGRATED APPROACH FOR YOUTH DEVELOPMENT: IDENTIFYING THE BASIC PACKAGE OF SUPPORT FOR YOUTH**

**THEME 2 TOWNSHIP ECONOMIES: CATALYSING THRIVING YOUTH-INCLUSIVE POCKETS OF INNOVATION**

**THEME 3 SECURING YOUTH TALENT: IDENTIFYING AND MANAGING TALENT AT SCALE**

**THEME 4 YOUTH ENTREPRENEURSHIP: OPPORTUNITIES FOR SCALE**

**THEME 5 INNOVATIVE FUNDING FOR JOB CREATION: DESIGNING FUNDING MODELS FOR HIGH RISK INVESTMENTS**

## DISCUSSIONS

### Think Tank 1 - Creating an Integrated Approach for Youth Development: Identifying the basic package of support for youth

#### Facilitator

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Chief Principle Researcher and Associate Professor



(University of Cape Town, Southern Africa Labour and Development Research Unit)

#### Specialists

**Wassem Carrim** - CEO (National Youth Development Agency)

**Lauren Graham** - Director (Centre for Social Development in Africa, University of Johannesburg)

**Sagren Govender** - Chief Director (Department of Labour)

Young people's lives in South Africa are marked by multiple vulnerabilities. Some of the challenges they face include income poverty, low educational outcomes, poor housing and unreliable or expensive transport options, poor physical and mental health and limited social networks. Young NEETs (Not in Education, Training or Employment) are especially vulnerable; at risk of longer term economic and social exclusion.

With over 3 million NEETs between the ages of 15 and 24, responding to these young people's challenges in a holistic and inclusive way is a matter of national urgency.

The first Knowledge Exchange Think-tank Session highlighted the findings of research by a multi-stakeholder consortium led by the Southern African Labour and Development Research Unit (SALDRU) into the design of a Basic Package of Support for young NEETs in South Africa. The SALDRU-led team presented the proposed package at the Jobs Fund Knowledge Exchange and delegates were given the opportunity to comment on the proposal.

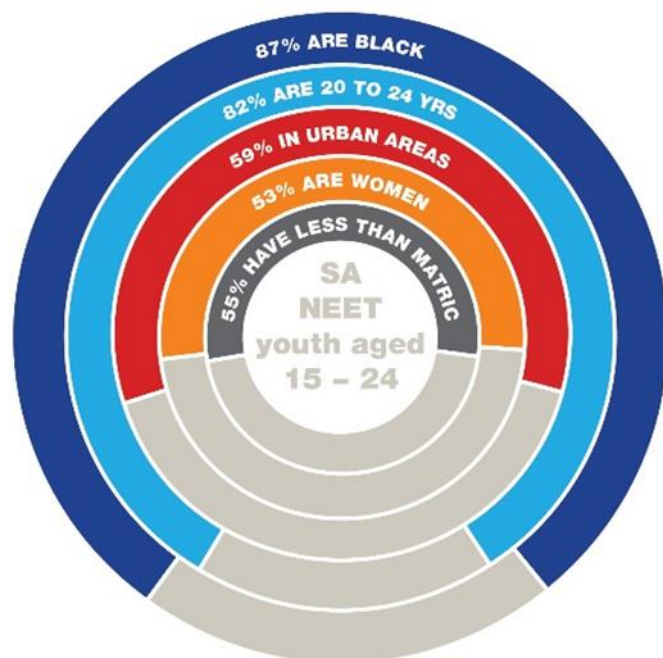
*With over 3 million NEETs between the ages of 15 and 24, responding to these young people's challenges in a holistic and inclusive way is a matter of national urgency.*

The aim of the programme is to provide more NEET youth (aged 15 to 24) with enhanced life outcomes, by proactively offering them a well-



targeted, holistic package of support that:

- helps them understand available pathways (back) into education, training and work;
- empowers them through referral to existing support services to connect to, take up and complete such pathways;
- connects them to employment, education and training opportunities; and
- keeps them connected to an opportunity over time through re-engagement when necessary.



*Characteristics of South African NEET (15 to 25 years old)*

A face-to-face approach is deemed critical. This is because regular and in-person follow up will build trust in the intervention. Integral to this design are trained “Youth Care Workers” or “Youth Guidance Counsellors” who will play a key role in the “re-connection” of youth to services as needed:

- Local Education, Training and Skills related services;
- Youth-friendly employment services (job search and job placement);
- Psycho-social support and youth-friendly health care more broadly; and
- Financial and social assistance.

