

# EMPLOYMENT STRATEGIES FOR YOUNG PEOPLE

12 October 2021



# Youth are the first out the door in a crisis and in the back of the queue when we recover



**No work  
experience**



**No qualifications  
beyond matric**



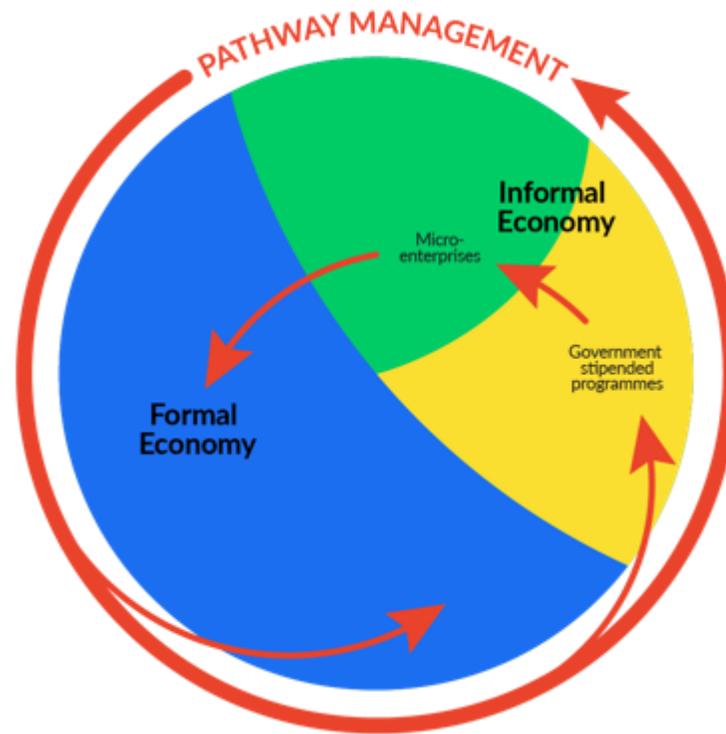
**No time and  
money to look  
for work**





**Pathway management** provides a transformed work-seeking experience and more effective linkages into the economy by matching and pathway youth into the right opportunities

**The formal economy** serves as the growth engine for the South African economy, and also helps power the informal economy. It provides the highest quality opportunities for young people.



The **informal economy** is broad and encompasses many systems:

The **microenterprise** system consists of entrepreneurs and gig workers; it is fragmented and not as well understood as the formal economy, but can create many pathways to earning

