



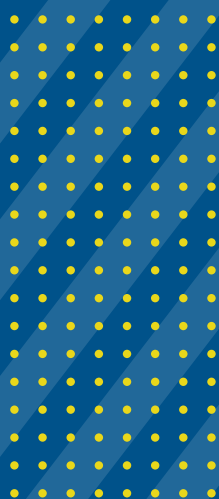
nyda

NATIONAL YOUTH DEVELOPMENT AGENCY

**OUR YOUTH. OUR FUTURE.**



2023  
24 ANNUAL  
REPORT





NATIONAL YOUTH DEVELOPMENT AGENCY  
**OUR YOUTH. OUR FUTURE.**



54 Maxwell Drive  
Woodmead North Office Park  
Woodmead  
2191



P O Box 982  
Halfway House, Midrand  
Johannesburg  
Gauteng  
South Africa  
1683



Toll Free No: 0800 58 58 58  
Tel: +27 87 158 6345/5738  
Fax: +27 86 539 6926



e-mail: [info@nyda.gov.za](mailto:info@nyda.gov.za)  
[www.nyda.gov.za](http://www.nyda.gov.za)





# NYDA BOARD



**Asanda  
Luwaca**



**Karabo  
Mohale**



**Thulisa  
Ndlela**



**Lebohang  
Mulaisi**



**Pearl  
Pillay**



**Alexandria  
Procter**



**Avela  
Mjajubana**



# Statement of Responsibility and Confirmation of Accuracy for the Annual Report

## To the best of our knowledge and belief, we confirm the following:

All information and amounts disclosed in the Annual Report are consistent with the annual financial statement audited by the Auditor General.

The Annual Report is complete, accurate and free from any omissions.

The Annual Report has been prepared in accordance with the guidelines on the Annual Report as issued by National Treasury.

The Annual Financial Statements have been prepared in accordance with the GRAP standards applicable to the Public Entity.

The Accounting Authority is responsible for the preparedness of the Annual Financial Statements and for the judgments made in this information.

The Accounting Authority is responsible for establishing and implementing a system of internal control that has been designed to provide reasonable assurance as to the integrity and reliability of the performance information, the Human Resources information and the Annual Financial Statements.

The External Auditors are engaged to express an independent opinion on the Annual Financial Statements.

In our opinion, the Annual Report fairly reflects the Operations, the Performance Information, the Human Resources information and the Financial affairs of the Public Entity for the Financial Year ended 31 March 2024.

Yours faithfully

**Waseem Carrim**

Chief Executive Officer  
NYDA





# Table of Contents

Statement of Responsibility and Confirmation of Accuracy for the Annual Report	4
Introduction of the National Youth Development Agency	6
Overview of the National Youth Development Agency	7
Presidential Youth Employment Intervention	10
Overview of the Public Entity Performance	20
Abbreviations	24
Foreword from the Minister	25
Statement from the Deputy Minister	29
Statement from the Executive Chairperson	30
Statement from the Executive Deputy Chairperson	33
Statement from the Chief Executive Officer	35
NYDA Board	37
NYDA Operations Executive Committee	45
Annual Performance Information	49
Integrated Youth Development Strategy	64
Disability Strategy	66
Corporate Investments	68
International Relations	83
National Youth Service	88
NYDA Operations	111
Human Resources	114
Special Projects	125
Beneficiary Stories	200
Beneficiaries Appreciation Letters	207
ERP Portal	215
NYDA Footprint	217
Corporate Governance Report	226
Auditor-General Report	234
Audit Committee Report	242
Annual Financial Statements	246
Annexures	298



# 1

+ + +  
+ + +  
+ + +  
+ + +



## Introduction of the NYDA



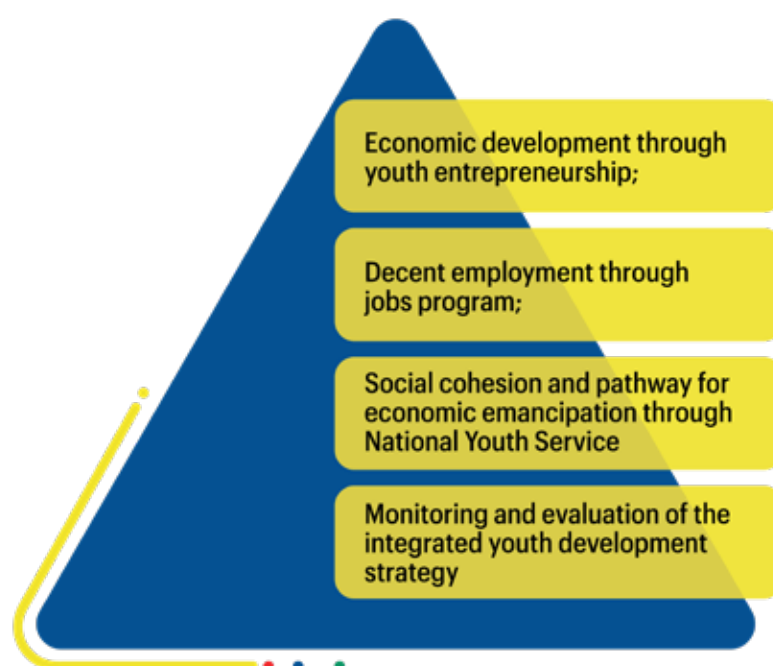


# Overview of the National Youth Development Agency

The NYDA is a South African-based agency established primarily to address challenges faced by the nation's youth. The Agency was established by an Act of Parliament (Act 54 of 2008). The institution was established to be a single, unitary structure addressing youth development issues at National, Provincial and Local Government level. The Agency should be seen within the broad context of South Africa's development dynamics.

The Agency derives its mandate from the legislative frameworks, including the National Youth Development Agency Act, 2008 (Act 54 of 2008) (NYDA Act), the National Development Plan 2030, the National Youth Policy 2030 and the draft Integrated Youth Development Strategy (IYDS). The Agency assumed and improved the operational platform developed by the merger of the National Youth Commission and the Umsobomvu Youth Fund, which rendered the Agency operational with immediate effect.

In addition, the staff component of its predecessors was also incorporated into the NYDA. The strategy of the NYDA can be summarized as follows:



The NYDA Act no 54 of 2008 further mandates the NYDA to develop an Integrated Youth Development Strategy (IYDS) for South Africa and initiate, design, coordinate, evaluate and monitor all programmes that aim to integrate the youth into the economy and society in general. These initiated programmes aim to alleviate poverty, urban and rural development, combating of crime and substance abuse as well as social decay amongst youth. The NYDA lobbied other organs of state to consider national priorities in respect of youth development when planning their activities regarding their implementation of youth development priorities. The NYDA will continue to monitor and evaluate youth development interventions across the board and mobilize youth for active participation in civil society engagements.

The IYDS has been designed as a strategy that any role-player could get involved in at any point in time. The primary role within this strategy is for the NYDA to act as a catalyst.

The NYDA with the support of the Office of the Presidency, can create the political will and momentum within Government, to allow the Integrated Youth Development Strategy to gain the traction that is required for successful implementation. The opportunity to influence what other Departments are doing in the youth development space, must be driven quite strongly by both the NYDA and the Presidency.

The main aim is to make youth development part and parcel of what other line departments are delivering, to the



point where organizational and individual performance agreements include youth development as a clear area of focus. The role is, therefore, to remove barriers to success and to assist with the development and delivery of critical success factors. Our role can broadly be described as to:

- Provide planning and decision making information for projects.
- Coordinate key engagements.
- Facilitate critical discussions and to ease projects through conceptualization into design and ultimately implementation.
- Establish key partnerships with private sector organizations at national, provincial and local levels.
- Monitoring, evaluation and reporting requirements of the liaison function.

After a thorough process of consultation and through five Cabinet Committees, Cabinet in June 2022 approved the first Integrated Youth Development Strategy of the NYDA. In approving the IYDS, Cabinet made the following comments:

- Ensure that Government Departments submit their annual plans to the NYDA.
- Annually compile the Status of the Youth Report and present to the sector via the Integrated Youth Development Summit as an accountability mechanism.
- Provide greater alignment to the National Strategic Plan on Gender Based Violence and youth in conflict with the law.
- An official release of the IYDS to the public.

