



South Africa Siyasebenza

**OVER A DECADE OF INNOVATION AND PARTNERSHIP**



**Ushintsho Olughakazile**

## Jobs Fund Webinar

*The Basic Package of Support for Youth: Supporting Youth on their Journey towards Economic Participation (Part 2)*

31 October 2023

**The event will start at 10h00**



**national treasury**

Department:  
National Treasury  
REPUBLIC OF SOUTH AFRICA



National Treasury  
REPUBLIC OF SOUTH AFRICA

# Opening Address

**Najwah Allie-Edries**

Deputy Director-General: Employment Facilitation  
(Head of the Jobs Fund)

# Background to the Jobs Fund



- The **Jobs Fund** is a R9 billion challenge fund seeking to:
  - **Support sustainable job creation** in the short to medium term, and
  - **Identify scalable, replicable and sustainable job creation models** that lay the foundations for longer term employment.
- The Fund works with implementing partners (intermediaries), sharing risk and leveraging their networks, funding and technical expertise to access and provide support to the targeted market segment.
- It plays a complementary role in the social protection and employment landscape.
- The Jobs Fund was established with knowledge sharing as one of its foundational pillars and has a rigorous monitoring, evaluation, reporting, and learning framework.
- To this end, the Jobs Fund regularly hosts and participates in knowledge exchange sessions, together with its partners and the public.

# ***The Basic Package of Support for Youth: Supporting Youth on their Journey towards Economic Participation (Part 2)***


Two representatives from the Basic Package of Support for Youth Consortium join us:

**Ariane De Lannoy**

(Chief Researcher – Southern Africa Labour and Development Research Unit [SALDRU])

**Lauren Graham**

(Director – Centre for Social Development in Africa [CSDA], University of Johannesburg)



**Supporting youth who are NEET  
to reconnect to sustainable  
learning and earning pathways:**

***Lessons from 18 months of Basic  
Package of Support piloting***

October 2023

**BPS consortium**  
*Partnering for change*



**CENTRE FOR  
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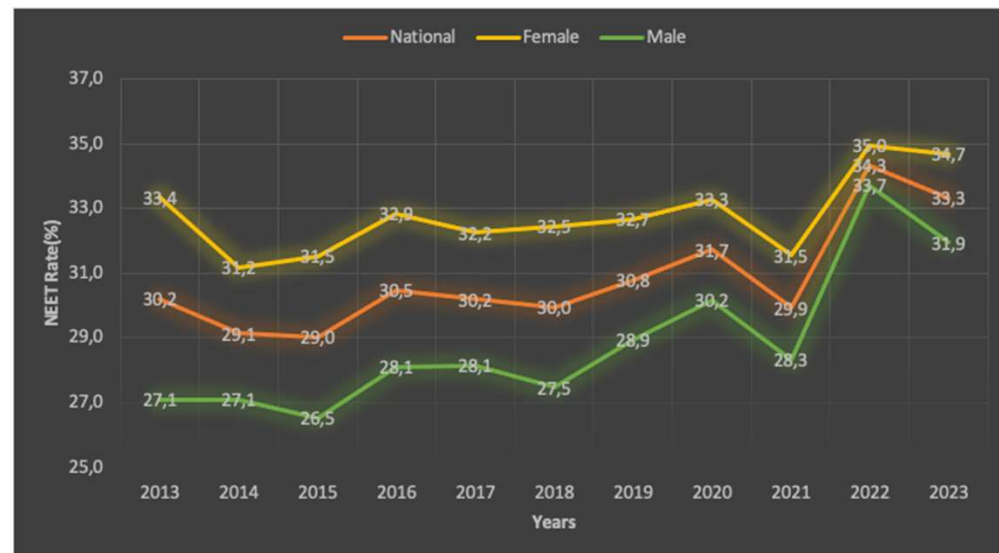


## Background to the Basic Package of Support: The Problem

- **3.3 million young people who are NEET** (Q1 2023)
- [Over 9 million if we include youth up to 35...]
- Steady increase (!) in this already high number, over the past decade
- Facing **multiple challenges simultaneously**: young people are rarely *only* unemployed or out of school; multiple barriers reinforce one another

**2021 – Covid impact: 68.6% live in income poverty**

Proportion of young people who are NEET in South Africa, QLFS Q1 data for 2013–2023.



Notes: Point estimates are weighted using person weights.



## Youth aged 15-24 who are NEET: a national profile

79%  
new entrants  
to labour  
market

	Indicator	2013		2022		2023		
		Total number	%	Total number	%	Total number	%	
<b>Total SA population:</b>	Total youth (15-24 yrs.)	10 176 081		10 229 911		10 231 567		
	NEET youth (15-24 yrs.)	3 074 501	30.2	3 513 134	34.3	3 408 610	33.3	
<b>Of those young people who are NEET:</b>	Status: Unemployed	1 334 076	43.4	1 541 797	43.9	1 671 347	49.0	
		Discouraged	695 676	22.6	856 577	24.4	683 055	20.0
		Inactive	1 044 748	34.0	1 114 760	31.7	1 054 208	30.9
	Gender: Male	1 386 631	45.1	1 727 857	49.2	1 637 214	48.0	
		Female	1 687 869	54.9	1 875 276	50.8	1 771 396	52.0
	Race:	Black	2 673 479	87.0	3 110 120	88.5	3 012 171	88.4
		Coloured	272 956	8.9	303 826	8.7	286 964	8.4
		Asian/Indian	35 792	1.2	32 530	0.9	46 421	1.4
		White	92 274	3.0	66 658	1.9	63 054	1.9
	Geo type: Rural	1 289 673	42.0	1 344 123	38.3	1 398 390	41.0	
		Urban	1 784 827	58.0	3 169 011	61.7	2 010 220	59.0
	Age category:	15 -19	612 625	19.9	701 876	20.0	694 036	20.4
		20 – 24	2 461 876	80.1	2 811 258	80.0	2 714 574	79.6
Education level:	Less than matric	1 827 871	59.7	1 576 559	45.1	1 576 431	47.0	
	Matric	1 133 490	37.0	1 783 885	51.1	1 626 532	48.5	
	Any tertiary	101 809	3.3	132 823	3.8	148 927	4.4	

