



## National Youth Service Term Sheet

***A Programme of the Presidential Youth  
Employment Intervention led by the National  
Youth Development Agency (NYDA)***

**Request for Proposals**

**29 October 2021**



PRESIDENTIAL  
EMPLOYMENT  
STIMULUS



PRESIDENTIAL  
YOUTH  
EMPLOYMENT  
INTERVENTION



women, youth &  
persons with disabilities  
Department  
Women, Youth and Persons with Disabilities  
REPUBLIC OF SOUTH AFRICA



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# 1. Introduction

The **Presidential Youth Employment Intervention (PYEI)** is a part of the **Presidential Employment Stimulus (PES)**. The PYEI is a multi-sector action plan/ programme directed at addressing South Africa's chronic youth unemployment challenge. Of the 1.2 million young people entering the labour market each year, more than 65% remain outside of employment, education and training. Those young people who manage to access opportunities tend to zigzag on often broken pathways, falling in and out of education and short-term work so that they are unable to realise their potential participate in the economy.

The PYEI has identified several priority interventions to accelerate youth pathways into the economy over the next five years including the establishment of a National Pathway Management Network, delivery of agile workforce development, support for youth self-employment and enterprise in the township and rural economy, the strengthening of workplace experience, and the **National Youth Service programme**.

Given the devastating impact of COVID-19 on the economy and on employment, there is an even more urgent need to implement these priority interventions – particularly in a context where existing approaches have failed to halt the rise of youth unemployment. The implementation of the PYEI will form an integral part of the post COVID-19 recovery agenda and will help put South Africa on a path towards “a new economy and a new society.”

Various partners across government will be responsible for implementing the different components of the PYEI. The NYDA will be responsible for the NYS programme and the Government Technical Advisory Centre (GTAC) / Jobs Fund has been appointed as the Fund Manager for PYEI.

**The Presidential Youth Employment Fund (PYEF) invites proposals from non-profit making entities that can participate in the delivery of the National Youth Service programme.**

# 2. What is the National Youth Service Programme

Through the National Youth Service (NYS) programme, young people will be engaged in Community Service activities in the first year of implementation. This will be progressively scaled up over a 5-year period. **The primary aim of the NYS programme is to mobilise young people to become active citizens of the country's democracy, while earning an income and increasing their employability.** The purpose of the Community Service activities as envisaged for the NYS programme is also to enhance service delivery efforts and improve the lives of marginalized communities. The basic characteristics of meaningful Community Service for youth should include services and activities:

- That are valuable to the community and can be performed at high standards by participating young people;
- That are delivered through organisations that work with young people and through the interventions/programmes offered helps young people to develop agency;
- That prioritise working with excluded young people to improve their ability to either find work, generate income, become leaders-activists-change agents;
- Service that will benefit other clearly defined target group(s);
- That enhance service delivery efforts and improve the lives of marginalized communities; and
- That help create social networks that young people would not ordinarily have access to.

National Youth Service is a way of enabling young people who wish to contribute to building a robust and vibrant environment in their communities to do so. It builds on research which shows that young people

who are active and engaged in their communities are far more likely to succeed in employment and income generation than those who are not.

Recognising both the importance and value of youth service programmes and their challenges over the past decade, the Presidency aims to create a revitalized National Youth Service to scale the existing programme's reach.

The NYS will also complement existing public employment programmes rather than displace or replace them. For example, it will complement the Community Works Programme (CWP) by:

- having a community and youth needs based approach to defining service activities as opposed to an area based, multi-sectoral one employed by the CWP;
- having a specific focus on youth; and
- by focusing on principles of youth development as outlined in the next section.

### 3. National Youth Service Principles

Successful applicants should demonstrate how **principles of youth development** are included in the delivery of Community Service rather than as separate training programmes. Proposals should demonstrate how the applicant and their project partners will:

- Work with young people to identify the challenges youth experience in their community and the opportunities for the initiative to address these both within and outside the project;
- Engage young people in order to understand the issues that they believe block them from progressing and reflect regularly on how they are addressing these;
- Be able to precisely describe the Community Service activities and the standard to which young people will perform the service (e.g. if young people are to engage in peer counselling, they need to have trained as lay counsellors and be supervised by a suitably skilled and professionally registered practitioner);
- Engage young people, beyond the Community Service tasks, in conversations or processes that enable them to improve their agency and their ability to address opportunities they will pursue in their community etc.;
- Monitor and report on activities undertaken, and submit the appropriate auditable evidence for the achievement of outputs; and
- Deliver education or training interventions that are complimentary to the Community Service activities i.e. training that will support the growth of the young person while also ensuring that they are able to deliver the activity to a higher standard.

For the NYS programme, the following priority Community Service activities have been identified. (Please take note that the initiative is not limited to the Community Services areas identified below):

1. **Surveys and Digital Mapping.** e.g.: (1) Infrastructure and Service mapping: e.g., using young people to survey current infrastructure in communities and what is required for it to be able to be used by young people; (2) Mapping service delivery which can inform better provision of services. This could include mapping numbers of young people in poor communities accessing early learning services or receiving social development grants or property owners who do not have access to their title deeds etc.; (3) Economic and Social Surveys.

