



South Africa Siyasebenza

10th ANNIVERSARY

A DECADE OF INNOVATION AND PARTNERSHIP



Ushintsho Olughakazile

Jobs Fund Webinar

Creating an Ecosystem of Support for the Transition of Young People into the Labour Market: Preliminary Findings from the Basic Package of Support for Youth Pilot

19 July 2022

The webinar will begin at 10h00



national treasury
Department:
National Treasury
REPUBLIC OF SOUTH AFRICA

Welcome

Najwah Allie-Edries

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

Live Poll

Who is in the room?

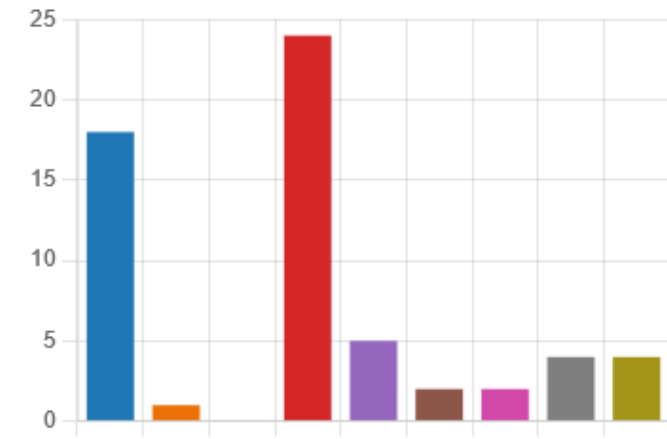
Reflecting on SA's Current Youth Support Programmes

Who is in the room?

1. Who is in the room? (0 point)

[More Details](#)

● Government	18
● Large Employer	1
● SETA	0
● NGO	24
● Research/ M&E Firm	5
● Private Sector	2
● Funder	2
● Youth Programme Implementer	4
● Other	4



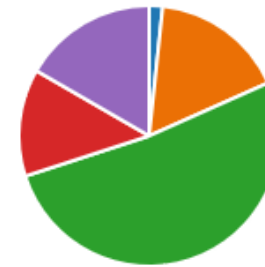
*Note - 164 attendees with 60 responses to this question

Reflecting on SA's Current Youth Support Programmes

2. *The current Youth Support programmes/interventions in South Africa have adequately responded to the needs of Youth.* (0 point)

More Details

● Strongly agree	1
● Agree	10
● Disagree	31
● Strongly disagree	8
● Neutral	10



3. *The current government legislative and policy context is responsive to and supportive of the needs of young people.* (0 point)

More Details

● Strongly agree	1
● Agree	16
● Disagree	24
● Strongly disagree	12
● Neutral	7







*Note - 164 attendees with 60 responses on these questions


Background to the Jobs Fund and Context to the Development of the Basic Package of Support

Najwah Allie-Edries


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

Background to the Jobs Fund


- In the context of persistent unemployment, the Jobs Fund was established to inspire innovation in the face of several challenges government was experiencing, including:
 - Lack of innovative and flexible public instruments to leverage private sector resources and test solutions to social challenges.
 - Despite a number of interventions in government, the desired impact has not always been achieved.
- Capitalised with **R9 billion** in 2011.
- The Jobs Fund is government's R&D Pilot on innovative job creation models:
 -  **Test innovative approaches to job creation** - supply and demand side of the labour market
 -  **Share risk** - catalyse social return
 -  **Wider market adoption of challenge fund funding instrument** over the medium to long term
 -  **Successful Job creation Models adopted** by pioneering organisations
- The Fund works with intermediaries, leveraging their networks to access and provide support to the targeted beneficiaries, through four funding windows. The intent is to focus on addressing specific barriers to job creation.




support for
work seekers



enterprise
development



infrastructure
investment

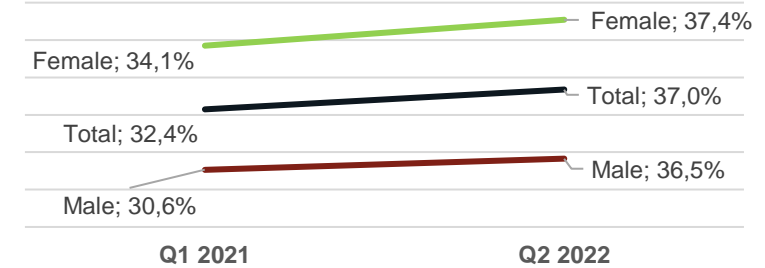


institutional
capacity building
- The Jobs Fund was established with knowledge sharing as one of its foundational pillars and has a rigorous monitoring, evaluation, reporting, and learning framework.
- In addition to sharing learnings from its portfolio of 146 projects, the Fund encourages wider knowledge sharing beyond its portfolio and regularly hosts knowledge exchange sessions.



- A significant number of young people in South Africa are not engaged in employment, education or training (NEET), leaving them at risk of longer-term economic and social exclusion.
- The Basic Package of Support (BPS) was developed in this context and aims to facilitate comprehensive support to young people to assist them in accessing relevant interventions that will support their trajectories to sustainable livelihoods.
- The design and piloting of BPS is led by:
 - The Southern Africa Labour and Development Research Unit (SALDRU) at the University of Cape Town (UCT)
 - The Centre for Social Development in Africa (CSDA) at the University of Johannesburg (UJ), and
 - Other partners in civil society, academia and government, including the Jobs Fund.
- Phase 1: Designing a Basic Package of Support for young people who are NEET
 - The design of a more comprehensive and integrated approach to NEET youth support began in 2019 – informed by international good practice and local context.
 - The result was a comprehensive evidence-based proposal for the development and implementation of a Basic Package of Support for youth who are NEET.
- Phase 2: Towards implementing a Basic Package of Support for young people who are NEET
 - The BPS model that emerged out of phase 1 requires both a transversal policy approach and a youth-centred programmatic intervention.
 - Phase 2 focuses on developing and nurturing multi-sectoral communities of practice at national, provincial and local levels to:
 - Support both young people and implementers/partners, and
 - Prepare the necessary systems and tools that are needed to pilot the BPS in four selected communities in two provinces of South Africa.

There are over 10 million 15-24 year olds in SA and 37% of them are NEET



Source: STATSSA QLFS Q1 2022 (June 2022)

Preliminary Findings from the Basic Package of Support Pilot

Ariane De Lannoy

Chief Researcher – Southern Africa Labour and Development Research Unit

Lauren Graham

Director – Centre for Social Development in Africa, University of Johannesburg



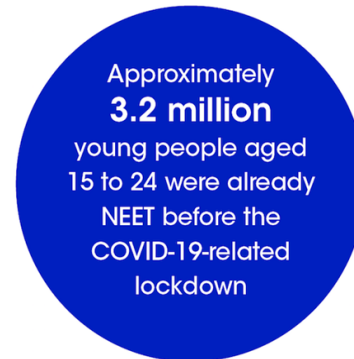
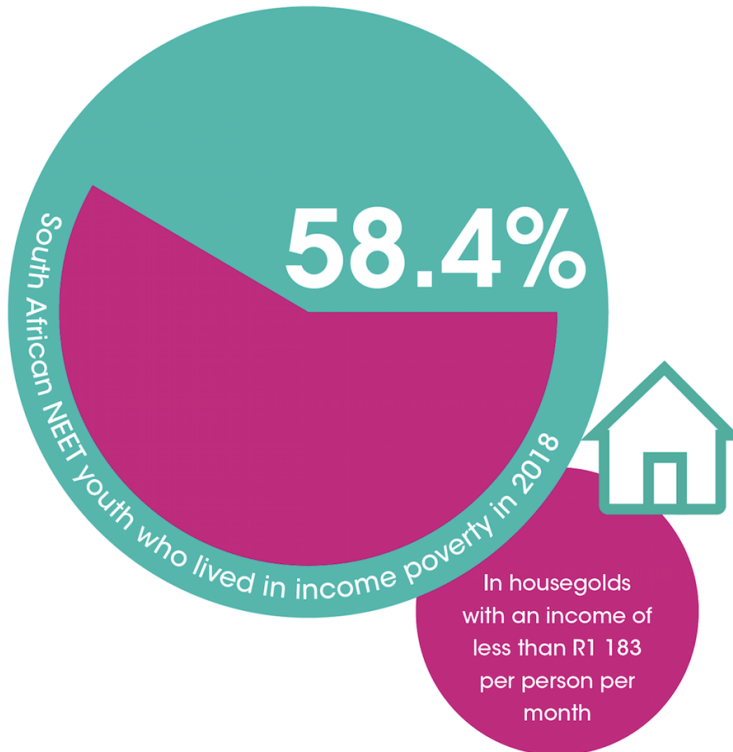


Basic Package of Support for Youth - An activation programme for South Africa's young people who are not in employment, education or training (NEET)

- **PART 1**
 - Brief overview of the BPS
- **PART 2**
 - Who the BPS is attracting
 - Initial outcomes
- **PART 3**
 - Early lessons on
 - What it takes to keep young people engaged
 - Site team support
 - Community engagement
 - Policy lessons for local level collaboration



What is the problem we are solving for?



- Young people experience the trajectory to earning and learning to be alienating and confusing due to a lack of coordination of services and opportunities.
- They have this experience while facing multiple deprivations that create barriers to work seeking and training.
- Young people have limited information and capacity to navigate these complex trajectories.
- Repeated “failure” to access opportunities leads to longer-term discouragement and disconnection from learning and earning.

“

Just imagine there's a place
that I could actually go to for help

[...] for resources, where someone will tell me, they'll take my hand, and they'll help me. That would make my mom very happy. Because all of our moms don't necessarily know the answer or know where to go.

”

Khanyisa
Bishop Lavis, Western Cape, focus group, 20 - 24-year-olds



Our Vision



- Young people who have been disconnected and excluded for extended periods, develop a **sense of possibility**
- Their agency and ability to take up **pathways towards sustainable livelihoods** are supported
- They feel that they **belong** and can **tackle their own challenges** – this includes looking for and sticking with **training and employment opportunities**



So what does the BPS do?

The BPS offers a multi-faceted, targeted and long-term approach to re-connect and move onto trajectories towards sustainable livelihoods.