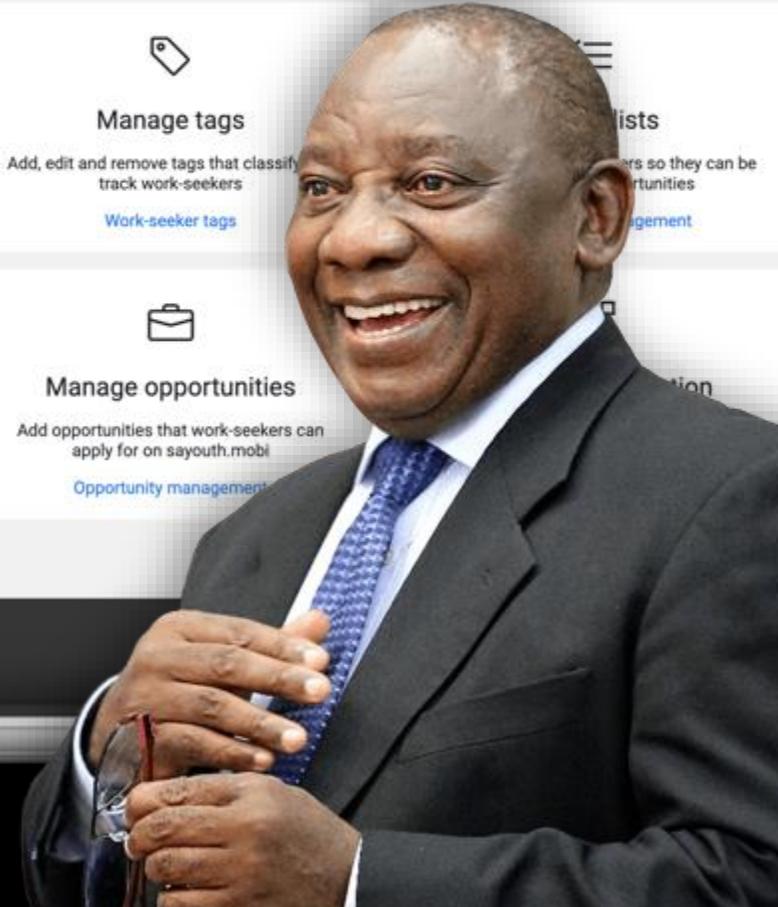
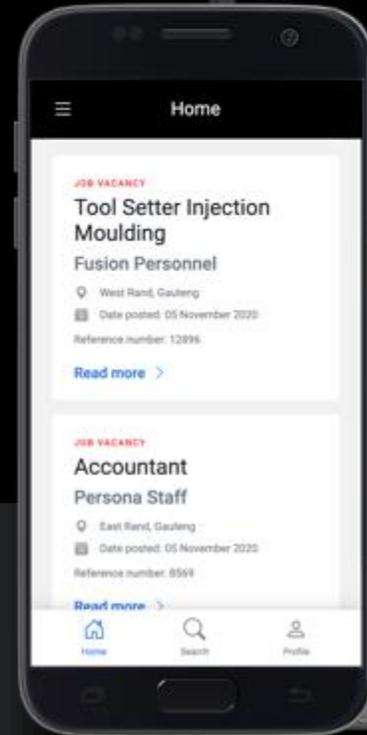
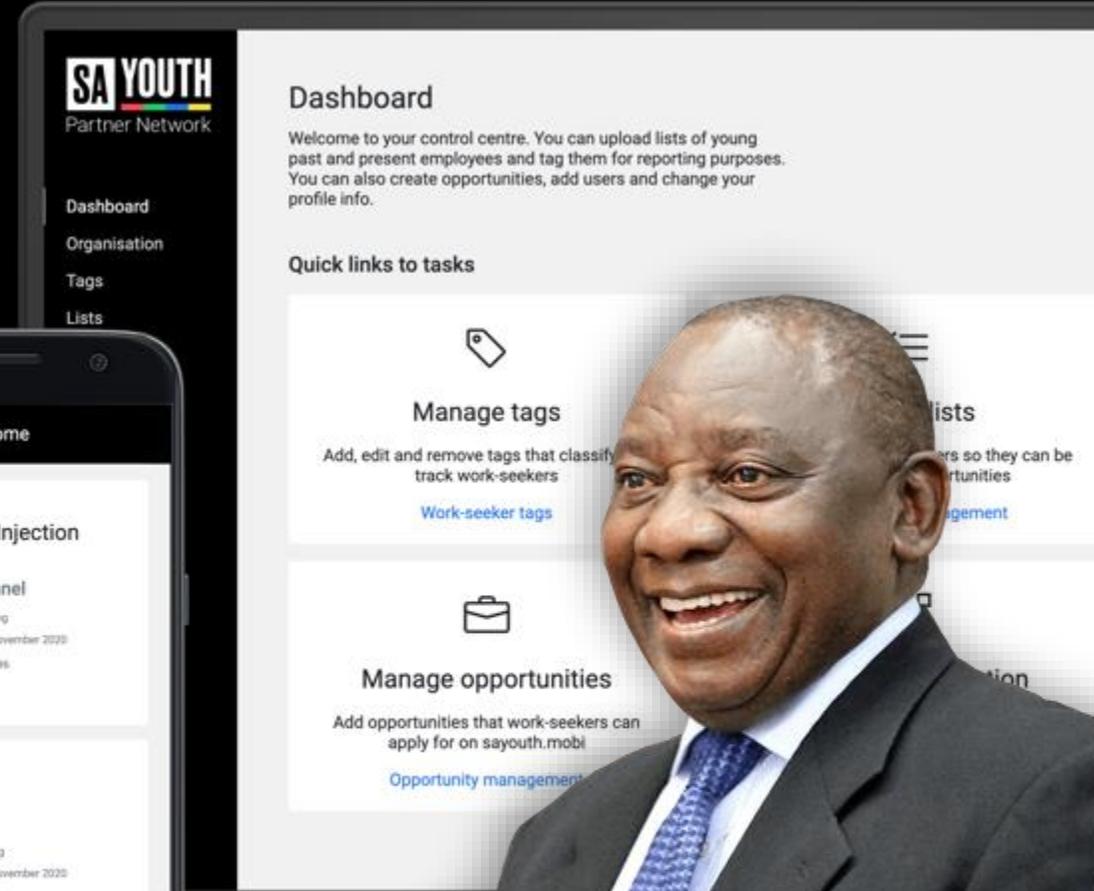
**Government stipended programmes** provide short-term earning opportunities and can serve as a (funded) entry point into the labour market for excluded youth



