

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**



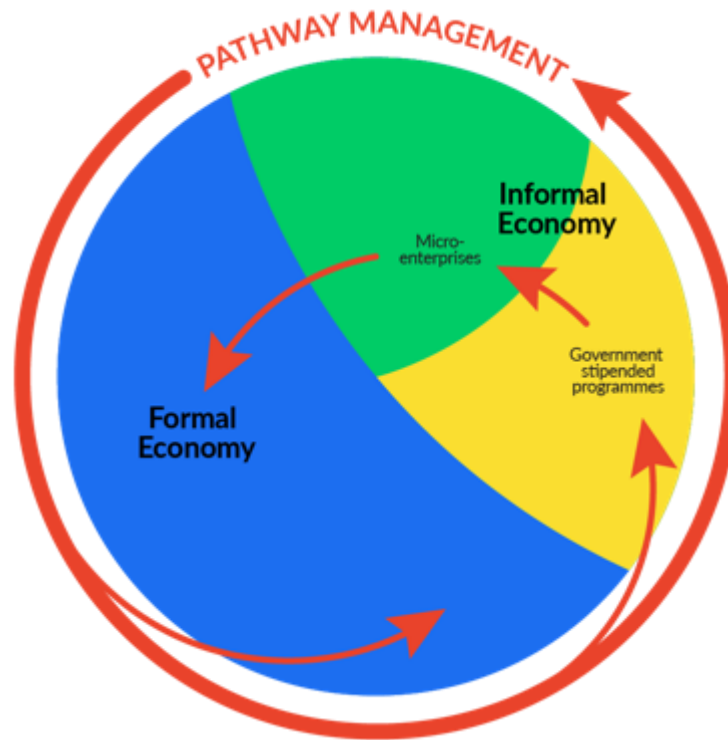
**No time and
money to look
for work**





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

