



South Africa Siyasebenza

OVER A DECADE OF INNOVATION AND PARTNERSHIP



Ushintsho Olugqakazile

Jobs Fund Webinar

CAPACITI: Impact Sourcing - Empowering our youth to transition from education to work

10 September 2024

The event will start at 14h00



national treasury

Department:
National Treasury
REPUBLIC OF SOUTH AFRICA

GTAC Analyse
Activate
Assess
Strategic & Technical Advisory

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

Facilitator: **Nazeem Hendriks**(Jobs Fund)

- The Jobs Fund is a programme of the National Treasury.
- The Jobs Fund was established to inspire innovation and to co-fund programmes that address specific barriers to job creation.
- The Jobs Fund operates on Challenge Fund principles to:



Test innovative approaches to job creation – intervene on both supply and demand side of the labour market



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



Share risk - catalyse social return



Encourage adoption of successful Job creation Models by organisations

- The Fund is not a mass employment programme but complements other government programmes by encouraging innovation and sustainable job creation.
- The Fund works with intermediaries, leveraging their networks and expertise to access and provide support to targeted beneficiaries.
- 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.

CAPACITI: Impact Sourcing – Empowering our youth to transition from education to work

Fiona Tabraham (CAPACITI Digital Career Accelerator Chief Executive and UVU Africa Executive Board Director)

Chanél Oldfield (CAPACITI Digital Career Accelerator Chief Operating Officer)



IMPACT SOURCING

EMPOWERING OUR YOUTH
TO TRANSITION FROM
EDUCATION TO WORK



CAPACITI



WHAT MUST WE CONSIDER TO UNDERSTAND THE PROBLEM STATEMENT

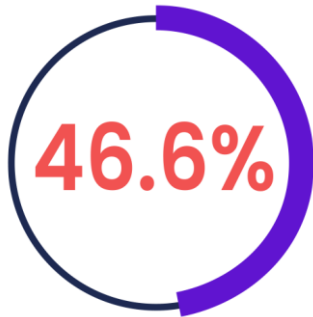


CAPACITI



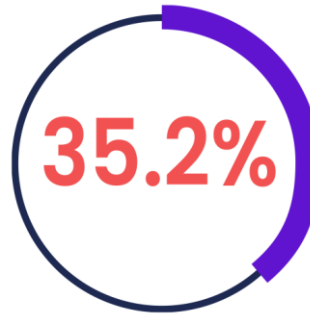
SA EMPLOYMENT TRENDS –

Youth Supply



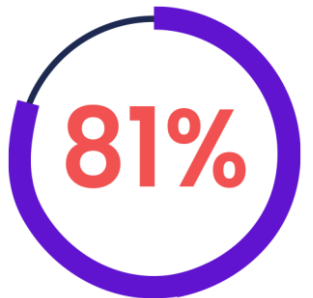
South African youth unemployment rate Q2 2024

Youth aged 15 to 34 years actively seeking work



South African youth not in employment, education or training (NEET)

More than 3m young people aged 15-24 years



81% were new entrants to the labour market **have never experienced employment before**



Youth with experience outperform youth without experience by a **margin of 4 to 1**



CAPACITI

SA EMPLOYMENT TRENDS –

Skills Demand



Digital Skills Gap

There is a 31% shortage of professionals in software development, cybersecurity, data analysis, and cloud computing, with vacancy rates as high as 40% for specialized tech roles.

**ICT Skills Survey*



Untapped Opportunity

If Africa captured just 10 percent of the AI opportunity, it could have its share of a trillion-dollar opportunity **Lillian Barnard Microsoft Africa*



There is a **shortage in most managerial jobs**, and more than 50% of professionals, technicians and clerical support workers are employed in shortage. occupations **LGSETA*

