PRESIDENTIAL INDABA ON YOUTH JOBS AND SKILLS

COMMISSIONS REPORT
MARCH 1, 2014
1. Second chance programme up-scaling

- Expansion of current programmes through private-public partnership (NYDA matric rewrite best practices);
- Simplify access to second chance matric programme across all geographic areas – prioritise rural and peri-urban;
- Market the programme extensively through mass communication platforms and strategies;
- Include elements of work preparedness and career guidance for all second chance matric programme participants;
- Equip public FET Colleges to adequately offer the second chance matric programme
- Implement second chance programmes for NEET youth including reskilling programmes for unemployed graduates
2. Transition from school to work
   - Scale up learner work exposure, career development programmes from grade 8 and improve capacity of educators;
   - Improve access to vacation jobs, summer internships and work shadowing programme (take a child to work) for all learners, school leavers and learners who have dropped out of school and post school institutions;
   - Increase support for maths, science, languages and ICT at schools including the matric second chance programmes;
   - Strengthen representation of youth in the NET and all other forums and institutions in the education and training sector;
   - NYDA and SAYC to conceptualize, develop and implement at least two large scale out of school programmes.

3. Expand intake of FET Colleges to improve vocational and technical skills base
   - Extensively promote and publicise successful alumni of FET Colleges to serve as role models to employers, potential students and society at large;
   - Invest in the provision of support and capacity building for public FET college lecturing staff and managers;
   - Enhance collaboration between private sector and the public FET Colleges to improve relevance of college programmes to the market;
COMMISSION 2: STRATEGIC REFLECTIONS & RECOMMENDATIONS

Work Exposure

1. **Increase the number and improve the quality of internships**
   - Effectively implement the five (5%) internship allocation over a minimum duration of 24 months at national, provincial and local government levels;
   - Develop structured and standardized internship curriculum with log books – thereby establish a central internship registration and exit opportunities, monitoring and evaluation as well as common stipends for various categories;
   - Establish, operate and extensively market on a centrally coordinated platform the availability of internship opportunities to learners, students, school leavers and graduates;
   - Create a portal for sharing internship best practices and experiences, support for interns and training for mentors between the private and public sector.

2. **Scale up apprenticeships**
   - Standardise practises and training to improve quality of outcomes;
   - Link apprenticeship training with all public sector built projects and set clear targets;
   - Market extensively alternative school exit pathways for learners who aspire to pursue technical and vocational training;
   - Improve support for technical schools, rural and peri-urban learners to access apprenticeship opportunities;
   - Provide equal and substantial support for apprenticeship/internship access by school leavers and youth not in education, employment and training.
3. **Encourage private sector commitments and participation**
   - Promote private sector internship/work integrated learning/apprenticeship best practices to encourage and attract more participants (recognition and reward systems such as the youth employment awards and employer tax incentives);
   - Link youth work exposure programmes to state procurement systems and BBBEE scorecards;
   - Establish an internship and apprenticeship exchange programs with BRICS partners and other bilateral partners.

4. **Enhance participation of labour and youth organizations**
   - Labour organizations to allocate a portion of their revenue including investment companies to provide work exposure opportunities for the youth;
   - Youth organizations to commission independent monitoring, evaluation and audit processes on the implementation of the youth employment Accord by the social partners;
   - Establish an interactive and central database that can be matched to needs of industry;
COMMISSION 3: STRATEGIC REFLECTIONS & RECOMMENDATIONS
Public Sector Measures

• Improve coordination and standardization across all spheres of government including common stipend payment across categories;

• Make accounting officers at all levels of government account quarterly for the implementation of youth employment Accord;

• Share and disseminate best practices/success stories on quarterly basis to all social partners in the youth employment accord at the national, provincial and local government levels;

• Centrally coordinate, set achievable, standardize and upscale all categories of the National Youth Services and ensure alignment by different service providers in the public, private and civil society sector;

