



3RD HRDC SUMMIT 2018

*Partnerships revitalising
work and learning*

Report by Commission 1

YOUTH UNEMPLOYMENT & YOUTH EMPOWERMENT



REPUBLIC OF SOUTH AFRICA

Partnering to innovatively develop SA's human potential



HRDC

HUMAN RESOURCE DEVELOPMENT COUNCIL
of South Africa

- 1. Issues covered by the presentations**
- 2. Remarks**
- 3. Recommendations /Conclusions**
- 4. Commission Outcome**

Focus of the presentations

Research project on spatial inequalities identifying major legacies affecting the NEETs (Not in education, employment or training)

*By Prof Stefan Schimer
the Centre for development enterprise*

Process of determining the list of occupations in high demand

*By Ms Mamphokhu Khuluvhe
Department of Higher Education &
Training*

Pathways through education, training and into the workplace

*By Prof Mike Rogan
Rhodes university*

Spatial inequalities

Issues	Remarks	Recommendations/Conclusions
<ul style="list-style-type: none">• The spatial inequalities due to past legacies among cities, towns and regions are acute;• There is a need to institutionalize actions between local government and societies;• The country needs to concretize the strategy for inclusive economic growth;• Education is not necessarily an employment strategy.	<ul style="list-style-type: none">• Companies with operations in rural areas do not provide enough opportunities for young people,• Government needs to incentivise/insist on MNCs to develop skills in SA as they do in their countries of origin,• The DHET considers spatial inequalities when it plans for skills;• RSA government has many strategies – but still there is a problem of youth unemployment?	<ul style="list-style-type: none">• There is a need to transform the economy; decide the kind of economy that will absorb labour;• There are options for rural development and creation of livelihoods, e.g. a land reform strategy that generate opportunities for all, Agriculture, etc.• There is a need to tackle the advantages of city densification;

List of Occupations

Issues	Remarks	Recommendations/Conclusions
<p>The list consists of 369 qualifications which are in high demand – which helps</p> <ul style="list-style-type: none">- institutions to plan and design qualifications,- for career advisory purposes	<ul style="list-style-type: none">• Regional integration and the SADC qualifications framework;• Work opportunities from the SADC region should also be exploited to provide youth employment;• Support and focus for PWD (people with disabilities) is missing in all presentations;• Issues in Basic education need to be highlighted as they affect opportunities for young persons, e.g. <i>Maths literacy and Life orientation</i>.• Youth unemployment was always be higher than overall unemployment – but it can be damaging to society;	<p>There is a need of linking the work of the HRDC with the national youth development agency – especially in tackling the work to be recommended in commission 1;</p> <p>The DHET should strengthen career guidance, youth development strategies as well as indicate the opportunities for the youth;</p>



Issues

- Most of us focus on the current state of affairs and problems and miss the opportunity to focus on implementation (e.g. acknowledge the YES project initiated by the President and strengthen it);
- There is a need to focus on basics of the labour market (e.g. education systems that keep away others groups of society from opportunities)

Remarks

- Frustration by youth in relation to tenders; opportunities afforded to businesses owned by young persons;
- The summit should focus on solutions;
- Companies create barriers and negative narratives, e.g. *people are lazy* etc.;
- Mass media through its content is not reinforcing positive self development to the youth;
- We need behaviour change; give young people the WILL (qualities for work);
- Mentorship could help the youth,
- TVET stigma within the higher education sector should be tackled

Recommendations/Conclusions

- The TVET stigma within the higher education sector should be tackled,
- TVETs should not continued as a stepchild of government; the curriculum should not be made academic or highly theoretical;
- More information dissemination is needed so that the youth could find support organizations to entrepreneurs,
- Government departments should pool resources for youth development and stop working in silos,

OUTCOME STATEMENT

There should be a **labour market understanding** AND optimal economic growth to absorb the youth into employment; strengthen the role of the informal sector in providing opportunities...

Government should coordinate the current policies better; create centres of support for the youth and avail opportunities; stop playing gate-keeping roles instead of access (e.g. qualifications); rally important organisations that harness entrepreneurship; take the recognition of prior learning (RPL) seriously...

The HRD Council should give a **voice to the youth**, listen to their plight and get a buy-in in charting the way forward ...