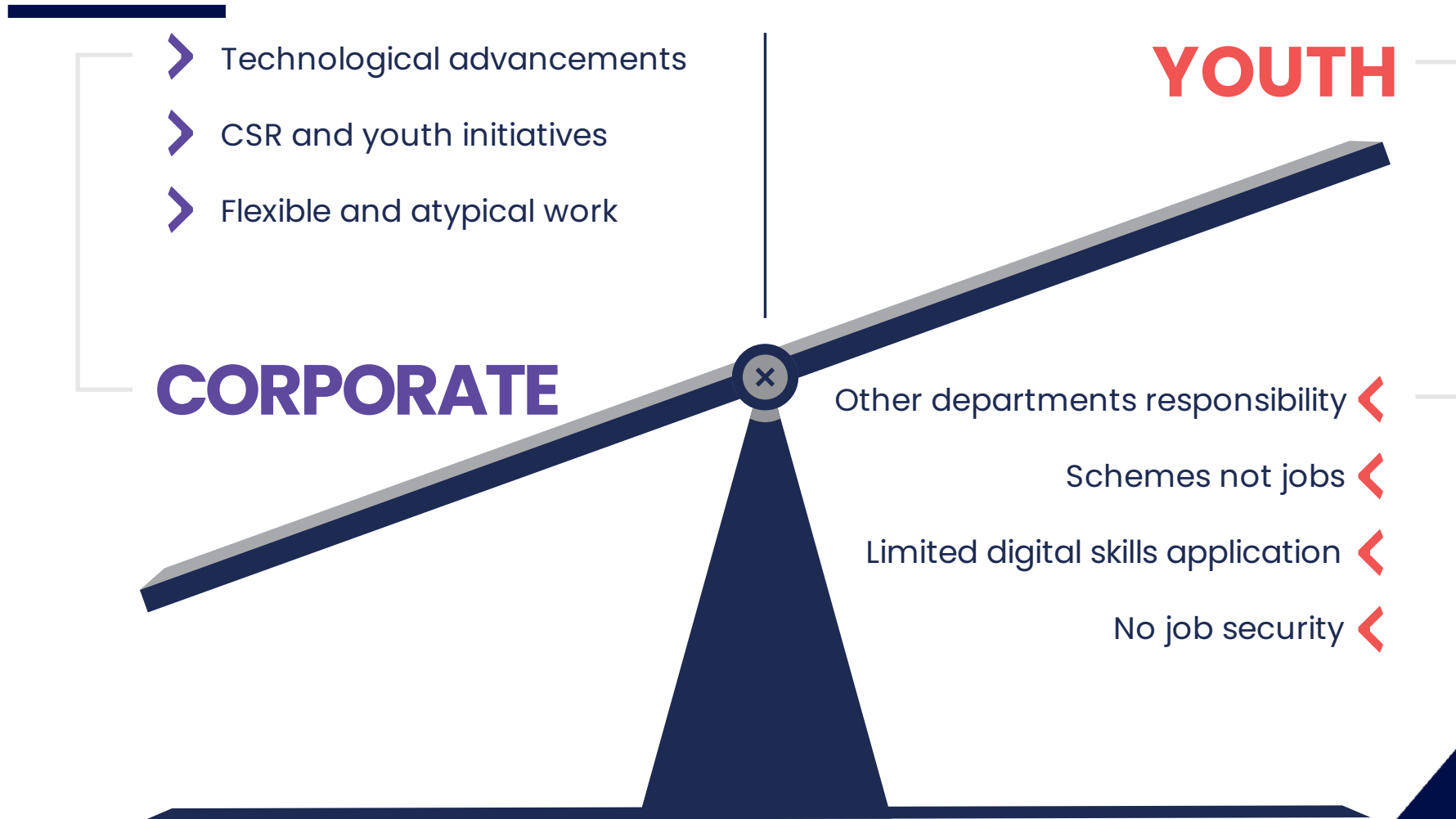


Demand for tech roles **outpaces supply of trained professionals** and companies are expected to continue offshoring or importing talent to fill key vacancies over next 5–10 years.



CAPACITI

SUPPLY vs DEMAND MISMATCH



CAPACITI

IMPACT AT SOURCE

Not Impact Sourcing



- **66%** of South African youth now live in urban areas with 71.3% of South Africa's population expected to be urban by 2030
- **50%** of South Africa's urban population resides in townships and informal settlements
- **40%** of youth who migrate to urban centers leave jobs within the first year due to financial and emotional pressures.
- **Locally-based training** and job development reduces migration, improves retention, and builds community resilience.
- Adoption of **remote work and digital platforms** can tap into diverse youth talent.
- New Work Constructs create **local Opportunity**



CAPACITI

YOUTH VIEW SURVEY

Semigration CAPACITI Survey



- **53%** of candidates indicated that there were no skilling initiatives in their communities
- **84%** received no career presentations during their secondary schooling
- **28%** noted that relocation was fraught with challenges; financial, social and psychosocial barriers
- **83%** would have remained in their home community if opportunity existed.
- **95%** plan to return to their hometown again should the local economy and prospective job market allow.