IYDS should be understood in the context of the policy and legislative frameworks that have been developed in the country and with reference to the youth. This has been further informed by the IYDS process of development, one which has been characterized by research, synthesis, engagement, consultation and finally consolidation championed by the Presidency. In moving into implementation, it should be seen as a national strategy that encourages on-going engagement and participation by all partners: Public, Private and Civil Society. The success of the strategy lies in the collective efforts of key role players, working together to ensure an empowered and enabled youth in South Africa.

**Furthermore, the NYDA designs and implements programmes aimed at improving the lives of youth and the opportunities available to them. These programmes may be clustered as follows:**

- At an individual level (micro-level), the NYDA provides direct services to youth in the form of providing information, jobs services, youth services and linkages to other youth development programs.
- At community level (meso -level), the NYDA encourages young people to be catalysts for change in their communities through involvement in community development activities, social cohesion activities, National Youth Service (NYS) programme and dialogue.
- At a provincial and national level (macro-level), through its policy development, partnership and research programmes, the NYDA facilitates the participation of youth developing key policy inputs which shape the socio-economic landscape of South Africa

The National Development Plan (NDP) 2030 states that: "Having a relatively young population can be advantageous, provided most working-age individuals are employed. The challenge is to convert this into a demographic dividend. This will only be possible if the number of working-age individuals can be employed in productive activities. The National Development Plan 2030 also sets targets to intervene in the number of youth that are Not in Employment, Education, and Training (NEET) by setting targets for increased enrolments in Further Education and Training (FET), Higher Education Institutions and provide second chance opportunities for young people to complete Grade 12.





## MANDATE

Creating and promoting coordination in youth development matters.

## MISSION

- To mainstream youth issues into society through stakeholder coordination
- To facilitate and champion youth development with all sectors of society

## VISION

A credible, capable, inclusive and activist development agency that is responsive to the plight of South Africa's youth.

## VALUES

Our shared values articulate what we stand for, what we value as an organization and inform how we interact with our valuable stakeholders especially young people.

- Integrity
- Accountable
- Accessible
- Respectful
- Collaborative
- Agile





# 2

+ + +  
+ + +  
+ + +  
+ + +



**Presidential  
Youth  
Employment  
Intervention  
PYEI**



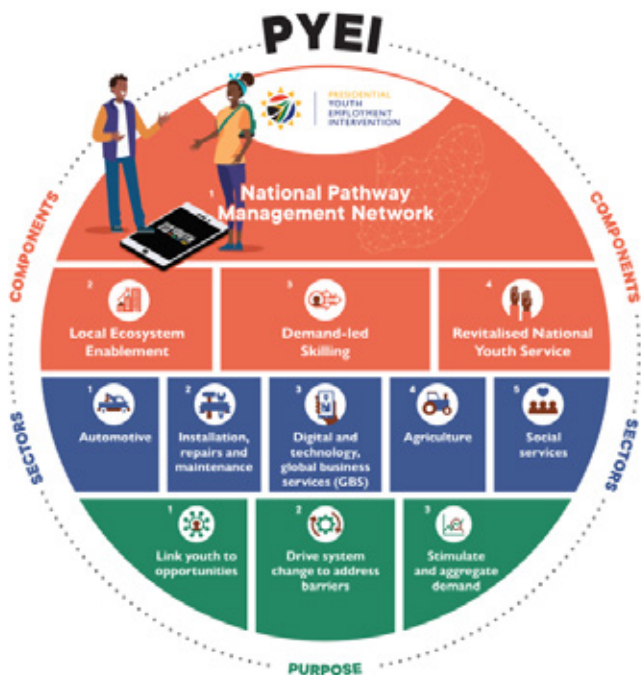




# Presidential Youth Employment Intervention

The Presidential Youth Employment Intervention (PYEI) was launched in 2020 to address the youth unemployment crisis in the country. Its primary objective is to transition young people successfully from learning to earning. It seeks to coordinate, accelerate, and enhance existing programmes, catalyse innovation and unblock pathways to employment, training and youth enterprise. Given the structural nature of the barriers to youth unemployment and the urgency of the crisis, the President determined the need to actively drive and coordinate this intervention from the Presidency. The PYEI implements four components in five priority growth sectors that aim to increase alignment across and beyond government and innovate in ways that accelerate delivery and catalyse further actions. Crucially, the intervention aims to effect change at a systemic level, thereby supporting solutions that encourage innovation, give prominence to what was working in the system, and benefit young people at scale.

PYEI – one national network, four components and five priority sectors



Central to PYEI's efforts is the National Pathway Management Network (NPMN), a network-of-networks designed to support young people in navigating pathways into the economy. At the end of the 2023/2024 financial year, the NPMN reached more than 4.4 million young people, with over 1.3 million young people accessing earning opportunities through the NPMN. Of the 1.3 million young people who accessed

earning opportunities in the network, over 70 percent were young women, who are often the most vulnerable and marginalized demographic in the labour market. The network-of-networks brought together over 30 partners from the government, private sector, and civil society, creating a comprehensive support system for young people.



PRESIDENTIAL  
YOUTH  
EMPLOYMENT  
INTERVENTION

Other key notable achievements of the PYEI in this financial year include

- **Jobs Boost Outcomes Fund Pilot:**

In a transformative effort to combat youth unemployment, the PYEI, in partnership with DHET's National Skills Fund, has launched Jobs Boost, a R300-million outcomes fund. Unlike traditional approaches to job creation, which focus on inputs and activities like training and mentorship, the Jobs Boost Outcomes Fund uses an outcomes-based pay-for-performance model that ensures that funds are allocated to implementing organisations upon the successful placement and sustained employment of young people in quality jobs. Jobs Boost is specifically targeted to youth aged 18 – 34 who are the most excluded from participation in the labour market. It will fund implementing organisations to skill at least 4,500 excluded youth and place them in sustainable, quality jobs in sectors where there is demand for labour.

- **The Revitalised National Youth Service (NYS):**

The revitalised NYS created over 20,000 paid community service opportunities for young people. For many, the opportunity was the first time in their lives that they earned money of their own and could enhance their contribution to their communities. Of the young people who secured service opportunities, one in five have transitioned into other opportunities. The NYS is deliberately designed as a part-time programme to enable income generation during the service period and support young people to transition into opportunities that unlock sustainable earning pathways after the service period. Of the young people who transitioned: 31% found a job opportunity, 24% went into education and training, 21% are continuing with other community service and 20% started a small business.

The PYEI has laid a strong foundation for tackling youth unemployment, demonstrating the power of coordinated efforts and innovative approaches in creating sustainable pathways from learning to earning for young people. Looking ahead the PYEI aims to build on these achievements and unlock opportunities for young people at scale.

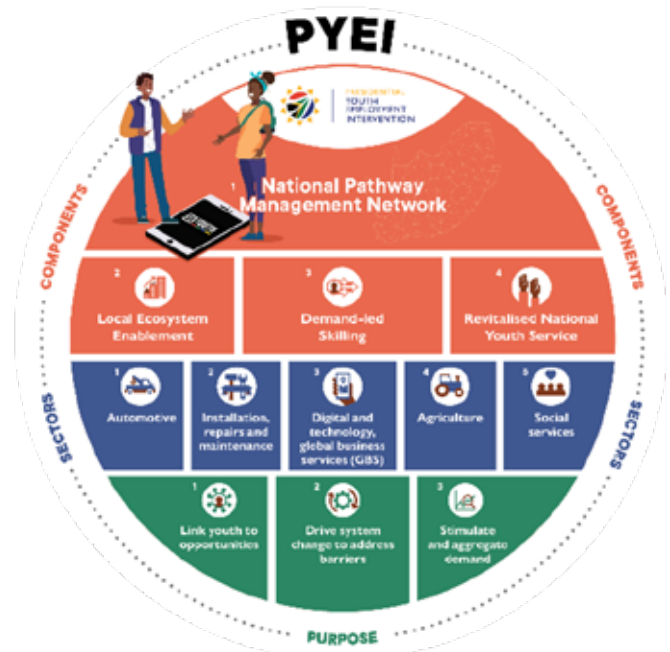




## Transitioning young people from learning to earning

### How is this achieved?

- A focus on three core objectives
- Implementation of four core components:
  - Central to the PYEI's efforts is the a National Pathway Management Network (NPMN) that brings partners together to ensure that young people successfully transition into opportunities that enable and unlock earning pathways.
- Other PYEI components include:
  - demand-led skilling;
  - the enabling of local ecosystems to facilitate self-employment and enterprise opportunities;
  - and the revitalisation of the National Youth Service (NYS).
- Interventions focus on priority growth areas with employment potential for young people.