# Pathway management

## SA Youth

A multi-channel platform that aggregates opportunities & links youth





## GOVERNMENT



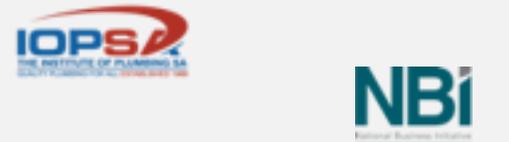
## CIVIL SOCIETY



## BUSINESS



## INTERMEDIARIES



## FORMAL JOBS

**Job search results**

**Teacher**  
SPARK Schools  
Soweto, Gauteng  
Date posted: 17 May 2021  
Reference number: 73245  
Plan for and be prepared to deliver lessons to students. Provide instruction in a variety of subjects and reach students with engaging lesson plans and resources. Collaborate with grade level and content area partners to develop rigorous, engaging learning...

**Permanent Part Time Sales Assistant**  
Cape Union Mart  
Menlyn, Gauteng  
Date posted: 17 May 2021  
Reference number: 73570  
Exceed customer expectations by practicing customer selling techniques. Implement stock loss controls in store. Ensure individual targets are met consistently. Ability to maximise and drive sales by identifying opportunities to increase turnover. Maintain...

**Shop Assistant**  
People Dimension  
Boksburg, Gauteng  
Date posted: 17 May 2021  
Reference number: 73260  
Greeting and serving customers as they enter the store. Advising and assisting customers. Handling complaints or forwarding serious issues to the manager on duty. Conducting customer transactions. Replenishing the supply of stock on the shelves. Assisting...

**Home**

FOR YOU      SAVED

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Annotations: **PART-TIME** (pointing to Teacher and Sales Assistant jobs), **FULL-TIME** (pointing to Shop Assistant job)

## OTHER OPPORTUNITIES

**Job search results**

**Volunteer**  
AMBASSADORS4CHANGE  
Partner Opportunity  
Mafikeng, North West  
Date posted: 15 March 2021  
Reference number: 58725  
We are looking for volunteers to be part of our team that will facilitate various programs around Mafikeng.

**Job search results**

**Learnership Programme: Pharmacist Assistant**  
Clicks Group  
Claremont, Western Cape  
Date posted: 21 May 2021  
Reference number: 74463  
Successfully complete the Learnership Training Contracts at a registered Clicks Pharmacy and under an approved tutor. Attend the required training interventions and successfully complete the competency assessments. Submit a Portfolio of Evidence. Provide...

**Content search results**

**How to start your hustle**  
Learn how to start earning through hustling today!

**Generate your own income stream**

**Content search results**

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Annotations: **VOLUNTEERING & STIPEND WORK** (pointing to Volunteer job), **LEARNERSHIPS & LEARNING OPPORTUNITIES** (pointing to Pharmacist Assistant job), **HUSTLING SUPPORT** (pointing to How to start your hustle content)

## WORK-SEEKER SUPPORT CONTENT

**Content search results**

**Make a great CV**  
Use our CV template to get you started  
Read more >

**Tips for success during an interview**

**Youth resources**

**Free Microsoft digital skills training with Thint'iMillion**

**FREE RELIABLE CONTENT** (pointing to CV and Interview tips)

**FREE COURSES** (pointing to Thint'iMillion training)

Young people supported via mobi-site, social media, Facebook Messenger, WhatsApp, email, toll free line.