2. **Sports and Recreation.** e.g.: (1) Initiating sporting activities for unemployed young people in communities; (2) Organising games or other events at local parks/sports grounds; (3) Employing youth to assist with coaching clinics and after school sporting programmes.
3. **Arts, Culture, Entertainment.** e.g.: (1) Initiating recreational and cultural activities for young people in communities such as drama groups; community choirs; (2) Creating public memorials to the social history of a community etc.
4. **Learner Support Programmes.** e.g.: (1) Support to schools including teaching support; school nutrition/feeding support; (2) Providing after school support for learners – such as sport/recreational activities or providing homework support.
5. **Social Support Services, Solidarity and Care<sup>1</sup>.** e.g.: (1) Providing support on key issues that impact young people. For example, support for Anti Substance Abuse activities; (2) Confronting issues that contribute to high levels of gender-based violence in communities; (3) Activities which promote community health and wellbeing – e.g. community kitchens, assisting the elderly.
6. **Early childhood development/Early Learning.** e.g.: (1) Young people participating in provision of services such as early learning playgroups; story-telling and reading; supporting campaigns that increase ante-natal health of mothers and prevent physical stunting.
7. **Food security child nutrition.** e.g.: (1) Creation / Maintenance of food gardens; (2) Food preparation and serving to vulnerable members of the community.
8. **Community Works, Revitalization, and Greening programmes.** e.g.: (1) Creation of green spaces in communities; (2) Maintenance of public facilities so that they are safe for young people to use – e.g. sports grounds, parks, community halls etc.; (3) Beautification of public spaces; (4) Planting of trees to improve the environmental conditions in a community; (5) Creating of new public spaces that are consistent with conditions that protect communities from COVID 19.

While the Presidential Youth Employment Fund (PYEF) expects applications for the implementation of the NYS to be tailor made and context specific, **to be recognized as part of the Presidential Youth Service, programmes must:**

- a. Target young people *aged 18 – 35*;
- b. Provide a minimum of **16 hours per week** of active Community Service in order to allow youth to engage in other opportunities – and to reach more young people at scale;
- c. Meaningfully *benefit the community* in which they take place and be *completed to a high standard*;
- d. Facilitate personal *growth, values*, and an ethos of *citizenship*; and
- e. Recruit and enrol young people through the National Pathway Management Network (and associated platforms such as SAYouth.mobi<sup>2</sup>). Kindly note that implementers will not be charged to help young people register on the platform nor will they have to pay a fee to load their opportunities on SA Youth.mobi and access candidates. However, implementors be required to provide reporting data.

<sup>1</sup> Some of these activities could include counselling support for young people as long as participants have appropriate certificate and skills in lay counselling.

<sup>2</sup> <https://www.sayouth.mobi/>

## 4. Eligibility Criteria

The Presidential Youth Employment Fund (PYEF) has pre-determined eligibility criteria to ensure that each project that proceeds to the impact assessment stage of the process has the minimum operating experience, infrastructure, administrative capacity to successfully implement the proposed project and demonstrate value for money for the PYEI.

This funding round is open to Non-Profit Organisations who meet the eligibility criteria outlined below. Project partners must demonstrate an understanding of the objectives of the youth service and the capacity to plan, implement and manage a project of the size and nature proposed. Successful applications/initiatives should at least display the following characteristics<sup>3</sup>.

- a. Be managed by experienced implementers.
- b. Demonstrate capacity to engage at least 3,000 youth (aged 18 to 35) for a 6-month period during this current financial year with an option to scale-up in years 2, 3, 4 and 5 (through additional funding from the PYEI to be allocated via subsequent scale-up funding rounds); The successful applicant will sign an 1-year agreement with the Jobs Fund and within that time undertake, including but not limited to, the following activities: recruit young people into the programme, successfully on-board and register them, produce an Individual Service Plan for each young person outlining the planned service work for the 6 months, monitor and track the cohort through their 6 month service work period, regularly report to the NPMN and Fund Manager, and successfully evaluate and close the project.
- c. Be able to enrol, onboard and ensure that beneficiary youths have a bank account, and monitor their activities using both manual/ paper-based and electronic platforms (the NYS programme may or may not provide the IT platform but applicants will be required to demonstrate the capacity to procure and utilise a basic desktop computer and smart devices such as tablets and smartphones (see Annexure 3 for further details).
- d. Either already have a well-established monitoring and evaluation protocol and capacity or demonstrate the ability to establish one.
  - Applicants must include in their proposed budgets, an allocation for monitoring and evaluation resources, and will be expected to report against the standard indicators for the programme which are presented in Annexure 2.
  - In addition, applicants must be able to track the movements of each participant through the support interventions offered and produce evidence for the attainment of milestones (refer to Annexure 3 for further detail).
  - Where necessary, applicants are expected to propose additional Specific, Measurable, Achievable, Attributable, Relevant and Time-bound (SMART) indicators for all anticipated project outcomes and impact.
- e. Must demonstrate efficiency and value for money with respect to programme administration costs.