It is a two-pronged, evidence-based approach that:

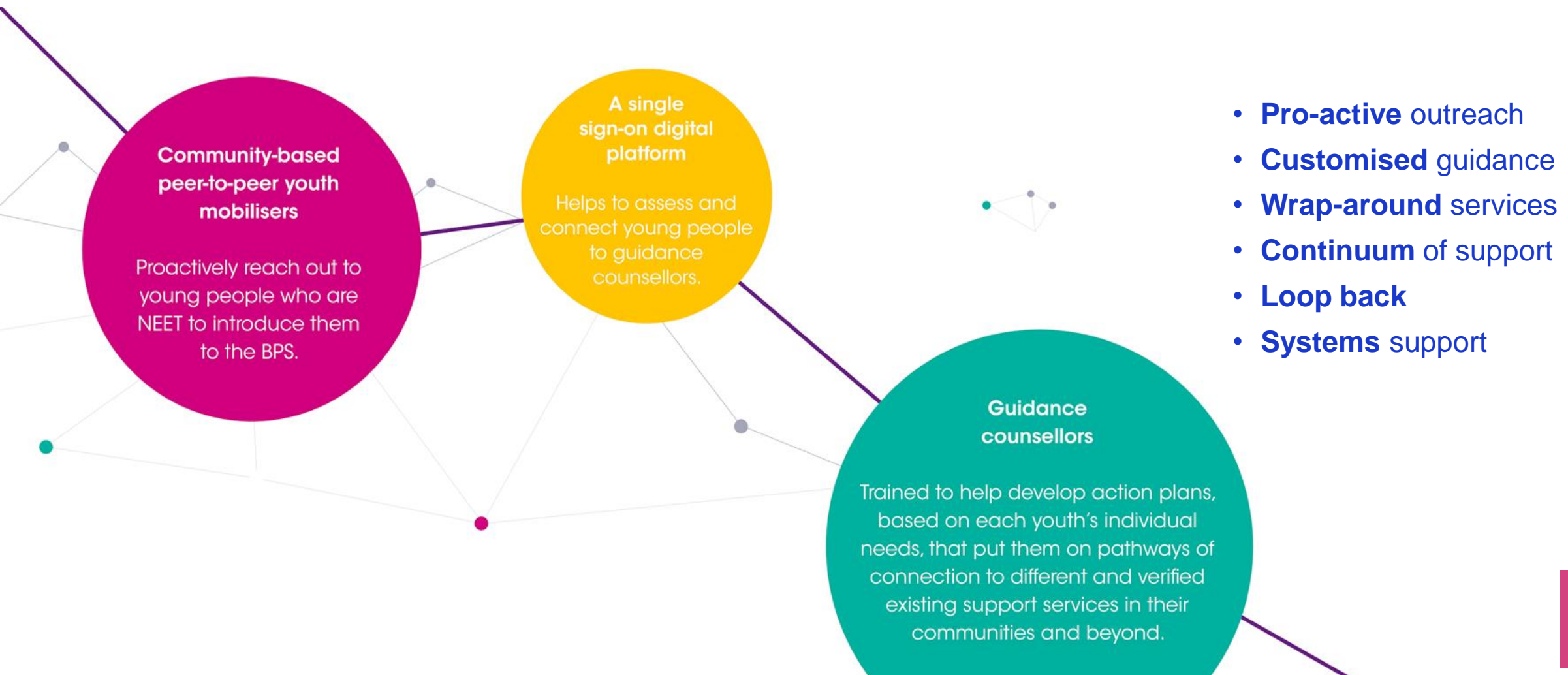


- **Proactively reaches out to young people aged 18-25 years who are NEET**
- **Provides customised guidance through a trained youth coach**
- **Connects young people to services to overcome barriers in their lives**
- **Connects young people to opportunities best-suited to their longer-term plan**
-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



- **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”**

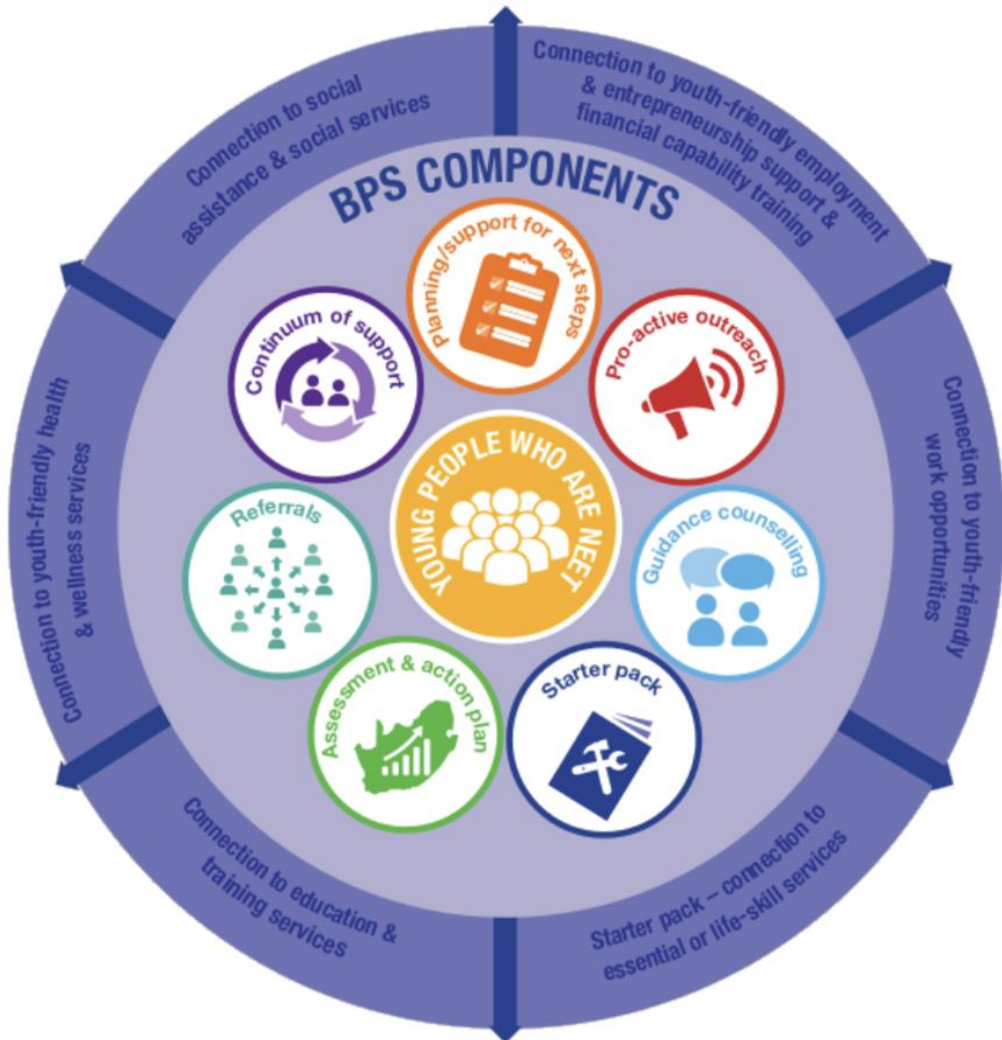




In practice continued...

Network of networks: **Nested Community of Practice**

- Alignment with and integration into the PYEI and NPMN;
 - Provincial and metro collaboration;
 - Community level scoping and engagements;
 - Inclusiveness (urban, semi-rural, rural).
- Bottom-up and top-down approach (local context is crucial)
 - Scale both wide and deep
 - Continued and collaborative learning:
 - Draw out lessons, make informed adjustments and recommendations for scale up;
 - Work towards a decision on the scaled implementation model with clear, long-term M&E.

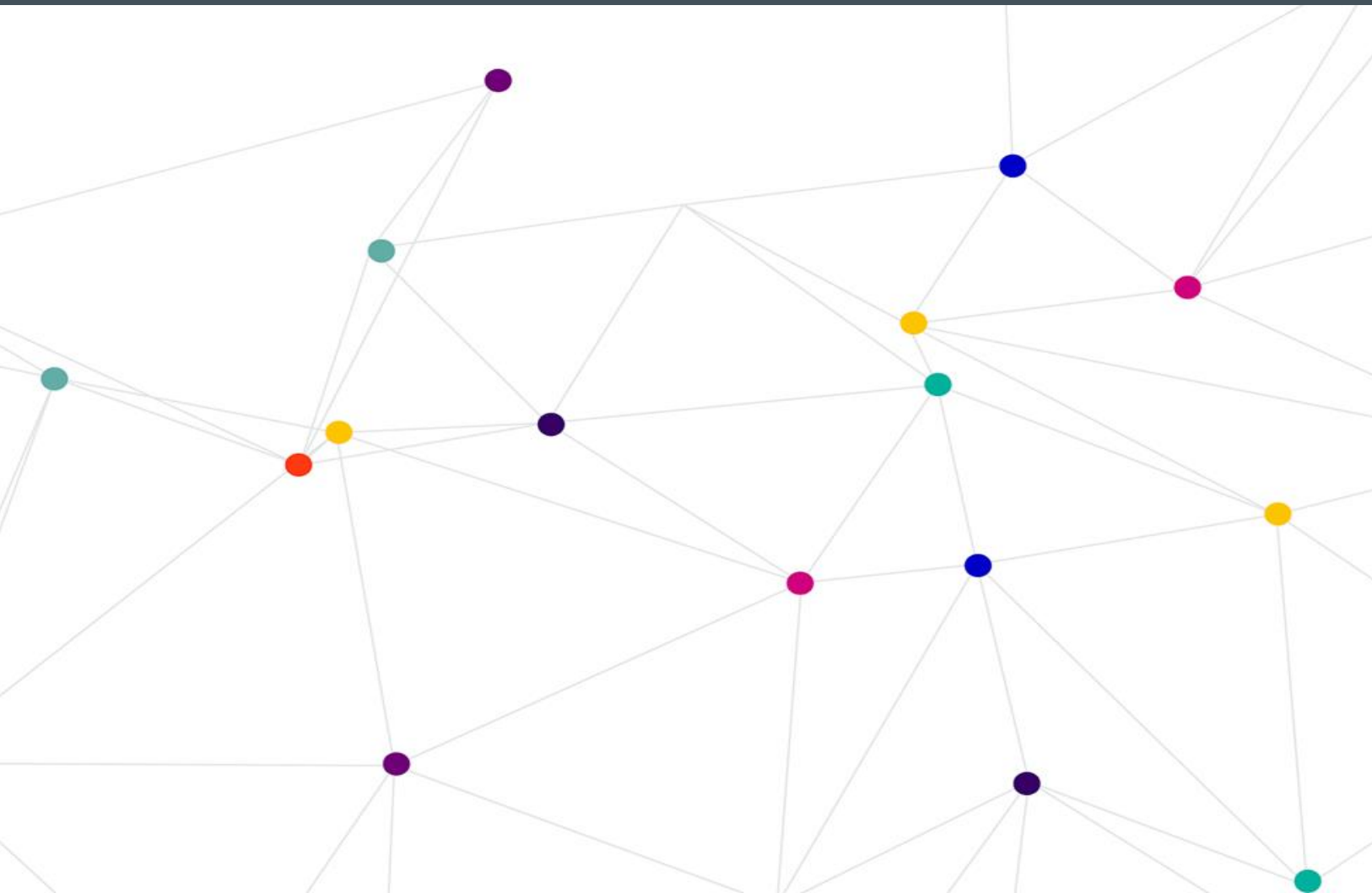




Questions



Who is the BPS attracting?