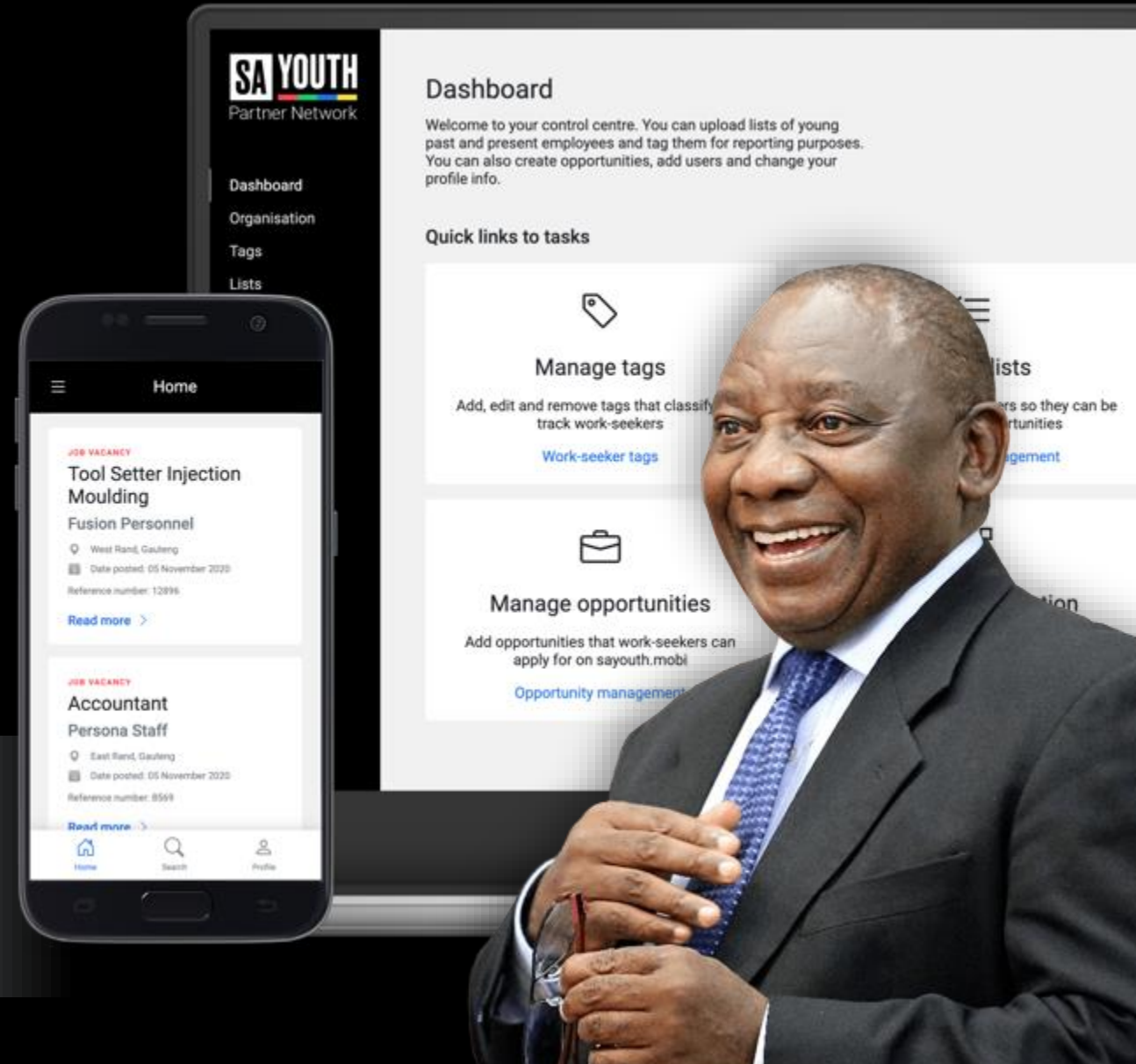
Government stipended programmes provide short-term earning opportunities and can serve as a (funded) entry point into the labour market for excluded youth