Majority of these youth *want* to work, but some have given up looking

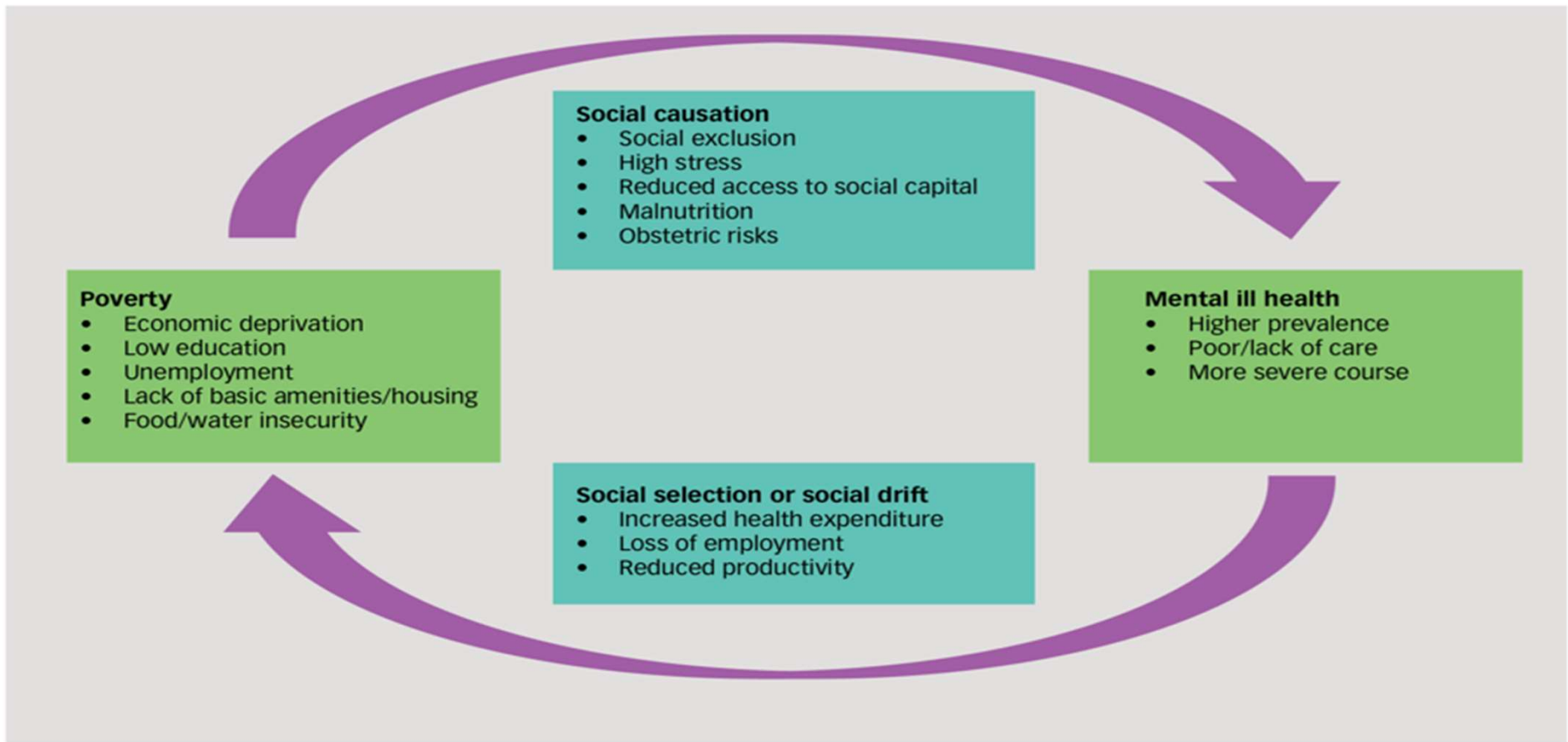
BUT – decrease in discouragement & increase in searching unemployed

Inactivity is mainly driven by caregiving responsibilities

Is matric slowly losing its protective power?



