Welcome

Facilitator: Mokete Mokone (Jobs Fund)

Live Poll

Who is in the room?

Reflecting on SA's Current Workseekers programmes

South Africa Siyasebenza

Ushintsho Oluqhakazile

Who is in the room?

Government	**Your response**	57%
Large employer		2%
SETA		0%
NGO		29%
Research/ M&E firm		2%
Independent consultant		0%
Private sector		5%
Funder		2%
Other		4%
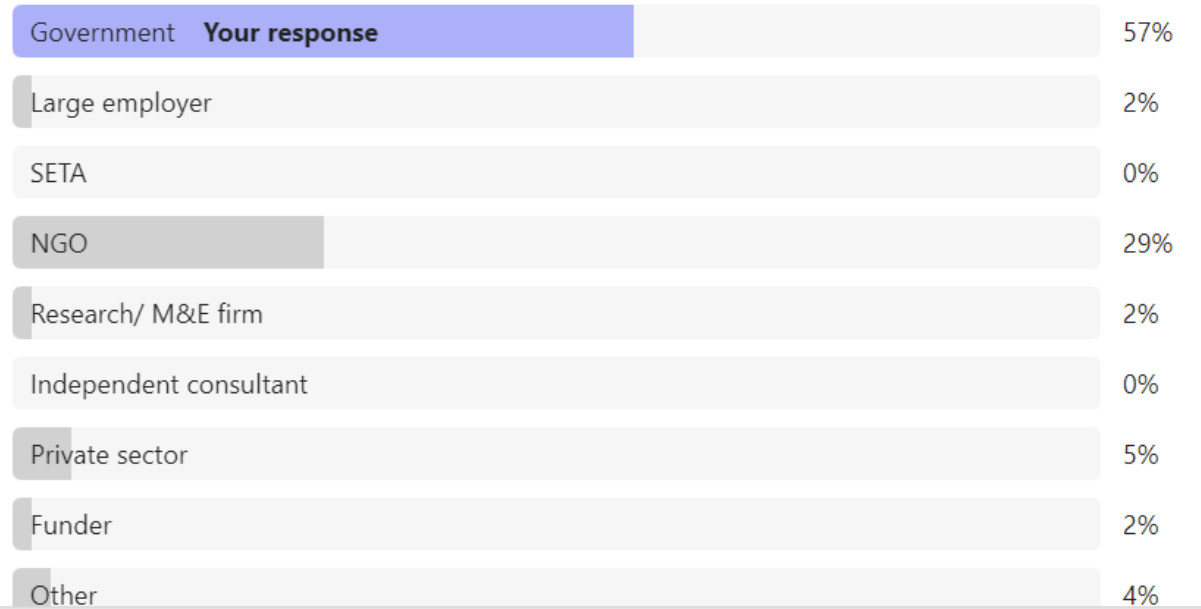
2. Current Support for Workseekers programmes/interventions in South Africa have adequately responded to the needs of the unemployed

Strongly Agree	8%
Agree	24%
Neutral	39%
Disagree	23%
Strongly disagree **Your response**	6%
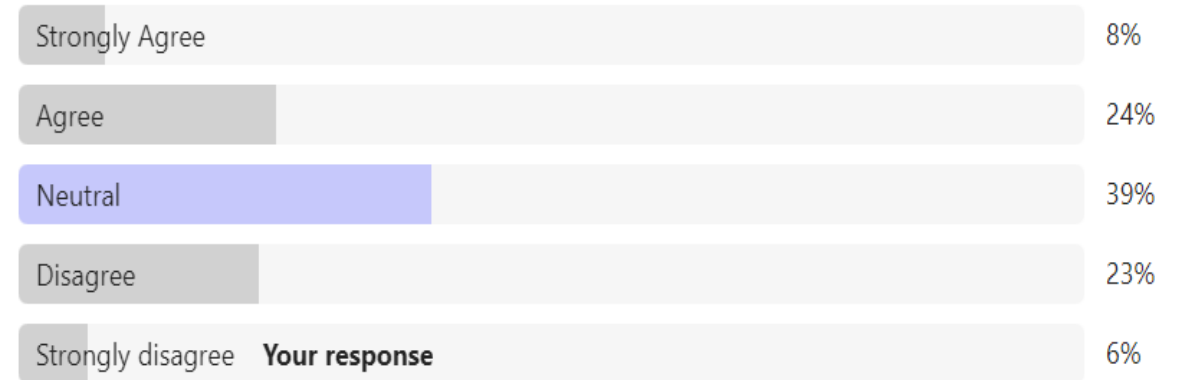
Opening Address

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

Background to the Jobs Fund and Context to the 3-year Tracer Study

Mokete Mokone
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:
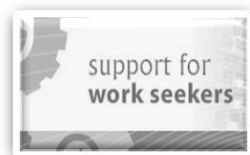 – Lack of innovative and flexible public instruments to leverage private sector resources and test solutions to social challenges.
  – Despite a number of interventions in government, the desired impact has not always been achieved.

- 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

  Successful Job creation Models adopted by pioneering organisations

  Wider market adoption of challenge fund funding instrument over the medium to long term

- 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 | institutional capacity building | infrastructure investment

- The Jobs Fund has a rigorous monitoring, evaluation, reporting, and learning framework established at the onset of the Fund.

- These principles are applied:
    - At Project level during the concept stage of each funded project and throughout implementation
    - At Programme level to allow for the regular monitoring of progress against portfolio targets and the evaluation of the portfolio to extract learnings and good practice

- The commission of research studies and evaluations is intrinsic to the work that the Jobs Fund and its partners do:
    - Support evidence-based policy making
    - Establish a feedback loop – for project and programme improvements
    - Encourage knowledge-sharing to a wider audience

- To date the Jobs Fund has commissioned many evaluations/studies on its portfolio and projects, and the longitudinal 3-year Tracer Study is one of these.

- The Jobs Fund appointed JET Education Services to undertake a three-year longitudinal tracer study of beneficiaries of 10 projects funded under two funding windows:
  - Enterprise Development (ED)
  - Support for Work Seekers (SFW)

- The main purpose of the study was to:
  - Ascertain and document changes which have occurred in beneficiaries' lives following their participation in the Jobs Fund funded projects.
  - Provide insight into which interventions are most relevant, effective, replicable, scalable and provide the greatest value for money in addressing barriers to entry into the South African job market and small business environment.

