



3RD HRDC SUMMIT 2018

*Partnerships revitalising
work and learning*

SOLVING YOUTH EMPLOYMENT THROUGH PARTNERSHIPS

**PRESENTED BY NICOLA GALOMBIK
(Founder and Chairperson of the Board of Harambee Youth
Employment Accelerator)**



REPUBLIC OF SOUTH AFRICA

Partnering to innovatively develop SA's human potential



HRDC

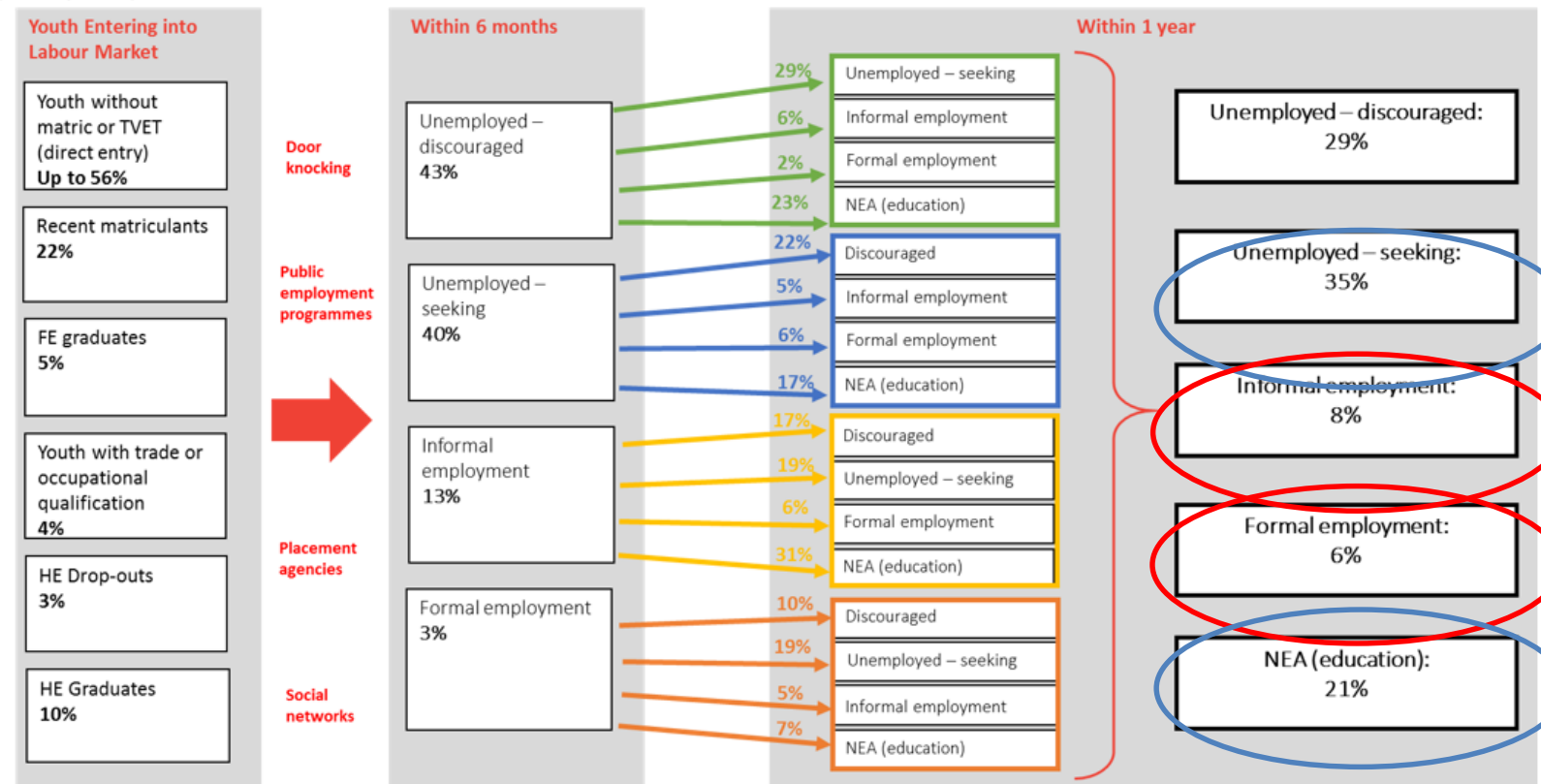
HUMAN RESOURCE DEVELOPMENT COUNCIL
of South Africa

LOW LEARNING TO EARNING TRANSITIONS

Only 6% of youth entering the labour market find formal employment within a year. Large pool of NEETS.