## A strong partnership approach to delivery

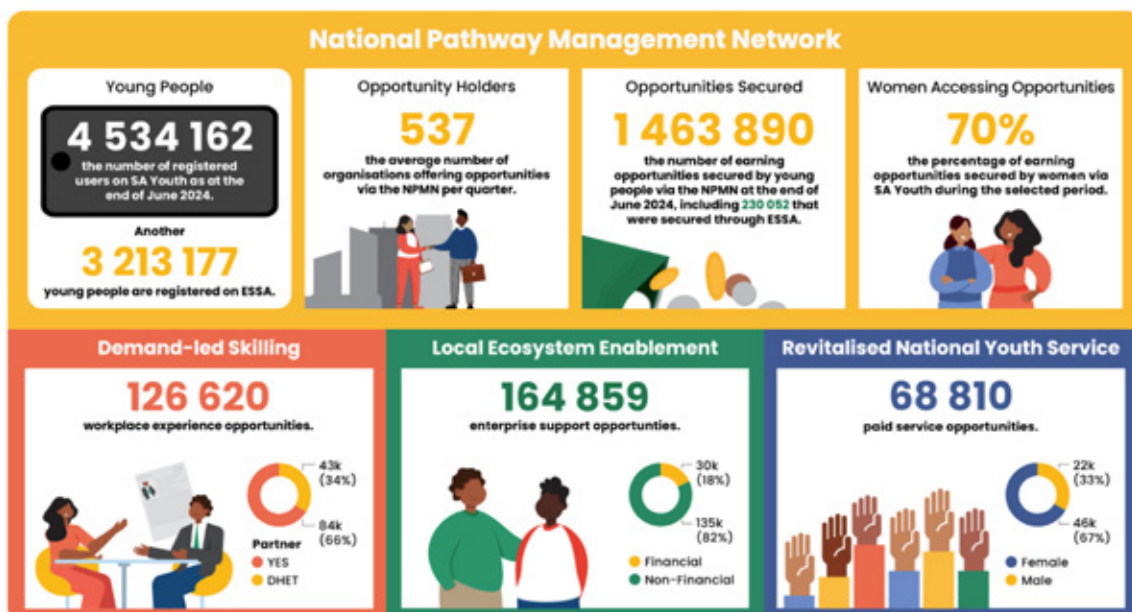
### Coordinating efforts within and beyond government

- The PYEI has made coordination, partnership and introducing innovative approaches central to its approach.
- A Project Management Office (PMO) in the Presidency provides overall coordination, strategic direction and political leadership, while key government departments and agencies lead the implementation.
- The PYEI has established coordination mechanisms to improve alignment and deliver greater impact with existing resources.



### PYEI Results and Statistics

(1 April 2020 to 30 June 2024)





## National Pathway Management Network

### Problem Statement:

- Unequal access to quality education
- High cost of job seeking
- Lack of awareness of support services
- Difficulty in accessing and navigating labour market entry points.

### What is it

'network of networks', connecting all existing networks serving unemployed young people. The NPMN creates and aggregates learning and earning opportunities and creates a single entry point for unemployed youth to view and access opportunities and support services in the economy.

### Objectives

- Link youth to opportunities
- Stimulate and aggregate demand
- Create an NPMN ecosystem

### Partners

- Job matching platforms and in-person labour centers
- Resources and support services in local communities
- E-learning resources
- Sector-specific demand stimulation

**Innovation:** Innovation fund

**Coordination structures:** NPMN Coordinating Committee, NPMN Technical Committee, NPMN Subcommittees



## Demand-led Skilling

### Problem Statement

- Sectors in the economy experiencing skills shortages
- Skills mismatch
- PSET systems not sufficiently responsive to demand

### Objectives:

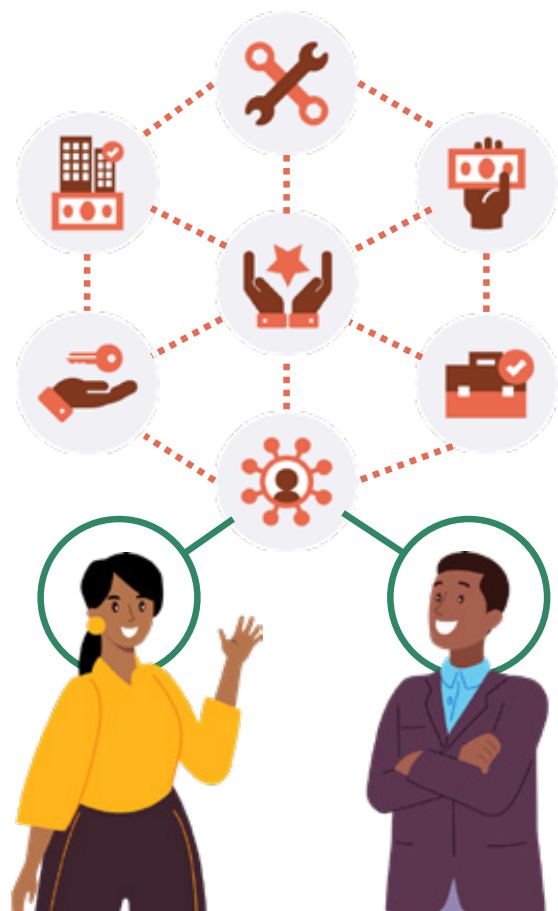
Address the skills mismatch and help young people meet actual and future demand in the economy

### Sub-components:

- **Jobs Boost Outcomes Fund Pilot:** Skills to Employment Outcomes Fund
- **Demand-led Skilling Workstreams:** Sector-based workstreams that anticipate current and emerging demand and identify barriers to unlocking these in the priority growth areas of the PYEI

### Coordination structures:

- Technical Implementation Forum
- Workstreams Lead Forum







## Local Ecosystem Enablement

### Problem Statement:

Starting a business in marginalised local economies is particularly challenging for young people

### Objectives:

- Stimulating local economies
- Unlock the employment potential of businesses in vulnerable communities.
- Focus on systemic enablers

### Funding:

The Local Ecosystem Enablement Fund (LEEF) aims to support aggregator platforms and intermediaries and develop an enabling ecosystem for youth-owned small businesses

### Coordination structures:

Local Ecosystem Enablement Committee



## Revitalised National Youth Service

### Problem Statement:

- Young people struggle to find entry points into the labour market.
- Community service can be a stepping stone into the labour market
- Lack of social cohesion
- Erosion of community assets

### Objectives

- Paid service opportunity
- Build employability
- Focus on training opportunities
- Community building and social cohesion

### Coordination structures

- National Youth Service Steering Committee



## Revitalized National Youth Service

Smaller community-based organizations contribute to the implementation of the National Youth Service (NYS)

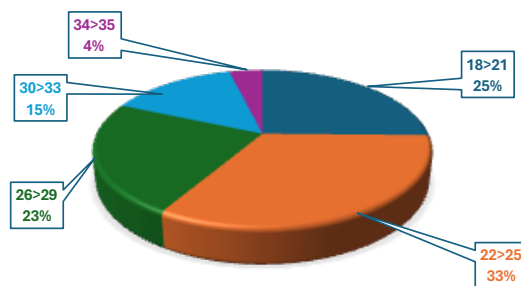




## Implementation Status

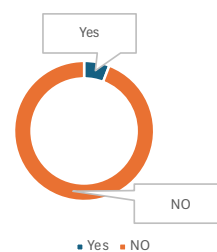
### Participants Age

Age	Number of Participants
18>21	17759
22>25	23333
26>29	16178
30>33	10297
34>35	2690
	<b>70257</b>



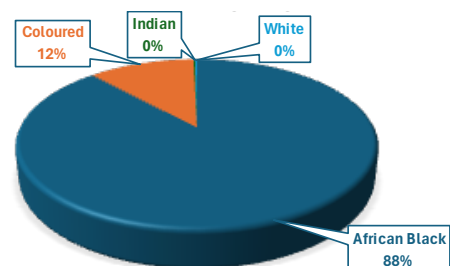
### Participants Disability

Disability	Number of Participants
Yes	4125
NO	66132
	<b>70257</b>



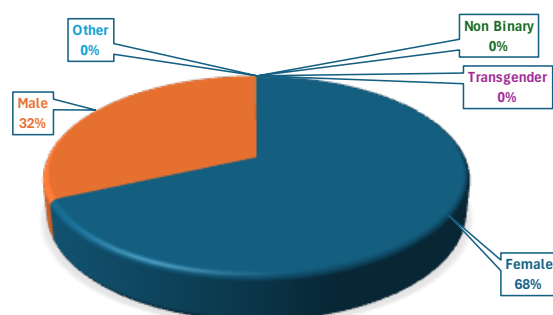
### Participants Race

Race	Number of Participants
African Black	61933
Coloured	8059
Indian	120
White	145
	<b>70257</b>