CAPACITI

YOUTH VIEW SURVEY

Financial Impact on Youth

- **40%** cover all needs with their stipend
- **50%** live with 3 or more people
- **25%** are primary earners
- **17%** are the main financial support in the family
- **58%** noted that rent prices for accommodation in Gauteng and Cape Town were outside of their means
- **50%** of candidates who migrate are still considered as one of the primary income earners for their household back home, often sharing their stipend back to their families



CAPACITI

A woman with dark, curly hair is sitting and pointing her right index finger directly at the camera. She is wearing a black long-sleeved shirt and blue jeans. The background is white, and there are decorative geometric shapes in purple and dark blue on the left and right sides of the image.

**WE ARE OPERATING IN
A UNIQUE ECOSYSTEM
THERE IS NO "ONE SIZE FITS
ALL" SOLUTION**



CAPACITI



EMPLOYER VIEW:

ZIAAD SULEMAN

- **Group Chief Commercial Officer** (CCO) EOH; South Africa
- **Chair** 4IR Digital Economy BRICS
- **Chair** 4IR Digital Economy PPGI Presidential Commission
- **Executive** Digital Work Accelerator Presidential Initiative

Have you experienced challenges in recruiting and retaining good talent

What should impact-focused solutions address for you to make them worthwhile

What is the business case for hiring youth from marginalised backgrounds

What is your experience as a client of impact-trained youth programmes



CAPACITI



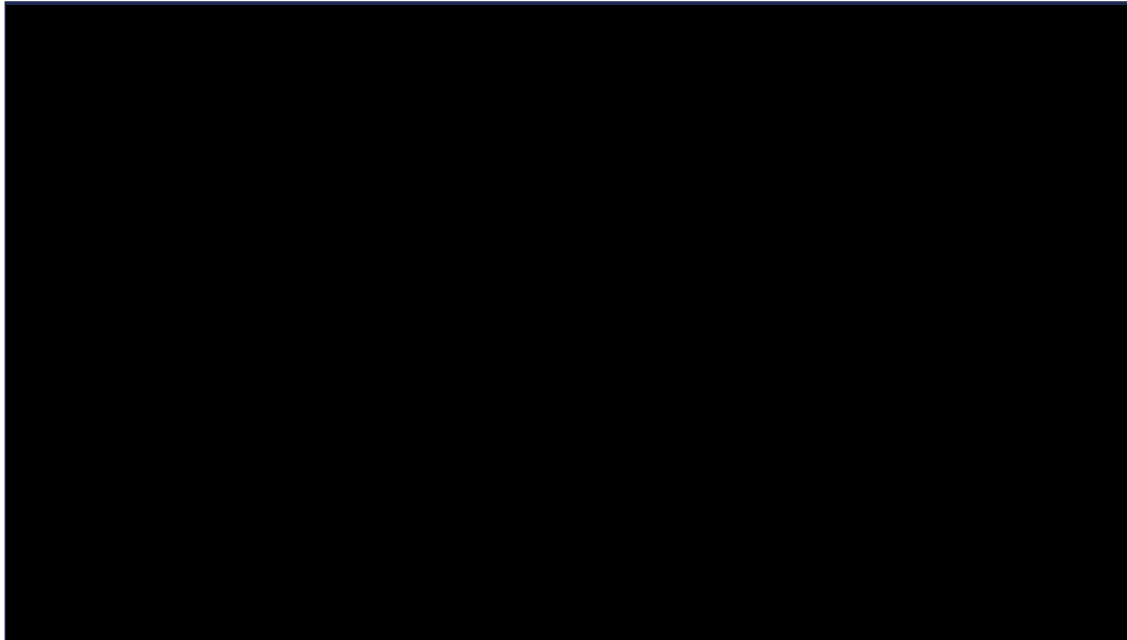
LET'S REIMAGINE YOUTH AS A
**VALUABLE TALENT
ASSET**



CAPACITI



YOUTH VIEW: CAPACITI CANDIDATES



How did your tech journey start

What excites you most about
being in the working world

How have the tools you learnt
equipped you in your new
career

What advice would you give to
young South Africans who are
looking for access/opportunities