Labour market Youth Transitions – African Youth

Based on SALDRU (2008) analysis of the Stats SA Labour Force Survey Panel (15 to 24 year olds)



Source: SALDRU (2008) Stats SA Labour Force Survey Panel (15 to 24 year olds)

Weak Correlation Between Educational Attainment And Potential

Need to match potential, and unlock human capital of our youth

Comparison of learning potential and numeracy scores

		Learning potential score									
		1	2	3	4	5	6	7	8	9	10
Numeracy score	1	5	17	45	22	479	614	316	82	28	4
	2	18	53	129	138	1553	1868	1051	275	120	16
	3	28	36	191	232	2162	2935	1946	519	256	64
	4	20	21	130	189	1457	2320	1941	705	331	82
	5	5	7	56	69	599	1199	1163	489	295	73
	6	1	2	10	18	159	369	499	287	198	67
	7			1	2	26	92	162	105	96	36
	8					10	20	32	42	49	25
	9					2	2	11	10	11	21
	10							3	5	1	6

78% have "low" numeracy scores

The correlation between learning potential and numeracy scores is weak, at 28%

74% of assessed sample candidates have high learning potential, but have low numeracy scores

95% have the required learning potential for most entry level jobs

Sample size: 28733
Source: Harambee Knowledge and Learning Team, June 2015

“There is nothing wrong with young people in our country. We just need to open the pathways for them ... give them wings and they will go.”

– President Cyril Ramaphosa

HARAMBEE ECO-SYSTEM

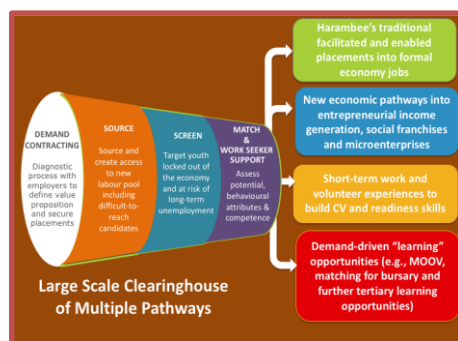
EFFECTIVE AND PROGRAMMATIC MULTI-SECTOR PARTNERSHIPS



HARAMBEE ECOSYSTEM PROOF POINTS & LEARNINGS



- Critical and scares skills shortages in the economy persist
- South Africa has the potential to attract local and international investments that can drive economic growth
- We need **SCALABLE, BREAK-THROUGH HUMAN CAPITAL SOLUTIONS** to drive inclusive growth

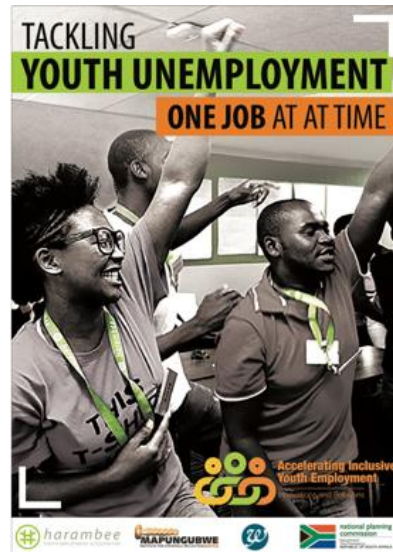


- Unemployed youth are not a homogenous group
- The journey from learning to earning is dynamic, and not linear
- We need **REAL TIME, DEMAND INTELLIGENT** ways to **MANAGE YOUTH ON MULTIPLE PATHWAYS** to earning