### Participants Gender

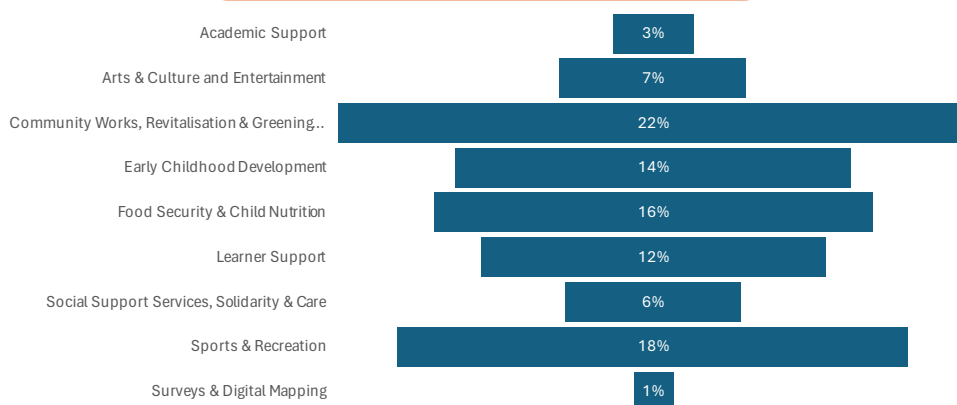
Gender	Number of Participants
Female	47967
Male	22264
Non Binary	7
Other	18
Transgender	1
	<b>70257</b>





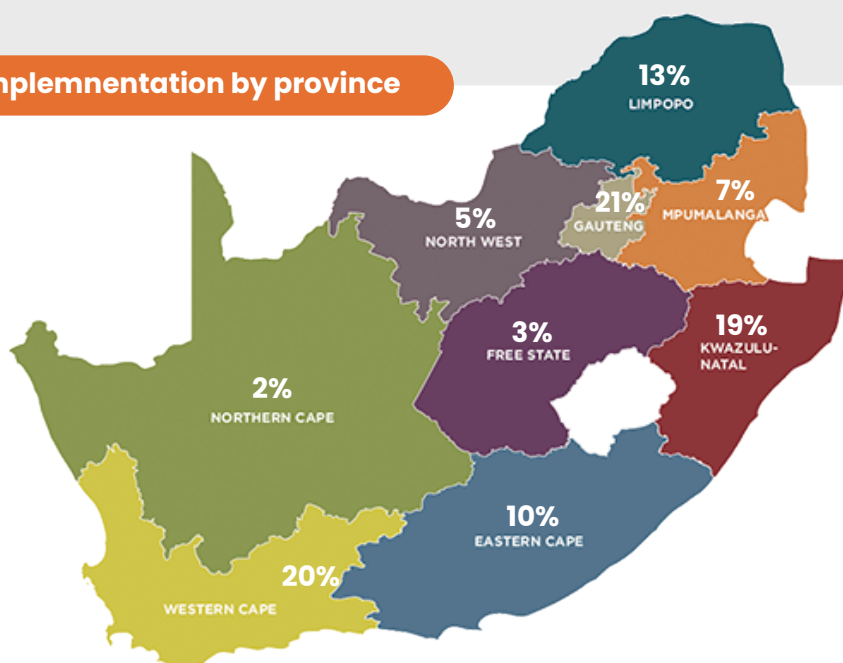
Service Sector	Percentages	Number of Participants
Academic Support	3%	2038
Arts & Culture and Entertainment	7%	4709
Community Works, Revitalisation & Greening Program	22%	15785
Early Childhood Development	14%	9916
Food Security & Child Nutrition	16%	10943
Learner Support	12%	8640
Social Support Services, Solidarity & Care	6%	4413
Sports & Recreation	18%	12767
Surveys & Digital Mapping	1%	1046
	<b>100%</b>	<b>70257</b>

### Participants Service Sector



Province	Percentages	Number of Participants
Eastern Cape	10%	6866
Free state	3%	2438
Gauteng	21%	14586
KwaZulu Natal	19%	13367
Limpopo	13%	9011
Mpumalanga	7%	4587
North West	5%	3577
Nothern Cape	2%	1500
Western Cape	20%	14325
	<b>100%</b>	<b>70257</b>

### Implemententation by province





**Implementing Partner:**  
Cricket South Africa (CSA)

**Website:** <https://www.cricket.co.za>

**Location:** National

**Project Partners:** None

**Sectors:** Sports and Recreation, Learner Support

#### Partner Profile

CSA is the national governing body for cricket in South Africa and administers all aspects of South African cricket, men and women, both in the professional and amateur spheres. The organization ensures cricket in the country is accessible, inclusive and globally competitive. They run sport development programmes in local communities, to support the growth and access of cricket through quality support staff and coaches.

#### Project Model

The project will target unemployed youth from local communities throughout the country and enroll them in Hub Clubs as administrators, groundskeepers, tutors, security personnel, and club/school coaches. NYS Participants will be trained to identify, nurture and groom young talent until its maturing stages in cricket.

The project will ensure that young people are mentored and equipped with skills that will allow them to transition into other roles offered by CSA or external institutions elsewhere in the country. All these efforts by NYS participants will result in well maintained hubs, improved access to cricket facilities in rural and township communities, enhanced participation in cricket, and increased access to learner support programmes.



#### Expected results:

Securing paid service opportunities	2000
Transitioning into other opportunities	600

#### Partner Profile

CMF is an Arts and Culture organization that works with young people all over South Africa in the creative sector. They use various forms of art to drive development and youth participation in communities. Their objective is to provide skills development and showcase opportunities to improve the creative work of local and emerging artists in communities. CMF and their partners strive to ensure artists are represented and engaged in socio-economic interventions.

#### Project Model

The project will recruit and train young people who will be placed in local schools and community centers to provide arts, culture and heritage services. NYS participants will fill administrative, counselling and mentoring roles to offer comprehensive extra-curricular programmes in rural and township areas. They will create heritage signatures for the schools.

They will establish and run cultural programmes that include visual art, craft, videography, music, design etc. as part of community building and outreach. They will be assisting children with after school activities and provide storytelling and drama to the old age and children. The project will also support participants who want to develop careers in the creative sector to explore opportunities and for those who want to become entrepreneurs to start their own businesses. The project aims to tap into the waste sector to use their craft to design learning toys.



#### Expected results:

Securing paid service opportunities	2000
Transitioning into other opportunities	600

#### Partner Profile

CCWC is a development organisation that focuses on advancing the welfare of marginalised communities. They support individual and family potential through advocating and implementing projects that increase access to health, improve education outcomes, encourage income generation and sustain community development. Their objective is to facilitate social change to inspire a citizenship that is active, engaged and impactful.

#### Project Model

The project will identify and recruit unemployed young people to be trained to offer social and greening services in schools and communities in the Eastern and Western Cape provinces. NYS participants will be placed in Learner Support, Social Care or Community Works.

They will be involved in after-school homework activities, extra-curricular interventions and supporting the improvement of teaching and learning. Those placed in social care and community works will support food security initiatives, environmental services and cleaning, ensuring safe spaces for recreational activities.



#### Expected results:

Securing paid service opportunities	2000
Transitioning into other opportunities	600



**Implementing Partner:**  
South African Associations of Youth Clubs

**Website:** <https://www.saaayc.co.za>

**Location:** Eastern Cape, Northern Cape, North West, Gauteng, Limpopo, KZN, Mpumalanga, and Free State.

**Project Partners:**  
Youth Built South Africa (YBSA)

**Sectors:** Food Security, Learner Support and Youth Voter Education



**Implementing Partner:**  
Community Chest Western Cape (CCWC)

**Website:** [www.communitychest.co.za](http://www.communitychest.co.za)

**Location:** Eastern Cape & Western Cape

**Project Partners:** None

**Sectors:** Learner Support, Social Support and Care, Community Works



**Implementing Partner:**

South African Associations of Youth Clubs

Website: <https://www.saayc.co.za>**Location:** Eastern Cape, Northern Cape, North West, Gauteng, Limpopo, KZN, Mpumalanga, and Free State.**Project Partners:**

Youth Built South Africa (YBSA)

**Sectors:** Food Security, Learner Support and Youth Voter Education**Partner Profile**

The Southern African Association of Youth Clubs (SAAYC) is a registered youth development organisation that facilitates and implements integrated youth development programmes through collaboration with strategic partners for the benefit of young people in Southern Africa. SAAYC also provides training and support services to youth leaders, youth clubs, individuals, youth practitioners and youth organizations.