Proactive outreach

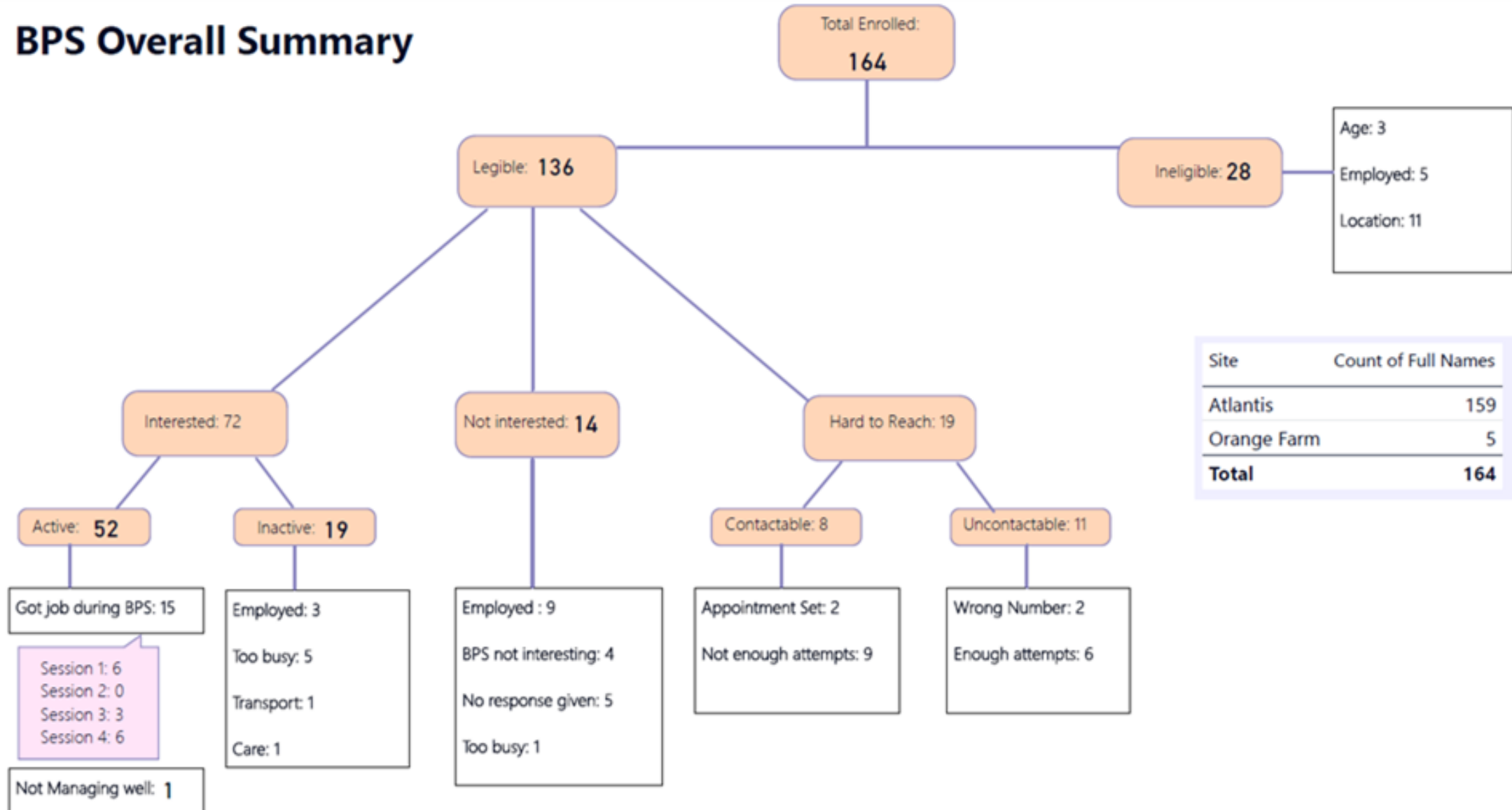


- No “big bang” launch or outreach: limited number of beneficiaries; don’t want to lead to more discouragement if we can’t support youth; so, soft launch and staggered outreach
 - Mobilisers
 - SaYouth
 - Word of mouth (walk ins)
- “Feet on the street:” mobilisers spread the word in various areas and record “expressions of interest”.
- Invitation to coaching journey: active phone calls to schedule session 1.





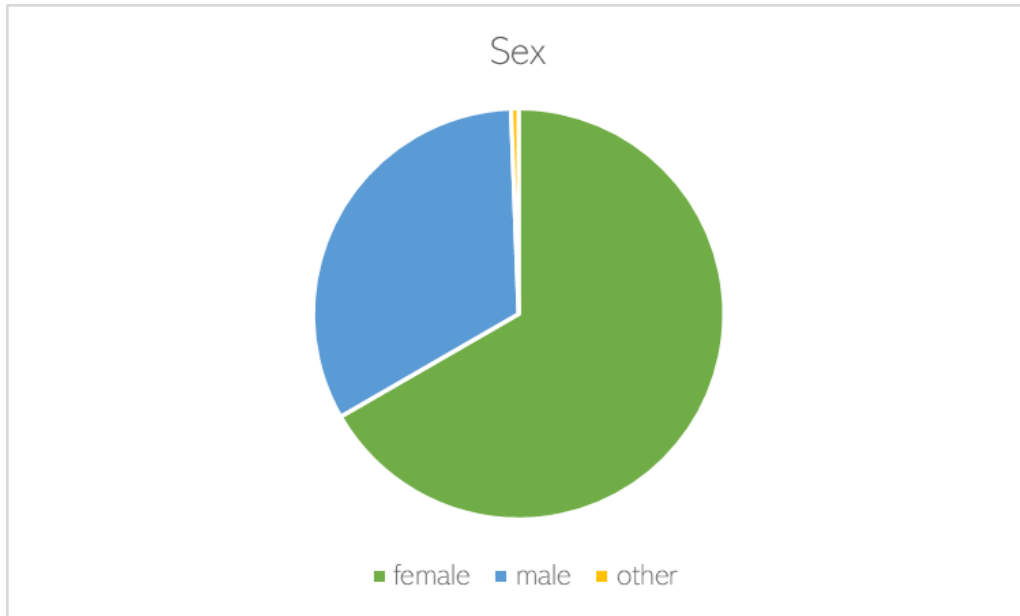
BPS Overall Summary



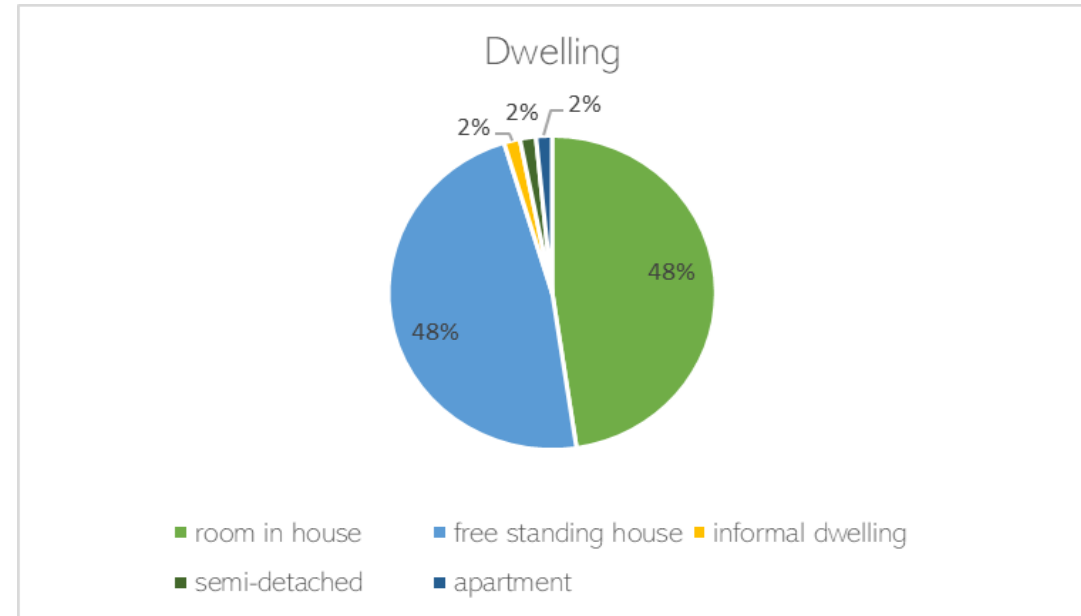
Site	Count of Full Names
Atlantis	159
Orange Farm	5
Total	164