- Data collection points:
  - Year 1 (Wave 1) - between September 2018 and August 2019
  - Year 2 (Wave 2) - between May and November 2020
  - Year 3 (Wave 3) - between May 2021 and February 2022

- The findings and recommendations from the Tracer Study have been delivered over two sessions (Part 1: Enterprise Development [held on 5 July 2022]; and Part 2: Support for Workseekers [to be presented today – 30 August 2022]).

- Recordings from both sessions will be available on the JF website.

Findings from the Tracer Study

Nathalie Vereen

Chief Operations Officer – JET Education Services

Monica Mawoyo

M&E Associate – JET Education Services

Daniel Mashilo

Senior Statistician – JET Education Services

Economic indicator	Metrics (2019-2021)
% official unemployment rate	34.9% Q3: 2021 from 34.4% Q2: 2021 (StatsSA, 2021) Year on year change: from 30.8% Q3:2020 (StatsSA, 2021)
% employment self-employed	10% compared to 30% in most middle-income countries (World Bank Group, 2021)
% youth unemployment (15–34 years)	46% Q3: 2021 (StatsSA, 2021)
What is core to make a dent…	- Context is important - Create opportunities for career pathways - Partnerships are important for longevity of any and all structural economic interventions, e.g. youth employment - Do not lose the <u>innovative edge</u>

50 Interviews:

- 11 Jobs Fund Partners,
- 31 beneficiaries (5 in Wave 1 [Year 1]; 12 in Wave 2 [Year 2] ; and 11 in Wave 3 [Year 3]),
- 1 ED sponsor/ partner,

- 1 organised business representative,
- 6 subject matter experts, and
- 1 Jobs Fund representative.

Jobs Fund Partner	2019 (Wave 1)	2020 (Wave 2)	2019-2020 Attrition Rate	2021 (Wave 3)	2020-2021 Attrition Rate	2019-2021 Attrition Rate
SFW1	314	197	37,3%	142	27,9%	54,8%
SFW2	203	145	28,6%	108	25,5%	46,8%
SFW3	297	213	28,3%	167	21,6%	43,8%
SFW4	902	663	26,5%	521	21,4%	42,2%
SFW5	364	289	20,6%	221	23,5%	39,3%
Total	2,080	1,507	27,5%	1159	23,1%	44,3%

Descriptive statistics – describing basic features of the collected data, e.g., 1. Frequency: Count, Percent, and Frequency; 2. Averages: Mean, Median, and Mode; 3. Ranking.

Thematic analysis of interview data – identifying patterns or themes within qualitative data.

Propensity score matching – estimating the effect of an intervention by accounting for the variables that may affect the outcomes of the intervention.

Why and when do we use propensity scores?

- Propensity scores can be used to estimate the effect of receiving support through an intervention when random assignment of support to beneficiaries is not feasible – e.g., when trying to establish if one group that has received Training-A has experienced more positive outcomes than the other group that has received no training.

- Propensity score matching is primarily used to compare two groups of beneficiaries but can be applied to analyses of more than two groups.

- The two groups used in the propensity score matching for this study were:

    1. Employment outcomes as obtained from the Statistics South Africa (StatsSA) Quarterly Labour Force Survey (QLFS) Q2: 2019; Q2: 2020; and Q2: 2021, and

    2. Employment outcomes of the SFW project beneficiaries.

- Employment outcomes of the SFW projects respondents were compared to employment outcomes recorded in the QLFS for those with similar demographics (i.e., gender, population group, educational qualifications, age and province of residence).

- Using propensity score matching to do a comparison of SFW project group and the QLFS group would:
  - Assess how the employment of project respondents compares to national trends.
  - Establish whether SFW project respondents were relatively more likely to be employed than similar individuals who had not benefited from the Jobs Fund-funded SFW interventions.

- SFW beneficiaries were classified for the purpose of the propensity score matching exercise as:
  - *"Employed"* - Those respondents who were employed, in a learnership or were running a business.
  - *"Unemployed"* - Those respondents who were unemployed or studying.

- Propensity score estimates were calculated using STATA 16:
  - The SFW respondents were matched to QLFS respondents using demographic characteristic (e.g., gender, educational, age).
  - chi-Square tests of independence were undertaken to establish whether the demographic characteristics and employment status are likely to be related or not (e.g., are those young people with a matric more likely to secure a job?).

THE JOBS FUND

South Africa Siyasebenza

Ushintsho Oluqhakazile

SFW1: Call Centre Industry

- Targets: Previously disadvantaged youth with **at least Grade 10**
- Project model: Skilling and placement
- Components:
  - Soft skills and customer service/product training
  - Employment with SFW1
  - Assistance with finding other employment

SFW2: ICT Industry

- Targets: Predominantly black youth who meet specific programme requirements. Selection of at least Grade 12 and graduates
- Project model: Skills training in ICT
- Components:
  - Practical ICT skills in demand by industry
  - Training is accredited and includes postgraduate progranmes
  - All programmes include coaching and a funded internship for at least six months
  - Most beneficiaries employed by companies where they do their internship
  - Those who are not employed are assisted with finding jobs

SFW3: Supporting employment for PWD

- Targets: Young people with disabilities (PWD) **who are trainable**
- Project model: Employment support for people with disabilities
- Components:
  - Disability sensitisation and awareness workshops for companies
  - Training in interview preparation
  - Job coaching
  - Placement in jobs

SFW4: Supporting employment in all sectors

- Targets: Previously disadvantaged youth with **at least Grade 11**
- Project model: Training and job placement
- Components:
  - Training for general employability or for specific work opportunities
  - Job matching and placement

SFW5: Automotive industry

- Targets: Matriculants, preferably with Maths and Science
- Project model: Learning Academy for technical and manufacturing shop floor skills
- Components:
  - Two months accredited skills programmes for general workers
  - Five artisan programmes leading to a trade test
  - Employment by Mercedes Benz
  - Placement with other employers