Some of the potential risks associated with the roll-out of the proposed model include the risk of non-delivery. The success

of the pilot roll-out (to take place in 2020) rests on the quality of the guidance counselling and existing support services to be tweaked, coordinated and delivered for the benefit of participating young people. It is also important to ensure that the initial communication about the programme is clear about it not being just about a job but rather support toward various pathways which would ultimately assist participants in being gainful participants in the economy.

Thought also has to be given to potential risks within the communities wherein these pilots will be rolled out where there may be possible disruption within these communities as a result of the programme.

## Township Economies: Catalysing thriving pockets of innovation that are youth-inclusive

### Facilitator

**Kate Philip**  
Development  
Strategist  
(Ecosystem  
Development  
for Small  
Enterprises)



### Specialists

**Luize Guimaraes** - Senior  
Consultant (Oxford Policy  
Management - MUVA)  
**Georgie Midgley** - CEO  
(Money4Jam)  
**Namhla Mniki-Mangoliso** -  
Executive Director  
(African Monitor)  
**Kgolane Thulare** - Manager  
Incentives & Grants  
(Department of Small  
Business Development)

The second workshop session discussed the potential of township economies to contribute significantly to South Africa’s unemployment challenge. It explored other opportunities for youth, where barriers to entry are low and the potential for absorption into the economy are high.

Cautionary notes emerging from the discussions included going about solving for the challenges of township economies in a way that institutionalises what is already an apartheid era construct.

This starts with the language used when referring to the township economy. This language often suggests that these economies are somehow separate from and inferior to the mainstream economy.

Township economies should really be referred to as the main or primary economies because this is where the majority of people are. Solutions for these areas tend to be based on faulty concepts of what they actually are, such as being simply consumer markets and not producers and creators. Rather,

the focus should be on ideas around how more goods and services can be produced in townships.

*The focus should be on ideas around how more goods and services can be produced in townships.*

What tends to happen is that solutions are ill-informed, with the belief that they will work simply because we like them.

Economic phenomena such as the fourth industrial revolution and the gig economy should be tempered with initiatives that promote an economy that supports decent work for people. An example of a working model is in the platform economy. A

South African example is a platform called BrownSense. This platform gives Black entrepreneurs access to wider markets to showcase their products and services. It has over 160,000 followers on Facebook and has businesses exchanging information, posting advertorials and procuring services from each other. The platform is in part a movement that promotes support for and the channelling of Black spend to local emerging businesses.



Economic policy also needs to be reviewed to start promoting the interests of small business operators instead of the big corporates. There needs to be sustained investment in emerging markets in order to create new economic productivity. And when we think of replication and scale of successful models we need to think about it in terms of the underlying processes that gave rise to observable outcomes and not think to scale the finished product. It is about the elements of an intervention, how the model implementers and the various stakeholders came to play their roles in a way that brought about the desired results.

## Securing Youth Talent: Identifying and managing talent at scale

### Facilitator

**Rob Urquhart**  
Head of Knowledge & Research  
(Harambee Youth Employment Accelerator)



### Specialists

**Luize Guimaraes** - Senior Consultant (Oxford Policy Management - MUVA)  
**Georgie Midgley** - CEO (Money4Jam)  
**Namhla Mniki-Mangoliso** - Executive Director (African Monitor)  
**Kgolane Thulare** - Manager Incentives & Grants (Department of Small Business Development)

The third session discussed the multiple pathways that could transition youth into the world of work. Given the volume of youth who are looking for work, an efficient and systematic approach is required in order to screen and assess young people for the appropriate pathway in their transition journey. The pathway to employment in South Africa is often characterised by a staggered employment pattern, where young people secure increasingly shorter and shorter employment opportunities, only to fall out of these soon thereafter. For the majority of young people this pathway is not linear.

One of the main discussions was a move towards effectively “pathwaying” youth into productivity. The text box below explains.