**Project Model**

South African Associations of Youth Clubs (SAAYC) is appointed by National Youth Service (NYS) to be part of the phase 2 NYS programme implementing partners. The aim is to integrate most reachable young people especially in marginalized areas and disadvantaged communities by recruiting and placing them in the learner support, food security and youth voter education.

SAAYC will recruit and train 2000 participants in various communities across their respective provinces and sectors. SAAYC will partner with YBSA to be able to give the NYS participants transition opportunities into different sectors.

**Expected results:**

Securing paid service opportunities	2000
Transitioning into other opportunities	600

**Partner Profile**

Youth Life boasts a remarkable 19-year track record in empowering South African youth with skills and fostering their entrepreneurial growth. Our focus is on impact, not profit, and we've positively impacted the lives of more than 6,000 young individuals through skill development, mentorship, and job creation initiatives. We've earned accolades, including provincial and national recognition awards, underscoring our effective, results-oriented approach in sustainable livelihood development programs.

**Project Model**

As part of phase 2 NYS programme implementing partner, Youth Life place a strong emphasis on coding and digital skills programs tailored for youth. Youth Life recruit and equip youth with essential digital skills. The aim is to bridge the digital division and unlock opportunities in the digital economy. The vision is to harness the power of the digital economy to eradicate poverty among the youth.

This digital-driven approach not only prepares young individuals for the jobs of the future but also provides them with the tools to become self-reliant entrepreneurs, ultimately breaking the cycle of poverty in South Africa. Youth Life accolades and recognition further validate the effectiveness of this forward-looking strategy in creating tangible, results-driven change in the lives of South Africa.

**Implementing Partner:**

Youth Life

Website: [www.youthlife.org.za](http://www.youthlife.org.za)**Location:** Gauteng, North-West, KZN, Mpumalanga, Northern Cape, Limpopo, Free-State and Eastern Cape**Project Partners:** None**Sectors:** Digital Mapping and Survey**Expected results:**

Securing paid service opportunities	2000
Transitioning into other opportunities	600

**Partner Profile**

SSCN is Africa's leading sport for development network working with partners across the continent to deliver sustainable social impact through sport and physical activity. SSCN uses sports and recreation as a development platform to reach underprivileged communities by working with young people to provide socio-cultural services. They offer tailor made support to school going children and their communities to improve physical well being, recreation and learning outcomes.

**Project Model**

The project will work with 17 host partners based in communities to recruit, train and place youth in Sports and Recreation, Learner Support Programmes and Social Support Services. The sports programme focuses on activities for youth with intellectual disabilities in special needs schools and supporting sports clinics to organise local tournaments and other fitness activities.

The project will also implement learner support interventions to assist special needs schools by maintaining their school grounds, developing school vegetable gardens and providing after school support for learners through sport/recreational activities. Participants who are in social support, will be trained through the Special Olympics South Africa (SOSA) Athletes Programme to run exercise and physical mobility programmes in affiliated ECD centres.

**Implementing Partner:**

Sports for Social Change (SSCN)

Website: [www.sscn.org.za](http://www.sscn.org.za)**Location:** National**Project Partners:** Special Olympics South Africa (SOSA)**Sectors:** Sports and Recreation**Expected results:**

Securing paid service opportunities	2000
Transitioning into other opportunities	600





**Implementing Partner:**

Kwetso Foundation NPC / NPO

**Website:** [www.kwetsofoundation.org.za](http://www.kwetsofoundation.org.za)**Location:** Gauteng, Mpumalanga and Northwest**Project Partners:** Golden Youth Club**Sectors:** Learner Support and Community works, Revitalization and Greening.**Partner Profile**

Kwetso Foundation has been established primarily to contribute towards the struggle to end some of the pressing socio-economic challenges facing societies in our country today. Our focused efforts as Kwetso Foundation are geared towards empowering marginalized and vulnerable communities to restore their self-worth and self-reliance.

**Project Model**

As part of the NYS Phase 2 programme, Kwetso Foundation is appointed to implement the following initiatives: Learner Support, Community Works, and Revitalization and Greening. The aim is to integrate all reachable young people especially in underdeveloped areas and previously denied communities by recruiting and placing them in the learner support and community works programmes.

Kwetso will focus on Reading Ambassador Programme (RAP) intervention, which is a learner reading encouragement and support initiative that aims to supplement the work of educators during and after school. Also, the We Clean and Green Our Education and Public Centres (WECGEC) Programme, which will focus on all aspects of cleaning the environment and will help to promote environmental cleanliness, healthiness, and nature conversation, to deepen the culture of public education on environmental cleanliness, greening, and nature conversation.

**Expected results:**

Securing paid service opportunities	2000
Transitioning into other opportunities	600

**Partner Profile**

The Spotlite Education Foundation, is a subsidiary of Spotlite Education. The Spotlite Education Foundation operates from the Spotlite Education premises, and although it is a subsidiary of the company it is a separate entity. The Spotlite Education Foundation programmes promote fast and fun learning as a tool to combat illiteracy enabling Spotlite Education to assist disadvantaged schools that benefit tremendously from our programmes. Often, these schools are poorly resourced and require funding, leading us to proactively seek funding for disadvantaged communities and make our programmes available to them.

**Project Model**

Spotlite Education Foundation is appointed by National Youth Service to be part of the phase 2 NYS programme implementing partners. The Spotlite Education Foundation will recruit and train young people in mapping and surveys, and proposed to have mapping and surveys done in various communities in Gauteng and KZN. These surveys will be used by participants to develop business plans on how they can assist their communities regarding food security and alternative energy. The participants will be monitored and assisted with necessary tools to access job opportunities and furthermore Spotlite Education Foundation aim to establish 50 000 stokvels units that can be turned into business entities – creating a long term employment and income generation opportunities in the community.

**Implementing Partner:**

Spotlite Education Foundation JV Working Solutions International

**Website:**<https://www.spotliteeducation.co.za>**Location:** KwaZulu-Natal and Gauteng**Project Partners:** None**Sectors:** Skills Support Programme, Mapping and Survey**Expected results:**

Digital Mapping and Surveys	2000
Transitioning into other opportunities	600

**Partner Profile**

Seriti Institute is a non-profit development facilitation agency and public benefit organisation formed in 2009. It provides technical support, project and programme management and implementation support, facilitates learning and promotes civic-driven change. Seriti have previously implemented other government public employment programmes like the CWP.

**Project Model:**

As part of the National Youth Service Phase 2 programme, Seriti Institute is appointed to implement the following initiatives: Early Childhood Development, Food Security and Nutrition. The purpose is to target non-privileged youth by engaging and placing them in Food Security, Nutrition and Early Childhood Development programmes.

Seriti will focus on training and skills development the participants across multiple sectors focusing on activities from 3 main programmes (aReBapaleng (ECD), Community Response (Data, Surveys and mapping) and work, learn and grow (Agriculture & Environment) programme. The activities to be undertaken and included in the participant's service plan include training and skills development as Data Champions, Food and Nutrition Champions, Eco-Champions, and aRe Bapaleng ECD Champions.

**Implementing Partner:**

Seriti Institute NPC / NPO

**Website:** [www.seriti.org.za](http://www.seriti.org.za)**Location:** National**Project Partners:** None**Sectors:** Early Childhood Development, Food Security and Nutrition.**Expected results:**

Securing paid service opportunities	2000
Transitioning into other opportunities	600





# 3

## Overview of the Public Entity Performance



# Strategic Overview of the National Youth Development Agency

## Service Delivery Environment

The NYDA is a South African-based agency established primarily to address challenges faced by the nation's youth. The Agency was established by an Act of Parliament (Act 54 of 2008). The institution was established to be a single, unitary structure addressing youth development issues at National, Provincial and Local Government level. The Agency should be seen within the broad context of South Africa's development dynamics. The Agency derives its mandate from the legislative frameworks, including the National Youth Development Agency Act, 2008 (Act 54 of 2008) (NYDA Act), the National Development Plan 2030, the National Youth Policy 2030 and the Integrated Youth Development Strategy 2025 (IYDS). The Agency assumed and improved the operational platform developed by the merger of the National Youth Commission and the Umsobomvu Youth Fund, which rendered the Agency operational with immediate effect.