Project	Permanent jobs created		Placement in permanent jobs beyond project partners		Placement in permanent jobs with project partners		Short term jobs created		Project Period	Beneficiary sampling period
	Target	Achieved	Target	Achieved	Target	Achieved	Target	Achieved		
SFW1	1 445	1 678 (116%)	NT	-	1 116	1 197 (107%)	173	173 (100%)	Jul 2016 - Sep 2018	Dec 2016 – Sep 2018
SFW2	NT	-	NT	-	301	301 (100%)	NT	-	Jan 2013 - Mar 2017	Jun 2014 – Mar 2017
SFW3	NT	-	NT	-	1 190	1 172 (98%)	8	117 (1463%)	Jan 2013 - Mar 2016	Apr 2013 – Mar 2016
SFW4	NT	-	7 482	10 518 (141%)	10 133	9 146 (90%)	23 194	23 387 (101%)	Jan 2015 - Mar 2020	Apr 2015 – Jun 2018
SFW5	600	657 (110%)	176	36 (20%)	NT	-	18	9 (50%)	Apr 2014 - Mar 2021	Apr 2014 – Sep 2018

Employed — 44%
Unemployed — 44%
Studying — 5%
Owns business/self employed — 4%
In a Learnership/ Apprenticeship/ Internship — 3%
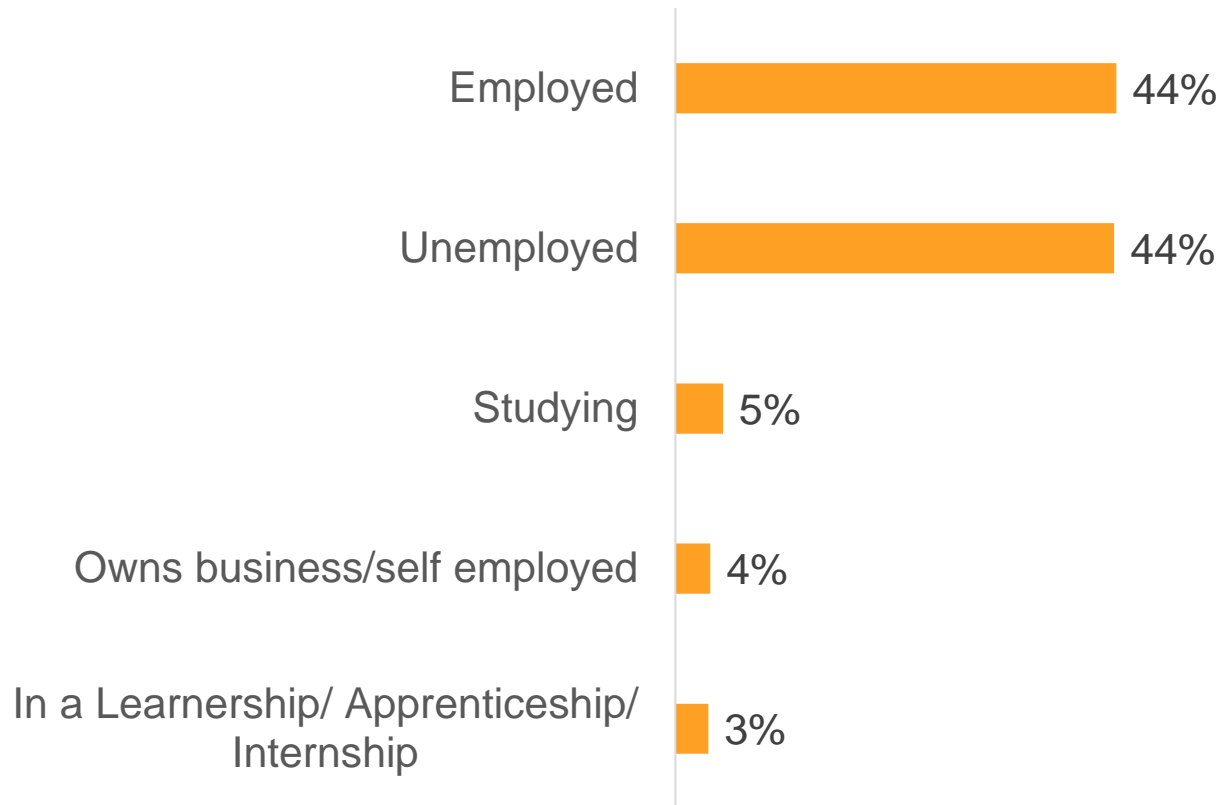
n=1,159

Compared to national employment data at the time of the Wave 3 survey, the unemployment rate of 44.2% for SFW beneficiaries was slightly lower than the national expanded unemployment rate of 44.4% and 46.6% in Q2 and Q3: 2021 respectively (Stats SA, 2021b).

SFW

Gender	Unemployed	Employed	Total
Female	52.0%	48.0%	100.0%
Male	44.7%	55.3%	100.0%
Total	49.0%	51.0%	100.0%

Pearson chi2(1) = 6.0308 Pr = 0.014

QLFS

Gender	Unemployed	Employed	Total
Female	65.2%	34.8%	100.0%
Male	59.0%	41.0%	100.0%
Total	62.4%	37.6%	100.0%

Pearson chi2(1) = 104.4027 Pr = 0.000

- Gender was significantly associated with employment status for respondents in both the SFW survey and QLFS ($p<0.05$).

- In both surveys, male respondents were more likely to be employed compared to females

- However, SFW male and female respondents were more likely to be employed (55.3% and 48.0% respectively) than their counterparts in the QLFS (41.0% and 34.8% respectively).

SFW			
Age group	Unemployed	Employed	Total
15-34 years	47.2%	52.8%	100.0%
35+ years	59.4%	40.6%	100.0%
Total	49.0%	51.0%	100.0%
Pearson chi2(1) = 8.7095 Pr = 0.003			

QLFS			
Age group	Unemployed	Employed	Total
15-34 years	68.6%	31.4%	100.0%
35+ years	59.6%	40.4%	100.0%
Total	62.4%	37.7%	100.0%
Pearson chi2(1) = 192.2918 Pr = 0.000			

- Age group of respondents is significantly associated with the employment status for both SFW and QLFS respondents (*p<0.05*).

- In SFW survey, youths (15-34 years) were more likely to be employed compared to adults (35+ years).

- Conversely, for QLF survey, adults were more likely to be employed compared to youths.

- However, SFW youths were more likely to be employed (52.8%) than their counterparts in the QLFS (31.4%).