Icons: WhatsApp, Facebook, Messenger, Phone, Email

SA YOUTH  
Connecting you to the opportunities around you



# Work-seekers, join, share and upskill themselves

SA Youth is so much more than a CV

Join the network via [SAYouth.mobi](https://SAYouth.mobi) for FREE



Build their profile



Engage in relevant content to upskill themselves



Profile information used to find best possible match to your jobs



FORMAL ECONOMY JOBS

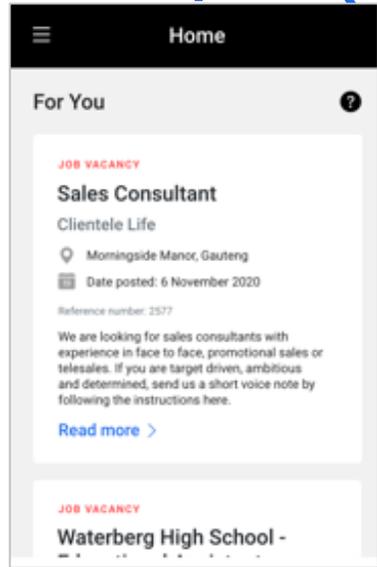
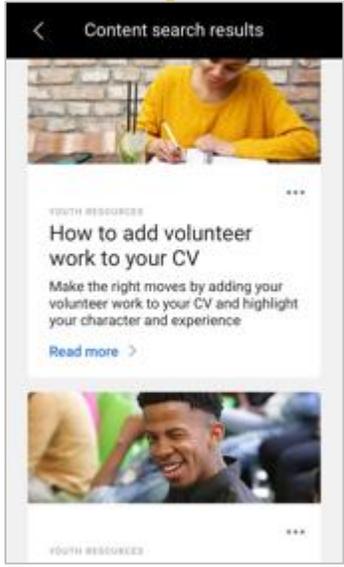
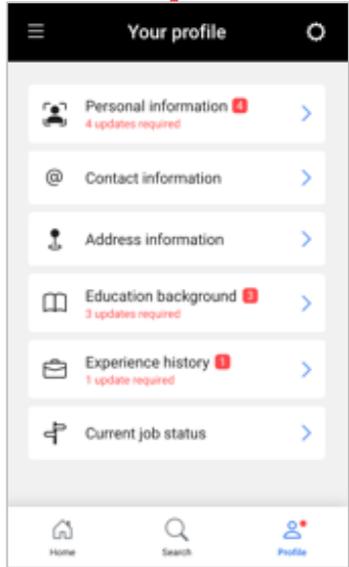
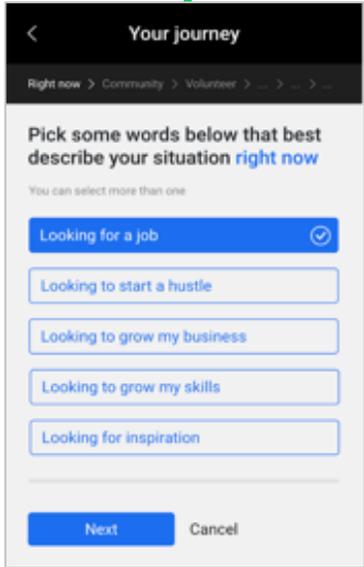
STIPEND WORK

LEARNERSHIPS

PART-TIME JOBS

VOLUNTEERING

LEARNING OPPORTUNITIES



Young people on sayouth.mobi

**1 649 378**

(total unique count)



64%



36%



1%



YOUNG PEOPLE LINKED TO OPPORTUNITIES

**535 546**

(total multiple count)