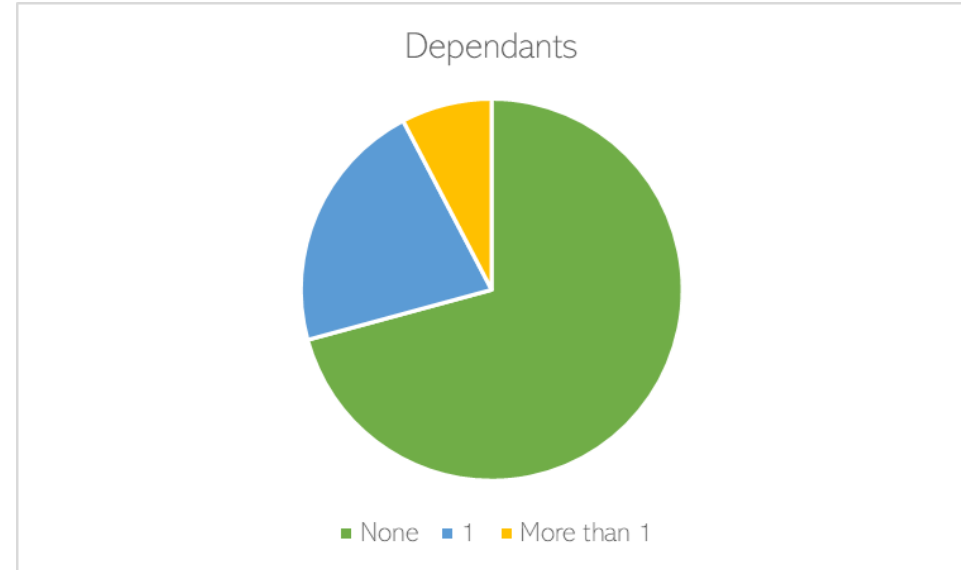
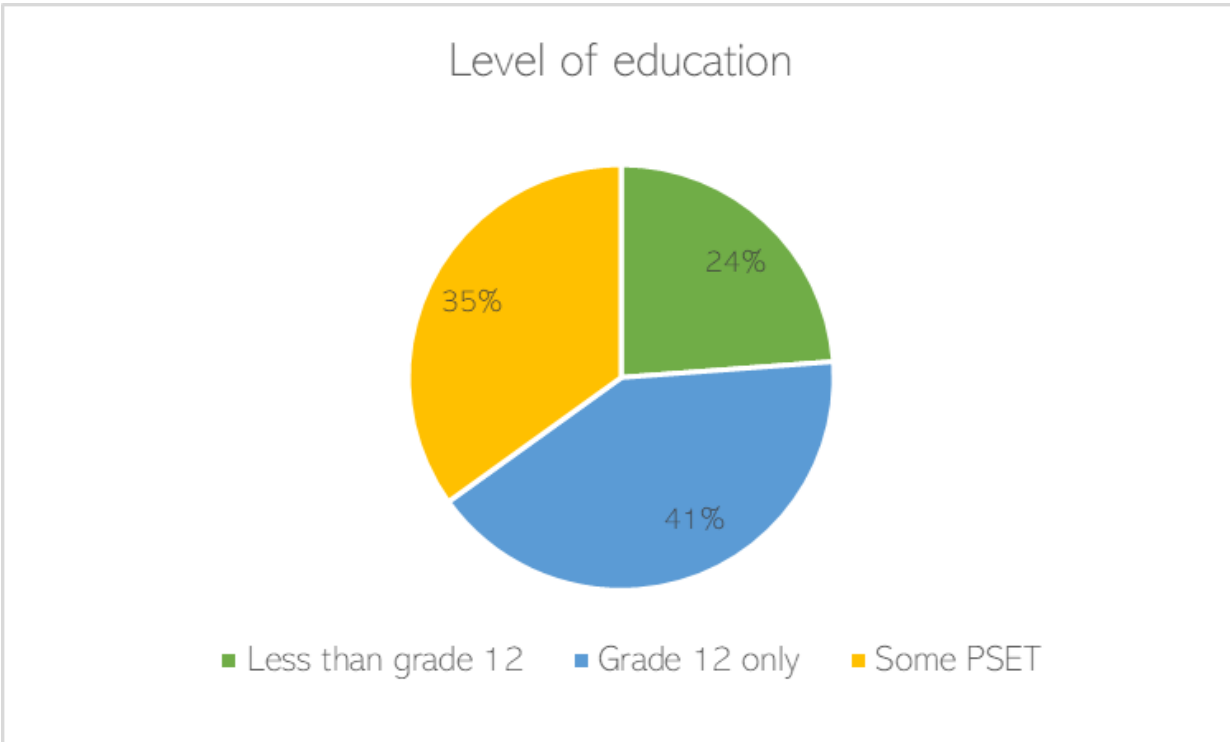
Total who have expressed interest in Atlantis = 159



Average age = 21 years



Who is the BPS attracting?