Applicants are encouraged to collaborate and partner with other organisations. These collaborations and partnerships could be with:

- **Large NPOs/ NPCs** – NPOs/NPCs contracting directly with the PYEF to engage 3,000+ young people through their own operations.

<sup>3</sup> Additional qualifying criteria (eligibility and impact) are outlined in Section 4 below.

- **Consortiums** – An NPO/NPC contracting directly with the PYEF to engage 3,000+ young people by crowding in and managing a consortium of implementing partners.

## 4.1 Institutional criteria

At a minimum, applicants and applications must meet all of the following eligibility criteria:

### Lead applicants:

- must demonstrate own capacity to immediately engage at least 3,000 youth in Community Service activities or the ability to crowd in and manage a consortium of entities which can successfully assist in meeting the target of 3,000 youth per year.
- must be a Non-profit Organisation as defined by the Non-profit Organisations Act 71 of 1997 (the NPO Act); or a Non-Profit Companies (NPCs) as defined in Schedule 1 of the Companies Act.
- must have been registered with the relevant department (e.g. Department of Social Development) for at least 2 years. All requisite certificates and proof of registration will be required.
- must be in full compliance with administrative requirements (including Tax Compliance Status).
- must have audited Annual Financial Statements (AFS) covering at least 3 years.
- NPOs/ NPCs must have existing funding contracts that secure at least 50% of existing business over next one year.
- must demonstrate capacity and robust operating systems to pay stipends to at least 3,000 youth. Such systems, including those to manage a monthly payroll (including UIF issues) at the scale proposed for the NYS will be assessed during the Due Diligence stage of the application process.

### Lead applicants/ Implementing partners:

- must have existing budget for work with *excluded* young people.
- must have a track record of more than three years of technical experience in the area of interest. Evidence of this will be requested including Annual Reports/Funder reports showing programme activities with youth for each of the past three years, proof of the demographic profile of the young people with which the organization has worked including geographic location, socio economic and educational status, age, number of young people served (for each quarter over past three years), and evidence of the type of intervention they have implemented (i.e. learnership, contracted by Department of Social Development (DSD), enterprise development, leadership development etc.).
- must provide their programme content (this and all other information will be managed confidentially and will only be used for assessment of the application).

## 4.2 Funding criteria

Applications for the Presidential Youth in Service programme are to be costed on a fairly standard model. The design of the National Youth Service has elements of a Public Employment Program **but is strongly focussed on the element of service and exit of young people.**

For each applicant, the budget should be categorised into the following:



- a. **Stipend cost for youth service participants<sup>4</sup>:** Costing should be based on the assumptions that each participant will earn at the **hourly rate of the National Minimum Wage (R21.69) and 16 hours per week**. Within the group of young people, it is envisaged that team leaders will be allocated on a ratio of one team leader for every 25-young people participating in the program. Team leaders will earn at **125%** of the hourly rate of the National Minimum Wage. **It must be noted that while the national minimum wage is being used as a benchmark, the NYS programme is meant to provide young people with service opportunities and not minimum wage jobs.**
- b. Budgets must also include a maximum allowance of **2% of the stipend costs** to cover employer UIF contributions and bank charges.
- c. **Service implementation costs** (costing should be pegged at a maximum of **15% of the stipend costs**):
  - Project management: Applicants must ensure appropriate tools and materials are available to enable youth service participants to carry out planned activities to the required standard. The project management costs should also cover programme reporting requirements (see Annexures 2 and 3). Applicants are expected to have systems (including paper-based backup processes) to ensure smooth implementation.
  - With respect to the registration and activity monitoring functions, applicants are expected to include in their budget an allocation towards systems and devices based on the following assumptions: (i) Each applicant will budget for one standard desktop computer with standard software; (ii) Each applicant will procure smart phones/ devices and each one will serve 50 youth. (iii) A third assumption is that each applicant will have WIFI / mobile data access at Head Office and that the NYS programme will provide applicants with software/ an application that will allow the smart phones/ tablets/ devices to work offline i.e. only sync needs to happen when connected to WIFI/ mobile data.
- d. **Evaluation and close out costs, capped at 0.8% of the stipend costs:** Applicants should have robust monitoring and evaluation frameworks in place, and it is expected that all initiatives will be tracked and evaluated in order to ensure feedback loops for programme improvements and encourage evidence-based policy making across related government initiatives. Each applicant is expected to show that they have in place/demonstrate the ability to establish a suitable evaluation framework and budget for all related activities (over and above basic monitoring activities covered under the Service implementation costs line item stated above). At the end of the 6-month implementation period, each project will be required to submit: (1) a close out evaluation report/ self- evaluation report, and (2) independently commissioned close out audit report.
- e. Costs to be presented in the applicant's budget but for which money will not flow directly to applicants/ projects. These items will be procured centrally by the NYDA:
  - **Participant uniforms:** To maintain and grow the brand of the program, each implementing agent should outline their requirements for participant uniforms and this will be procured centrally and distributed to the various implementing agents. This may be a branded t-shirt, cap and jacket per participant OR branded sports kits OR branded Personal Protective Equipment. The uniforms should be budgeted at **no more than R600 per participant**.
  - **Marketing and communications costs:** These are anticipated to be incurred to build a positive brand and messaging around the Youth Service program. Each applicant is

<sup>4</sup> The NPCs/ NPO's will employ supervisory and administrative staff and program managers for the implementation of the program which should be funded from the administrative and project management fee allocated.



expected to propose suitable activities and propose an appropriate budget for this (capped at 1.5% of the stipend cost).