### Box 2: Pathways to Youth Productivity

- Encouraging discouraged young work seekers to become active again. The prospect of allowing this group of young discouraged people to grow has very dire social cohesion consequences for this country.
- Finding solutions that get young people productively engaged in a meaningful and positive way in the socio-economic life of the country. This is more than a placement in a job.
- Removing barriers that prevent young people from ultimately coming into gainful employment, through the development of functional competencies and behaviours. Some of these competencies are not even necessarily technical in nature.



*The pathway to employment in South Africa is often characterised by a staggered employment pattern, where young people secure increasingly shorter and shorter employment opportunities, only to fall out of these soon thereafter.*

Being a doctor, accountant and lawyer is seen to be more lucrative and admirable than being a baker or a tradesman. Delegates heard that there are some organisations that are now beginning to tackle these perceptions using pop-culture via social media. This approach is premised on the belief that young people are largely influenced by what they see in pop-culture platforms and what other young people tell them are the latest “cool” trends. Education was another area of concern for delegates. Some of the discussion highlights in this space relate to the numbers of young people falling through the cracks, the possibility for synergies between the private and public sectors and curriculum disruptions that are necessary in education.



Delegates were of the view that young people deserve a better system that can more effectively pathway them through to gainful participation or employment in the economy. A system that will see them as unique individuals

While there was general consensus for the need for comprehensive pathway management for young people amongst delegates, a number of challenges related to the effective implementation of pathway management were identified.

Delegates highlighted the fact that young people continue to believe that certain professions are more prestigious and therefore more attractive than others.

and not one cohort of 3 million youth. That the beginnings of such a system involves the establishment of a central youth database that can provide comprehensive, coherent, coordinated and up to date information to young people on pathway options available to them post schooling. It was agreed that the country does not need more policy but better implementation and coordination. Due to its considerable size, Government does not have the agility to turnaround its silo approach in a short space of time. In the interim, however, the private sector and other government agencies can lead by example, coming up with collaborative models that could be adopted by government in time.

### Youth Entrepreneurship: Opportunities for scale

#### Facilitator



**Lynette Ntuli**  
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(Innate Investment Solutions)

#### Specialists

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Director Innovation and  
Technology Policy  
(Department of Trade and  
Industry)

**Duke Malan** - Partner  
(Africa Works Ventures)

**Nneile Nkholise** - Co-  
Founder (3DIMO)

**Tervern Jaftha** - Senior  
Manager Technology  
Business Incubation (Small  
Enterprise Development  
Agency)

The fourth session sought to conceptualise an integrated enterprise development framework that would assist in scaling youth entrepreneurship efforts in the country.

Discussions started with delegates debating the culture of entrepreneurship and small businesses in South Africa. Delegates felt that there needs to be a shift in perceptions and paradigms with respect to how young people in particular view and approach entrepreneurship. There needs to be more honest conversations about what it takes to be an entrepreneur, what the expectations that come with this vocation are, and what

kinds of hurdles an entrepreneur has to overcome, be they personal, familial, institutional, environmental, etc. For example, budding entrepreneurs need to know that their businesses require business plans, boards of directors, skills and experience. Testimonials of entrepreneurs who have made a success of their ventures need to be documented and shared. These stories would encourage many young people while also raising their awareness of the many pitfalls that entrepreneurs encounter in their journeys.

*Policy needs to break the silo approaches that exist between government departments in order to promote better efficiencies and synergies.*

big data are important for an understanding of what is happening on the ground, particularly with the nearly 70% of the SMME eco-system, which is informal and we hitherto know very little about. This research will help us measure, understand, correct, improve and account for what is happening to significant parts of our economy. South Africa has not defined a core set of challenges that it will commit to focus on and address. Government needs to be firm and identify a set of few, key priorities that it will focus on over the long term. Currently the country funds everything and as a result our already scarce resources are spread too thinly across a number of issues requiring funding. The US government's strategy has been to back high growth sectors as companies in these sectors will be the future job creators for the country. This is how companies like Google and Tesla were created.

Delegates felt that the big challenge for South Africa is not unemployment but a lack of skills. There is a pressing need to disrupt our education system to have a deeper focus on Maths, Science and Philosophy skills as key areas of study for young people in the country. The reforms that are required within educational curricula are not to be brought about necessarily by the academics in these institutions as they often times do not understand the changes taking place in the market.