Ushintsho Oluqhakazile

SFW

Education	Unemployed	Employed	Total
Less than matric	60.9%	39.1%	100.0%
Matric	55.4%	44.6%	100.0%
Other tertiary	51.3%	48.7%	100.0%
Graduates	26.5%	73.5%	100.0%
Total	49.7%	50.3%	100.0%
Pearson chi2(1) = 40.9579 Pr = 0.000			

QLFS

Education	Unemployed	Employed	Total
Less than matric	68.6%	31.4%	100.0%
Matric	59.4%	40.6%	100.0%
Other tertiary	69.6%	30.5%	100.0%
Graduates	39.9%	60.1%	100.0%
Total	62.4%	37.7%	100.0%
Pearson chi2(1) = 830.2898 Pr = 0.000			

- Highest education level was significantly associated with employment status for both SFW and QLFS respondents ($p<0.05$).

- In SFW and QLF survey, those who were graduates were more likely to be employed compared to those with qualification below being a graduates.

- However, in all qualifications, SFW respondents were more likely to be employed than their counterparts in the QLFS.

SFW

Province	Unemployed	Employed	Total
Eastern Cape	39.2%	60.9%	100.0%
Free State	43.8%	56.3%	100.0%
Gauteng	51.0%	49.0%	100.0%
KwaZulu-Natal	57.2%	42.8%	100.0%
Limpopo	72.9%	27.1%	100.0%
Mpumalanga	71.4%	28.6%	100.0%
North West	46.2%	53.9%	100.0%
Northern Cape	66.7%	33.3%	100.0%
Western Cape	47.2%	52.8%	100.0%
Total	49.6%	50.4%	100.0%
Pearson chi2(8) = 31.9537 Pr = 0.000			

QLFS

Province	Unemployed	Employed	Total
Eastern Cape	67.3%	32.7%	100.0%
Free State	60.3%	39.7%	100.0%
Gauteng	60.0%	40.0%	100.0%
KwaZulu-Natal	63.8%	36.2%	100.0%
Limpopo	64.2%	35.8%	100.0%
Mpumalanga	63.2%	36.8%	100.0%
North West	64.0%	36.0%	100.0%
Northern Cape	67.2%	32.8%	100.0%
Western Cape	56.5%	43.5%	100.0%
Total	62.4%	37.7%	100.0%
Pearson chi2(8) = 108.7946 Pr = 0.000			

- Province was significantly associated with employment status for both SFW and QLFS respondents (*p<0.05*). In SFW survey, respondents from Eastern Cape were more like to be employed, followed by those in Western Cape and Gauteng province. As for QLFS, respondents from Western Cape were more likely to be employed, followed by those in Gauteng and the Free State province.

- However, SFW respondents in the four out of the five provinces were more likely to be employed than their counterparts in the QLFS
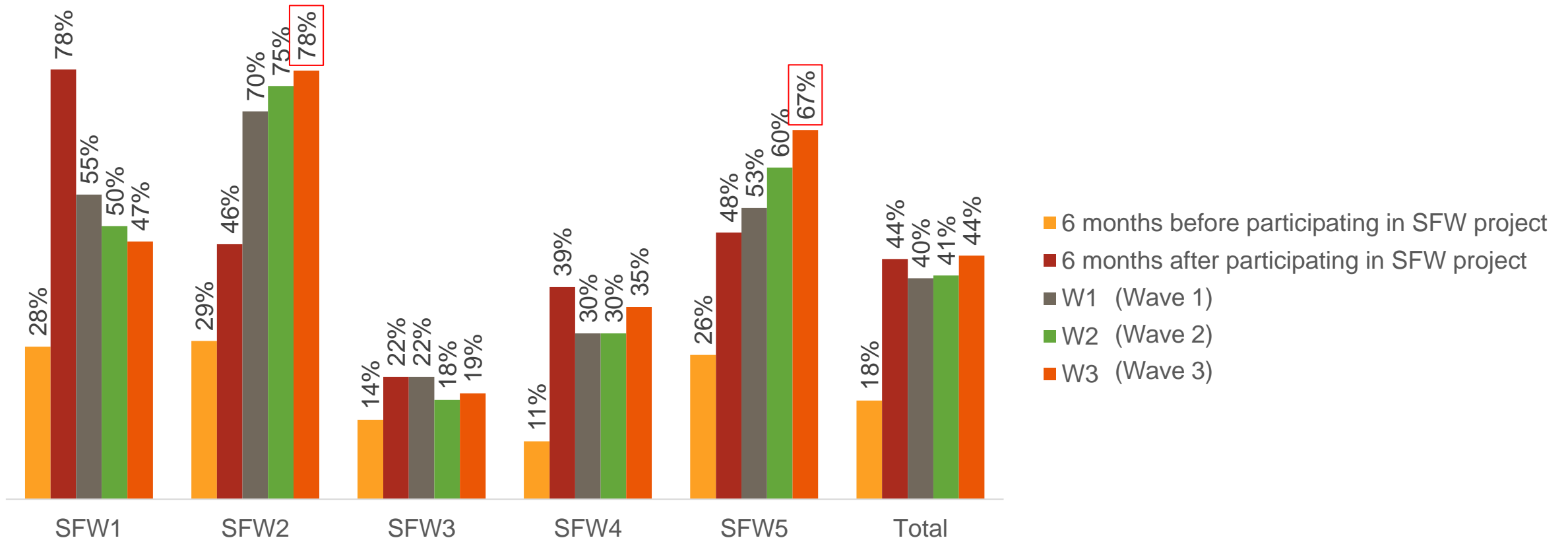
Economic activity at Wave 3 (W3) by project

Legend:
- Declined to answer
- In a Learnership/ Apprenticeship/ Internship
- Running business/self employed
- Studying
- Unemployed
- Employed