Pathway management

SA Youth

A multi-channel platform that
aggregates opportunities &
links youth





GOVERNMENT



BUSINESS



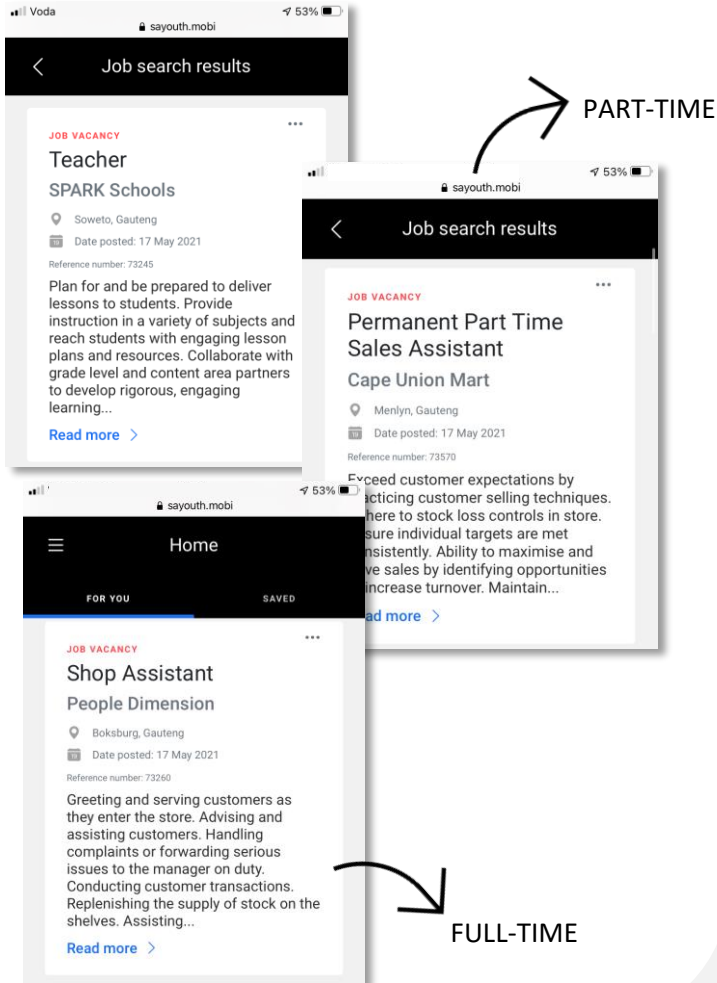
CIVIL SOCIETY



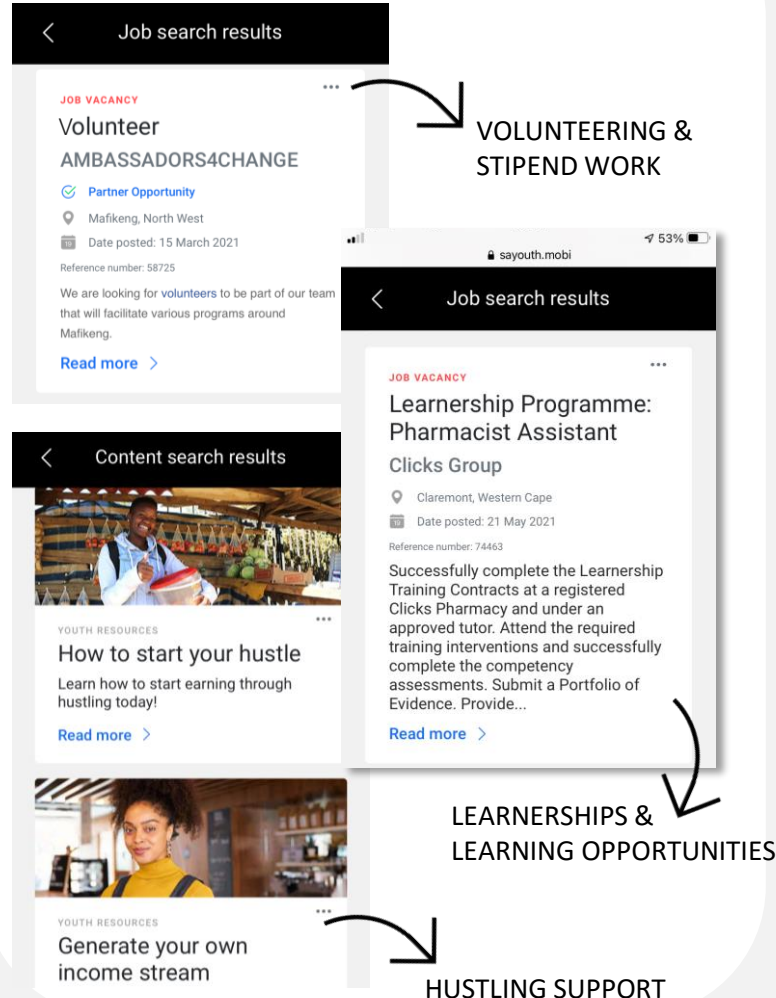