CAPACITI



CAPACITI LESSONS LEARNT IN BUILDING TALENT PIPELINES AT SCALE



CAPACITI



CAPACITI SUCCESS

FY2024 IMPACT



CAPACITI
supported training:
970



Programmes
initiated:
19



Female
participation:
63%



Retention
rate:
97%



Network of
organisations
1000+

5 YEAR IMPACT



Trained youth in
digital skills & work
readiness:
4600+



Digital job
opportunities
created:
8000+



Candidates taken
into demand
partnerships:
78%

Accredited by



CompTIA

Partnered
with to offer
certified training



CAPACITI

SUPPLY DRIVEN PIPELINES

Where we were in 2018



CAPACITI

DEMAND DRIVEN PIPELINES

Where we are now



CAPACITI



BEST PRACTICE

IN BUILDING DEMAND DRIVEN TALENT PIPELINES



CAPACITI



BEST PRACTICE 1 – Build a customized Talent Programme

1

Establish trusted and aligned partnerships before training is designed



3

Use capable educators with industry expertise and work-related case studies



2

Combine skills training with experiential learning, ensuring skills are applied and practiced.



4

Provide certifications that are relevant, modular and widely recognised.



CAPACITI

BEST PRACTICE 2 – Include Holistic Candidate Development

1

Job, career and professional skills immersion from day 1, alongside mental health and wellbeing support



3

Professional conduct supported by in-house candidate-centred HR Management team, includes scorecards and feedback



2

Career Critical Skills development includes workshops, application, practice and feedback, industry engagement and events



4

Candidates supported by the Career and Workplace Management team throughout an in-partner internship



CAPACITI

BEST PRACTICE 3- Catalytic Partnerships



- We could not have achieved what we have without the **National Treasury Jobs Fund** in the iterative process
- Their role in supporting innovative solutions has allowed the development of a **sound model and developed ecosystem**
- Pick partners you can work with, who allow an element of **experimentation and an agile approach**
- The answer is not vanilla; don't be afraid to **change direction** if what you are doing is not working
- Demand is tough, so pick partnerships that will succeed and where **both sides are invested in the outcome**
- **Diversify your partnerships** and Build on your successes
- **Be realistic** on what the market can achieve



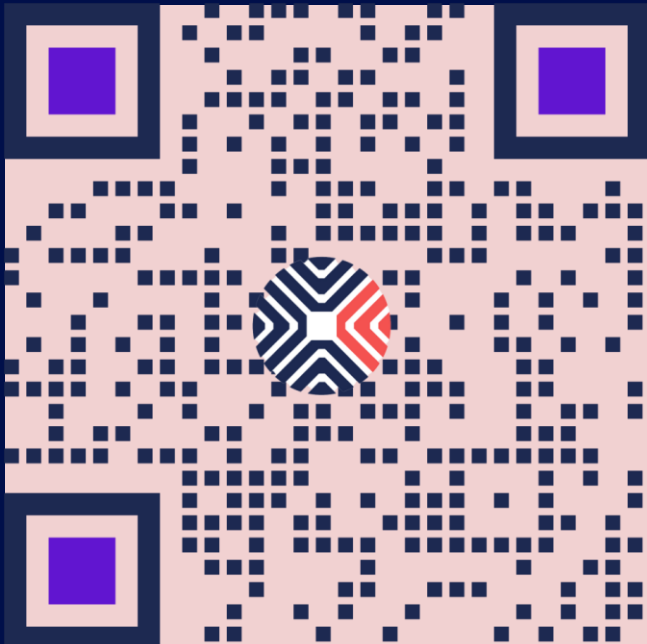
CAPACITI

KEY TAKE HOMES

- There is a **mismatch** between the skills that young people possess and those demanded by employers
- Structural and geographical issues contribute to high youth unemployment; a **multifaceted approach** is needed.
- Youth are a **Valuable Talent Asset**
- Comprehensive development pathways include **training, mental and emotional support, social, economic and financial assistance, health and wellness programs**
- Small, customized, **industry aligned pathways** have greater impact
- Empowering youth to transition to work is a **costly, long-term investment**
- Pick long term, **catalytic partners**



THANK YOU



CAPACITI



Pause for Questions

Closing Address

Najwah Allie-Edries

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



national treasury

Department:
National Treasury
REPUBLIC OF SOUTH AFRICA

Thank you



Jobs Fund:



jobsfund@treasury.gov.za



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



South Africa Siyasebenza



Ushintsho Olugqokazile

OVER A DECADE OF INNOVATION AND PARTNERSHIP
www.jobsfund.org.za | jobsfund@treasury.gov.za | [@JobFund_NT](https://twitter.com/JobFund_NT)