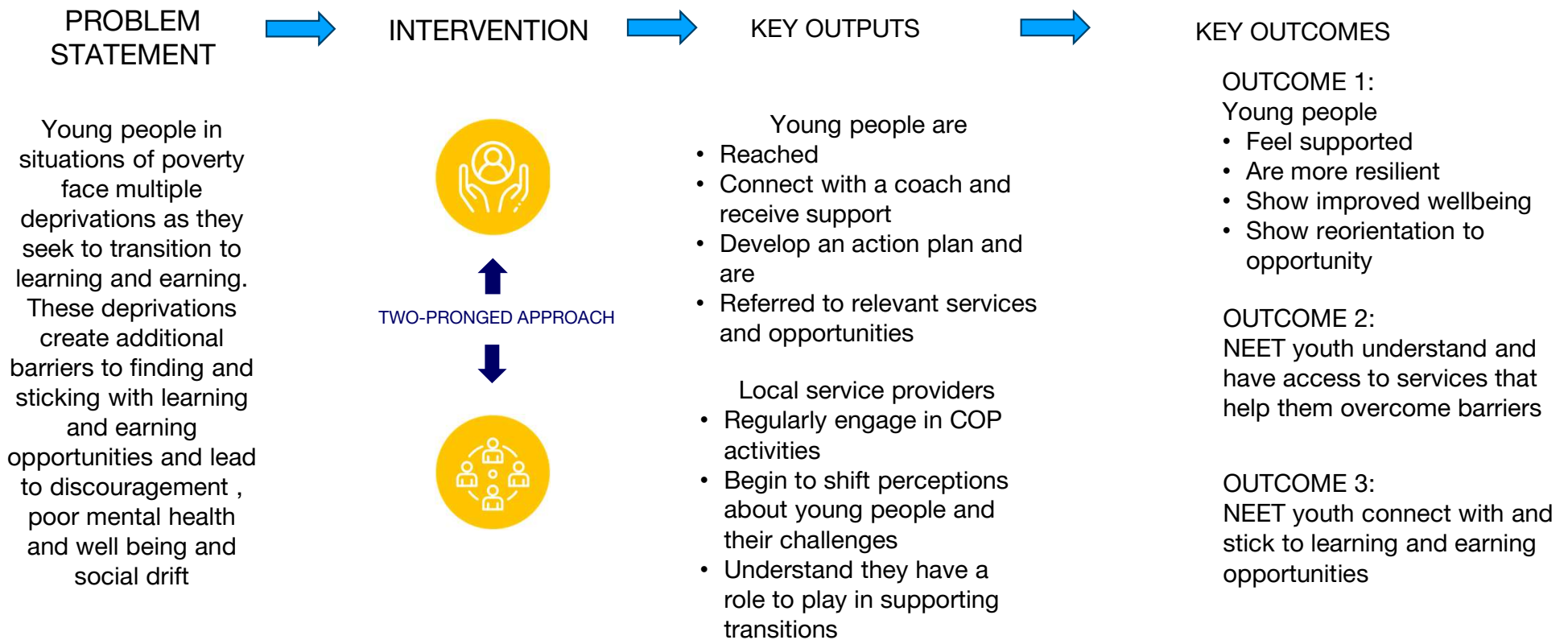
## Huge costs of (long term) economic exclusion: social exclusion, mental ill health, social drift – How to break this cycle?



**Source:** Lund C, de Silva M, Plagerson S, Cooper S, Chisholm D, Das J, Knapp M & Patel V (2012) *Poverty and Mental disorders: Breaking the Cycle in Low-income and Middle-income Countries*. Prime Policy Brief 1. Cape Town: Programme for Improving Mental Health Care, UCT.



# The BPS Theory of Change





## The BPS Theory of Change



- Proactively reaches out to young people aged 18-25 years who are NEET
- Provides customised guidance through a trained youth coach
- Connects young people to services to overcome barriers in their lives
- Connects young people to opportunities best-suited to their longer-term plan
- Follows up and continues to support young people as they plan their next step



TWO-PRONGED APPROACH



- Engages local service providers in a community of practice
- Ensures they understand the multiplicity of young people's needs
- Problem solves with local service providers to improve service delivery
- Promotes better coordination and articulation between services
- Ensures young people are not “falling through the cracks”





## Piloting BPS: Reaching Proof of Concept and drawing out first learnings

We have applied a **mixed method approach** to:

**a. Explore whether it is possible to implement** the different building blocks of the BPS coaching approach, as envisaged, in different geographical areas (all with high % of youth who are NEET, but with different service delivery, and different place-specific challenges);

**b. Explore whether the programme is able to shift the situation and well-being of young people** who take part in the individualised coaching sessions, over an extended period of time

→ **quantitative** data collection at baseline (pre-session 1) and post 3 structural coaching sessions

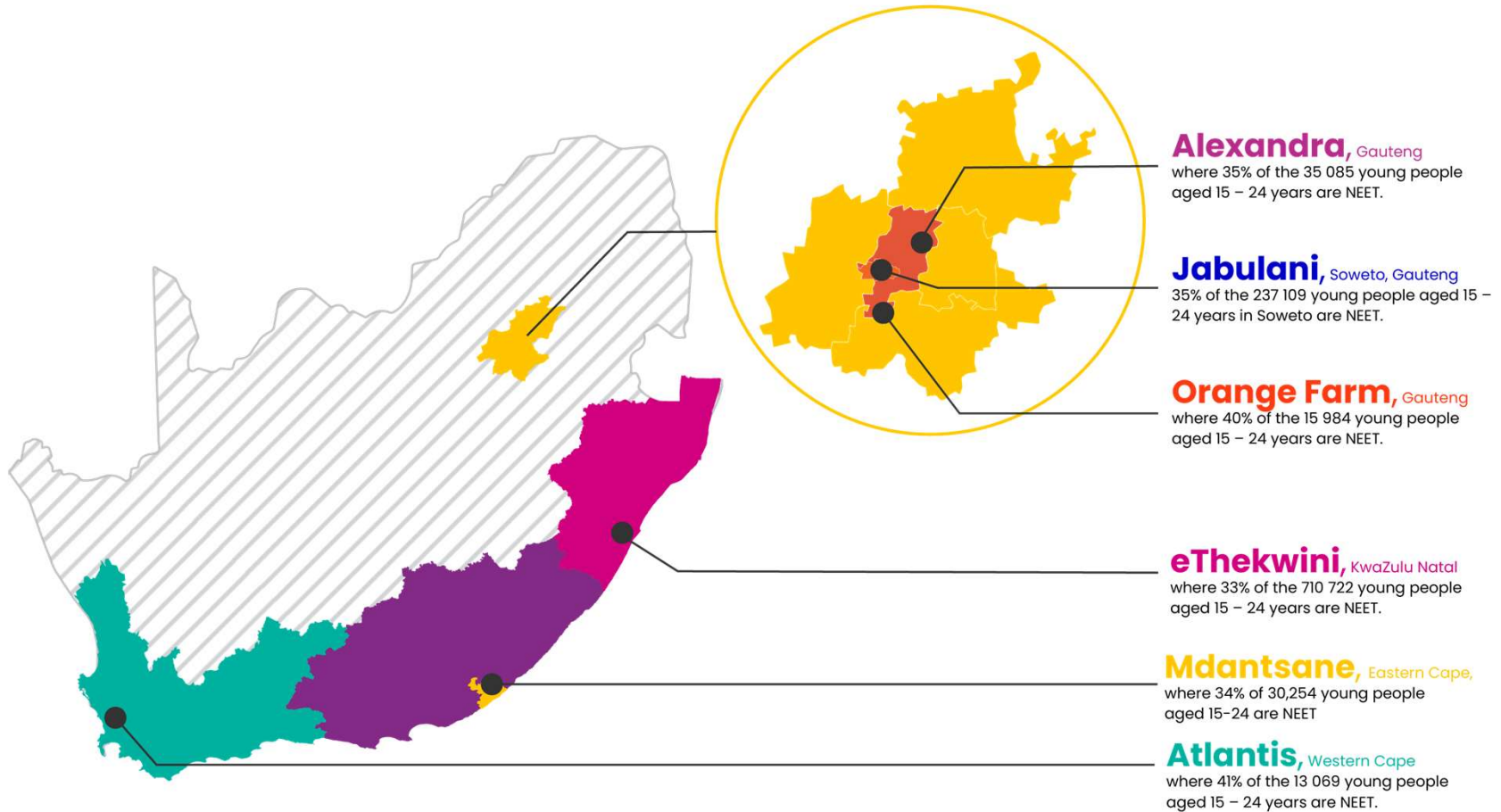
→ ongoing, standardized **qualitative** data collection across the sites with randomly sampled sub-cohorts:

1. NEET youth who move through the coaching sessions
2. NEET youth who take up learning or earning opportunities
3. NEET youth who become 'inactive'

**c. Explore whether the programme is able to invite local service providers into a CoP** and to support and facilitate processes of collaborative problem-solving



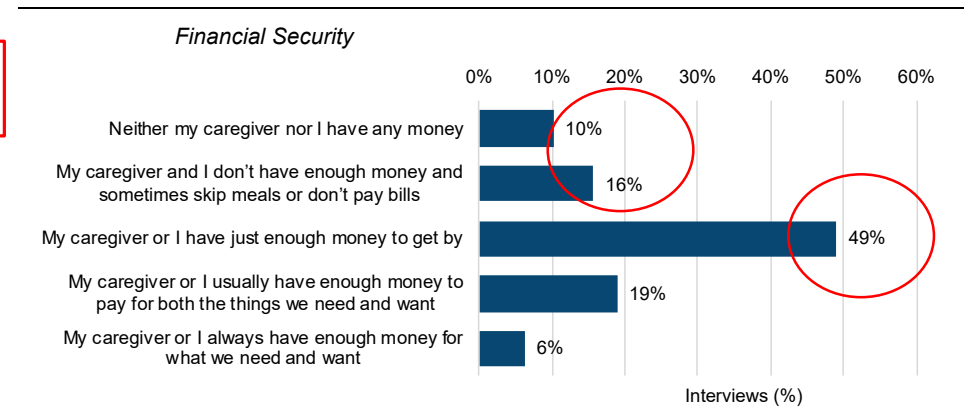
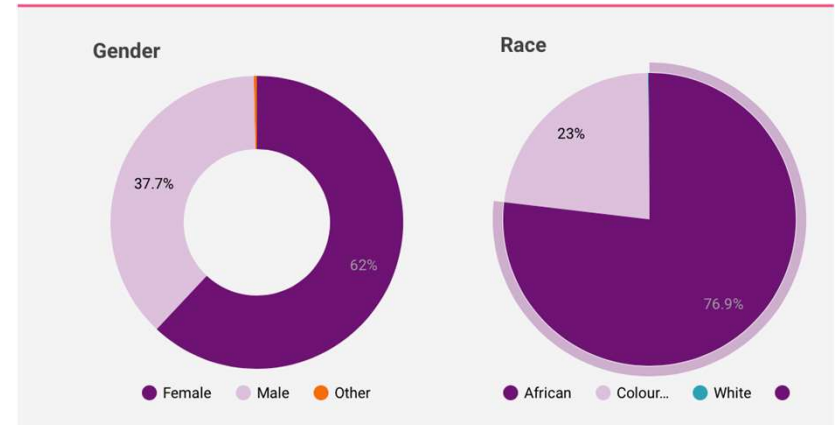
# BPS pilot sites: 18 months of implementation – Proof of concept met





# Who is part of the BPS cohort?

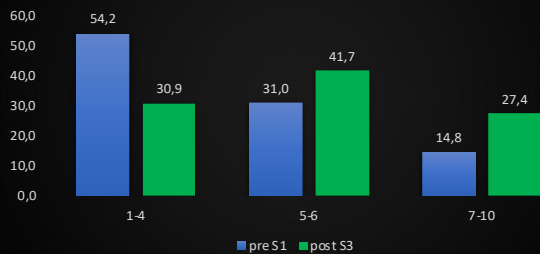
Total BPS youth who completed pre-session 1 by mid October 2023 (n= 601)		
Gender	Male	38%
	Female	62%
Race	Black	77%
	Coloured	23%
	Asian/Indian	-
	White	-
Education	Less than matric	26%
	Matric	54%
	Some post school	20%
NEET – searching employment		75%
NEET – not searching		25%



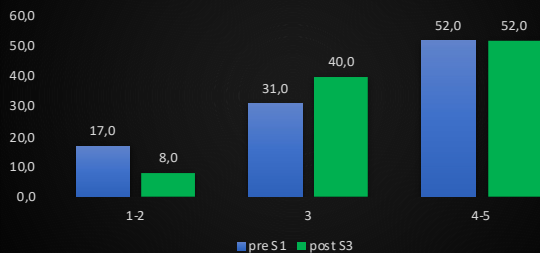


## Outcome 1: Youth feel supported, are more resilient and have better mental health outcomes

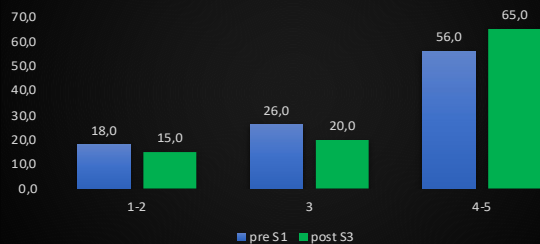
Cantril's Ladder: where in life are you now?