- **Devices** for electronic onboarding of participants, tracking of timesheets, etc will be provided to implementers if/ when an electronic system to support this work is introduced to the programme.

The parameters above provide a standard framework on which all applications should be based. however, only initiatives that show value for money will be preferred.

NB: While no match-funding requirement will apply<sup>5</sup>, NPOs/ NPCs who have the ability to crowd in funds from other sources will be preferred. In addition, all NPOs/ NPCs will have to demonstrate sufficient capacity to meet their current funding requirements for the duration of their participation in the PYEI.

## 4.3 Examples of ineligible applications

**Examples of ineligible applications include:**

- a. Applications led by government departments, and private sector companies.
- b. Initiatives that are not aligned with the NYS programme as outlined in Section 3;
- c. Projects receiving support for the same initiative and same project activities from other public programmes which may lead to *double-counting of jobs/opportunities*.
- d. Projects using other sources of public funds to support the same beneficiaries.

## 5. Impact Criteria

In line with the Challenge Fund principles<sup>6</sup>, the impact criteria which will be used to select the most competitive applications/ initiatives are as follows:

**Alignment with NYS programme principles & link to other PYEI programmes:** Applications

- a. must demonstrate how their vision/purpose/strategy is aligned with the principles, and purpose of National Youth Service as outlined in Section 3. Most importantly, proposals must adhere to the mandatory requirements stipulated in Section 3.2. Preferred initiatives are those that propose innovative ways of linking NYS programme beneficiaries to other PYEI programmes.
- b. must be able to successfully enrol all programme beneficiaries onto the Pathway Management Network platform.
- c. should propose attributes that young people should have at the conclusion of the programme which the Pathway Management Network can recognise<sup>7</sup>.

<sup>5</sup> Matching funds are funds that are contributed by applicants to augment the grant funding available. Matching funds can be in the form of direct cash or in-kind contributions. Applicants who augment the available grant with match-funding contributions increase the competitiveness of their applications as the National Youth Service seeks to crowd in additional resources and encourage risk sharing.

<sup>6</sup> The PYEF will operate under Challenge Fund principles which means that (i) Funding is allocated to projects/ intermediaries on an open, transparent and competitive basis. Each funding round aims to allocate grant funding to innovative ideas with the highest potential for impact, out of a pool of eligible applicants/ intermediaries from the market.; (ii) Disbursements to projects will be processed upon verification of performance achieved.

<sup>7</sup> For example, their scores on DRIVE; RESILIENCE; AGENCY etc. should have increased, thus making them more attractive candidates for bursaries/education financing; entry level employers; start up enterprise development programmes.

- d. must demonstrate how the initiative will transition young people that exit the community service activities/interventions into other opportunities.

**Scale:** Applications must demonstrate how the initiative will achieve scale in terms of expanding geographical footprint, partnering with more organisations, and (or) working with more young people. Initiatives must outline the key activities that will be undertaken to achieve this outcome.

Specifically, initiatives must:

- a. provide a clear explanation of how they have managed existing or past initiatives that engage at least 3,000 young people and how learnings from these interventions will be applied to ensure efficient delivery of the NYS programme within the cost parameters.
- b. provide a detailed and realistic forecast of how many more youths the project can reach in year 2, and 3 and the assumption under which those estimates will hold. Initiatives that demonstrate the capacity to rapidly scale up will preferred.

**Contribution to Systemic Change:** Applications that contribute to broader impact in the lives of participating youth, generate learning beyond the confines of their specific initiative and positive change at community are preferred. Initiatives must:

- a. show how sustainable Community Service activities, can potentially build the basis for more sustained and complex social economy interventions in an area<sup>8</sup>.
- b. demonstrate how young people who have shown aptitude and competence in the NYS programme will be assisted to find further contracted/ paid work or be assisted to grow.
- c. demonstrate how the initiative will support young people to build agency, resilience and grit – which are critical success factors for young people on their employment/income journey; explain what young people will be able to do at the end of the programme that they may not have been able to do prior to involvement.