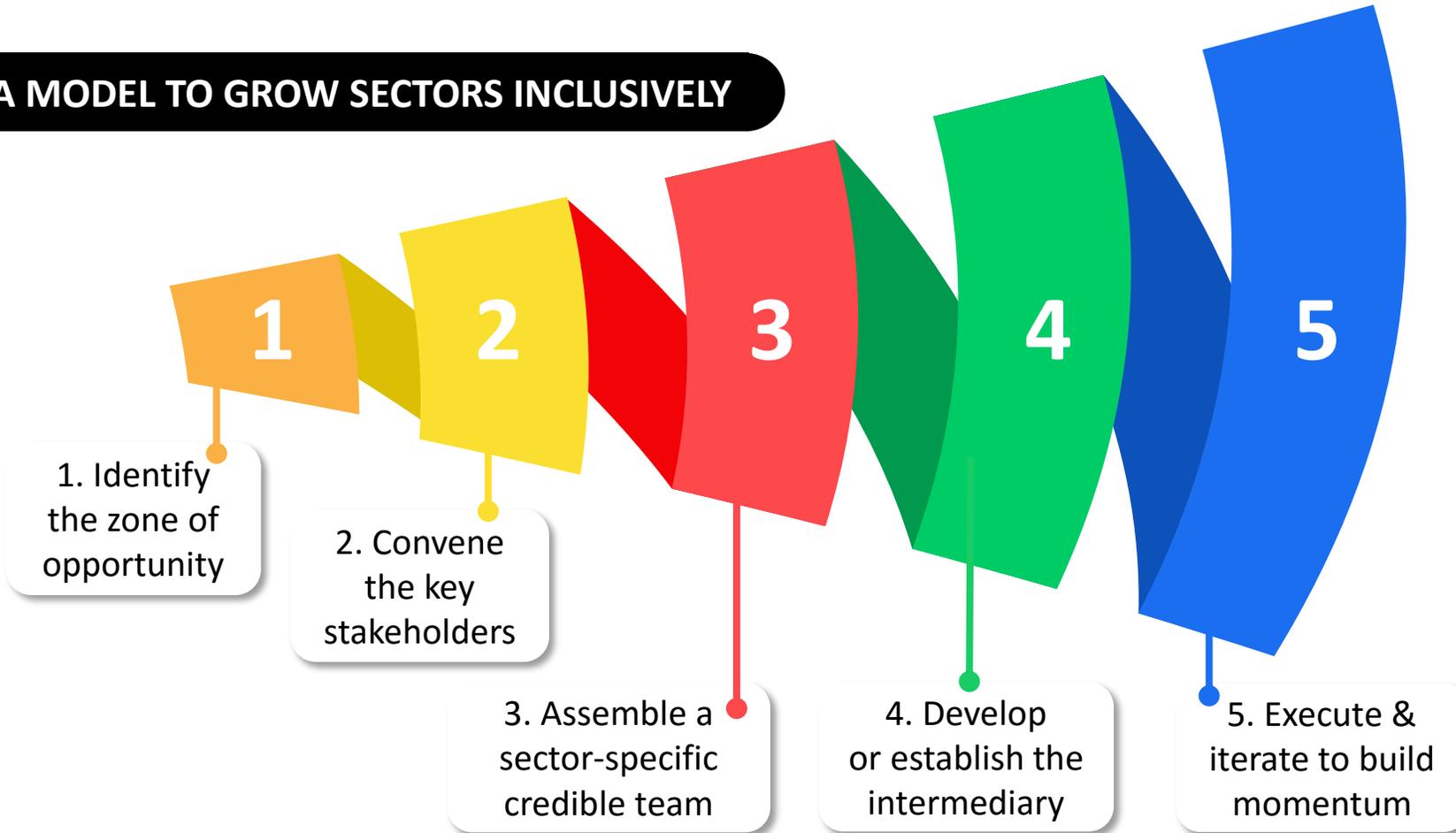


YOUNG PEOPLE SUPPORTED

**19 125 905**

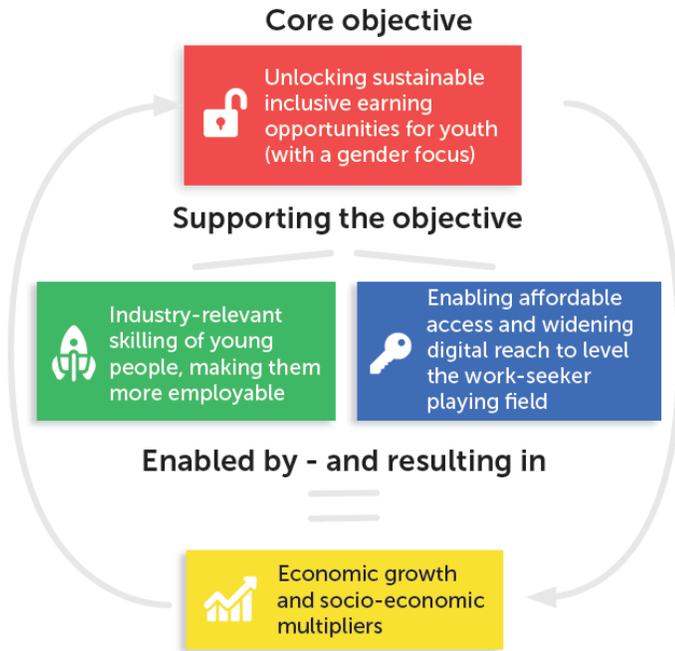
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### A MODEL TO GROW SECTORS INCLUSIVELY



- Co-ordination of stakeholders from government, industry bodies and intermediaries, enterprise development programmes and civil society organisations
- Global Business Services
- Installation, Repair & Maintenance
- Digital & ICT Sector
- Automotive
- Manufacturing
- Agriculture
- Tourism