Do you have a sense of being supported



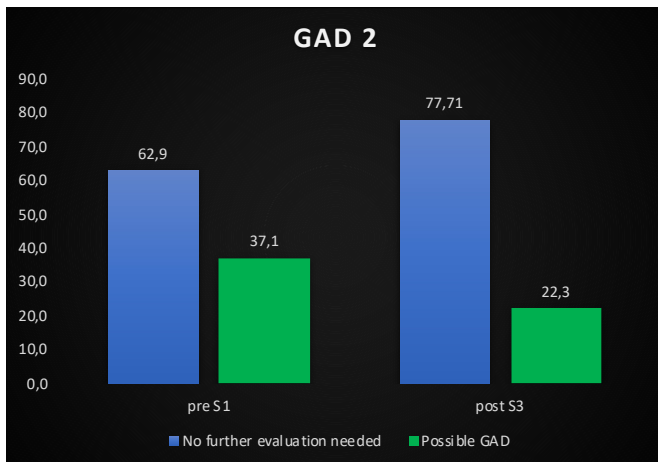
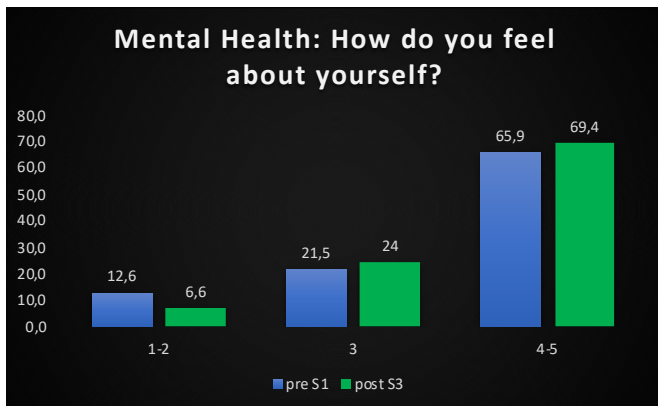
Do you have access to peer support resources?



- ***“I didn't know where I was going in life, what I was going to do, I didn't know where to start. It was a whole blank page for me”.*** (NEET Female, 21, individual interview participant, Round 2, Atlantis).
- ***“Before I even knew about BPS, my life was so messed up [...]. When I came here, we did an ‘assessing life’ about ‘who am I’. ...] I didn’t know who I am. [...] [Before I met BPS] I would be at home, just like in my bed now or I would be helping my mommy [who had an operation on both her arms and cannot take care of herself right now]. [The programme] is actually a thing for me to get up in the morning. It gets me excited. [...] We apply at the colleges now [so I have been getting here every day now], we must get it done now.”*** (NEET female, individual interview, Round 1 Atlantis)
- ***“Before I got here, the way I was feeling I didn’t think I can do anything progressive about my life. I had finished high school but I didn’t know what step to take from there and also, I didn’t know what to study for. I can say that I did try just that I had no information on how I can find certain things like applications. I did try but nothing worked and when I spoke with other people, they told me that no this is what you were supposed to do, get public colleges. I did apply but for these other schools only to find out I can’t afford them.”*** (Male NEET Youth, Cato Manor Round 1)
- ***There wasn’t any movement [in my life] and there was no one to talk to and that little bit of support and guidance was not there.*** (NEET Female, Round 1 individual interview participant, 21, Orange Farm)
- ***All these years I was lost, I was living but not knowing the purpose of living, up until I find this programme called BPS.”*** (NEET Male, focus group participant, Orange Farm)



## Outcome 1: Youth feel supported, are more resilient & have better mental health outcomes - pre session 1 to post session 3



\*Note: Generalised Anxiety Disorder (GAD)

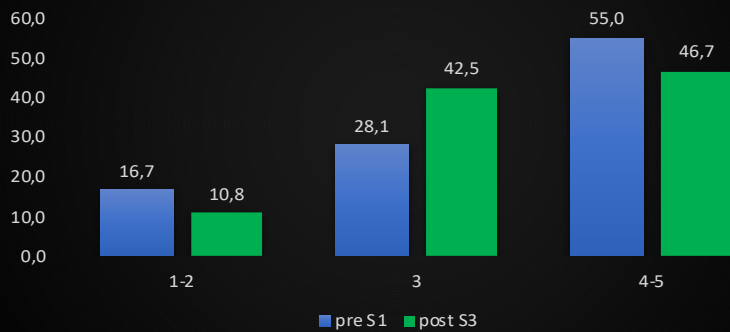
- *So, **before the BPS, I was very depressed** because I couldn't do anything by myself. Whatever I was trying to do wouldn't work out for my good.* (NEET Female, Round 1 individual interview participant, 19, Orange Farm)
- *Through the program, I can say that Sis' M helped me a lot because **most of the time I was feeling like small. When you talk to me, I was feeling angry too quick. I was like a heavy man with depression.*** (NEET youth, Round 2 focus group participant, Orange Farm)
- *"To be honest, **I was feeling lonely, wounded, feeling as if like uhm I'm abandoned** because of some trials I was facing in my life, like it was tough yho, bigger than my age."* (Female NEET Youth, Cato Manor Round 1)
- *"And then, like when I leave, I feel like a little calmer, you know, **like I'd come to her before going to work just to talk to her. And then I'd leave for work leaving like feeling, you know, optimistic.** And I'd say, hey, I can take this. Yeah. And stuff like that. **Coaching helped me cope and feel more optimistic.**"* (Male employed youth, Cato Manor Round 1)