**Capacity to implement:** Applicants must demonstrate relevant experience, and organisational capacity. For example:

- a. applicants must demonstrate an appreciation of their proposed project's specific local context and the determinants of success i.e. identify the challenges, barriers and demonstrate how your initiative will effectively address these.
- b. in the case of a consortium applications must elaborate on the consortium composition, which must be logical and value-adding. Roles and responsibilities of consortium members must be clearly defined. In addition, the applicant/ consortium lead must demonstrate an alignment of incentives and a “common purpose” across members of the consortium<sup>9</sup>.
- c. applicants must demonstrate capacity to pay monthly stipends to beneficiaries, and have appropriate systems to collect, consolidate and report on financial and progress performance. Proposals that clearly outline the management/supervision arrangements that will be put in place to ensure that Community Service components achieve the required standard and how this Community Service will be monitored, and reported are preferred. Applicants who propose

<sup>8</sup> For example, if the delivery of sporting activities for out of school youth is regularly run over three years is there potential to then mobilise further investment from Department Sports and Recreation/FIFA/SAFA/CSI funds to invest further in infrastructure; coach training; funding leagues etc.

<sup>9</sup> For example, if a consortium lead specialises in youth leadership but is partnering with smaller NPOs/ NPCs that work in HIV AIDS Community care; some in after school support; while others work in environmental degradation protection etc. - the consortium lead will have to demonstrate sufficient capacity to monitor consistent delivery across the service areas, and manage potential discrepancies.

practical and meaningful project specific outcome indicators at the level of (beneficiary youth, the implementing organisation itself, and the community) will be deemed more competitive.

- d. initiatives must have adequate institutional capacity, and be able to show evidence that their staff have the requisite competence, and have experience managing young people in a developmental way (excludes trainers/classroom instruction).
- e. where the delivery of Community Service activities is dependent on any other stakeholders, their role must be adequately explained.
- f. applicants should demonstrate evidence of the community mapping they've done, existence of a database of potential beneficiaries, site selection processes, evidence of engagement with all relevant stakeholders e.g. partnerships with the municipalities (only where necessary) etc.

## 6. Additional Information/ Requirements

### Please note the following:

- **Deadline:** Please note that deadline for the submissions of applications is **25 November 2021**. Applicants are advised to not underestimate the effort required to complete the applications. Applicants are advised to promptly commence with the completion of their applications.
- **Key information, dates and updates:** Applicants may access further information including latest updates on training events and other related engagements by clicking on the following link: ([www.jobsfund.org.za](http://www.jobsfund.org.za)).
- **Payment of operational costs** - For the first quarter of implementation the Fund will make an advance payment to contracted applicants/ implementing intermediaries to cover operational/ administration costs as per the final agreed budget, and schedule of activities, subject to all conditions to such disbursement being met. Subsequent payments for operational/ administration costs will be made quarterly, based on performance, verification of reported expenditure and needs analysis.
- **Payment of stipends** - For the first month of implementation the Fund will make an advance payment (to the value of one-month worth of stipends directly to contracted applicants/ implementing intermediaries to cover stipends as per the final agreed budget, and schedule of activities, subject to all conditions to such disbursement being met. The Fund will disburse subsequent funds for stipends directly to contracted applicants/ implementing intermediaries on a monthly basis, in arrears based on hours worked, the rate per hour, and verification of past expenditure. Successful applicants must have sufficient cashflow to carry the payment obligation for all youth in their programme for one month (first month of stipend payments). The Fund Manager will have the required systems in place to monitor whether the payment has been made on specified date.
- **Ring-fenced bank account** - Payments (both for stipends and operations/ administration costs) will only be made into a designated ring-fenced project bank account from where all project-related expenditure will be funded.
- **Performance indicators** - Applicants must pay careful attention to how the Presidential Youth Employment Fund defines the different performance indicators presented in **Annexure 2** and accurately record your intended targets and other initiative specific outcomes in your application form. If successful, you will be required to report against these indicators. Partners will be required to report on these primarily through the National Pathway Management Network. In addition, monthly and quarterly implementation reports and evidence to back reported outcomes will also be reported to the Fund Manager in order to trigger payments for stipends and operational costs.

- **Application process** - The Presidential Youth Employment Fund allocates grant funding through a competitive, one stage process. All applications must be submitted through the electronic platform ([www.jobsfund.org.za](http://www.jobsfund.org.za)). Applications are firstly assessed against the eligibility criteria; if these are not met it could result in your application not receiving further consideration. After the eligibility assessment the application is competitively assessed against the impact criteria outlined above. Thereafter, a decision is taken as to which proposals should be allocated grant funding. The Fund's Investment Committee makes the final decision on the allocation of grant funding. The competitiveness of each project proposal is a key consideration throughout the entire process.
- **Other government funding** - Applicants are expected to declare any existing contracts with other public employment interventions, training programmes or learnerships. Applicants are also expected to identify any conflicts arising from these and how any such risks would be managed. Failure to declare will be deemed a breach of trust and will result in immediate termination of the application and in the instance where contracting has been concluded, termination of the contract.
- **Intellectual property** - While the intellectual property (IP) will reside with the Project Partner, all successful applicants must permit the Presidential Youth Employment Fund (PYEF) to use the concept for learning and dissemination purposes. The learning material will be developed in conjunction with the owner of the IP and will not be used for commercial dissemination.