## OBJECTIVE OF THE DWA



## HOW ARE WE GOING TO ACHIEVE THIS?

1. **Prioritise projects** that will generate new earning opportunities for young people - at scale.
2. **Encourage inclusive hiring or contracting** among industry players and using **SA Youth** as a source of suitable candidates for all entry-level hiring needs – not just digital jobs.
3. Mobilise a coalition to support fast-tracked delivery through **active leadership and agile working groups**, assisted by a project support office.
4. **Collaborate** across government, private and social partners for practical, tangible outcomes.

### Step 1: Learnership (9-12 months)

Source & Assess

Close the Gap

Simulation



Young people are equipped with a Digital Academy Foundation and Azure MCSE, MCSD, Power BI and MS Accreditation by our digital academy sourcing partners. We then source the best graduates from them.

### Step 2: Apprenticeship (12 months)

Managed Delivery

Sourcing of best graduates



DigiLink sits between the pool of new graduates entering the market and the employers who find it difficult to employ graduates from universities, digital academies and self-learning pathways.

### Step 3: Employment

Enter into employment with our various clients

Master Services Agreement (MSA)

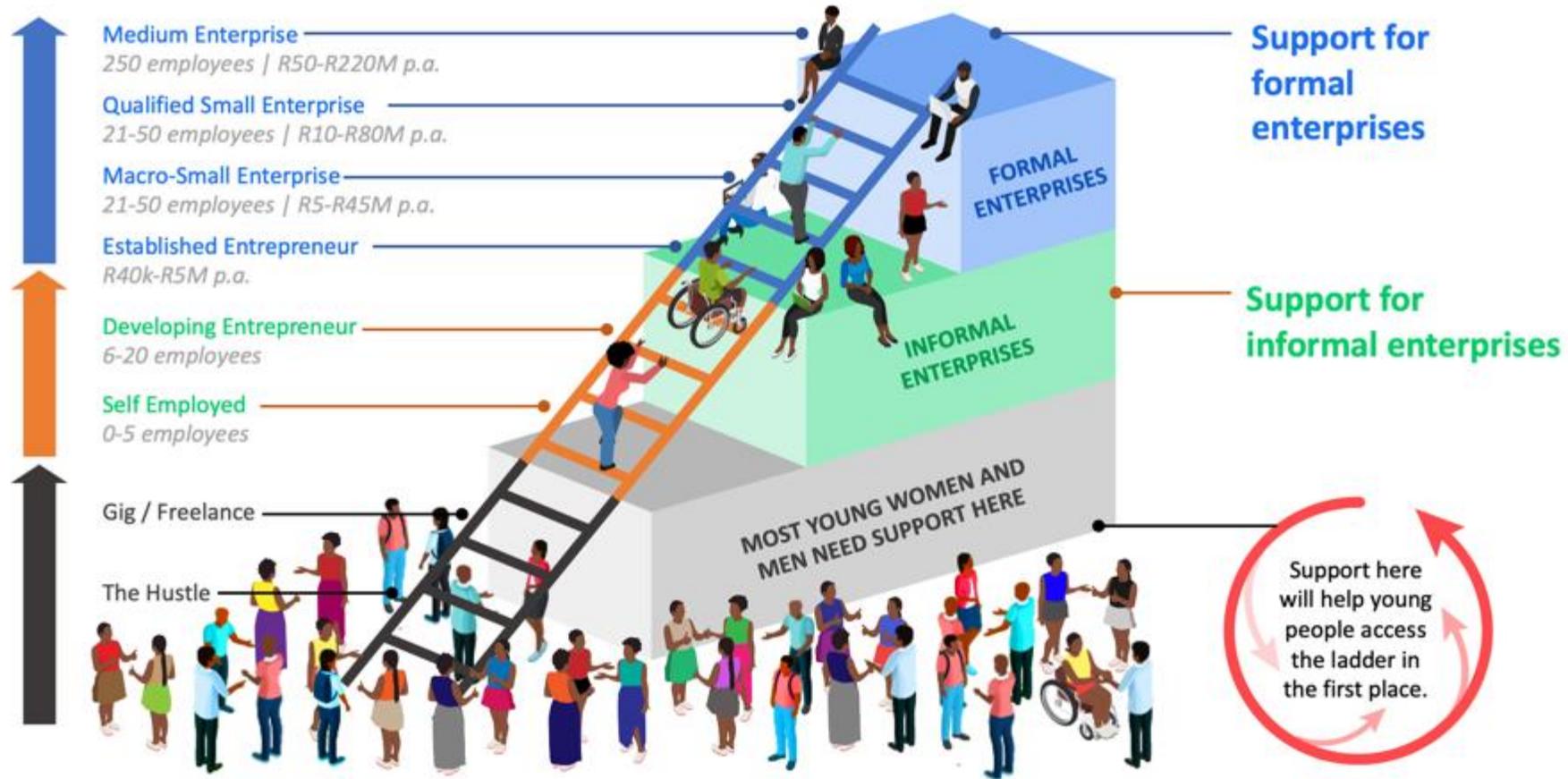
Client 1

Client 2

Client 3

# System: Microenterprises

More youth will learn how to earn and climb onto the 'enterprise ladder'



## I. Get Youth Hustle-Ready

I have the building blocks to earn extra money through “work I have created for myself”



## II. Promote inclusive support

I can access the support I need to take my enterprise further



## III. Forge market linkages

I can access more customers who find offerings valuable



Other pathways

## I. Get Youth Hustle-Ready

A complementary bundle of inclusive support that works to get young people 'hustle-ready' at scale

Lighter touch tech-enabled support



Enabling CBO partners for more intensive in-person support



## II. Promote inclusive support

An inclusive, effective approach to linking to enterprise support based on where youth are



## III. Forge market linkages

Accessible, relevant and impactful sources of customers for youth-led business



Other pathways



As part of the Presidential Employment Stimulus, the Department of Basic Education will provide 300,000 opportunities to young people

## VACANCIES

<b>Opportunities Available</b>	200,000 Teaching Assistants (Must have Matric) 100,000 General Assistants (Need not have Matric)
<b>Salaries</b>	R3,500 per month