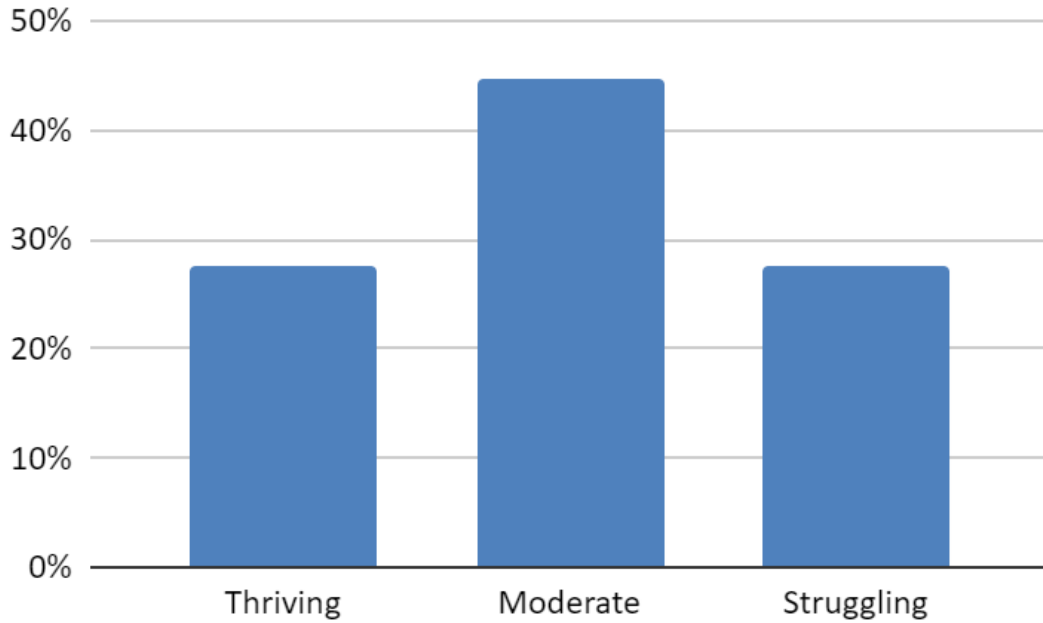


Currently not attracting the MOST vulnerable NEET youth

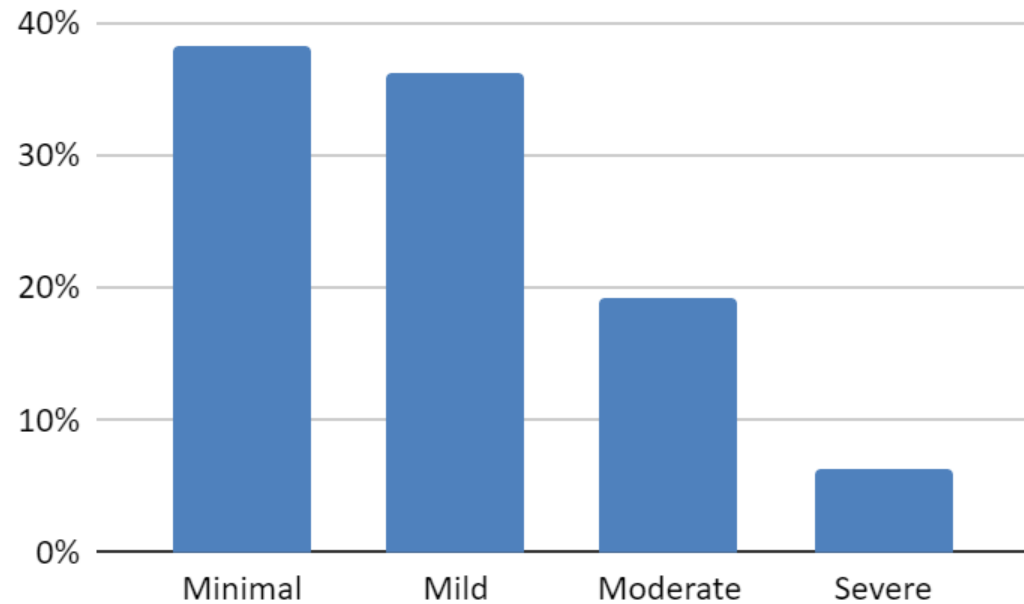




Cantril's Ladder of Life scale

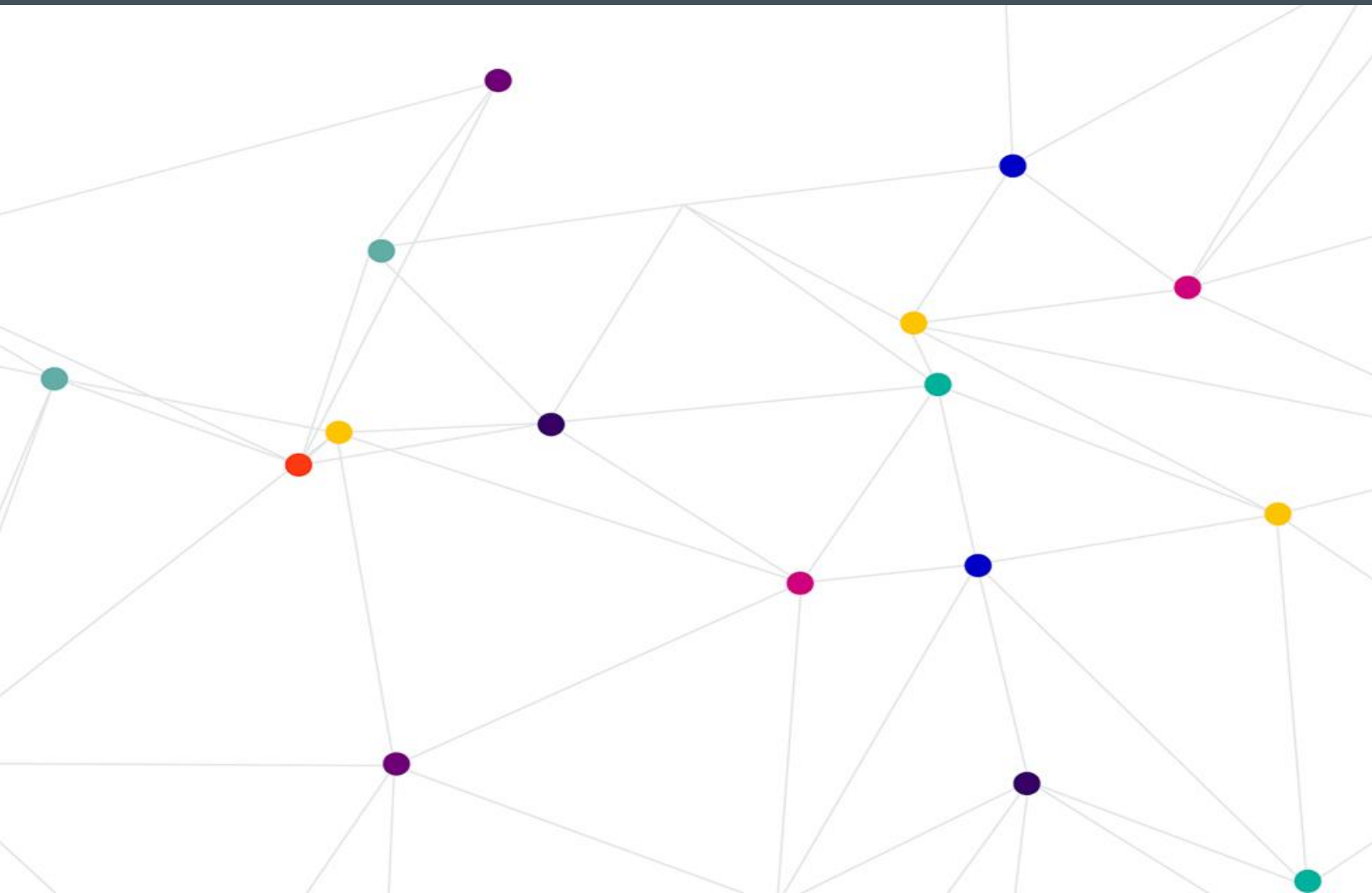


Stress and anxiety indicator

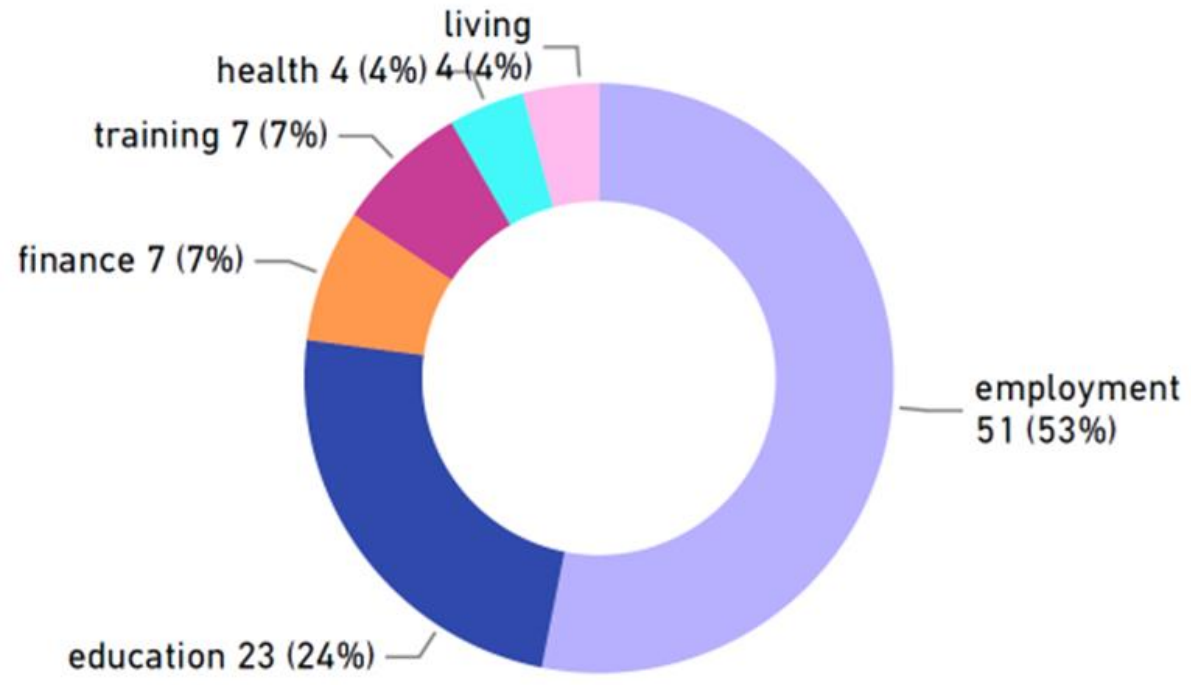




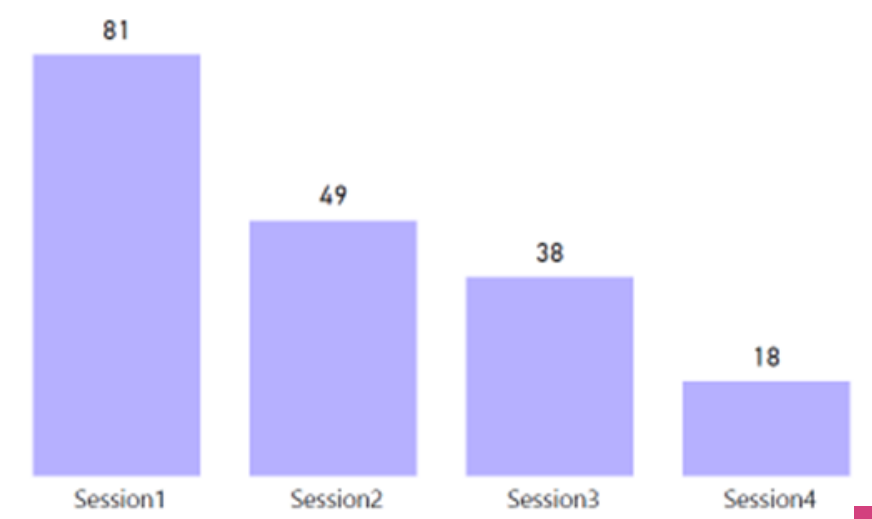
Programme outputs and early outcomes



Referrals



Completed Sessions to date





Early outcomes

What kind of help/support have young people asked of you, as a mobiliser?

- Creating/writing cover letters, updating CV, creating email accounts, applying for jobs & educational opportunities
- Sign ups on SAYOUTH. Mobi, ASEZ database, ESSA
- Helping them navigate their way through the NCAP portal

Youth find the Ncap portal very useful in their journey to discover what is next for them

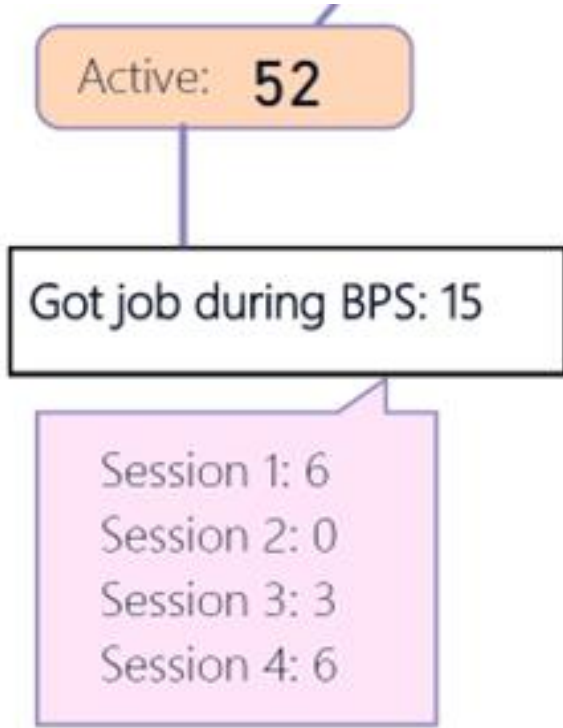
- Checking if university applications are open already



