

## A NOTE FROM NAJWAH

2018 marked the 23rd year South Africa celebrated Women's Day, commemorating the actions of more than 20 000 women that contributed to the country's drive for freedom and equality. The women led by Rahima Moosa, Lilian Ngoyi, Helen Joseph and Sophia Williams-De Bruyn marched to the Union Building against the legislation that required black South Africans to carry the "pass".

While celebrating this inspiring display of female strength and solidarity as well as those that have since dedicated their lives to ensuring that women are granted the same rights and opportunities as men, we should actively work to empower and educate the new generation.

Although we have come a long way, with women occupying many more roles than they did in the past, the struggle continues.

According to the recent Quarterly Labour Force Survey released by Statistics South Africa, the unemployment rate amongst women was 29.5% in the second quarter of 2018 compared with 25.3% amongst men. This gap increases by 7.7% when using the expanded definition.

It is unacceptable that women accounted for 43.8% of total employment in the second quarter of 2018.

This is why, through leveraging public-private partnerships, the Jobs Fund (JF) is actively involved in empowering women with the skills they need to enter the labour market or grow their businesses. I am proud to say that 60% of the permanent jobs created by the Fund and its partners have gone to women.

Including more women in the labour market and in business should not merely be about filling a certain quota. It is an economic and social imperative.

**"IN SPITE OF THEIR MASSIVE CONTRIBUTION, WOMEN FACE CONSIDERABLE CHALLENGES AND ARE STILL CONSIDERED A VULNERABLE GROUP DUE TO DISCRIMINATION IN THE WORKPLACE, GENDER-BASED VIOLENCE, AND LACK OF ACCESS TO EDUCATION, TO NAME A FEW."**



Najwah  
Allie - Edries

### THE JOBS FUND CONTRACTED PORTFOLIO



127 APPROVED  
PROJECTS



R6.7 BILLION  
IN GRANT FUNDS



R9.4 BILLION  
FROM OUR PARTNERS



226 360  
PERMANENT JOBS

 @JobsFund\_NT

**GTAC** Analyse  
Assess  
Activate  
Strategic & Technical Advisory  
National Treasury  
REPUBLIC OF SOUTH AFRICA



**national treasury**  
Department:  
National Treasury  
REPUBLIC OF SOUTH AFRICA

*Important  
DATE!*

**Quarterly Reporting**  
7 October 2018  
**Jobs Fund Learning Forum**  
23 November 2018

## PARTNER NEWS



### GOOGLE NEXT SPOTLIGHTS HARAMBEE!

The JF supported Harambee Youth Accelerator was selected as one of five organisations worldwide to be showcased at Google's annual NEXT 2018 conference in Silicon Valley in July. As part of Google's Data Solutions for Change programme, Harambee has used Google Cloud to connect more unemployed youth with entry level positions by analysing large datasets with Google BigQuery and innovating new machine algorithms.

To date Harambee has had 1.3 million candidates on its database which has resulted in over 50,000 work opportunities. Its decision to migrate its data to Google Cloud

enabled it to access candidate and employer data faster than it could previously, thereby enabling a better understanding of the needs of employers. The result was a more efficient matching of employers with the appropriate candidates.

Harambee CEO Maryana Iskander says: "Harambee's platform is designed to break down the barriers that keep unemployed youth out of opportunity. We are successfully using some of the world's leading technologies, including a Google Cloud platform that supports cutting-edge geolocation, data analytics and 'algorithmic matching' to move young people closer to

work."

Through the years Harambee has what could be the largest dataset on youth unemployment trends in South Africa, collected through digital applications as well as on the phone and in person and now has the technology to refine and scale its activities.

Launched in 2011, Harambee has to date placed more than 55 000 young South Africans in long-term employment. With partners like Google, it's able to scale its efforts to put half a million young unemployed South Africans on an earning pathway by 2022.



### PRESIDENT CYRIL RAMAPHOSA VISITS MERCEDES BENZ LEARNING ACADEMY

The Honorable President Cyril Ramaphosa was treated to a guided tour of the Mercedes Benz Learning Academy, which is funded by the Jobs Fund (JF). This followed the automobile manufacturer's announcement of a R10 billion investment for the expansion of

its East London plant. Speaking at the event, the President hailed the investment saying: "It is a statement about the skills that are available in South Africa and those that can be developed." Given the fact that the academy will provide the skills necessary for the plant's expansion,

the President thanked the JF for building partnerships that have had such an important development impact. He added that government had not imagined the JF would achieve the successes it has when it was first established.



## EMPOWERING SOUTH AFRICA'S FEMALE ENGINEERS TO STRIVE FOR GREATNESS

The life of Nyameka Tshangana is an example of how the Jobs Fund (JF) is empowering women to embark on careers that have traditionally been male dominated. Born in Umtata, Eastern Cape, Tshangana chose an unconventional path when she obtained a National Diploma in Electrical Engineering. In 2004 she started her career as an Electrical Apprentice at Mercedes-Benz South Africa where she has not only thrived but has also gone on to provide inspiration to other women.

Just three years after starting at Mercedes-Benz South Africa, she was appointed as a Robot Cell Technician in the Body-shop Production Department before moving to the Maintenance Department, where she was the only woman in the team. Her role in the Maintenance Department included training cell technicians to operate gluing equipment. Tshangana soon progressed to become the first female Specialist Electrical Technical Instructor at the state-of-the art Mercedes-Benz Training Academy, established in partnership with the JF to provide

necessary technical skills.