The NYDA Act no 54 of 2008 further mandates the NYDA to develop an Integrated Youth Development Strategy (IYDS) for South Africa and initiate, design, coordinate, evaluate and monitor all programmes that aim to integrate the youth into the economy and society in general. These initiated programmes aim to alleviate poverty, urban and rural development, combating of crime and substance abuse as well as social decay amongst youth. The NYDA lobbied other organs of state to consider national priorities in respect of youth development when planning their activities regarding their implementation of youth development priorities. The NYDA will continue to monitor and evaluate youth development interventions across the board and mobilize youth for active participation in civil society engagements.

## Organisational environment

The NYDA's suite of products and services reaches some young people, and enables them access to education and skills opportunities that promote their growth and allow them to become active members of their community. However, due to the limited resources as opposed to the high youth unemployment rate, much more needs to be done to reach a wider pool of young people that are in need of the services.

The National Youth Development Agency linked its programmes to the Medium-Term Strategic Framework outcomes of decent employment through inclusive economic growth, as well as nation building and social cohesion. The Economic Development and Jobs Program are aligned towards employment creation while the National Youth Service programme has both a skills development as well as nation building alignment.

The NYDA continuously expresses, the need to accelerate service delivery impact and improvement. The aim is to reach out to and improve the quality of lives of many young people, particularly, the marginalised groups like: girls and young women; youth with disabilities; and youth residing in deep rural areas and townships. It is on that basis that, the NYDA linked its programmes to the following Medium-Term Strategic Framework (MTSF) outcomes:

- Decent employment through inclusive economic growth and nation building and social cohesion;
- Economic Development, Skills Development, and Education Programmes, aligned with employment and job creation; and
- The National Youth Service Programme, aligned to Skills Development, Social Cohesion and Nation building.

The Agency understands that ultimately its judgement lies in the impact it has on the lives of young people. To this end, its Annual Performance Plan has been enhanced to ensure maximum impact while reducing functions which are better placed elsewhere in government. The NYDA Act no 54 of 2008 further mandates the NYDA to develop an Integrated Youth Development Strategy (IYDS) for South Africa and initiate, design, coordinate, evaluate and monitor all programmes that aim to integrate the youth into the economy and society in general. These initiated programmes aim to alleviate poverty, urban and rural development, combat crime and substance abuse as well as social decay amongst youth.

The NYDA lobbied other organs of state to consider national priorities in respect of youth development when planning their activities regarding their implementation of youth development priorities. The NYDA will continue to monitor and evaluate youth development interventions across the board and mobilize youth for active participation in civil society engagements. The NYDA has rationalized its work and had a renewed focus towards





youth entrepreneurship and the creation and facilitation of jobs as well as the revitalized National Youth Services Programme across all sectors of government and society.

## Youth Enterprise Development

The NYDA converted to a grant-based model of enterprise support since 2014 and has supported more than 8000 youth owned enterprises in six years and has conducted more than 10 program evaluations to date.

This intervention is aimed at improving competitiveness of registered youth enterprises in their scale-up phase (between one and three years in operation).

- It is bias towards micro enterprises in townships and rural areas.
- This intervention seeks an innovative approach in providing competitive grant funding to youth-led enterprises who have already registered a business and are at the crucial stage of innovation, scaling-up and expansion, as well as potential employment creation (the so-called 'valley of death' due to the notorious difficulty of accessing funding at this stage of business growth).
- It is designed to enhance synergies with other public and private stakeholders' activities (e.g. SEDA, SEFA, TIA) and leverage other resources and services necessary for youth-owned businesses at the scale-up phase, thus improving interactions and multiplication effects throughout the entrepreneurial ecosystem.
- Complementary technical assistance, mentorship and relevant BDS will be provided to the grantees through SEDAs existing network and resources.
- For innovation-driven business, additional support expertise will be drawn from the relevant regional TIA technology stations.

In addition, supplementary corporate grant funding and non-financial / enterprise development support (e.g. data grants, sector-specific compliance, and supplier training) will be sought from the financial services, ICTs, energy, property facilities management and other relevant sectors to support participant access to entry-level supply chain opportunities.

## Youth Sector Environment

The youth sector environment consists of Public, Private and Civil Society. This sector is complex and requires relationships with government and non-government institutions to implement programmes that are run by, for and with young people. This environment requires a multi-sectoral framework within which youth development programmes can be implemented in an integrated manner to maximize outcomes.

The youth sector needs to be responsive to youth challenges that encompass the following:

- Unemployment and joblessness
- Low labour absorption capacity of the economy
- High-skilled technology labour market
- Available skills vs labour market needs
- Low entrepreneurship levels
- Inadequate access to information
- Inadequate mentorship/hand-holding support and exit strategies
- Inadequate economic growth to speed up employment
- Weak performance of sectors in the industry i.e. manufacturing, mining etc.

The youth sector environment consists of Public, Private and Civil Society. This sector is complex and requires relationships with government and non-government institutions to implement programmes that are run by, for and with young people. This environment requires a multi-sectoral framework within which youth development programmes can be implemented in an integrated manner to maximize outcomes.

The youth sector needs to be responsive to youth challenges irrespective of race, gender, colour, creed, geographical location or political affiliation.

That encompass the following:

- Unemployment and joblessness
- Low labour absorption capacity of the economy
- High-skilled technology labour market
- Available skills vs labour market needs
- Low entrepreneurship levels





- Inadequate access to information
- Inadequate mentorship/hand-holding support and exit strategies
- Inadequate economic growth to speed up employment
- Weak performance of sectors in the industry i.e. manufacturing, mining etc.

## Strategic Outcomes Oriented Goals and Key Performance Areas

The NYDA continued with its business of implementing youth development programmes directly. Key programmes that are biased towards unemployed youth, young women, youth in rural areas, youth living with disabilities, school-aged out-of-school youth, youth at risk, youth-headed households, youth in conflict with the law, and youth abusing substances.

The focus of the NYDA's business is informed by imperatives of youth development as contained in the National Youth Policy, which are:

- **Economic Participation:** To assist and facilitate youth participation in the economy, leading to improvement of their livelihoods through NYDA grants as financial support and business development services which are non – financial support interventions. The aim is to respond to the challenges of youth unemployment and low total entrepreneurship activity among youth.
- **Education and skills development:** To promote access to quality education and skills, to both school-going and out-of school youth, through targeted interventions. The National Development Plan outlines South Africa's education vision to ensure that, by 2030, South Africans have access to education and training of the highest standard possible, producing significantly improved learning outcomes. Nation –building & social cohesion: To promote the implementation of the NYS across all race and class groups.
- **Policy and Research:** To create and produce youth development information and knowledge that informs the Public sector, Private sector and Civil Society on developing policy, and the planning, implementation and review of all (100%) of their programmes related to government priorities.

The work undertaken in each Performance area imperative is covered through the following key Programme areas:

### Programme 1: Administration

The purpose of this programme is to enable effective and efficient capabilities for service delivery and supporting functions

Implementation is at the following Strategic Outcome:

- An efficient and effective Agency characterized by good corporate governance and ethical leadership

### Programme 2: Programme Design, Development and Delivery (PDDD)

The purpose of the programme is to enhance the participation of young people in the economy through targeted and integrated economic programmes.

Implementation is at the following Strategic Outcomes:

- Increased access to socio-economic opportunities, viable business opportunities and support for young people to participate in the economy.
- To provide increased information and universal access to young people
- Increased co-ordination and implementation of NYS programmes across all sectors of society.

### Programme 3: Integrated Youth Development

The purpose focuses on fostering a mainstreamed, evidence based, integrated and result oriented youth development approach, through and monitoring and evaluation services, lobby and advocacy to bring on board key stakeholders to implement youth development programmes.

Implementation is at the following Strategic Outcome:

- To produce research and policy which influences change in youth sector and build sustainable relationships.