SFW1: 6% / 6% / 39% / 47%

SFW2: 14% / 78%

SFW3: 5% / 5% / 68% / 19%

SFW4: 7% / 52% / 35%
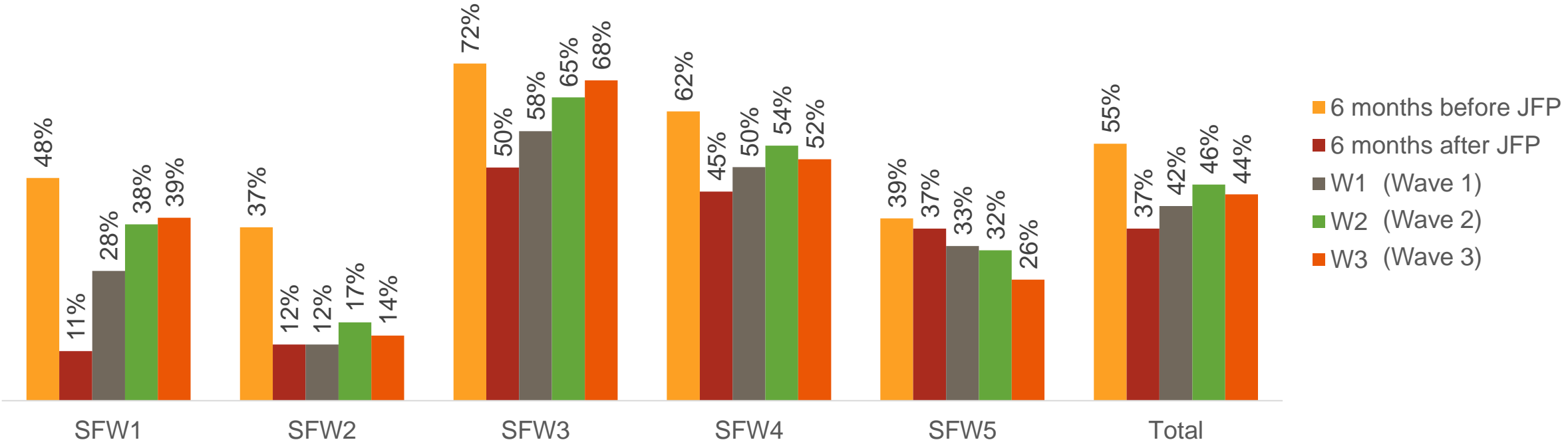
SFW5: 26% / 67%
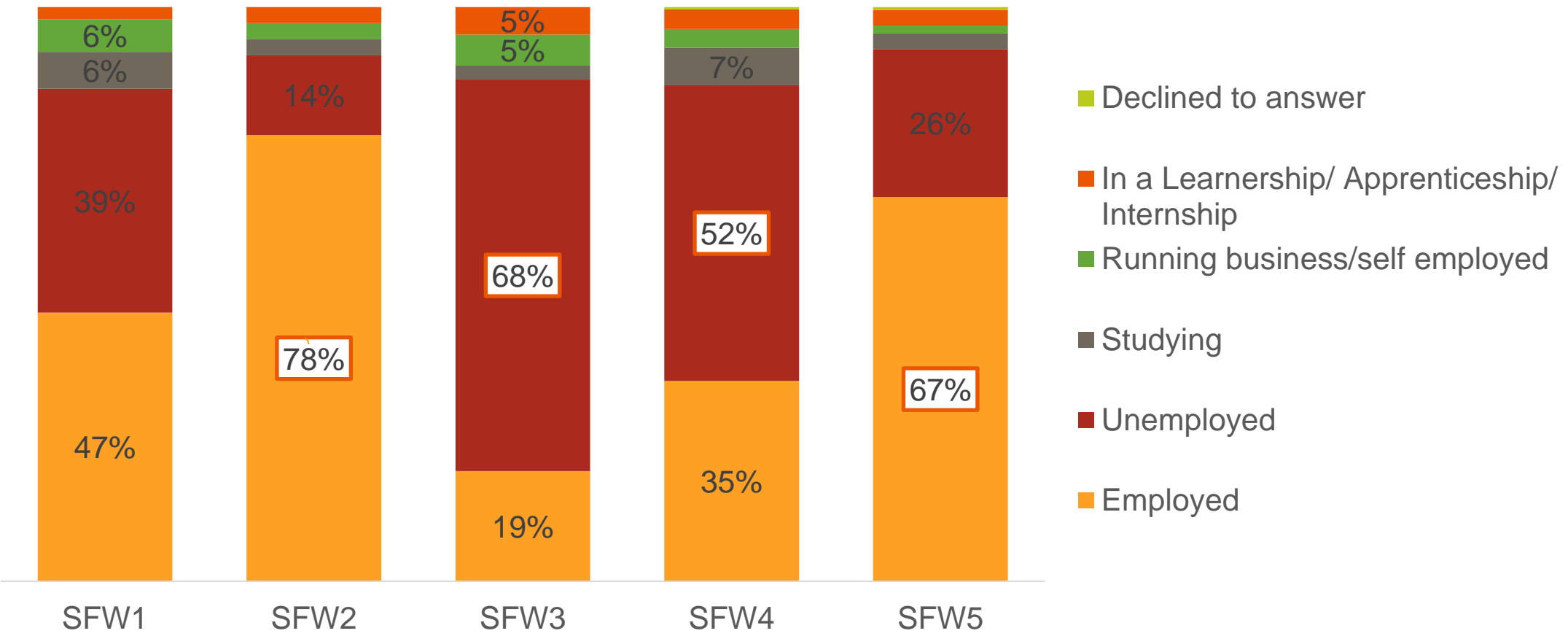
n=1,159 (SFW1 – 141; SFW2 - 108; SFW3 – 167; SFW4 – 522; SFW5 - 221)

