

Afrika Tikkun Services (ATS)

Aim: To empower township-based youth, between the ages 18-35, with the relevant skills to function optimally in an entry level job.

Programme description: The programme involves four weeks of **human capabilities training** in the form of general workplace readiness training and psychosocial development. This is followed by two weeks of **technical skills training**. Skills range from contact centre training to merchandising and warehousing. Finally there is a two-week **workplace experience** component made up of workshops with potential employers and/or simulated work experience (for instance simulating a call centre). No **stipends** are received during the training.

Geography and reach: The programme is rolled out in four sites in Gauteng and one in the Western Cape. Each site aims to reach 50 youth per training cycle and to run three to four training cycles each year. If targets are reached ATS reaches approximately 750 youth each year.

Recruitment criteria: Township-based youth between the ages of 18 and 35 years with a matric certificate.

Exit opportunities: ATS works closely with employer partners and the technical skills training is determined by these partners' needs. Some participants are employed by such partners. In addition ATS aims to facilitate the progression of learners from the programme into learnerships.

EOH Proserv learnership programme

Aim: To equip young people with scarce skills that can set them on a pathway to great careers.

Programme description: Part of the Department of Trade and Industry's (DTI) Monyetla learnership programme in the business process outsourcing (BPO) sector, the programme begins with a five day **human capabilities** and work readiness programme focusing on key critical and analytical thinking skills and interpersonal awareness. Participants go on to **technical skills** training in information and communication technology. They train towards a National Certificate. The duration of each qualification is 12 months, made up of eight to nine months of **workplace experience**. The remainder of the time is dedicated to classroom based training and assessments. EOH pays learners a monthly **stipend**.

Entry requirements: learners between the ages of 18 and 34 years who have a matric. The programme has specific targets for women, Black Africans and people with disabilities.

Geography and reach: In 2015, the Monyetla programme was run in Gauteng and KwaZulu-Natal. It reached approximately 473 learners in 2015.

Exit opportunities: Many of the learners are employed by EOH or its partner companies. EOH aims to place 70% of learners in employment.

loveLife groundBREAKERS

Aim: To develop the skills of a cohort of young people in order to empower them to roll out the loveLife programmes and later to find work in the social sector and beyond.

Programme description: The year-long programme involves youth in service at schools, clinics, CBOs and loveLife youth centres; providing them with **workplace experience**. Twice a year they are brought together at the provincial level for training. **Technical skills training** includes campaign implementation and evaluation, community mobilization, report writing, counselling, and computer literacy. **Human capabilities skills training** includes team work, self-awareness, communication, career guidance, and job readiness. They receive a **stipend** each month.

Geography and reach: loveLife has a national footprint with groundBREAKERS working in hundreds of schools, clinics and CBOs in both rural and urban areas. Each year they reach approximately 1200 groundBREAKERS.

Recruitment criteria: 18 to 25 year olds with a matric qualification. Preference is given to young people who have previously volunteered.

Exit opportunities: loveLife keeps former groundBREAKERS informed of available opportunities within and beyond the organisation but does not have a matching or placement component that forms part of the programme.

NYDA YouthBuild programme

Aim: To equip young people with skills and work experience through service to improve their transition to education, jobs and entrepreneurship opportunities.

Programme description: The programme comprises five days of **human capabilities skills training** at the beginning of the programme. This focuses on confidence, persistence and self-esteem – what the NYDA terms "mental toughness". At the end of the programme the participants go through a job readiness workshop to prepare participants for the world of work. **Technical skills training** comprises of trades including plumbing, electrical, bricklaying and plastering, and carpentry. **Workplace experience** is facilitated through service in communities. Participants receive a **stipend**.

Geography and reach: Programme reach is dependent on partners' willingness to roll out the programme. In the 2015-2016 year the programme was rolled out in five sites in KwaZulu-Natal, North-West and Free State – reaching 500 youth.

Recruitment criteria: Young people between the ages of 18 and 35 years. Matric is not a requirement.

Exit opportunities: The NYDA facilitates linkages to local companies that partner on the project. Participants are registered on the NYDA JOBS database and are advised of NYDA support packages for small businesses.

Fit for Life Fit for Work

Aim: To provide young people with the tools to make better personal choices, in order to reduce risk behaviour and to prepare them for the work place.