A reform of policy in the country needs to take place; where policy is formulated with a commonly-held outcome in mind. Policy needs to break the silo approaches that exist between government departments in order to promote better efficiencies and synergies. Research and

*There is a pressing need to disrupt our education system to have a deeper focus on Maths, Science and Philosophy skills as key areas of study for young people in the country.*

South Africa has a number of challenges but not everything is broken. The country enjoys real government intent, for the first time in a long while; there is considerable talent within and outside of government and the private sector is on board to get things done. Asian markets were nowhere 30 years ago but they had a clear and singular focus. They managed to get government and the private sector to work together to build a future for their countries. This has paid dividend for these economies and the same is possible for South Africa. South Africa has significant potential but lacks entrepreneurial intent when compared to their peers on the rest of the continent. Entrepreneurs in the rest of Africa tend to have a different world-view compared to their local counterparts. They see a much bigger world and draw similarities between markets and see synergies where South Africans typically do not.

We need to change the calibre of the South African entrepreneur. In the meantime, there is need to identify and disseminate what works within the SME eco-system and replicate these models.

*South Africa has a number of challenges but not everything is broken. The country enjoys real government intent, for the first time in a long while; there is considerable talent within and outside of government and the private sector is on board to get things done.*



## Think Tank 2 - Innovative Funding for Job Creation: Designing funding models for high risk investments

### Facilitator

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(Development Bank of Southern Africa/ Gordon Institute of Business Science)

### Specialists

**Heather Jackson** - Head: Impact Investing (Ashburton Fund Managers)

**Kasthuri Soni** - Group Financial Director (Harambee Youth Accelerator)

**Margaret O'Connor** - Adventure Capitalist (Centre for Disruptive Technologies)

**Lerato Lehoko** - Managing Director (Bonds4Jobs)

The fifth session explored the characteristics of innovative funding models that would bridge the current funding gap for high risk enterprises. There are a number of factors that contribute to the persisting view of SMMEs as being risky investments. Some of these factors include the relative paucity of information available on SMME activities, products, clients and markets. This general lack of information means that financiers are not able to perform the necessary due diligences on these entities in order to assess their levels of risk. An understanding of their risk means that financiers are also able to price this risk in a manner that is acceptable to their allowable thresholds.

As a result, a significant number of SMME applicants (estimated at around 80% to 90%) are rejected by traditional financiers on these and other bases, which include the lack of collateral. Even in instances where SMMEs do access funding from a funder, once they get to a different stage in their business growth, they learn that their funder is no longer able to fund them beyond that point because of mandate constraints. The high data collection and due diligence costs associated with SMMEs become yet another stumbling block to funding access.

*Funding exists for the SMME sector but access to this funding is often stonewalled by ill-informed requirements and measurement matrices. This has led to the search for new and innovative ways of understanding SMMEs.*

There has therefore been growing frustration within the SMME sector that is borne out of the knowledge that funding exists for this sector but access to this funding is often stonewalled by ill-informed requirements and measurement matrices. This has led to the search for new and innovative ways of understanding SMMEs, their risk profiles and their specific products and markets as well as attempts at creating eco-systems of funders; all with a view to come up with responsive funding mechanisms.

Delegates urged that in the context of shrinking fiscal resources in South Africa, it is important to accelerate the piloting and replication of innovative funding mechanisms that have been proven to leverage better private sector participation and funding commitments toward social outcomes.

Mechanisms such as Corporate Venture Capital, Guarantees and Social Impact Bonds have been piloted by government, through the Jobs Fund, with an encouraging measure of success. These mechanisms are proof of what can be achieved in a partnership between a capable state and the private sector; in a mutual, risk sharing approach.

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## CONCLUSION

The 2019 Human Development Report (HDR) was launched in South Africa on the 11<sup>th</sup> December by the United Nations Development Programme (UNDP). This was a little over a month after the hosting of the Jobs Fund Knowledge Exchange. The launch of the HDR is poignant in respect of the deliberations at the Knowledge Exchange, which resonate with the findings of the 2019 HDR. Themed “Beyond Income, Beyond Averages, Beyond Today”, the 2019 HDR advocates for the need to address the root causes of poverty, inequality and unemployment. It impresses upon the importance of understanding the granular details of deprivation and the need to map its geographic occurrence. It espouses the ideal that no-one should be left behind, in a rapidly changing world.