**In advance the Presidential Youth Employment Fund (PYEF) thanks you for your application.**

## Annexure 1: Background to the National Youth Service

The NYS programme aims to address the enormous challenge of young people's exclusion from society and the economy. It is estimated that every year, nearly 1 million young people exit education and become active work seekers. At the end of that year, approximately a third of them will have found some kind of income opportunity in the formal or informal sectors. But two thirds of them will "slip through the cracks", and become discouraged, essentially invisible to the labour market. As young people become discouraged, they become more and more excluded, not only from society at large, but in their communities and households.

### Social exclusion

*The majority of jobs available to entry level work seekers exist in the wealthier suburbs of South Africa's largest metros. South Africa has approximately 16,4 million people who are in employment and 18 million people who receive some form of state welfare grants (either an old-age pensioner grant, a child grant, or a disability grant). There is a large distance – spatially and through limited social networks – from these grant-dependent households to the formal job market. Hence, young people rarely know where or how to look for work. They use grant monies intended to provide food and shelter to instead print CVs that will never be considered and spend scarce transport money to apply door-to-door, the most inefficient and expensive way possible. When these young people never hear back from employers, they give up and join an even larger permanently discouraged, unemployed underclass. Therefore, those who have employment remain "insiders" while a generation of work-seekers without experience or resources remain on the outside.*

*Families trapped in long-term unemployment create heightened pressure on the state to provide incomes for those who cannot support themselves and on employers to raise wages for those in employment who support non-earning members. This creates further constraints on investment and growth in an increasingly competitive global economy.*

### Value of work experience

There is an urgent need to enable agency, networks, structure, self-esteem and community respect even without employment or income. There is an intrinsic social rationale for this but there is also an economic pathway rationale because social participation is the first step on a pathway of economic activation. Research suggests that one of the biggest predictors of whether young people will transition into employment is whether they have work experience - paid or unpaid. And surprisingly, being part of a community organization has the same value as having work experience with a formal sector employer. However, many young people are not connecting to community activities and not obtaining this experience.

### Pathways to income outside the formal sector

Unlike other countries in Africa, South Africa does not count work in the informal sector as "employment". Further, work which may bring in income is not seen as valuable unless the job comes with a contract or is with a formal sector employer. There is an urgent need to find more constructive ways of enabling young people to generate income in their communities and to access appropriate support if they want to grow these activities.

### Types of youth service

Typical service activities include: providing after school support programmes; running sporting activities; primary health support activities; creating recreational opportunities for other youth; ensuring public areas that could be used for recreation are supervised and safe at certain times of the day. In undertaking these activities young people develop greater confidence in their abilities, improve their self-esteem as others in

their communities see them as contributors rather than “takers”, and increase their social networks. All of these are essential pre-cursors for employability. Service programmes also introduce young people to a discipline that is important for their growth<sup>10</sup>. However, because service is not simply a “menial” work programme, young people can start to recognize the strengths and skills that they have, and learn how these can also be used to create more ambitious programmes, and to start generating income themselves, even if they do not get a formal sector job.

### Current youth service programmes

The following are some of the existing Youth Service programmes run by government departments:

- National Rural Youth Service Corps (NARYSEC), Department of Rural Development and Land Reform;
- Youth Environmental Services Programme, Department of Environmental Affairs;
- Youth Brigades, Department of Human Settlements;
- Community Works Program, Department of Cooperative Governance;
- Building Maintenance and National Youth Service programme, Department of Public Works; and
- Young Patriots Programme, Department of Arts and Culture.

Due to shifts in policy, many of these organisations and programmes currently focus more on providing education and training interventions, and work opportunities related to the training.

*In addition to establishing a more inclusive, national service programme that leverages the reach and capacity of NPOs/ NPCs, one of the primary aims of the PYEI is to progressively standardise current government run youth service programmes by shifting them into complying with the requirements of “**Community Service**”. The PYEI will carry out this work in parallel to the rollout of the NYS by the PYEF.*

<sup>10</sup> For e.g. employers expect their employees to only be paid if they turn up for work on time, and perform their given tasks as prescribed.

## Annexure 2: Indicator Protocol Reference Sheets

Indicator 1
<b>Name of Indicator:</b> Number of young people securing paid service opportunities
<b>Definition of the Indicator:</b> This indicator tracks the number of individual young people who have participated in the paid service activities and have received stipends for their community service work. Each individual is only to be counted once under this indicator.
<b>Unit of Measurement and Disaggregation:</b> The Unit of Measure for this indicator is a person (participant). The reported number of participants will be disaggregated in terms of gender, age, disability, race, geographic location, number and type of programme/support services participated in, number and type of opportunities secured, value of stipends secured, and movement within and between PYEI programmes.
DATA SOURCE/ MEANS OF VERIFICATION
Means of verification for the payment of stipends will include timesheets for each individual and/or electronic payroll reports and biometric databases and/or any other suitable sources as agreed to in the signed Grant Agreement for the project. In addition, an affidavit/attestation confirming the accuracy and validity of the evidence must be submitted by the CFO/ responsible person.
DATA ANALYSIS & REPORTING
Stipend payment data will be reported by all contracted partners, on a monthly basis, as part of their reporting requirements to the Fund and the Pathway Manager. The National Pathway Management System will record all the activities of the young person (including the opportunities secured) and their movement both within and between PYEI programmes. It is the contracted partner's responsibility to check and validate <i>all</i> data submitted to the Pathway Manager and the Fund. This information will be collated and analysed, and reported to the relevant stakeholders on a quarterly/monthly basis.