<b>Who can apply?</b>	All South African residents aged between 18 -34 years old
<b>Application Dates</b>	Applications close 15th November 2020 Training 1st - 15th December 2020 Work starts - 15th January 2021

## HOW TO APPLY?

- 1 Go to the SA Youth mobi-site and log-in or register - to qualify for this opportunity you MUST use this link [sayouth.datafree.co/p/dbe](http://sayouth.datafree.co/p/dbe)
- 2 No ID Number? Call 0800 727272 for help registering
- 3 Having trouble registering? Call 0800 727272 for help

The employment decision shall be informed by the Employment Equity Plan of the Department. It is the Department's intention to promote equity (race, gender and disability) through the filling of this post(s) with a candidate whose transfer / promotion / appointment will promote representativity in line with the numerical targets as contained in our Employment Equity Plan. The Department reserves the right to withdraw posts, if by doing so, the interests of the Department will be best served.



Year Beyond is a civil society organisation partnering with the Western Cape Government. They contacted Harambee as part of the National Pathway Management Network to partner with them to source candidates.

## OPPORTUNITY

12 month stipended programme for school leavers to serve their community. The stipended opportunity, for 60 data entry positions, will provide young work-seekers to capture data from hospitals and schools. The work-seekers will join SAYouth.Mobi, and remain a part of the network beyond the opportunity, and may be recommended for future learning and income generation opportunities in the future.



**WE'RE  
LOOKING  
FOR  
YOU!**

- 1 Do you have a **matric certificate**?
- 2 Are you between the ages of **18 - 25 years old**?
- 3 Do you live in **Cape Town**?
- 4 Can you commit fulltime to this **year-long** opportunity?

Apply to be a part of the **YearBeyond Data Administration Programme.**

[CLICK HERE TO APPLY](#)

### What's in it for you?

- You will develop your personal and professional skills
- Gain technical data skills
- Build experience at a work placement in the public or private sector
- Join a movement of young South Africans engaged in a year of service
- Form part of an alumni network and gain access to opportunities

**Note:** This is a volunteer based opportunity and you will receive a monthly stipend while on the programme

**Do you have any questions?**

Contact us  
Toll free: 0800 72 72 72  
Email: [yearbeyond@westerncape.gov.za](mailto:yearbeyond@westerncape.gov.za)  
[www.yearbeyond.org.za](http://www.yearbeyond.org.za)  
f /YearBeyond @yearbeyond