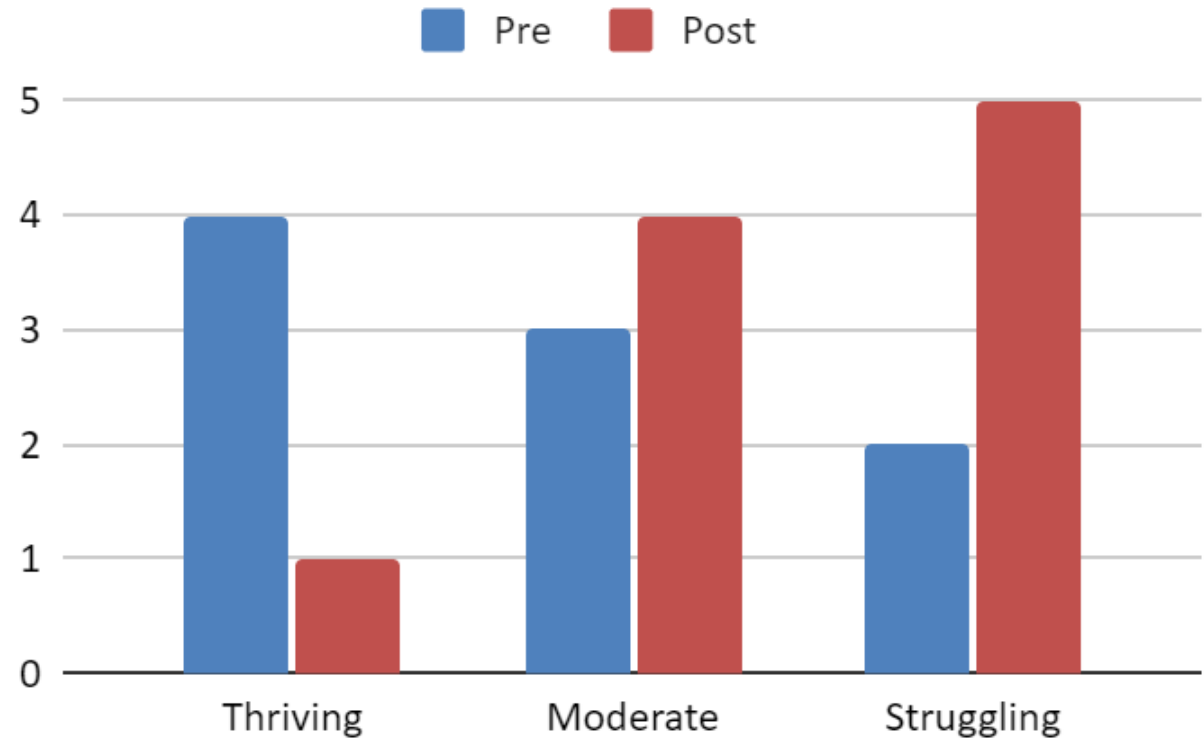
Early outcomes

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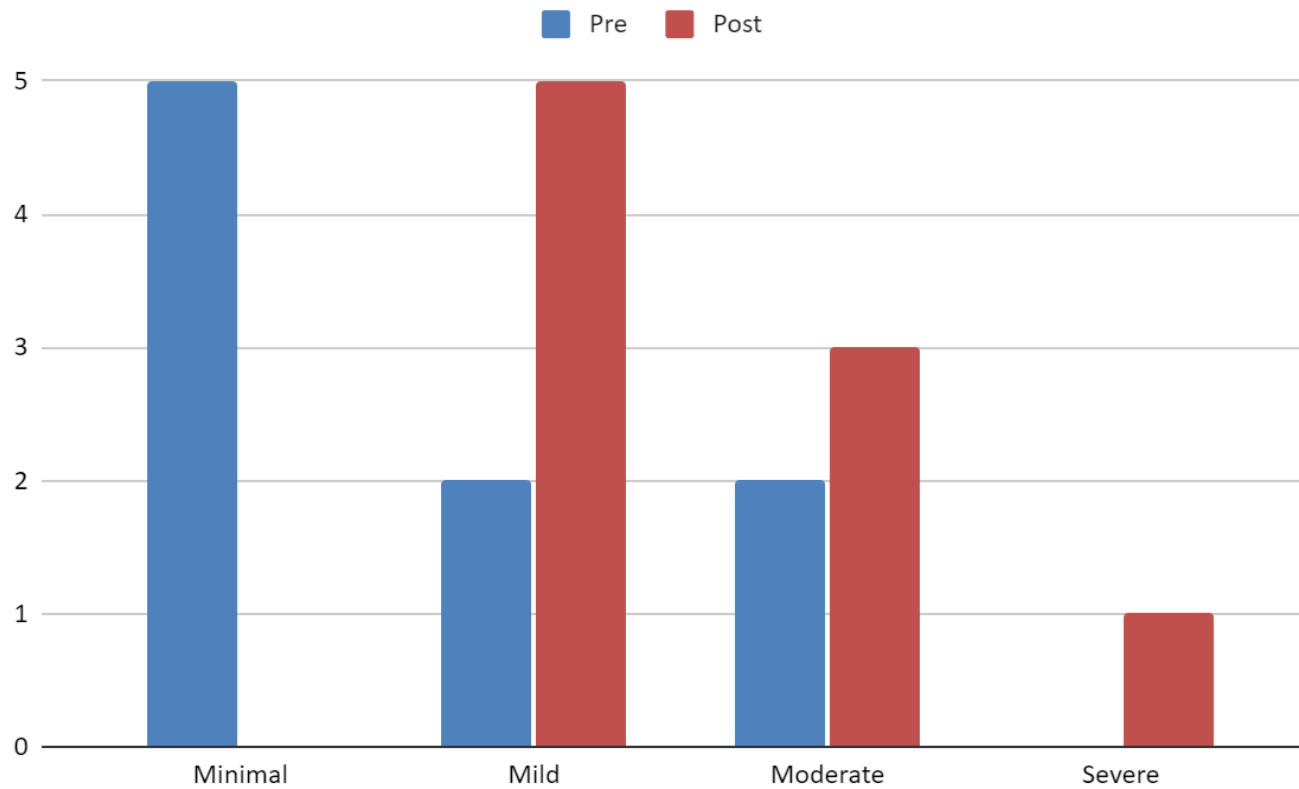


Cantrill's ladder of life scale - pre-coaching and post four sessions





Stress and anxiety indicator





All who have completed 4 sessions rated their coach as excellent

I literally have the best coach, I feel comfortable talking to her.

I have a brilliant coach whom sometimes is my counsellor. I love to talk with her , she make everything so comfortable.

The experience have been very educating and helpful in my journey of job-seeking. My Life coach Dune has been very supportive and helpful in helping me to figure things out and reach my goals step by step.

Early community engagement outcomes



- Regular COP meetings being held with a core group of service providers
- DHET provides NCAP training
- DEL provides career counseling services on site
- SADAG has set up special WhatsApp support groups
- Local clinic now has Youth Power Hour each week
- Managed to collaboratively problem solve how best to support gang members
- Harambee is providing “hustling” training



Questions



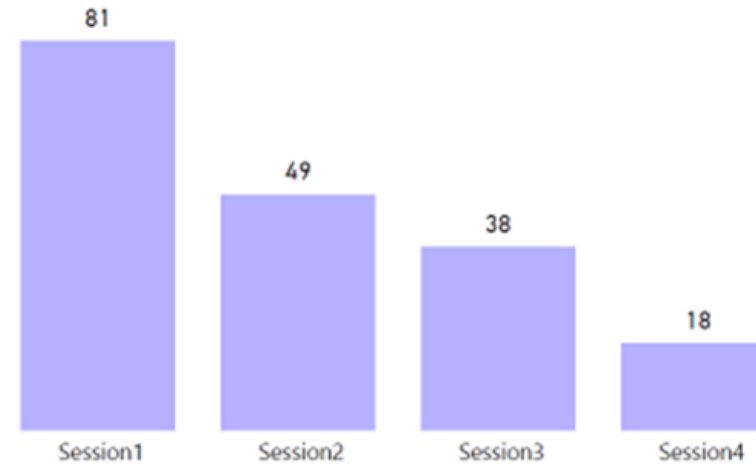
Lessons learned

What does it take to keep young people engaged?



What it takes to keep young people engaged

Completed Sessions to date

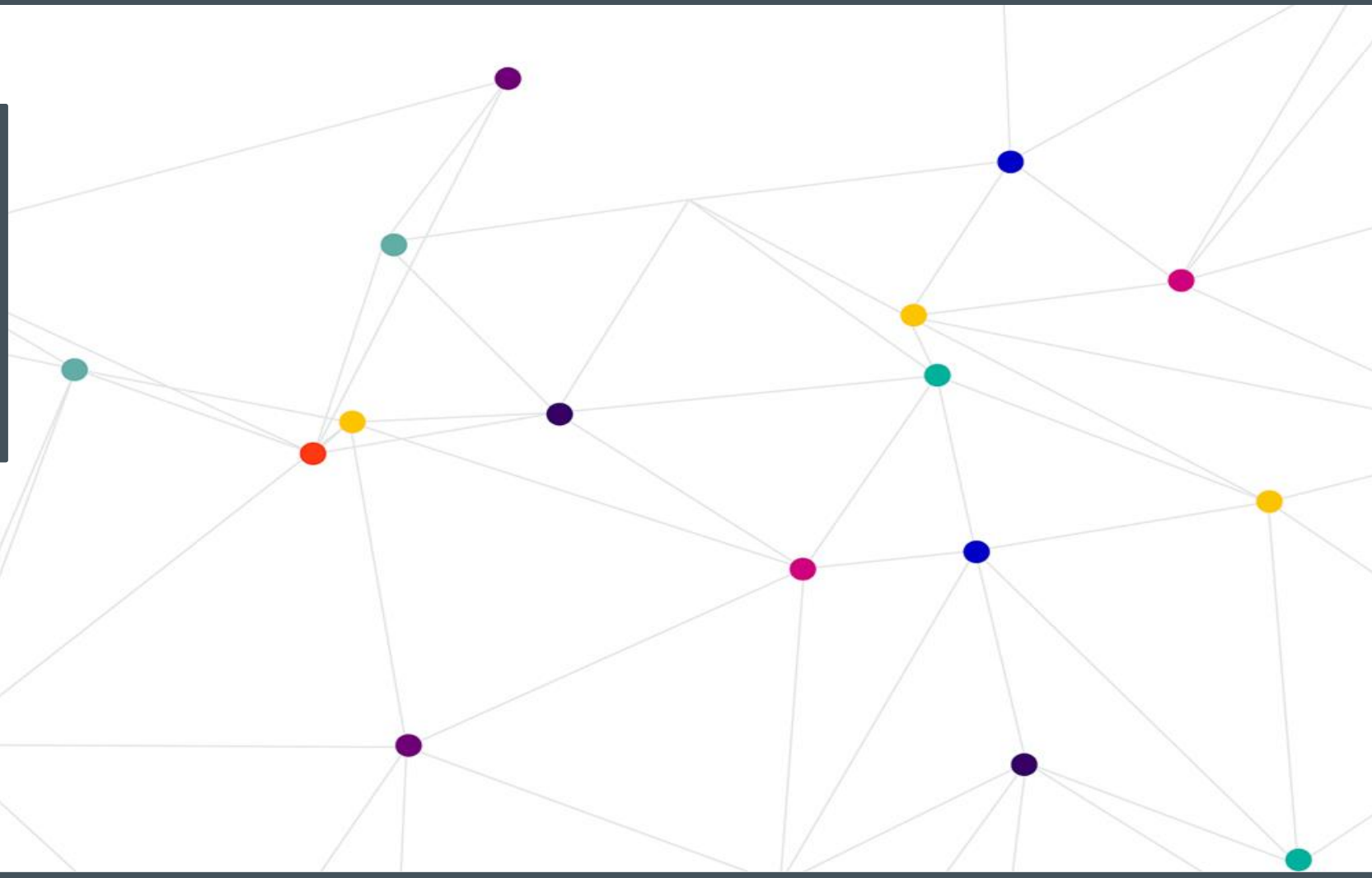


- Relatively easy to get young people expressing interest but takes more effort to get them “through the door” for sessions.
- Multiple telephonic follow ups and group activities to keep them coming back or to get “inactive” ones through the door.
- Key challenges for young people:
 - Transport costs
 - Care responsibilities
- Some find other opportunities between sessions - youth coaches remain in contact