Indicator 2
<p><b>Name of Indicator:</b> Number of young people who have completed planned service activities</p>
<p><b>Definition of the Indicator:</b> These are young people who successfully complete service activities they have been enrolled into. Each young person will be signed up to serve in a specific capacity over a period of time using Individual Service Plans. These plans will form the basis of the measurement of the young person's successful completion of their service activities over the measurement period (typically 6-months). Completion is measured over the stipulated period for each young person. That means a young person is deemed to have successfully completed their service tenure when their successfully completed service activities add up to the stipulated period. A young person may complete more than one service activity over the measurement period, but completion is fulfilled once all these service activities add up to the stipulated period (typically 6-months). Each Service Plan will be categorised and reported under a priority service area, which include <i>Sports and Recreation, Infrastructure and Services Mapping, Arts, Culture and Entertainment, Social Economy Support Services, Community Works and Revitalisation programmes</i>.</p>
<p><b>Unit of Measurement and Disaggregation:</b> The Unit of Measure for this indicator is a young person (participant). The reported number of young people will be disaggregated in terms of gender, age, disability, race, geographic location, number and type of programme/support services participated in, priority service area, number and type of opportunities secured, value of stipends secured, and movement within and between PYEI programmes.</p>
DATA SOURCE / MEANS OF VERIFICATION
<p>Means of verification for the successful completion of service activities will include Individual Service Completion documentation such as Service Completion Certificates or signed-off Service Plans, and/ or electronic biometric databases and/or any other suitable sources as agreed to in the signed Grant Agreement for the project. In addition, an affidavit/attestation confirming the accuracy and validity of the evidence must be submitted by the CFO/ responsible person.</p>
DATA ANALYSIS & REPORTING
<p>Data will be reported by all contracted partners as part of their monthly and quarterly reporting requirements to the Fund and the Pathway Manager. The National Pathway Management System will record all the activities of the young person and their movement both within and between PYEI programmes. It is the contracted partner's responsibility to check, validate and verify all data submitted to the Pathway Manager and the Fund. This information will be collated and analysed, and reported to the relevant stakeholders on a quarterly/monthly basis.</p>

Indicator 3
<p><b>Name of Indicator:</b> Number of young people transitioning out of the National Youth Service (NYS) into other opportunities.</p>
<p><b>Definition of the Indicator:</b> These are young people who migrate out of the National Youth Service These young people can transfer out of the NYS in the course of serving out an Individual Service Plan or upon completion of one. They also may migrate to another intervention or opportunity for ostensibly better, more applicable or different opportunities (for example: young people take up further education &amp; training opportunities; employment opportunities; or entrepreneurial opportunities outside of the NYS).</p>
<p><b>Unit of Measurement and Disaggregation:</b> The Unit of Measure for this indicator is a young person (participant). The reported number of young people will be disaggregated in terms of gender, age, disability, race, geographic location, number and type of programme/support services participated in, number and type of opportunities secured, value of stipends secured, reason for leaving the NYS and whether still engaged in a PYEI programme or de-registered from PYEI altogether.</p>
DATA SOURCE/ MEANS OF VERIFICATION
<p>Means of verification for tracking young people who migrate from NYS will include the electronic de-registration information as captured on the National Pathway Management Network system (which would allow for the capturing of reasons for de-registration from the NYS) and/or any other suitable sources as agreed to in the signed Grant Agreement for the project. Intervention-specific registration and de-registration protocols, as determined by the Pathway Manager, are to be consulted. In addition, an affidavit/attestation confirming the accuracy and validity of the evidence must be submitted by the CFO/ responsible person.</p>
DATA ANALYSIS & REPORTING
<p>Data will be reported by all contracted partners as part of their monthly and quarterly reporting requirements to the Pathway Manager and the Fund. The National Pathway Management System will record all the activities of the young person and their movement both within and between PYEI programmes. It is the contracted partner's responsibility to check and validate all data submitted to the Pathway Manager and the Fund. This information will be collated and analysed, and reported to the relevant stakeholders on a quarterly/monthly basis.</p> <p>The electronic system utilised for the capturing of individual young person's registration or de-registration should identify each young person on the basis of their unique South African Identification Document (ID) Number, and be able to tag this ID Number to the young person's profile and involvement history with the PYEI.</p>

## Annexure 3: Tracking of Participants and Service Activities

The applicant requires a system that is POPIA compliant that can monitor participants and service activities throughout the recruitment and implementation period, as well as collect auditable evidence to support reported implementation progress.