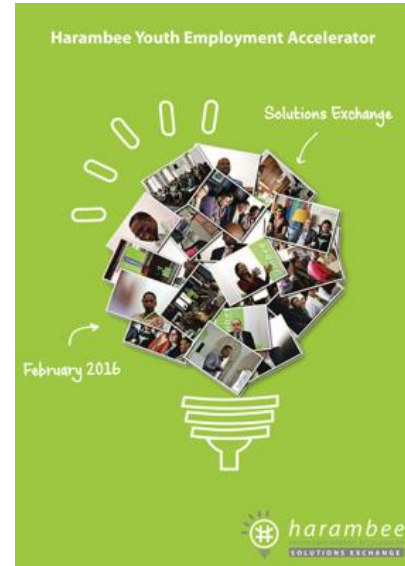


- The costs of job seeking and other structural barriers affect youth transitions from learning to earning
- Existing resources are not being effectively and efficiently utilised to address the youth unemployment challenge
- We need to **OPTIMISE PUBLIC PRIVATE RESOURCES**

MULTI-SECTOR WORK PROGRAMME ON YOUTH PATHWAYS TO EARNING, INITIATED IN 2014



**Accelerating
Inclusive Youth
Employment
Convening (2014)**



**Solutions
Exchange
(2015)**



**Accelerating
Inclusive Youth
Employment
Convening
(2016)**



**Solutions
Exchange
(2017)**



Breakthrough Initiatives to Accelerate Youth Pathways from Learning to Earning



PILLAR 1:

ENABLING INCLUSIVE GROWTH THROUGH DEMAND-FOCUSED HUMAN CAPITAL SOLUTIONS AT SCALE

PILLAR 2:

MANAGING PATHWAYS TO EARNING FOR YOUTH NOT IN TRAINING, EDUCATION OR EMPLOYMENT (NEETS)

PILLAR 3:

OPTIMIZING PUBLIC-PRIVATE INVESTMENTS AND RESOURCES TO ACCELERATE YOUTH TRANSITIONS

CROSS CUTTING: ENABLING THE ECOSYSTEM

RESULTS:

- GROW POOL OF WORK-READY YOUTH TO MEET DEMAND IN CRITICAL SKILL AND GROWTH SECTORS
- GROW NET NEW JOBS/ OPPORTUNITIES

RESULTS:

- INCREASED NUMBER OF NEETS THAT ARE ON PATHWAYS TO EARNING
- REDUCE YOUTH UNEMPLOYMENT RATE

RESULTS:

- WORK SEEKER SUPPORT PACKAGE
- INNOVATIVE PUBLIC PRIVATE FUNDING SOLUTIONS
- OTHER RESOURCING MODELS

PILLAR 1:

ENABLING INCLUSIVE GROWTH THROUGH
DEMAND-FOCUSED HUMAN CAPITAL SOLUTIONS AT SCALE

Job-family and sector-based “action labs” that can address real-time demand-supply matching and human capital development for growth

Advanced Sales and Service, Administrative, Business Services

Digital, Technology and Analytics

Installation/Maintenance/Repair Technicians and Operators - Logistics, Manufacturing
Agri-Processing, Infrastructure

Professional Social Services (e.g., health, education, early childhood)

Tourism, Conservation, Environment

PILLAR 1: BPO SECTOR INITIATIVES



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Business Services Action Lab



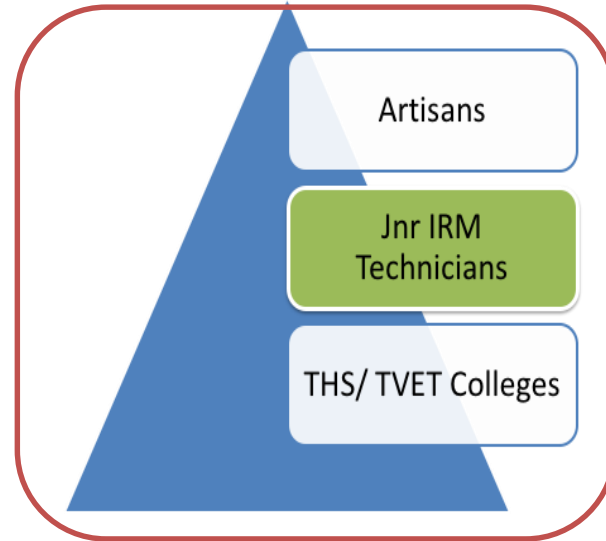
BPO sector
Joint Programme Management
Office (PMO) will create **30,000**
new jobs in business services
with a **20% inclusive hiring**
mandate