## Abbreviations

Legislation	What it means
ASB	Accounting Standards Board
AYC	African Youth Charter
BSC	Balance Scorecard
CGU	Cash-generating Unit
CTA	Certificate of Theory in Accounting
DIRCO	Department of International Relations and Cooperation
DPME	Department of Planning, Monitoring and Evaluation
EDP	Entrepreneurship Development Programme
EPWP	Expanded Public Works Programme
ETDP SETA	Education, Training and Development Practices Sector Education and Training Authority
EWP	Employee Wellness Plan
GDP	Gross Domestic Product
GRAP	Generally Recognized Accounting Practice
IAS	International Accounting Standards
IPSAS	International Public Sector Accounting Standards
IYDS	Integrated Youth Development Strategy
KPA	Key Performance Area
KPI	Key Performance Indicator
MIS	Management Information System
NCR	National Credit Regulator
NDP	National Development Plan
NHI	National Health Insurance
NYC	National Youth Commission
NYSP	National Youth Service Programme
NSS	Non-State Sector
NYSU	National Youth Service Unit
OHS	Occupational Health and Safety
PFMA	Public Finance Management Act
PYWG	Presidential Youth Working Group
SADC	Southern African Development Community
SASGAAP	South African Statements of Generally Accepted Accounting Practice
SAICA	South African Institute of Chartered Accountants
SASCOC	South African Sports Confederation and Olympic Committee
SME	Small and Medium-sized Enterprises
TAA	Transitional Accounting Authority
UYF	Umsobomvu Youth Fund
UNIDO	United Nations Industrial Development Organization
VSP	Voluntary Settlement Package
YDISA	Youth Development Institute of South Africa







**Foreword by  
Minister Sindisiwe Chikunga**

**Minister of Women, Youth and  
Persons with Disabilities**



## Executive Statement Authority

I am pleased to present the 2023/2024 Annual Report for the National Youth Development Agency (NYDA). As the Department of Women, Youth, and Persons with Disabilities (DWYPD), we highly commend the NYDA's ongoing commitment to good governance, continuous improvement, and its consistent efforts to maintain zero irregular or wasteful expenditure.

We commend the NYDA for achieving all of its 26 set targets, reflecting a 100% achievement in both business and financial performance for the year under review. Through the various interventions offered by the NYDA, young people now have access to educational, entrepreneurial and skills development opportunities that foster their growth and enable them to become active and productive members of society.

I would also like to highlight the following milestones achieved by the NYDA during the previous financial year:

- Over 2 200 youth-owned enterprises in the township and rural economy were provided with grant funding to start up their businesses through the NYDA Grant Programme.
- A total of 43163 young people were supported with non-financial business development interventions, and this was due to collaborations with local municipalities and provinces.
- Jobs that were created and sustained through supporting entrepreneurs and enterprises were 7319 and this was due to the Grant programme that was oversubscribed by young people and the interest shown by them.
- By the end of March 2024, a total of 22,306 participants had obtained paid service opportunities. Among them, 18,115 participants had finished community service, while 4,357 young people had successfully transitioned into other income-generating opportunities.
- A total of 1203 beneficiaries were supported with Business Development Support Services offered to young people by NYDA and the overachievement was due to a partnership and Service Level Agreement established with FASSET to implement the project with 3 Universities: the University of Pretoria, University of Free State and University of KwaZulu-Natal.
- A total of 55 549 young people were capacitated with skills to enter the job market, through Life Skills

and Job Preparedness and the target was met and exceeded due to a number of young people who shown interest in life skills and job preparedness offered by NYDA.

- A total of 24307 young people placed in jobs met and exceeded due to partnerships established because of intensive focus on partnerships which increased the number of jobs for young people to be placed.

The NYDA serves as an important vehicle in our government's efforts to empower and transition the youth-especially those on the margins-into positive agents of socio-economic change and impact. We are careful not to portray young people as a helpless group or a problem waiting to be solved. Once empowered, we firmly believe that the youth will not only contribute significantly to nation-building but also lead us toward a more just, equitable, and industrious society.

Thirty years into our democratic dispensation, the challenges facing the 7th administration are generational, the threat landscape is existential, and democratic states worldwide, including our own, are at a crossroads.

As far back as 2019, President Ramaphosa identified Youth Unemployment as a "national crisis that demands urgent, innovative and coordinated solutions". The latest unemployment figures released by the Statistician General in August 2024 point to a worsening picture. When applying the expanded definition of unemployment, which includes those discouraged from seeking work, the youth unemployment rate surged to a one-year high of 60.8% in Q2, up from 59.7% in the previous period.

Moreover, we have 3.6 million young people who are neither in employment, education nor training.

In light of these figures, it cannot be business as usual. Now more than ever, across both private and public sectors, we need an NYDA that is fit for purpose and prepared for the challenges ahead. A reimagined NYDA will have to intensify our interventions, both in pace and scale, in order to restore hope in young people who, in the main, remain in the periphery of mainstream economic activities.

Our continent is home to 453 million young people aged between 15 and 35, a number expected to exceed 1 billion by 2063. The African Union's vision of an integrated, prosperous, and peaceful Africa-driven by its own citizens and representing a dynamic force on the international stage-depends on how we invest in this vital demographic.

To fully reap the benefits of our demographic dividend,







we need more purposeful, measurable, and deliberate investments in their potential, capabilities, and aspirations. I am confident that the NYDA will continue to play a catalytic role in this regard.

---

**Ms Sindisiwe Chikunga, MP**  
**Minister in the Presidency**  
**For Women, Youth and Persons with Disabilities**  
**Date: 16/09/2024**



**Statement by  
Deputy Minister  
Mmapaseka Steve Letsike**

**Deputy Minister of Women, Youth and  
Persons with Disabilities**



## Statement by the Deputy Minister

The NYDA is a South African-based agency established primarily to address challenges faced by the nation's youth. The Agency was established by an Act of Parliament (Act 54 of 2008). The institution was established to be a single, unitary structure addressing youth development issues at National, Provincial and Local Government level. The Agency should be seen within the broad context of South Africa's development dynamics. The Agency derives its mandate from the legislative frameworks, including the National Youth Development Agency Act, 2008 (Act 54 of 2008) (NYDA Act), the National Development Plan 2030, the National Youth Policy 2030 and the draft Integrated Youth Development Strategy (IYDS).

South Africa continues to face multiple overlapping challenges: the economic fallout associated with COVID-19, persistent electricity outages, high inflation, food insecurity, high oil prices and growing inequality. Throughout all of these crises, young women continue to be hardest hit—triple exposed by being in jobs that are most exposed to financial shocks, being least covered by social protections such as the Unemployment Insurance Fund and facing additional burdens of household duties and unpaid care work that exacerbate economic poverty with time-poverty. These factors compound, severely impacting their ability to look for work.

The Presidential Employment Stimulus (PES) creates meaningful employment and strengthens livelihoods. It was initiated as part of the economic recovery from the effect of COVID-19, but continues to respond to the ongoing crisis of unemployment. PES provides funding for several PYEI components and directly delivers employment opportunities for youth. In turn, the PYEI's National Pathway Management Network supports the implementation of PES programmes. Operation Vulindlela addresses the structural barriers that hinder businesses in creating more jobs for young people. In summary, the PYEI seeks to coordinate, accelerate and enhance existing programmes while driving innovation and creating pathways to earning for young people at scale.

The National Youth Service is an example of a quality programme that has been taken to scale. Ideally, the Agency will explore ways to see this programme institutionalized in the Government budgeting process, to be able to maintain our baseline in 2023/2024 and double to 100 000 participants by 2025, as well as to improve the transition rate of participants from 20% to 50% by 2025. The programme should be effectively communicated, telling the story of service in the country, building young people's agency

and encouraging them to be active citizens of their democracy.

The Agency adopt a more sectoral approach to job placements, which will include working closer with business, civil society and industry at regional level and focussing on the recruitment needs of business and the preparation of young people for these roles. The NYDA recognizes that South Africa's youthful population presents an opportunity to boost economic growth, increase employment and reduce poverty. It also recognizes that young people bear the brunt of unemployment and provide young people with broader opportunities which must be sought. It proposes the strengthening of youth service programmes and the introduction of new, community-based initiatives to offer young people life skills training and entrepreneurship training.

We are fully behind the NYDA Board, led by Ms Asanda Lucawa and believe in the Board members' capabilities and experience, to vigorously seek partnerships and implement interventions that will benefit and change the lives of our young people for the better. It is important to further note that, the NYDA achieved all of its 29 targets which translates into 100% achievement of targets.