INTERMEDIARIES



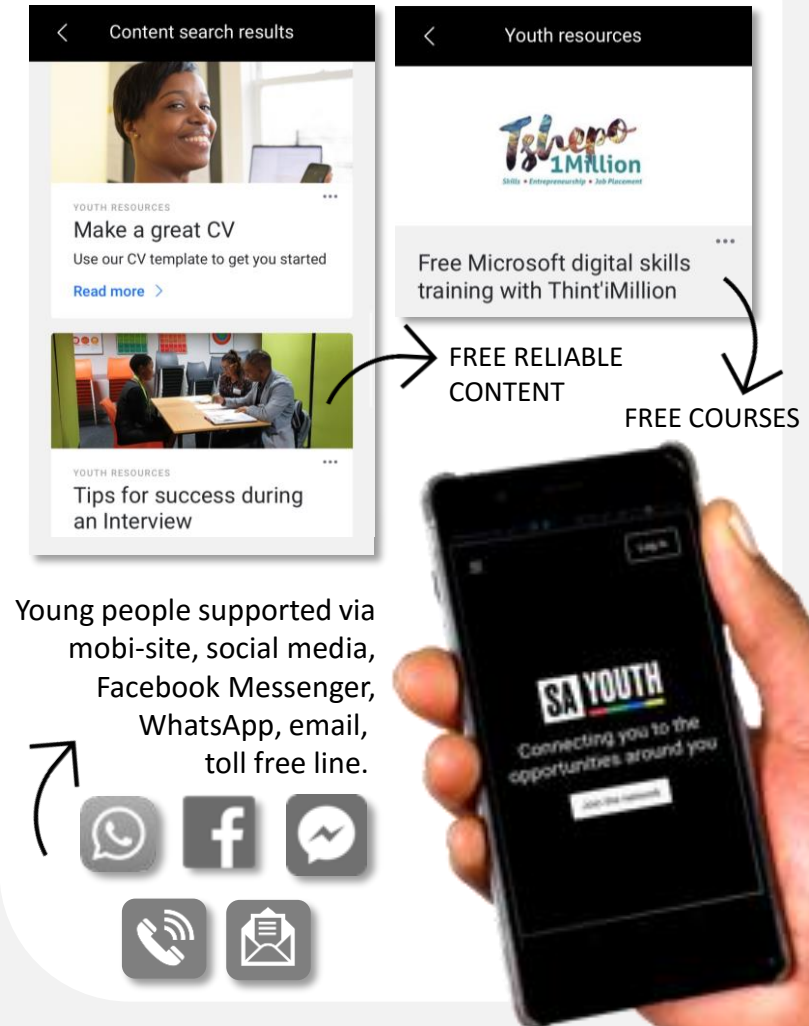
FORMAL JOBS



OTHER OPPORTUNITIES



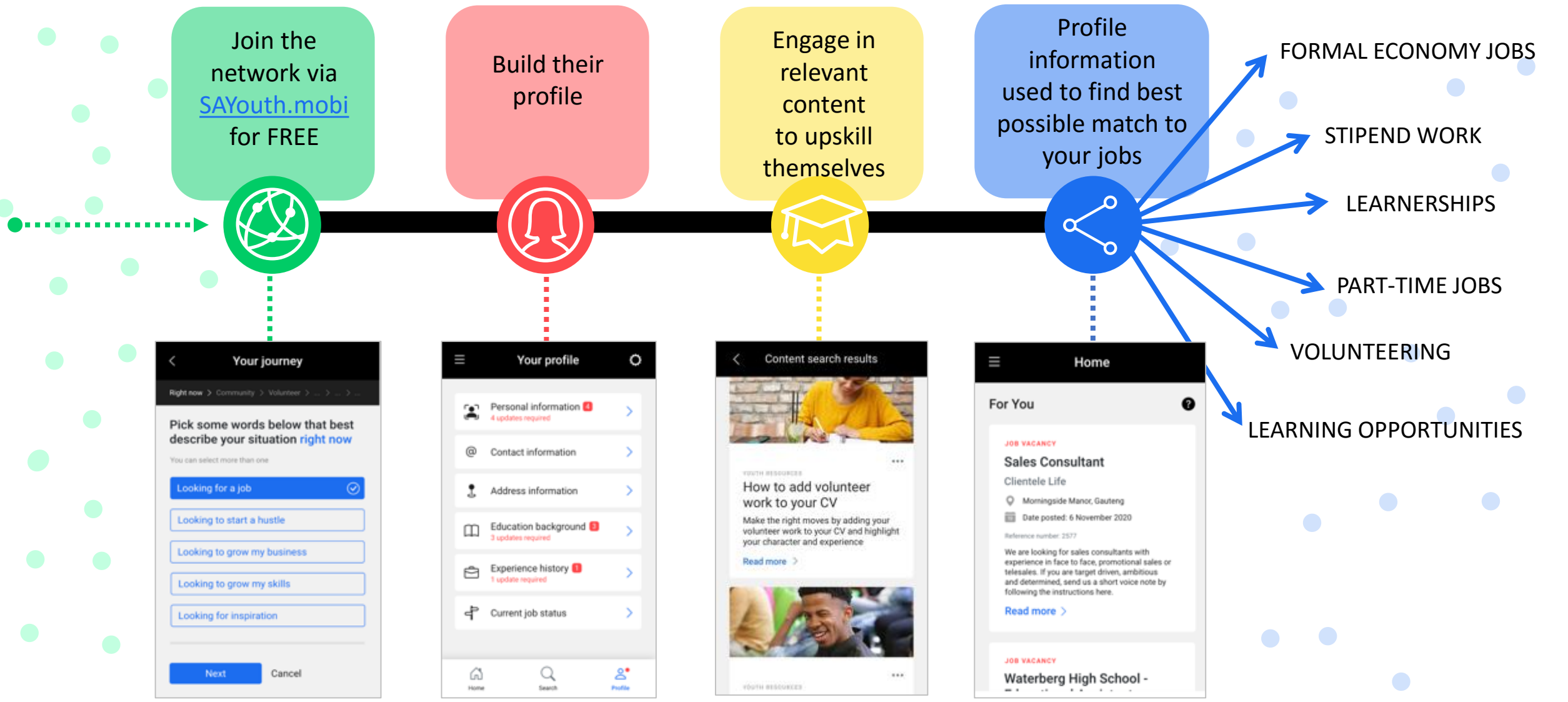
WORK-SEEKER SUPPORT CONTENT





Work-seekers, join, share and upskill themselves

SA Youth is so much more than a CV



Young people on sayouth.mobi

1 649 378

(total unique count)



64%



36%



1%



YOUNG PEOPLE LINKED TO OPPORTUNITIES

535 546

(total multiple count)