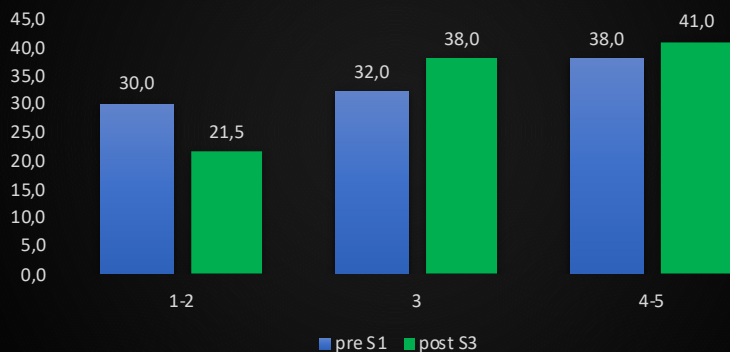


## Outcome 1: Youth feel supported, are more resilient & have better mental health outcomes – pre session 1 to post session 3

### How do you handle stress and emotions?



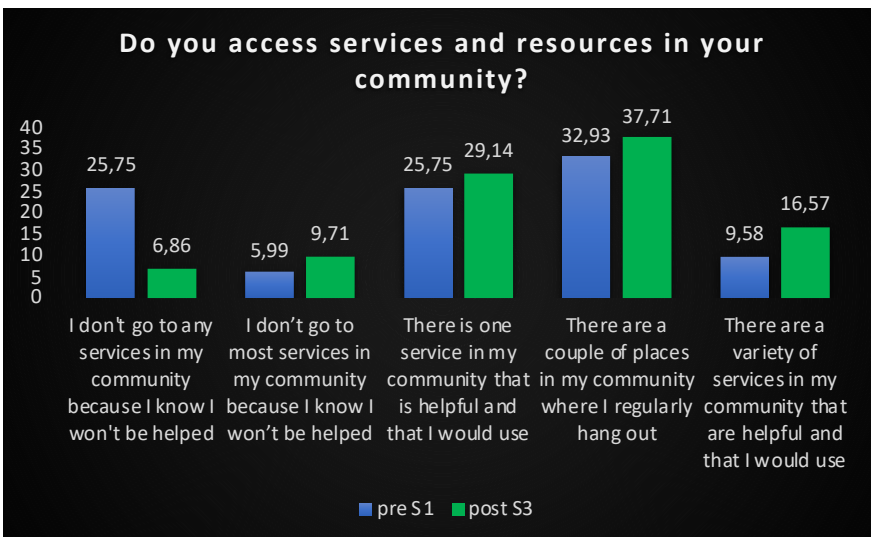
### How often do you ask for help when you are upset and overwhelmed?



- *“I was always running away from challenges so when I faced them, that’s when I became aware that in life you have to face challenges in order to be stronger. [...] It has shifted a lot of fear anxiety. At first, I was [...] anxious about everything. Going to varsity- I was anxious”* (NEET Female, Round 1 individual interview participant, Orange Farm)
- *Just being able to speak to my coach about anything. She was not exposing me, and she was not talking about me. I felt like I needed to talk to someone because at that time, I felt like I had a lot of anger [...] I didn’t know how to express my feelings towards anyone, and I hated people.”* (NEET Female, focus group participant, Orange Farm)
- *“ Also, rejection is part of life and I have accepted that, so it doesn’t hurt as much because the way to success passes through that bridge. I will continue to try until I get something. Even when I’m not okay I will come to BPS and maybe talk to someone.”* (Male youth accepted to study further, Cato Manor Round 1)
- *“BPS was the place a recovery and at the end of the day when it said and done, I’m gonna achieve what I want so thank you to BPS”.* (NEET Male, individual interview participant, Round 1, Atlantis)



## Outcome 2: NEET youth understand and have access to services that help them overcome barriers

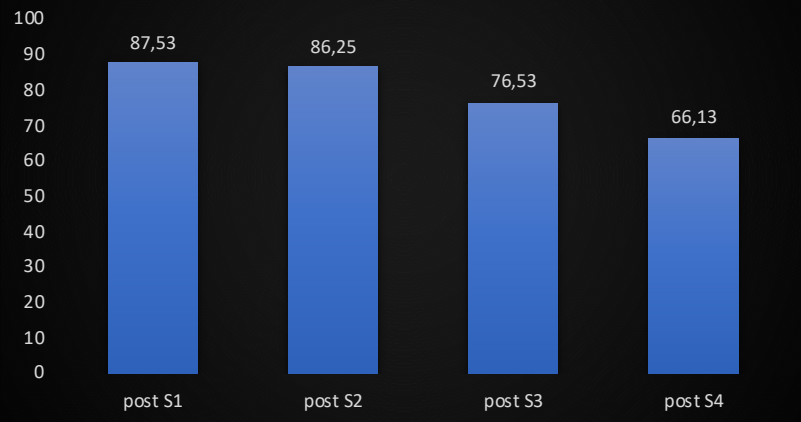


- [...] I told everyone that if you take me six months back and someone who didn't do the BPS programme and you put us together and you tell us both 'okay there's a opportunity at the university, you need to go, this is the time and everything', I would be more skilled than the person who wasn't here [in BPS] because that person, because most of the people I know, they asked me 'what do you need to take to college, how many proof of address, what time, what bus, how do I apply for certain things'. [...] I also was that kid who didn't know what to take and all the documents but now I know all the documents and that for me is, that is a basic support package [laughter] because now I am packed with things that can help me further. I can go to um um um a university, I know the opening days and how an opening day works, and all these little things now I'm packed with it. (NEET youth, male, individual interview Atlantis)*
- When I got to this program, it became much easier because anything we needed would be posted on the group including learnerships. **My main struggle was applications; for example, if there was a post, I was not able to apply on my own because I didn't know what's needed.**" (Male NEET youth, Cato Manor Round 1)*
- I was amazed, I was like wow, because I never knew what opportunities there were in Atlantis (NEET female, 21, individual interview, Round 2, Atlantis)*
- You come and it's almost like they take your hand and that's how my experience was to get from this point to the next. That's when I was like okay **if I for instance if I want to apply now for my license, I know this is where I need to go and get the training I need**". (NEET Male, individual interview participant, Round 1, Atlantis)*