The HDR benchmarks South Africa against 169 other countries in terms of its progress toward improving the quality of life and the restoration of dignity to its citizens. It is a stark reminder of the country's deep inequalities that originate from its segregationist history. It is a call to action toward finding sustainable solutions that will collectively stem the tide of growing deprivation. These solutions have to be multi-dimensional in their conception and address of the manifestations of inequality; going beyond just solving for employment and incomes. They have to be appreciative of the immediate circumstances of those they seek to uplift; meeting them at the point of their need. They have to support the agency of the poor and marginalised, in part, through the better assessment and development of their capabilities with a view to ensure their integration into the world of the future.

Youth constitute more than a third of the population of South Africa and are amongst some of the most marginalised and deprived of its citizens. More than half of work-able youth are

unemployed. About 30% of the youth population are young people who are not in education, employment or training (NEET). Less than half of them have a senior certificate qualification. Over 70% of these NEET youth come from impoverished households that earn below the poverty line. Over the course of their youth, they fall in and out of the system's radar as some drop out of school, seek work opportunities and those who fail eventually become discouraged and disgruntled. They consequently suffer numerous associated psycho-social effects of their circumstances. And yet, despite all of these odds, they are expected to navigate a complex web of services by their own

*Development actors, from governments, donors, agencies, implementers through to private companies, financiers and venture capitalists, should come together to formulate a more coherent, inclusive and comprehensive action plan and eco-system toward supporting young people's agency, pathway management, entrepreneurial prowess and access to funding.*

agency, using their very limited resources, as they look to improve their job prospects. As they navigate the system, the costs of transport, data, child care and access to further education and training, amongst others, conspire to further expose their deprivation and marginalisation.

There is now a recognition that young people have to be assisted in their pursuit of better and meaningful participation in the economy. Development actors,

from governments, donors, agencies, implementers through to private companies, financiers and venture capitalists, should come together to formulate a more coherent, inclusive and comprehensive action plan and eco-system toward supporting young people's agency, pathway management, entrepreneurial prowess and access to funding.

This journey begins with an understanding of young people's lived experiences; where they reside, their familial circumstances and responsibilities, their challenges, capabilities and aspirations. It is only once we understand young people as individuals, that we can usefully guide them in putting together a tailored plan of action toward their employment journeys. Such plans can only be as good as the support services young people would access; the proximity of

the services, their effectiveness and integration into the wider eco-system of support.



Effective management of these services would require a coming together of the providers of these services into communities of practice that would trouble shoot issues as they arose. Part of the support for young people is also in making available opportunities (not just jobs) visible and

*A single, integrated platform wherein young people can interface with the entire eco-system of post schooling services and opportunities would be invaluable to this effort.*

easily accessible to them. A single, integrated platform wherein young people can interface with the entire eco-system of post schooling services and opportunities would be invaluable to this effort.

Young people should be encouraged to innovate around product offerings that are differentiated, niche yet popular, and offer their enterprises a real competitive advantage over established corporates. Technology can act as a powerful equalizer for emerging small businesses as well as an aggregator for opportunities such as those found in the gig economy, which can springboard young people into more stable and lucrative situations. Encouraging examples of young people's entrepreneurial prowess already exist in peri-urban and rural settings, punctuating the point that the solutions for youth unemployment reside within the very communities wherein inequality is most prevalent.

The flawed premise that entrepreneurship is the panacea for unemployment needs to be corrected. A new narrative and definition of entrepreneurship is required. This pathway is but one of many potential routes available to young people. The

new conversations about entrepreneurship need to be candid, open and challenge the view that everyone is an entrepreneur, while also promoting different typologies of entrepreneurship. On a policy front there is an urgency to move beyond recognition for the need to disrupt our education system, toward concrete steps in this regard. While the attempt to reform the entire education system in one go may prove daunting and futile, development actors and agencies can lead by example in this regard through demonstration of the effectiveness of strategic partnerships which government can emulate over time.



Finally, South Africa needs to cast a long-term, clear vision of a compelling value proposition that everyone understands and can rally around. It needs to nominate a set of two or three priorities that are strategic, catalytic and present real competitive advantage against which it can mobilise its resources and talents, to the benefit of its citizens. It needs to champion the cause for a better quality of life and the restoration of dignity to millions of its people, ensuring that we move the needle on prevalent inequality and deprivation, leaving no one behind.