Her current role involves training apprentices with an Electrical Engineering qualification from an FET college as well as those with a Technical Matric on how to apply the theory they have learnt in a practical working environment. The apprentices learn how to work safely with electricity, the various technologies employed in the plant and designing circuits that comply with electrical standards before being deployed.

“I ENJOY BEING AROUND THE CANDIDATES WHO ARE EAGER TO LEARN AND ARE ALWAYS WILLING TO EXPLORE AND TRY NEW THINGS.”

She says, “It’s good to see them getting their qualifications and knowing that I have contributed to their future.”

The Training Academy has trained 390 women as millwrights, motor mechanics and auto electricians since it opened its doors in 2014. Having spent parts of her career as the only woman in the various teams she has been a part of, Tshangana believes it is important to conduct yourself professionally and realise that doing your job well will earn you respect.

She has taken it upon herself to introduce workshop sessions for all the female apprentices at the academy to coach them on how to navigate the male-dominated technical world. These workshops have proved to be very successful and have helped many young women overcome their self-limiting beliefs.

With more than 10 years in the industry under her belt, Tshangana’s advice to women wishing to make it in the industry is: “Before you quit always remember why you started. It is important to have a vision in life and if you put your mind to something, anything is possible.”

## HARAMBEE PARTNERSHIP TRANSFORMS A YOUNG LIFE THROUGH EMPLOYMENT

The story of Oratile Phekonyane illustrates perfectly the many challenges facing South Africa’s youth and women. Finding herself with no post-matric education and little work experience, her job prospects were bleak. She confesses that her hope had begun to fade amidst the endless job postings requiring a degree or a few years of work experience. When she eventually did find a job at a fast food restaurant, she was forced to quit in order to look after her son. Fortunately for Phekonyane the Jobs Fund’s (JF) partnership with the Harambee Youth Employment Accelerator programme allowed her to find the necessary support to improve her job prospects. Turning to her sister to assist her with day-to-day childcare, she was able to enroll in the eight-week Harambee work readiness programme to

upskill herself and ultimately be matched with potential work opportunities.



Phekonyane’s first interview opportunity was with Webhelp, a company at the forefront of business process outsourcing.

She quickly progressed from a customer service provider to being second in charge of her team, and finally to the position of Accredited Trainer.

While Phekonyane’s journey to full-time employment has not been without challenges, her grit and determination to rise above her circumstances illustrates just how important it is for partnerships such as the one between the JF and Harambee to enable the young women of our nation to improve their prospects with the appropriate support.

Phekonyane herself emphasizes the need for young job-seekers to “always remain hungry” in order to propel themselves to the desired heights.





Sindi Cynthia Mkhwanazi  
Married mother of three girls

## HELPING INNER CITY DREAMERS BECOME COMMERCIAL PROPERTY OWNERS

The journey from inner city dreamer to property entrepreneur was a long and arduous one for Sindi Cynthia Mkhwanazi and her husband. Having lived in Johannesburg's inner city for years, they watched it slowly transform as investment poured in, raising the values of previously dilapidated buildings. Being exposed to the regenerative allure of property investment was exciting. Yet Mkhwanazi and her husband were unable to take advantage of the rising inner city property market due to lack of financial

access.

With time and sacrifice they managed to accumulate enough savings to purchase a property in the inner city. Although the property was dilapidated and hijacked at the time, the couple could see its potential. They initially approached all the commercial banks for finance but the feedback was not positive. Given the condition of the property, its status as a hijacked building and the fact that the couple did not have a strong balance sheet, banks were reluctant to take on the risk.

However, their luck changed when a friend connected them to the Trust for Urban Housing Finance (TUHF). Following a project feasibility study, the application process began and in 2014 the Mkhwanazis qualified for the Intuthuko Equity Fund which assisted

them in raising the required equity to purchase the property.

TUHF was willing to take the risk and finance the purchase of the dilapidated and hijacked property because Mkhwanazi and her husband demonstrated aptitude as property entrepreneurs. Through the JF's partnership with TUHF, the Intuthuko Equity Fund supports previously disadvantaged South Africans to enter the residential property market, while the developmental fund acts as a partner by contributing to the deposit or equity necessary for loan approval of a viable business in the residential property sector. The result of this support is that today the Mkhwanazis own and manage a two-storey block of flats in Berea consisting of 16 units with parking space for seven cars.

## STAFF PROFILE



*Tebogo Maditsi*

### Where are you from?

I am from Lebowa kgomo, a little township just outside Polokwane.

### What did you study?

I studied B.Comm Accounting Sciences at the University of Pretoria, where I completed both undergrad and honours. I then joined the National Treasury and qualified as a Chartered Accountant in 2015.

### Where have you lived?

I was born in Lebowa kgomo and lived there until I was 5. We later moved to Polokwane to be closer to school. After my father retired in 2006, we moved back to Lebowa kgomo and had to travel 55km to school in Polokwane every day. I moved to Pretoria when I started my university studies and currently reside in Midrand.

### What are your hobbies?

I love running! It all started when I was trying to get rid of all the weight I had gained after my pregnancy, and it quickly developed into a habit. I do about 40km a week and am planning on running my first 42km marathon in September.

### What is your role in the Jobs Fund?

I am a Financial Analyst

### Which part of your job do you like most?

My job fulfils me each and every day. What I love most is seeing the impact our disbursements have on our beneficiaries. I did not realise the impact and role that the JF plays in the SA economy until I joined the team. It's extremely fulfilling being part of the catalyst that helps people find the employment they are so desperately seeking.