Programme description: The six-week programme begins with a focus on **human capabilities skills** development, specifically self-awareness and setting goals. This is followed by a **technical skills** centering on computer literacy, basic English and driving. There is no **work placement** component and participants do not receive a **stipend**. The programme is run through four implementing agencies. Each agency uses the standardised curriculum but may adapt it for the local circumstances (e.g. the Limpopo site includes agricultural training as part of the technical skills training as it is based in a rural area).

Geography and reach: The programme is run in the Western Cape, Gauteng and Limpopo. Participants are recruited from the areas surrounding the implementation sites. Each organisation is encouraged to train between 240 and 480 young people annually.

Recruitment criteria: Youth between 18 and 30 years with a matric, basic English literacy skills, a clean credit rating, and no criminal record. Emphasis is placed on recruiting women.

Exit opportunities: In some cases participants are placed in other youth employability programmes (e.g. with Harambee or loveLife) or learnerships. Participants are also encouraged to start their own businesses. The programme provides access to computers and other facilities after training is completed.

Harambee Youth Employment Accelerator

Aim: To place high potential youth into their first jobs by matching and training them to meet employer needs.

Programme description: Young people are identified, assessed and either referred trained. Youth are sourced and trained according to employer requirements. A variety of training programmes are offered by Harambee. All involve **human capabilities skills** training including work ethic, personal mastery, CV writing and interviewing skills. For the study two training programmes were selected. The retail and hospitality programme is a five-day programme during which **technical skills** such as customer relations are taught. The corporate bridge programme prepares candidates for the call centre environment. **Work experience** is simulated during training. Each participant receives a **stipend** to cover costs of transport during training.

Geography and reach: Harambee has a presence nationally. They assess approximately 100000 young people per year and train around 9200 per year.

Recruitment criteria: South Africa youth between 18 and 34 years with a matric who have no criminal record and have not been blacklisted. Preference is given to those who attended a township or rural school.

Exit opportunities: Candidates are recruited based on available positions with employers. Candidates who successfully complete training are guaranteed an interview with an employer and provided with support as required in for the first 12 months of the job.

Raymond Ackerman Academy

Aim: To give young people from challenging backgrounds an opportunity to make a positive difference in their lives and their communities through entrepreneurship training.

Programme description: The six-month full-time programme provides young potential entrepreneurs with practical tools and support to assist them on their entrepreneurial journey. The **technical skills training** focus is on innovative business idea development, business skills and understanding the South African business environment. The **human capabilities** focus is on time-management, effective communication, presentation, professionalism and career development. Practical **work experience** is simulated through the actual development and presentation of business ideas. No **stipends** are paid.

Recruitment criteria: Potential entrepreneurs between 18 and 30 years who are experiencing financial and/or socio-economic challenges and who have an interest in entrepreneurship.

Geography and reach: The programme is offered at the University of Cape Town (UCT) Graduate School of Business and at the Soweto Campus of the University of Johannesburg (UJ). The two sites recruit in the region of 30–50 participants per cohort, thus reaching between 120 and 200 youth per year.

Exit opportunities: Participants are assisted in setting up their own businesses and are assigned to mentors to engage with for ongoing advice and support.

Thabiso Skills Institute Welding Programme

Aim: To improve the lives of those living in the poorest communities by providing young unemployed people with practical skills training.

Programme description: The Thabiso Skills Institute operates as a support agency for faith-based skills development centres. The twelve-week programme selected to participate in the study focuses on equipping young people with **technical skills** in welding. They augment the programme with a **human capabilities skills** component focusing on self-awareness, overcoming challenges, and workplace skills. Practical **work experience** is facilitated through workshop-based training. Participants do not receive a **stipend**.

Entry requirements: Participants between 16 and 35 years with a Grade nine pass with Maths and Science.

Geography and reach: The welding programme runs in three centres in Gauteng and one in the Free State. Each centre hosts 12 to 15 participants over the training period and attempts to run three to four training cycles per year. In total therefore the programme reaches 140 to 240 young people per year.

Exit opportunities: Matching and placement do not form part of the programme design. Engagement with employers varies across the centres and they welcome opportunities to assist companies who approach them for potential employees.

The Siyakha Youth Assets for Employability Project is a study that assesses the role and effects of youth employability programmes on employment outcomes. It also assesses whether the addition of a financial capability intervention enhances outcomes for youth.

The project relied on the participation of the eight youth employability programmes described in this insert.



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The findings of the study can be accessed on

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Youth employability programme descriptions