## Outcome 3: Youth connect to learning and earning opportunities & “stick with them”

### NEET Youth



*“I did my N1 and N2. [...] [But my brother] the breadwinner in my house moved [...] And there was no more breadwinner. My mother was determined for me to go on and finish my N but then [...] I didn’t want to go on because my family was struggling and I have the ability to provide for them. So I didn’t know what to do. [...] [my coach], asked me ‘can you get a weekend job?’ and I’m like ‘Why didn’t I think of that? [...] if I can get the weekend job, I can pay for my traveling [...] because when my brother left, we didn’t have money to pay for my traveling, and it was quite expensive [...] But now I am convinced [that I must also continue studying] because [...] when we drew up my action plan], I looked and yoh: if I stop, I cannot go further, so I need to go. So the next thing was ‘OK, we’re gonna get that weekend job’. [The team helped me apply] and just a few weeks into college, I got a phone call [and then I got the job].” (NEET Male, individual interview, Atlantis)*



### Outcome 3: Youth connect to learning and earning opportunities & “stick with them”

*“BPS was key in ensuring that suitable trainees were attracted and ultimately enrolled into the programme. This was further complimented through constant coaching sessions with the BPS team where learners were provided with holistic support, emotionally, socially as well as psychologically. This resulted in retaining almost all 20 learners with the exception of the 3 who got employment opportunities. This has been one of the sustainability elements that the City and possibly other Skills Training Centres have been grappling to get right.”*

*- Learnership provider in Orange Farm*

*“There was a time where our Admin discouraged me and said I should quit the programme. I was really helpless and discouraged but **my coach was there to help me see the reason why I was here in the first place and get me to focus, and helped me with who to go to when I have those kinds of problems.**”*

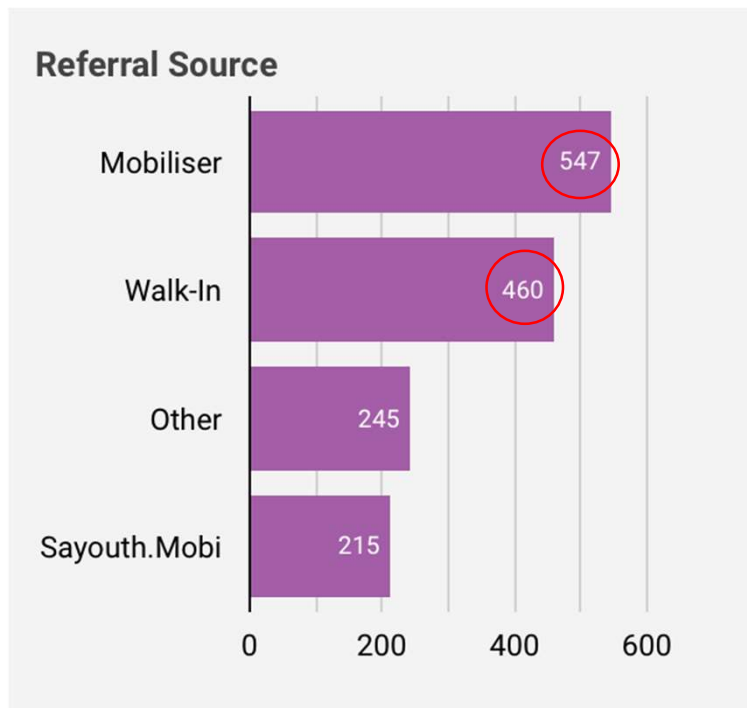
*“When I started my training I got sexually harassed by a colleague and it made things difficult for me. But thanks to my coach I found ways to deal with it. At some point, I wanted to quit the programme because of all the judgement and comments that my colleagues were making but my coach didn’t let me. **She helped me deal with all the negativity and supported with every decision I made.** I’m really grateful to BPS because if it wasn’t for them **I would have quit the programme and stayed at home.**”*