This will include, amongst others:

### 1. Participant recruitment, registration and on-boarding -

### 2. Participant's details and journey through the service activities -

#### a) Personal details:

- Name, Surname and ID number,
- Contact Details (address and phone),
- Gender, race & age,
- Bank details.

#### b) Service Activity Completion Status:

- Date joined,
- Date left,
- Reason for leaving.

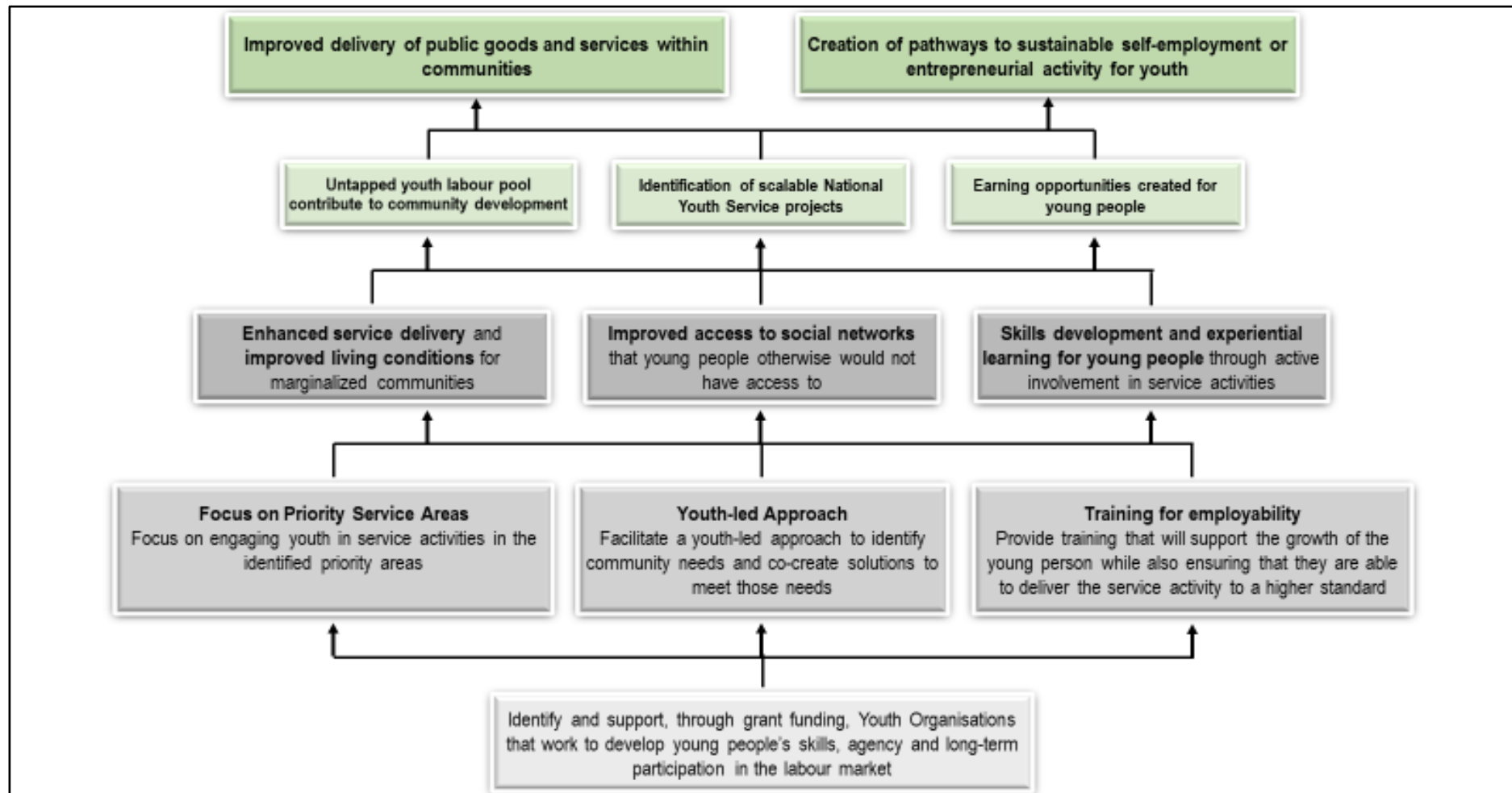
#### c) Weekly participation in service activities:

- Category of Work (e.g. Surveys & Digital Mapping/ Sports & Recreation/ Arts, Culture & Entertainment, etc.),
- Service participated in (e.g. Soccer coaching/ Art Classes for Primary School Learners/ Grass cutting, etc.),
- Location of worked (i.e. organisation name and address/coordinates),
- Hours allocated for the week,
- Hours worked for the week,
- Amount paid,
- Payment escalations (e.g. queries from beneficiaries regarding stipend payments).

### 3. Service activity completion -

- a) Beneficiaries of the service activity (e.g. in the case of soccer coaching, the end-users or beneficiaries are the school children who attend soccer practice and receive the coaching),
- b) The extent to which the service is delivered to an appropriate standard.

## Annexure 4: Illustration of a Theory of Change



# National Youth Service



**For queries, please contact the following:**

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