Employment by project over time

n= 1,159 (SFW1 - 141; SFW2 – 108; SFW3 – 167; SFW4 – 522; SFW5 - 221)
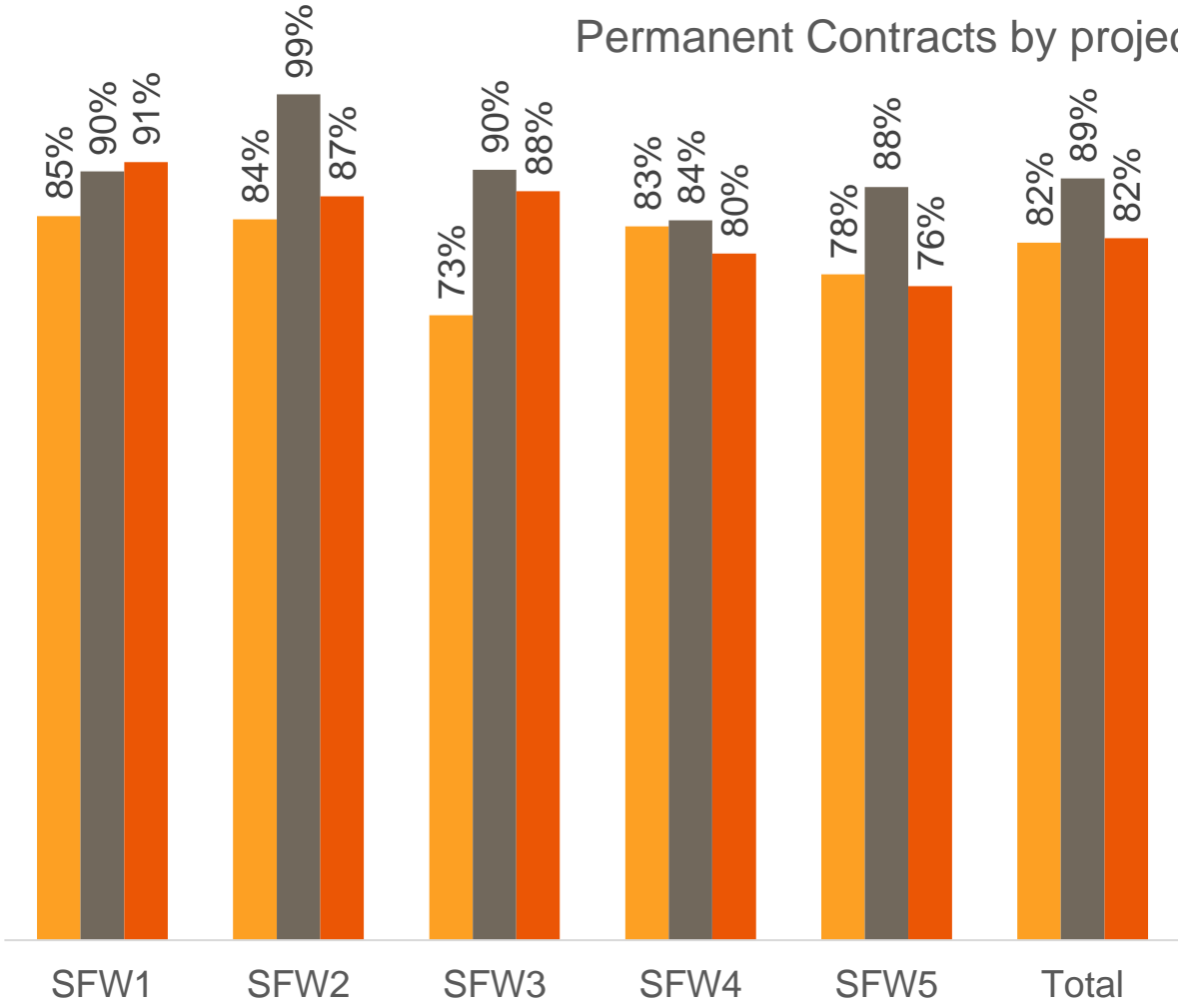
Unemployment by project over time

n= 1,159 (SFW1 – 141; SFW2 - 108; SFW3 – 167; SFW4 – 522; SFW5 - 221)

Changes in circumstances: Helping family and friends to get jobs
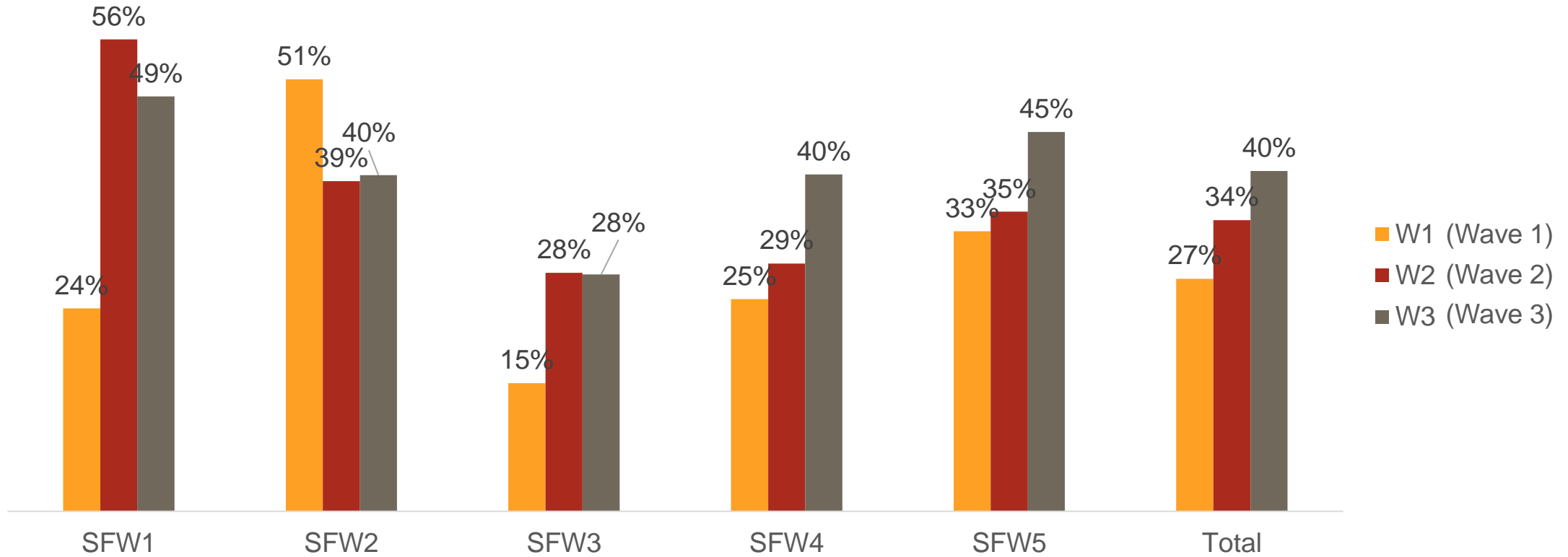
n=1,159 (SFW1 – 142; SFW2 - 108; SFW3 – 166; SFW4 – 522; SFW5 – 221)

	SFW1	SFW2	SFW3	SFW4	SFW5
Cost effectiveness	5	5	5	5	3
Permanent jobs realised	5	4	4	5	3
Permanent contracts	5	5	5	5	5
Equity (note that the equity criteria are averaged and the overall score for equity is out of a possible 5 points)	4	3	5	5	3
% employment rate at 2021 survey	2	5	1	2	4
Job satisfaction	3	3	3	3	5
Total score	24	25	23	25	23
Overall evaluation	Good	Good	Adequate	Good	Adequate

Cost Effectiveness Analysis (CEA)

SFW1 - R19 448   SFW2 - R56 720
SFW3 - R12 322   SFW4 - R6 938
SFW5 - R102 477

Excellent (5) - < average GDP per capita (R83,844) = very cost effective

Adequate (3) - < 3x average GDP per capita (R251 532) = cost effective

Poor (1) - > 3x average GDP per capita = less cost effective (Bertram et al., 2016).