*- BPS beneficiaries, Orange Farm*



## Implications: personal approach and intensity of support

Personal engagement is crucial to activating young people into the programme



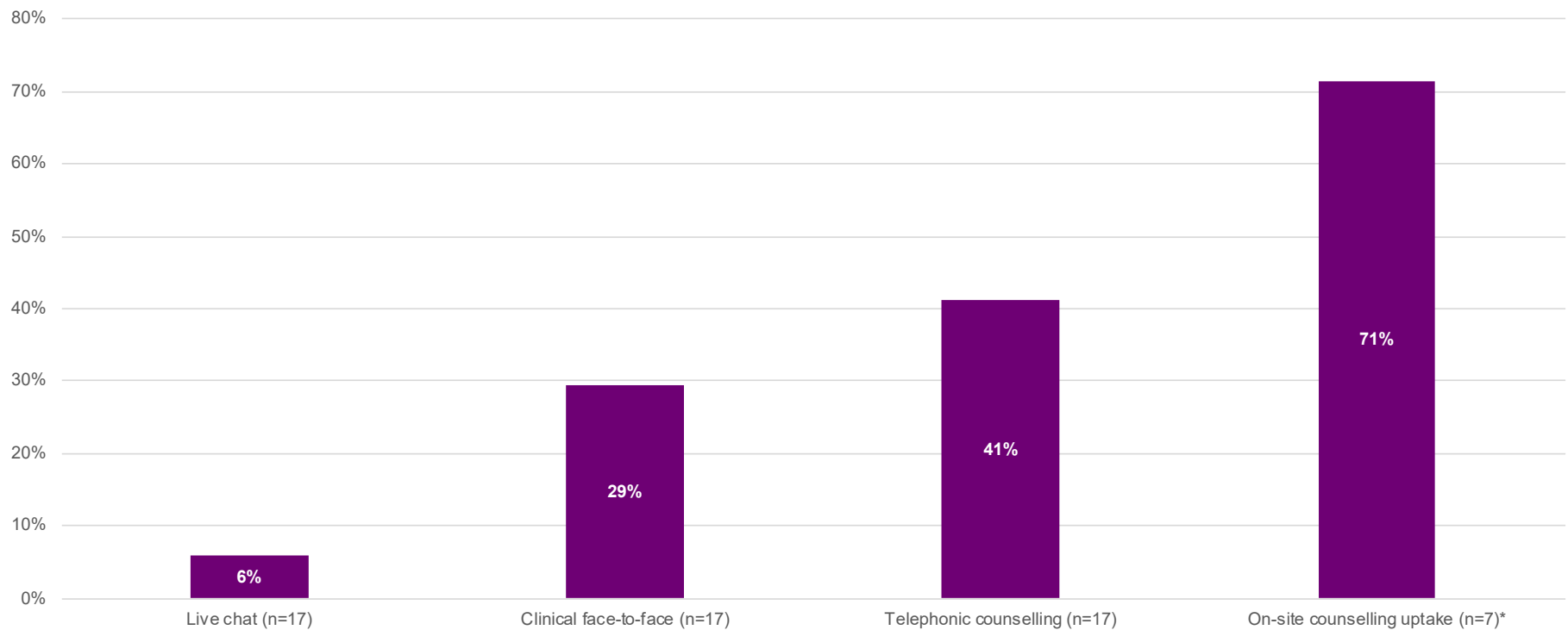
Intensive engagement is crucial in supporting young people to achieve outcomes

IF indicator	Projected	Actual
Number of individual young people supported	320	489
Number of support services secured	640	2731



# Intensity of support: caring for the carers

Percentage of staff who have utilised ICAS services





## Challenges in implementation & research

- Outreach = reaching NEET youth who have been feeling disconnected and discouraged but who may not (yet) be the most vulnerable in terms of levels of education and household income poverty;
- Coaching involves intensive support for young people: for many, the immediate need is income, how to maintain focus on longer term trajectory?
- Aligning funder requirements with programme needs: “thin” implementation model to fit funding budgets means some crucial implementation blocks may have been dropped.
  - Eg caring for the carers aspect: youth coaches encounter triggering situations among youth – programme design requires support structures for coaches *as well as* young people
- Difficulty of implementation research = mixing intervention and M&E: how to gather what data at what point in time to *not* intervene with the intervention itself? What constitutes a “real” baseline? How best to track youth?
  - Eg how best to capture the intensity of support needed for what profile of youth; how to trace young people who “pause” their engagement with the programme; ... (= future focus of the programme!)



## BPS youth are going places !

<https://www.youtube.com/watch?v=-UkNFLrxAn4>

<https://www.youtube.com/watch?v=SW-e6oQL6do&t=2s>

<https://www.youtube.com/watch?v=XQGGaxnFwSE&t=20s>

<https://www.youtube.com/watch?v=mHic6-CyW-w>

<https://www.youtube.com/watch?v=QXNo2HbXVV8>

<https://www.youtube.com/watch?v=uFSEjVerw0U>





## References and important reading

E. Frame, A. De Lannoy, M. Leibbrandt (2016)

Measuring multidimensional poverty among youth in South Africa at the sub-national level. Working Paper Series: Number 169, SALDRU, University of Cape Town, Cape Town, South Africa (2016)

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Exploring the transitions and well-being of young people who leave school before completing secondary education in South Africa. SALDRU Working Paper Number 244 Version 1, NIDS Discussion Paper 2019/11, SALDRU, University of Cape Town, Cape Town (2019)

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A profile of young NEETs: Unpacking the heterogeneous nature of young people not in employment, education or training in South Africa Cape Town: SALDRU, UCT. (SALDRU Working Paper No. 249).

De Lannoy, A., Graham, L., Patel, L. *et al.* (2020) Why Is Youth Unemployment So Intractable in South Africa? A Synthesis of Evidence at the Micro-Level. *JAYS* 3, 115–131 (2020).

Kluve, J., Puerto, S., Robalino, D., Romero, J.M., Rother, F., Stoter, J., Weidenkaff, F. & Witte, M. (2019) Do youth unemployment programs improve labor market outcomes? *World Development*, 114, 237–253.



- Learning briefs and a research report are forthcoming.

This presentation should be referenced as follows:

De Lannoy, A., Graham, L., Grotte, J., Mthembu, S., Ralarala, D & Parker, K. (2023). **Supporting youth who are NEET to reconnect to sustainable learning and earning pathways: Lessons from 18 months of Basic Package of Support piloting.** Presentation at the Jobs Fund Webinar Series. 31 October 2023.



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CAPACITY BUILDING PROGRAMME FOR EMPLOYMENT PROMOTION



National Treasury  
REPUBLIC OF SOUTH AFRICA



PRESIDENTIAL YOUTH EMPLOYMENT INTERVENTION



employment & labour  
Department:  
Employment and Labour  
REPUBLIC OF SOUTH AFRICA

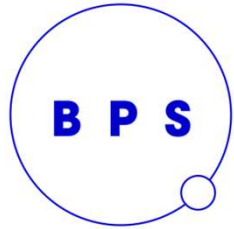


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Thank you!



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<https://www.saldru.uct.ac.za/project/youth/basic-package-of-support>



LeaveNoSAYouthBehind



SAYouthSupport





# Pause for Questions

# Closing Address

**Najwah Allie-Edries**

Deputy Director-General: Employment Facilitation  
(Head of the Jobs Fund)



# Thank you



## Basic Package of Support for Youth partners:



<https://www.saldru.uct.ac.za/project/youth/basic-package-of-support>



South Africa Siyasebenza

## Jobs Fund:

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<http://www.jobsfund.org.za>



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