• Coordinate, upscale and set achievable targets for the NARYSEC, Youth Brigades, EPWP and other public sector measures across all spheres of government;

• Invest in strategic human capital support and talent retention across all spheres of government;

• Provide standardized orientation and induction programs for all new entries to the public service;
COMMISSION 4: STRATEGIC REFLECTIONS & RECOMMENDATIONS
Youth Enterprises and Cooperatives

- Provide adequate support services for youth in the pre-qualifying stage and post investment period;
- Promote the exploitation of intellectual property and indigenous knowledge systems opportunities through the Technology Innovation Agency and other related agencies;
- Create and manage a centralized youth portal providing a myriad of enterprise development support services;
- Enhance and upscale the co-location and shared access to all enterprise development support services offered by government funded institutions (CIPC, NYDA, DTI, SEDA, SEFA, IDC, SARS, NEF, etc);
- Government/ state owned organs need to support and bolster Youth Entrepreneurship Funds and SMME support mechanisms of private and civic sector society that seek to enhance the work of government such as the innovative Big Break Legacy Youth Entrepreneurship Fund™ (YEF);
COMMISSION 4: STRATEGIC REFLECTIONS & RECOMMENDATIONS
Youth Enterprises and Cooperatives

• Expand access to development finance and enterprise support services to rural and far flung areas;
• Review and reduce entry barriers affecting youth SMME entrepreneurs across different levels;
• Integrate systems (through an effective ICT) for seamless support and centralised database of beneficiaries to avoid duplication and increase access to enterprise development support services offered by government funded institutions;
• Increase support and grow the pool of products available to enhance sustainability of youth survivalist businesses;
• Increase support and grow the pool of products available to enhance sustainability of youth co-operatives;
• Standardize, monitor and evaluate service provision by third parties on behalf of the NYDA, SAYC and other enterprise development agencies;
• NYDA and SAYC to promote and create awareness on youth employment Accord opportunities.
COMMISSION 5: STRATEGIC REFLECTIONS & RECOMMENDATIONS
Youth Set Asides

• Promote meaningful participation of youth and youth organizations in strategic decision making of government and private sector;
• Enhance and accelerate the absorption of youth employment through the Employer Tax Incentive Scheme;
• Improve access and quality of youth employment set sides;
• Link youth set asides to procurement requirements and BBBEE score cards;
• Reward establish business through legislation (BBBEE score card and PPPFMA) for sustained enterprise, skills and supplier development support for youth owned and managed businesses;
• Set targets, monitor, evaluate and report on public sector procurement from youth owned and managed business/co-operatives;
• Strengthen, support and professionalize youth business chambers and consolidate efforts through a unitary structure to advocate for access to youth set asides.
COMMISSION 6: STRATEGIC REFLECTIONS & RECOMMENDATIONS
Private Sector Measures

• Enforce the youth employment Accord by stipulating conditions for youth absorption through government tenders;

• Commission a study to identify employment opportunities at community level and match to existing skills by the youth;

• Promote mentorship and skills transfer by business to the youth and increase progression to specialised and professional careers;

• Centralize information, monitoring and evaluation of employment equity targets, work place skills plans and annual training reports by the private sector for ease of access.

• Align BBBEE codes and other social accords to enhance youth employment and entrepreneurship;
COMMISSION 6: STRATEGIC REFLECTIONS & RECOMMENDATIONS
Private Sector Measures

• Allocate a 60% quota to youth jobs over a five year period and review annually;
• Create vertical integration to open markets for youth products and services to reach domestic retail stores and international markets;
• Establish a multi-sectoral task team that would serve as a secretariat to monitor implementation of private sector commitments. This task team will report to Inter-Ministerial Committee (IMC) as well as the Presidential Youth Working Group;
• The Department of Performance, Monitoring and Evaluation (DPME) must monitor the implementation of the Accord including the private sector;
• Capacitate, develop and professionalize youth organizations to play a crucial role in rendering effective services to the youth.
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