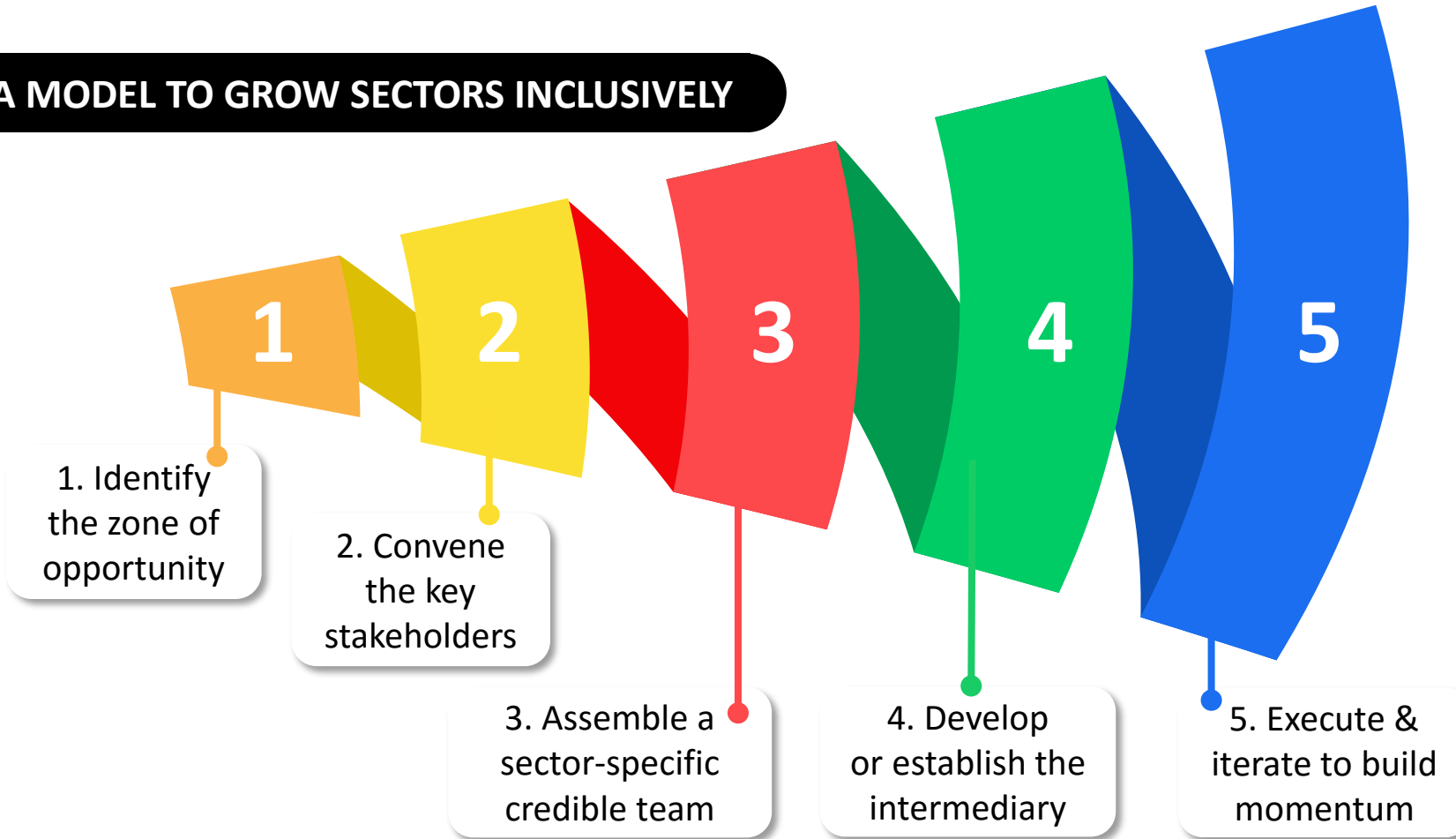


YOUNG PEOPLE SUPPORTED

19 125 905

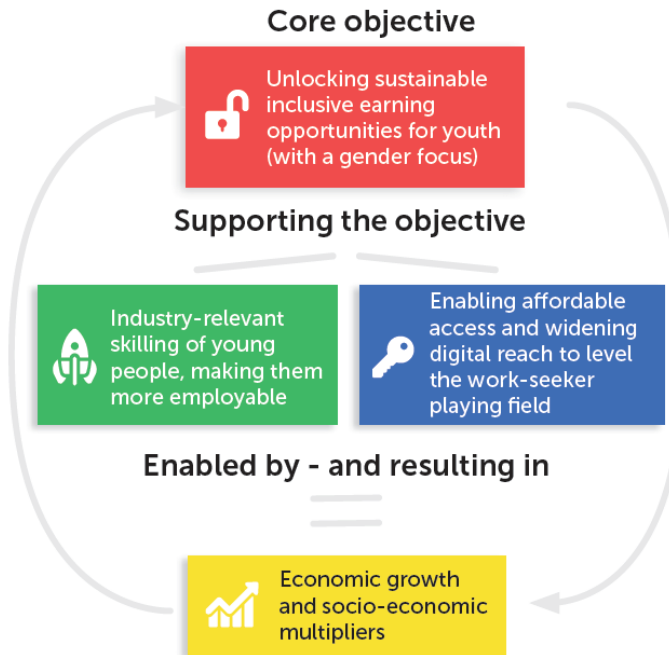
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A MODEL TO GROW SECTORS INCLUSIVELY



- 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



EXPLORE
DATA SCIENCE
ACADEMY



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

Sourcing of best graduates

Step 2: Apprenticeship (12 months)

Managed Delivery

digilink

POWERED BY
 **harambee**
YOUTH EMPLOYMENT ACCELERATOR

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.

Master Services Agreement (MSA)