Evaluation scale

Excellent: 30

Good: 24 - 29

Adequate: 18 - 23

Poor: 6 - 17

Conclusion & recommendations (1)

1	2	2 cont'd

1

Inferential statistics found that SFW respondents were more likely to be employed than similar individuals who participated in the QLFS at the time of wave 3 (2021), with 50-51% of the SFW respondents being employed as compared to the 37-38% of those in the QLFS.

More importantly, youth (15-34) in SFW projects were more likely to be employed compared to their peers in the QLFS, therefore, **targeting youth should be a condition in all projects to meaningfully address youth unemployment**.

2

It was difficult to find national data on the employment of PWD, thus, **improve national data sets for employment of PWD for benchmarking**. A national barometer on employment of PWD will enable data driven interventions to address poor long term employment outcomes for PWD. Interventions that can be implemented at JF level include:

- **all projects should have targets for improving participation of PWD.**

- **Remote learning opportunities should increase for PWD where possible.**

2 cont'd

Transversal partnerships are required for employment of people with disabilities so that they are supported in terms of labour law, health and transport.

Incentives should be provided to employers who employ PWD for a long time for meaningful work with competitive salaries and benefits to increase job retention for PWD. Possibly look at revision of BBBEE codes.

Conclusion & recommendations (2)

3

The lower survey response rates and refusal by some SFW respondents to participate was consistent with those receiving lower levels of post-project support.

Job retention findings reinforce the need for on-going support beyond first job placement (to recognise the zig zags in the economy).

A continuum of support and referral to other SFW initiatives should be offered to young work seekers especially, at the same time improving their agency so that they can be weaned off government support and they also support their networks to find employment.

4

There was a **binary** operationalisation in the SFW and ED projects. It would be useful to **promote integration between ED and SFW projects within and across funding windows in order to create more fluidity for beneficiaries to move in and out of ED and SFW supported spaces**.

For example, SFW beneficiaries could be employed in ED beneficiaries' enterprises, work seekers who wish to start businesses can be referred to appropriate implementer. Some innovative products that have proven to be successful (e.g. the point of sale terminal) could be extended to other ED projects that may benefit from it that deal with cash and stock.

5

Given the relatively high success rate in creating relatively higher levels of employment, **consider supporting more SFW partners that provide niche training for specific sectors** (like SFW2 - ICT and SFW5 - Automotive).

Conclusion & recommendations (3)

6
The inclusion of projects that recruited beneficiaries without a matric is very important because **non-matriculated young people also need a chance at employment and some jobs can be done by people without a matric**.

7
Some of the interviewed beneficiaries were in their third learnership in a row, and some of the beneficiaries with disabilities could not remember what training they had done as they go through so much training. Serial learnerships or training does not solve unemployment – joined-up data management (data linkage system) can stop serial learnerships. **Joined-up data systems of all government SFW initiatives will prevent the revolving door in learnerships and training**.

8
The attrition rate for SFW respondents was high, and beneficiaries may be less invested in external evaluators. **Tracer information should be collected from all projects over time so that long term impact data is available**. Beneficiaries are more likely to stay in touch with the project implementer if it is a condition of participating in the programme. Project-driven collection of tracer data may provide richer data sets on beneficiary destinations.

Conclusion & recommendations (4)

9

Sometimes unemployment pushes young people to take any available opportunity even when it is not what they need. **Target beneficiary selection to promote both transformation and correct employer-employee match**:

Given the success of the projects in selecting and recruiting historically disadvantaged individuals, beneficiary selection and matching processes must effectively target beneficiaries from previously disadvantaged groups and low-income households to ensure that priority groups are accessed and supported.
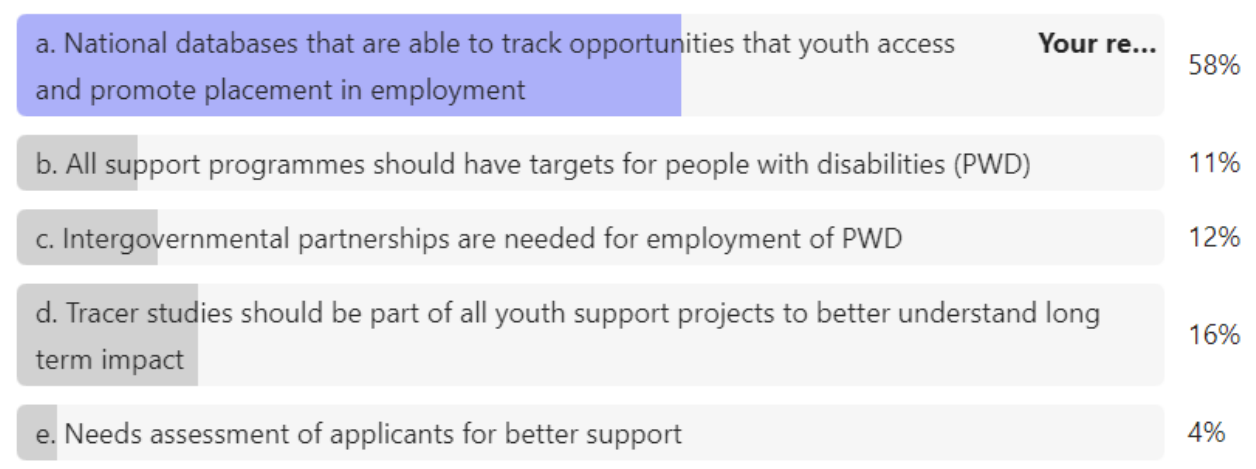
10

Given the cost of looking for employment, initiatives such as the zero rating of websites which provide information about employment should be expanded. In addition, the provision of free internet access and transport for workseekers.