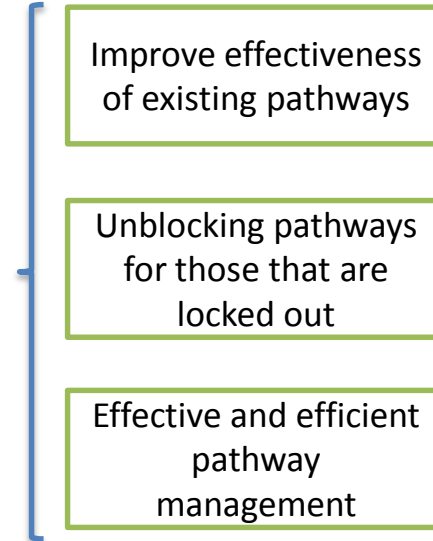
PILLAR 1: IRM TECHNICIANS



ZONE OF OPPORTUNITY



DISRUPTION NEEDED



IRM ROLES

- IT Networks
- Security and Fire Alarm
- Plant operations
- Automotive
- Telecommunications / Satellite
- Refrigeration
- Solar
- Carpentry
- Household Repairs
- Electronics

POTENTIAL AND CONFIRMED PARTNERS

PILLAR 1: ICT



PILLAR 1: SOCIAL/ CARE ECONOMY



Social & Other Partners



- **Where the value created is social value – with social returns**
- Which can in fact, translate into economic returns and, potentially, economic growth.
- *But little or no direct, market-based, financial returns.*

PILLAR 2: MANAGING PATHWAYS TO EARNING FOR YOUTH NOT IN TRAINING, EDUCATION OR EMPLOYMENT (NEETS)



Build out national platforms for Pathway Management and Local/Provincial Clearinghouses for NEETs



PATHWAYING PLATFORM WHICH GUIDES UNEMPLOYED YOUTH ON THEIR JOURNEY TO A FIRST JOB

- Provide multi-channel, accessible and demand-driven work seeker support
- Journey manage and link to opportunities
- Pathway to work readiness interventions, bridging programmes, further learning to grow employability and enterprise readiness



PATHWAYS TO WORK across multiple environments



Job Family	How Many?	Description	Example jobs	Work Environment			
Elementary	3.1M	Basic physical work	Helpers, cleaners, hand packers, sweepers, security guard, basic construction, mining labourers, farm labourers, factory workers	Corporates	SMEs	Self-Employment	Entrepreneurship
Operating/ Driving	1.0M	Operating a machine or vehicle	Motorcycle/ scooter drivers, car, taxi, van, truck drivers, operators of machine-tools				
Simple Sales and Service	1.2M	Performing simple repetitive task in customer/service environment	In-store promotors; in-store assistants; Cashiers and front of house personnel , waiters, bartenders, digital ambassadors, data capturing				
Job Family	How Many?	Description	Example jobs	Work Environment			
Creating / Manipulating	1.5M	Creating and manipulating with tools. Hand work.	Artisans; carpenters, mechanics and fitters, electrician, plumbers, fitters, bricklayer, sheet metal worker, welder, butcher	Corporates	SMEs	Self-Employment	Entrepreneurship
Advanced Sales and Service	1.3M	Performing complex task in customer/ service environment	Call centre agent, technical sales reps, general clerk/admin support; claims processing, collections, bank teller, cabin crew				
Analytics and Technology	0.2M	Higher order problem solving and analytical computing in digital environment	Coding, design, hardware and software operations, cyber security, business analysis, cloud computing, statistical analysis, data mining, app testing				
Entry level professionals/ Junior managers	1.5M	Coordinating of entry level activity or certified professional	Entry level professionals/graduates (e.g., assistant teacher, nurse, engineer, police officer) OR first line junior manage/team leader of entry-level staff				

Harambee's Pathway Manager and Work-readiness Interventions cover key Job families and Work Environments

PILLAR 3: OPTIMIZING PUBLIC-PRIVATE INVESTMENTS AND RESOURCES TO ACCELERATE YOUTH TRANSITIONS

- **Work seeker resources package** to break down barriers like transport, data, information
- **Financing of youth pathways management and public employment services for NEETS**
- **Extend and grow pathways through expanded public works programme (EPWP)**
- Extend ETI and private funding of **Youth Employment Service (YES)**
- **'pay-for-performance' models to address critical skills and improve conversion rates**



**Youth
Employment
Service**



South Africa Siyasebenza

BONDS 4 JOBS



ISFAP

Ikusasa Student Financial Aid Programme

THANK YOU