Step 3: Employment

Enter into employment with our various clients

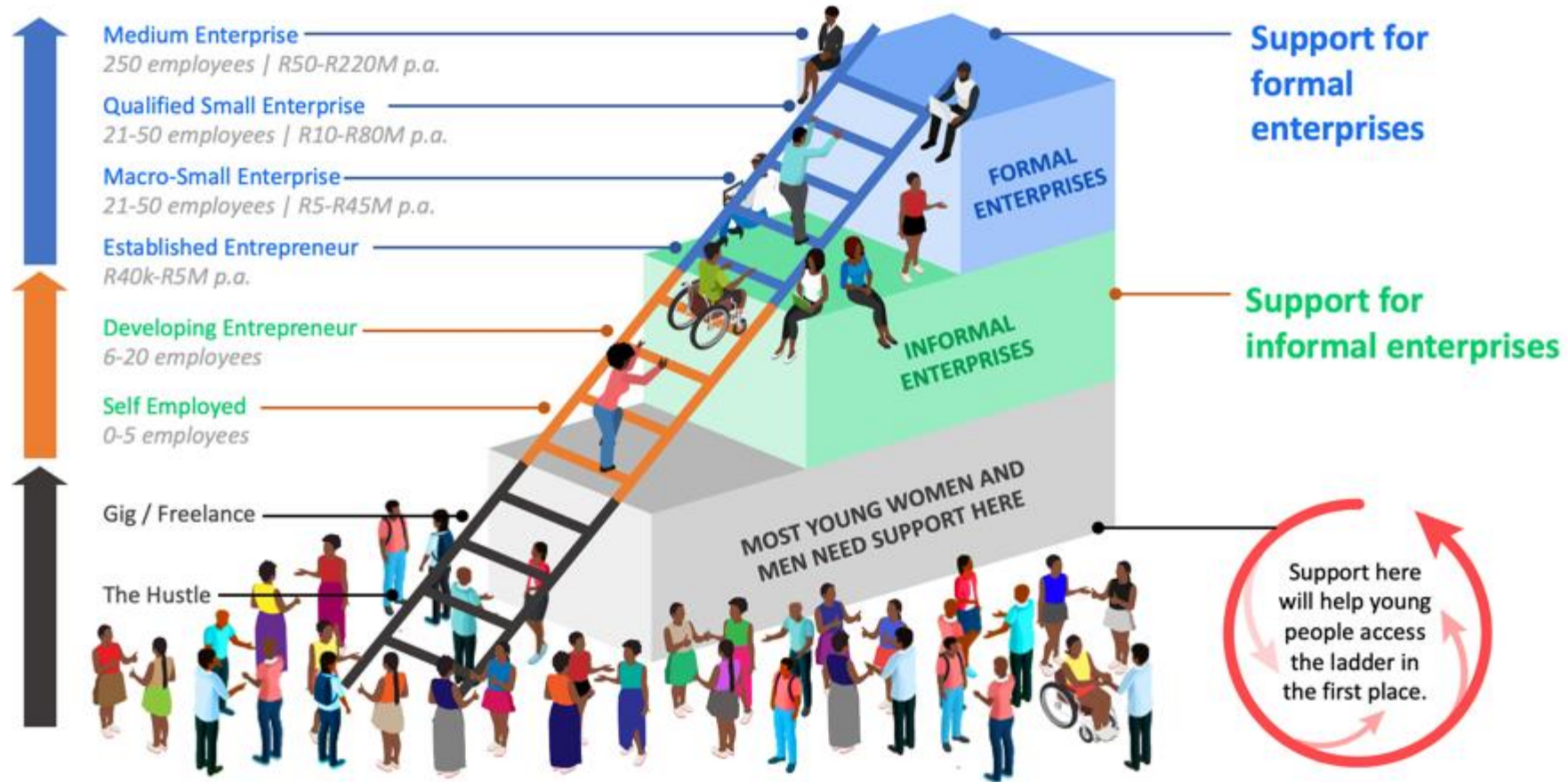
Client 1

Client 2

Client 3

System: Microenterprises

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



What we need to enable for young people

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



What we need to enable for young people

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

Opportunities Available	200,000 Teaching Assistants (Must have Matric) 100,000 General Assistants (Need not have Matric)
Salaries	R3,500 per month
Who can apply?	All South African residents aged between 18 - 34 years old
Application Dates	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
- 2 No ID Number? Call 0800 727272 for help registering
- 3 Having trouble registering? Call 0800 727272 for help

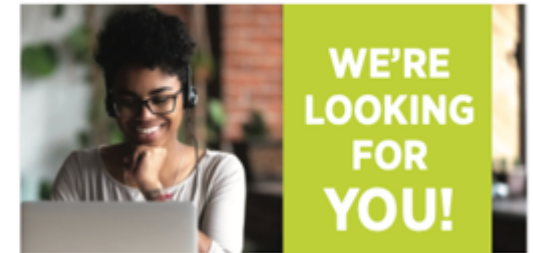
The employment decision shall be informed by the Employment Equity Plan of the Department. It is the Department's intention to promote equity (race, gender and disability) through the filling of this post(s) with a candidate whose transfer / promotion / appointment will promote representativity in line 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
www.yearbeyond.org.za
f /YearBeyond @yearbeyond