Live Poll

Tracer Study Findings: SWS Initiatives Findings and Recommendations

1. Which of these Tracer Study recommendations do you think is the most important for achieving effective support for workseeker initiatives?

a. National databases that are able to track opportunities that youth access and promote placement in employment **Your re...**	58%
b. All support programmes should have targets for people with disabilities (PWD)	11%
c. Intergovernmental partnerships are needed for employment of PWD	12%
d. Tracer studies should be part of all youth support projects to better understand long term impact	16%
e. Needs assessment of applicants for better support	4%

Reflections from a Participating Jobs Fund Partner

Fiona Tabraham
Chief Executive Officer – CapaCiTi

Ushintsho Oluqhakazile

What began at the turn of the century as a dream to build a future-fit, inclusive society has grown into a sophisticated and complex technology pipeline that serves a vital role in the South African economy.

CapaCiTi provides a critical pathway for young, resourceful South Africans to become fully-fledged digital citizens through innovative and application based development pathways

Working in the Digital Economy for 22 years
Over 14 years' experience in Digital Skills Training

Cape Town Campus offers access to an Approved Pearson Examination Centre

MICT Seta Centre of Excellence and training content is MICT Seta Accredited L3 – L6

7-year long partnership with the National Treasury Jobs Fund which has created over 4000 jobs

AWS, Pearson Vue, Salesforce, IBM, CompTIA and ICDL training partner

Trusted partner with exceptional audit and M&E track record with funders

national treasury
Department:
National Treasury
REPUBLIC OF SOUTH AFRICA

CiTi CAPE INNOVATION & TECHNOLOGY INITIATIVE
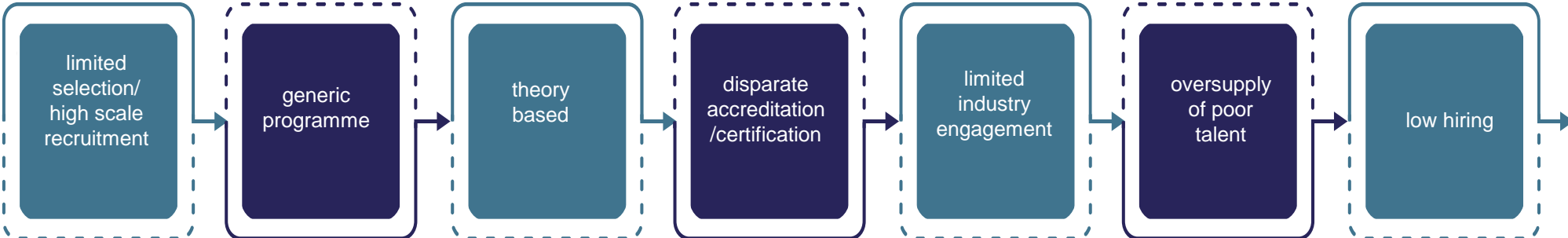
South Africa Siyasebenza

- Demand and Supply mismatch

- Youth bounce through multiple opportunities

- Training opportunities not always correlated with skills deficit

- Mental wellbeing and health challenges

- Lack of clarity and direction on career pathways

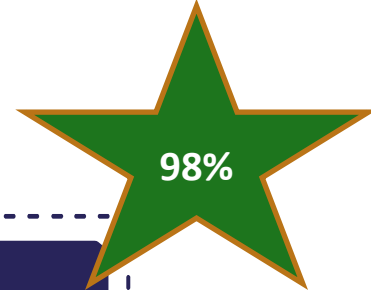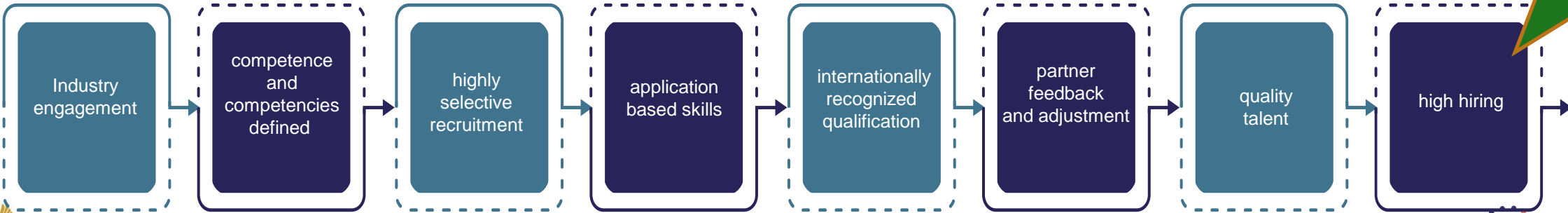- Lack of access to quality and sustained opportunity

national treasury
Department:
National Treasury
REPUBLIC OF SOUTH AFRICA

CiTi — CAPE INNOVATION & TECHNOLOGY INITIATIVE

Ushintsho Oluqhakazile

| limited selection/ high scale recruitment | → | generic programme | → | theory based | → | disparate accreditation /certification | → | limited industry engagement | → | oversupply of poor talent | → | low hiring | → | **20%** |

Supply Driven Pipeline – where we started

Demand Driven Pipeline – where we finished

98%

| Industry engagement | → | competence and competencies defined | → | highly selective recruitment | → | application based skills | → | internationally recognized qualification | → | partner feedback and adjustment | → | quality talent | → | high hiring | → |

national treasury
Department:
National Treasury
REPUBLIC OF SOUTH AFRICA

CiTi
CAPE INNOVATION & TECHNOLOGY INITIATIVE

1 Establish partnerships before training is designed.

2 Combine Classroom training with workplace learning.

3 Use capable teachers with industry expertise.

4 Provide Certification that are relevant, modular and widely recognized.

Input
- Time and resource investment
- High cost

Outcome
- Adds long term economic value
- Reduces "bounce" rate
- Targets quality jobs
- Application based learning
- Job related outcome

Q&A

Facilitator: Mokete Mokone (Jobs Fund)

Closing Address

Najwah Allie-Edries
Deputy Director-General: Employment Facilitation

Thank you

Jobs Fund contact details:

✉ jobsfund@treasury.gov.za

🌐 http://www.jobsfund.org.za

JET contact details:

✉ info@jet.org.za

🌐 https://www.jet.org.za

CapaCiTi contact details:

✉ ecosystem@citi.org.za

🌐 https://www.citi.org.za

South Africa Siyasebenza

10th **ANNIVERSARY**
A DECADE OF INNOVATION AND PARTNERSHIP

Ushintsho Oluqhakazile