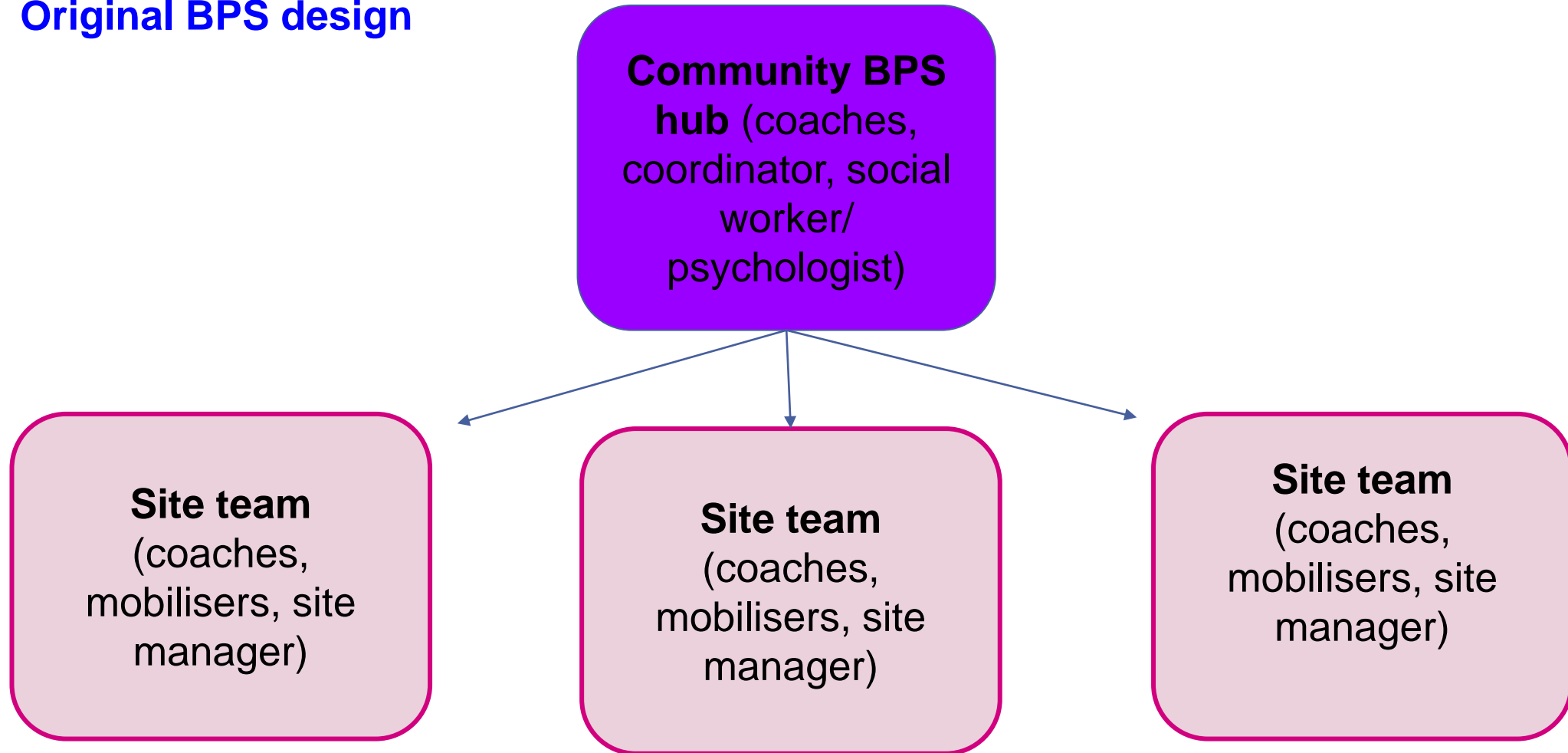
Lessons learned

Site team support





Original BPS design





Implementation BPS design

Site team
(coaches,
mobilisers, site
manager)

Lessons learned:

- Site manager needs a lot of support to build management and leadership capabilities
- Psychosocial support to site staff (especially coaches) is crucial:
 - Coaches and mobilisers = young people too - facing multiple challenges while holding great responsibility in BPS programme towards other youth;
 - Their mental health affects their ability to follow up (resilience) and provide adequate support;
 - They need to be supported and equipped to deal with stressful situations (e.g. gang members, suicidal and frustrated/angry young people).



Site team support



A. visited the Basic Package Support office in Atlantis as a referred walk-in. She explained that she has been referred by the college and seemed curious about the services offered by BPS.

The youth coach guide explained the objectives, vision and mission of the BPS. She invited her to complete an expression of interest and consent form, and, upon receiving the EOI, introduced the journey book as well as the programme logistics.

As the youth coach started off with the session, A. began to shout aggressively and said, with tears rolling down her face, 'This is not what I want, all of you are just wasting my time, all this you are providing I can do it myself, I want to study to become a boilermaker'. The outburst made the youth coach feel panicked, but she managed to control her emotions and calmly called the site manager to join the session as a protecting shield, should the young person become physically aggressive.

Both the youth Coach and site manager tried to calm the young lady by sincerely apologizing about the misunderstanding and miscommunication and promised to resolve the issue with the local College and to collaborate together as how best she might be assisted.

The youth coach guide subsequently requested that another youth coach reach out to A. as the team recognised she is in great need of support and guidance. A. has since accepted the coaching journey and has now completed 2 sessions. The youth coaches have asked for additional support and training on how to contain a situation should it become physically threatening.



Lessons learned

Monitoring, Evaluation, Reflection
and Learning



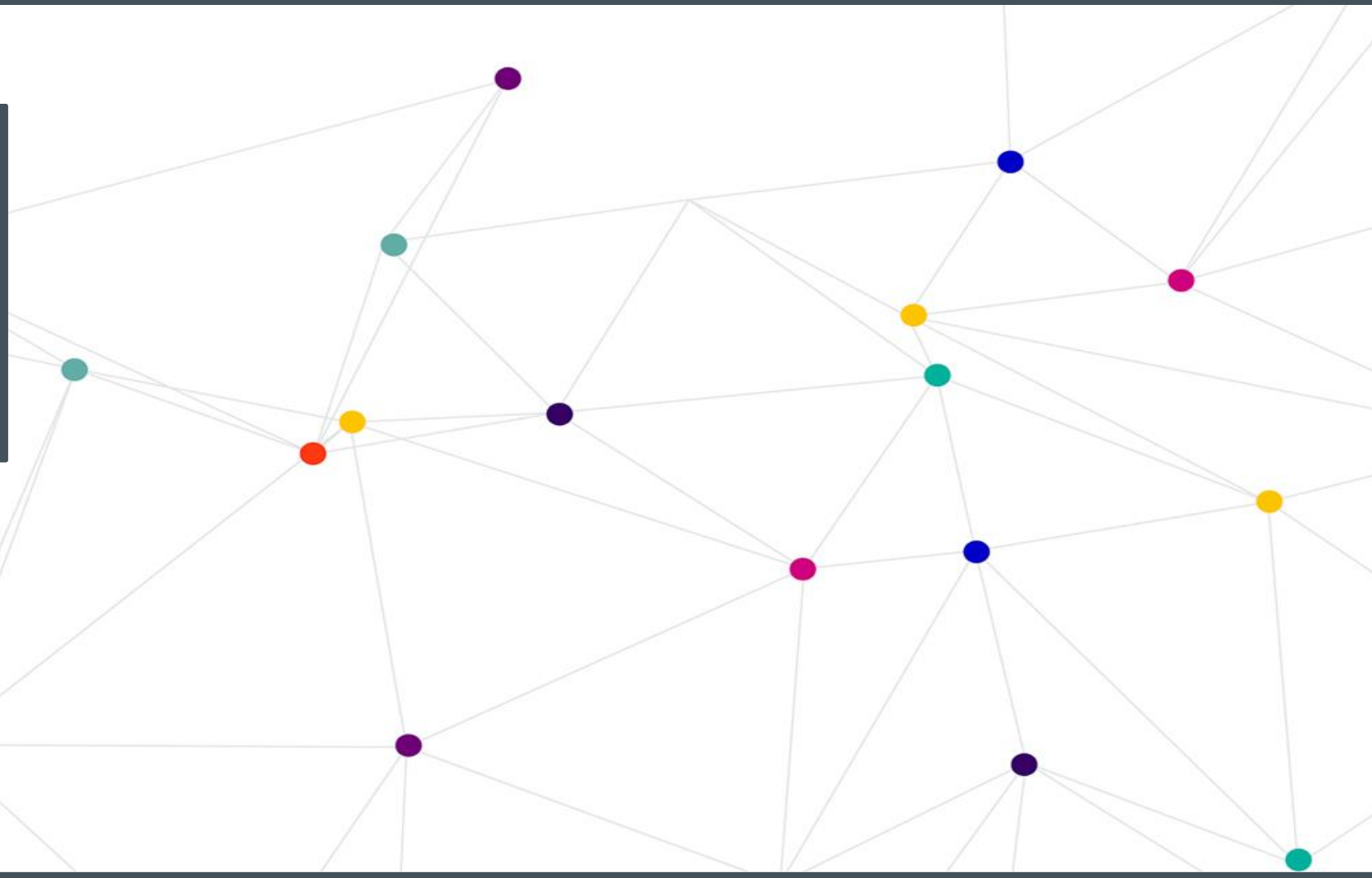
- Crucial to create regular pause moments to learn in the midst of the frantic nature of implementation
 - Learning and reflection has to be part of the culture and weekly practices of the team (national and site level)
- The complexity of capturing data without making the process feel extractive for young people and without triggering young people in the early phases of the journey
- Mental health and wellbeing questions are particularly challenging
- Crucial to link M&E processes to site implementation practices to make the data capture as seamless as possible
- Early reflections and feedback to sites on inputs and outputs make the data capture worthwhile for the site team - they can see how it informs their day-to-day work

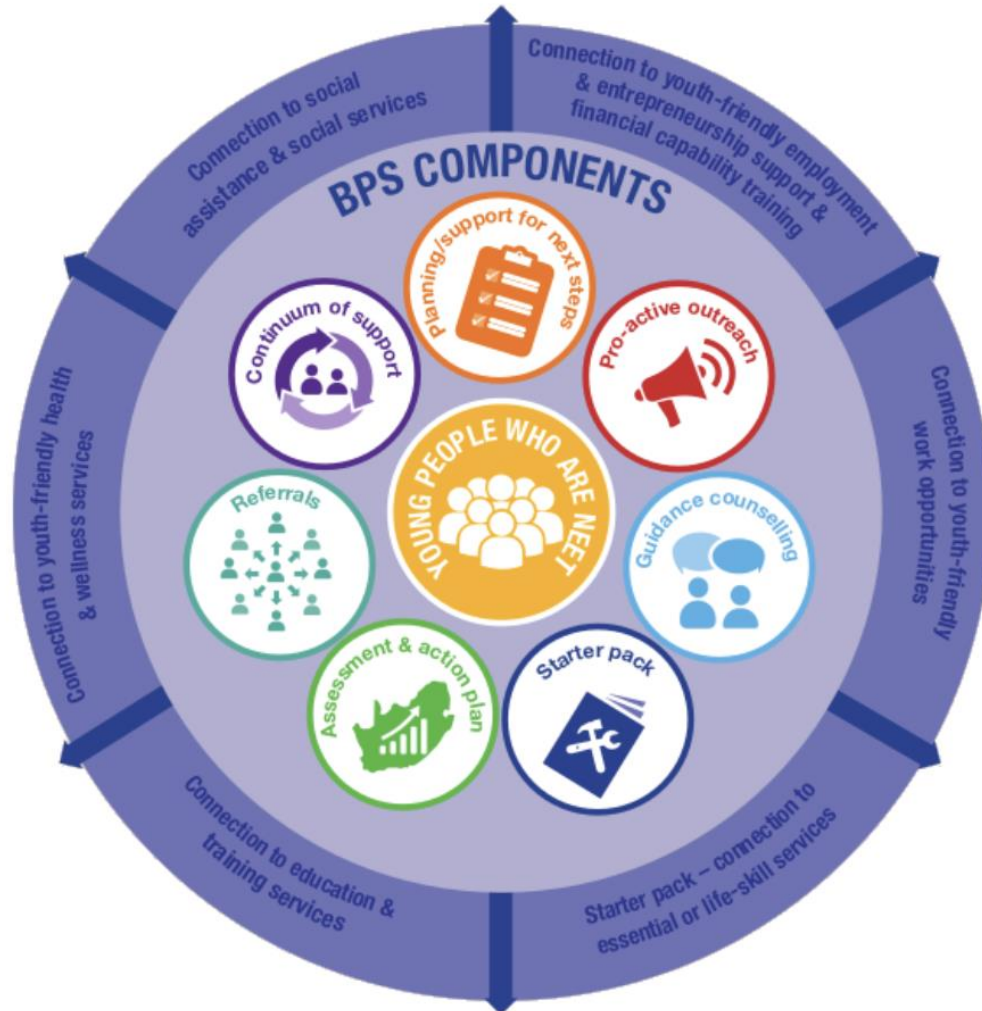




Lessons learned

Community engagement





Lessons learned:

- Key gaps in service provision in local communities esp. mental health
- Need to reach out to a wider (provincial) set of partners and to actively build that layer of a COP
- Possible need to in-source some forms of support (e.g immediate psycho-social “containing”; where to refer possible gang members; ..)
- The skill of the site manager wrt community engagement is crucial but intensive training and mentorship still required
- Important to keep energy up - partners need to feel that there is something in it for them
- Time-consuming but crucial element of the work - needs to be accounted for
- Crucial to align on core values of learning and collaborative problem solving





“The challenge that BPS Atlantis is facing at the moment is that, for most of our youth, it is their first time feeling heard and understood. While rapport is being built within their relationship with their coaches, they now only feel comfortable enough to open up to their coaches, but not comfortable enough to share their hurts with anyone else. They do not want to be referred [to additional support services] at this moment, even when we offer to go with them, and we are respecting their wishes.

My suggestion would be to open up a space within the BPS office for our COP members that is needed by our youth to come and serve our youth at our office for a few hours, once a week, only for the youth to feel comfortable and make the first connection in a safe and familiar environment. This idea will be discussed at our next COP meeting.”

BPS Atlantis site manager



Policy lessons for local level collaboration



Lessons learned

Collaboration is crucial
and complex

Takes time and skill, often goes unrecognised and unaccounted for; pressure to be seen to be meeting performance targets may undermine collaborative problem solving; services often stretched to capacity; “Dedicated stubbornness” often needed...

Working systemically is
the only way

A youth-facing intervention might make young people feel hopeful but will not change much on its own. Shifting systems at local level is the only way to ensure sustainable change.

The importance of
research &
implementation

Evidence and evidence-based thinking has been crucial to development. But implementation experience and allowing space to learn is as well → Iterative learning and adjusting.

Use data to inform
implementation and
partnerships

COP members have valued research and data that can inform their own practices - both quantitative, mapped and qualitative data. Sharing data is crucial.



Lesson learned

Developing a culture of collaboration

“Wicked” problems require multi-stakeholder investments. Siloed approach to problem solving rarely works to shift such challenges. But this often goes against the norm. A great deal of work needs to go into inculcating a culture of collaborative problem solving.

Developing a culture of risk and learning

Crucial to develop a culture of mutual learning - nobody knows all the answers. Creating safe spaces to admit this and building trust in a process of learning and trying new things.

Recognition of passion and capacity

The team *and* the COP members have been passionate about making a difference and are working in their respective domains to do so. Important to celebrate and recognise these efforts.

Basic Package of Support partners



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Questions



Live Poll

Reflecting on the BPS Pilot Findings & Learnings

Reflecting on the BPS Pilot Findings & Learnings

1. Which of these BPS recommendations do you think are the most important for achieving effective Youth Support? (0 point)

[More Details](#)

● Making psychosocial support widely available	19
● Ensuring that ALL services are youth friendly	14
● Creating caring communities	4
● Training and deploying a large cohort of youth coaches	9
● Running group workshops to motivate young people	6



2. What do you think is the most important ingredient in getting organisations to work collaboratively for young people's benefit? (0 point)

[More Details](#)

● A shared vision	7
● A deep understanding of the position of young people	15
● Reducing competition between organisations (e.g. funding competition)	8
● Creating opportunities for knowledge sharing and networking	22



*Note - 164 attendees with 52 responses on these questions

Reflections from Partners

Penny Foley

Chief Community Partnerships Officer - Harambee Youth Employment Accelerator

Adela Ndlovu

Lead: Coalitions Building - Harambee Youth Employment Accelerator

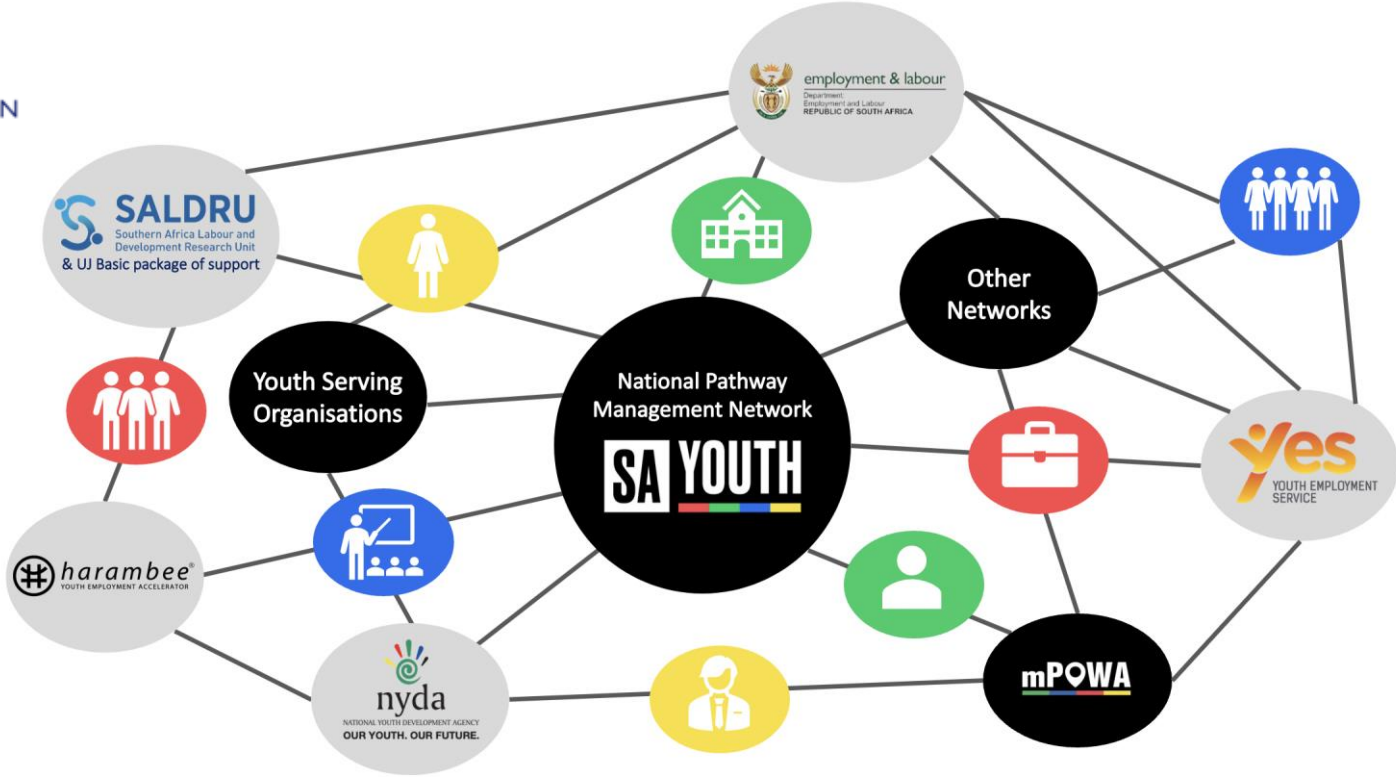
Simone Peinke

Project Lead at DG Murray Trust for the Basic Package of Support

Harambee Youth Employment Accelerator



A strategic national vision & plan which sets out priority actions to address youth unemployment



sayouth.mobi
partners.sayouth.org.za



A network of networks – government, business and civil society partners working together to find earning and learning opportunities for young people through technology designed by Harambee.

Young people access SA Youth through a data free mobi-site, toll-free hotline, social media or email.

Basic Package of Support Project



- The Basic Package of Support (BPS) team have been an important part of shaping the vision of the National Pathway Management Network
- Harambee and BPS are working together to understand how the different services in a community participating in the BPS site can be made visible on **SA Youth** / Youth Explorer
- Harambee has supported BPS staff in Atlantis and Orange Farm to use **SA Youth** as a tool that can support young people looking for work
- Harambee is training BPS mobilisers in Atlantis to use “hustle” content we have been testing. The same training is scheduled for all Gauteng sites too.
- Harambee is working with the BPS Orange Farm site to ensure an expanded Community of Practice with all Orange Farm based partners
- Harambee has introduced BPS to the **Global Youth Opportunity Network** to explore how a site could be initiated in eThekweni and shared information on potential funding



DG Murray Trust



- DGMT has been responsible for the development of the BPS coaching practice, quality assurance processes and strategic implementation support
- Strong strategic synergy with existing DGMT projects





- **Spectrum of collaboration**
 - Coordination, consultation and collaboration
- **Collaboration requires additional time and resources, for greater reward**
 - Trade-off between collaboration & efficiency
 - Trade-off requires high trust
- **Move along the spectrum for different project phases**
 - Design (collaboration)
 - Build (coordination/ consultation)
 - Pilot (collaboration)
 - Scale (coordination/ consultation)
- **During pilot phase:**
 - Comfort with ambiguity and agility
 - Small team, working across multiple workstreams to learn and iterate – quickly!

**To leave no youth behind –
coordination is necessary,
collaboration essential**

Q&A

Facilitated by: Najwah Allie-Edries
Deputy Director-General: Employment Facilitation

Closing Address

Najwah Allie-Edries

Deputy Director-General: Employment Facilitation



national treasury

Department:
National Treasury
REPUBLIC OF SOUTH AFRICA

Thank you

Jobs Fund contact details:



jobsfund@treasury.gov.za



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

DG Murray Trust contact details:



communications@dgmt.co.za



<https://dgmt.co.za>

SALDRU contact details:



General Enquiries - amy.jephthah@uct.ac.za



<https://www.saldru.uct.ac.za>

Centre for Social Development in Africa contact details:



csdainfo@uj.ac.za



www.uj.ac.za/csda

Harambee Youth Employment Accelerator contact details:



info@sayouth.org.za



<https://www.harambee.co.za>



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