Through the various products and services of the NYDA, young people have access to education and skills opportunities, that promote their growth and allow them to become active members of their community. Across the globe, young people face a myriad of challenges in the country and across the African landscape. From high unemployment to various forms of poverty, education inequality, lack of access to mentorship programmes and many others hinders the youth from bettering their lives. While youth employment has dominated national and international development agendas, there hasn't been any significant progress. The gap between the number of youths seeking employment and the employment opportunities available to them continues to grow wider.

The opportunity to influence what other Departments are doing in the youth development space, must be driven quite strongly by both the NYDA and the Presidency.

-----  
**Ms Mmapaseka Steve Emily Letsike,**  
**MP Deputy Minister: Department of Women, Youth**  
**and Persons with Disabilities**





**Statement by  
Asanda Luwaca**

**NYDA Board Executive Chairperson**



## Statement by NYDA Board Executive Chairperson

The year 2024 has been a remarkable one, marked by the 48th Youth Day Commemoration, the 30th Anniversary of our Democracy, and the historic 7th General Elections. For the first time in our democracy, no political party secured the majority of the votes. The political maturity displayed by most political parties in peacefully accepting the results, without protests or violence in our streets, is something worth recognising, applauding, and nurturing for the future.

Now, more than ever, we are alert to the crucial steps required to drive youth development in South Africa. Our efforts are directed by the National Development Plan (NDP) 2030, rooted in the National Youth Policy (NYP) 2030, and reinforced by the Integrated Youth Development Strategy (IYDS) 2022–2025.

At the core of this national agenda are young people, who represent the vital human and intellectual capital needed to achieve its objectives, and as the future of our nation, they must be its primary beneficiaries. The recently enacted National Youth Development Agency Amendment Bill refines the Agency's focus on empowering young South Africans and enhances its governance structure. The new provisions streamline the Agency's objectives, addressing concerns that the previous mandate was too broad and impractical to implement. The Amendment Act clarifies that the NYDA's primary mandate is within the youth sector, limiting its scope to objectives that can be feasibly funded.

Data on labour market activities collected by Statistics South Africa (Stats SA) continues to reveal an untenable situation. Over 8.4 million South Africans are unemployed, with an additional 16.3 million not economically active. While the expanded unemployment rate includes even more individuals, this crisis directly affects the livelihoods, security, and futures of all South African youth.

### **The stark reality is that the unemployment rate**

among young people (aged 15–34) stands at 45.5%, significantly higher than the national average of 32.9% in the first quarter of 2024.

Overall, females experience higher unemployment rates, lower absorption into the workforce, and lower labour force participation compared to males. The situation is even more dire for those living in rural areas, townships, and for individuals with disabilities.

In this data, we note that education and practical experiences, such as apprenticeships, internships, or other forms of workplace exposure, play a critical role in improving access to better job opportunities for the youth. It is against this context that the Integrated Youth Development Strategy (IYDS) 2022–2025 is serving as our key instrument for driving the effective implementation of the National Youth Policy 2020–2030.

Our flagship program, the Revitalised National Youth Service, established in partnership with the Presidency as part of the Presidential Youth Employment Initiative, has the widest reach in placing young people in paid service opportunities, with the majority transitioning into longer-term, more sustainable economic pathways. Despite its significant potential, more resources and support are required to meaningfully address the challenges confronting South African youth.

The monumental task ahead cannot be achieved without adequate funding for the Department of Women, Youth, and Persons with Disabilities. We believe that the current funding is severely insufficient, significantly limiting the impact and reach of our sustained efforts. Our already modest fiscal budget was further reduced by approximately 7%, despite the country's population growing by around 1.3% annually. This reduction is especially concerning in a nation that has seen a stable influx of approximately 1.35 million new learners each year since 2016, with 897 775 students registering for grade 12 final exams in 2023.

Education and skills development are key areas that will deliver the greatest benefits for society and our economic future. We remain committed to advocating for, contributing to, and leading initiatives aimed at empowering the youth. Over the past 10 years, we have supported this mission through the Solomon Kalushi Mahlangu Scholarship Fund. We have supported qualifying and deserving youth from the most underdeveloped and disadvantaged regions of our country. Our assistance has spanned various disciplines, including health sciences, the built environment, natural sciences, commerce, law, and social sciences, enabling students to pursue their studies at





institutions of higher learning and training across South Africa.

Our efforts are centred on expanding opportunities for young people, education, and skills training, enhancing service programs, and launching new community-based initiatives focused on life skills development and entrepreneurship training.

Our international engagement with continental and multinational organisations continues to foster valuable partnerships and mutually beneficial cooperation, offering significant potential to advance the NYDA's current vision.

The successful 10th BRICS Youth Summit, held in Russia earlier this year, marked a significant expansion as Egypt, Ethiopia, Iran, Saudi Arabia, and the United Arab Emirates joined the BRICS Plus group. This opens vast opportunities for South African youth, granting them access to 43% of the global population, 32% of the world's landmass, 27% of global GDP, and a stronghold in key industries, including 5 of the world's top oil producers and 3 leading natural gas producers.

The Summit Declaration highlighted the critical work being done in areas such as Education, Training and Skills Development; Entrepreneurship; Science, Technology and Innovation; Youth Community Service and Volunteer Work; and Promoting Sports and Healthy Lifestyles.

Furthermore, the institutionalisation of the BRICS Youth Council was highlighted as essential to effectively advancing and consolidating the youth development agenda across BRICS Plus nations. This could lead to exciting new avenues for South African youth to connect with global partners, giving them access to resources and opportunities that could help uplift both their local communities and the broader African region.

Likewise, our involvement in the World Youth Development Forum, the G20 Youth Engagement Group meetings, and other global platforms is centred on promoting these priority areas. These include addressing hunger, poverty, inequality, climate change, energy transition, sustainable development, inclusion, and diversity, as well as fostering innovation and shaping the future of work.

On behalf of the Board of Directors, I extend our sincere appreciation to all management and staff for their dedication and hard work. Looking ahead, our priority remains to position youth at the heart of South Africa's economic recovery and prosperity. We encourage all young people to embrace the opportunities provided by Government and private sector initiatives to pursue their dreams and realise their full potential.

**Ms. Asanda Luwaca**

Executive Chairperson: National Youth Development Agency

Date: 31/08/2024







**Statement by  
Karabo Mohale**

**NYDA Board Executive Deputy Chairperson**



## Statement by NYDA Board Executive Deputy Chairperson

Hello Southie this report marks two years since the 4th NYDA Board of Directors joined the vibrant National Youth Development Agency (NYDA). This term has given us a renewed sense of hope and moral regeneration, there is indeed a world that awaits the youth; a world anchored on principles of inclusivity and intergenerational co-leadership.

The past year was declared as the year of Trade by the Office of the Executive Deputy Chairperson. Trade is viewed as one of the critical areas that believed to have a great propensity to fight the scourge of unemployment and poverty as it has potential to be labour intensive and to contribute to the growth of the economy. The year saw us making commitments to the youth of this country to create an environment for them to learn on potential market access and expansion outside of the borders of South Africa. An environment that provided young people an opportunity to access international markets through showcasing and selling their products and services. This in an effort to accelerate enterprise development and the economic participation of young people.

At the heart of the challenges young people continue to face, unemployment remains a scathing inhibitor for the growth and development of young people. There is a need for us to ensure structural reforms that ascertain the participation of young people in the economy. STATS SA indicators advise that we have a youthful population with a median age of 28, imploring on all to ensure that young people play a critical role in the development trajectory.

It must be stated that this cannot be done by the NYDA alone, there is a need for there to be a whole of society approach as we forge ahead to build an inclusive and intersectional world. We continue to call for the unambiguous inclusion of youth owned enterprises in governments procurement of goods and services, secondly, for the inclusion of young people in key sectors of the economy through uninterrupted skills development programmes, thirdly for the ease of barriers of entry to markets, and lastly for accessible financial support. These measures will ensure that young people have access to economic opportunities and play a meaningful role in the development trajectory of South Africa.

Apathy amongst young people has implored on the NYDA to be intentional in addressing the multi faceted challenges of unemployment, poverty, barrier to markets, access to information, lack of financial and non-financial support, and food insecurity. These socio-economic challenges have propelled the NYDA to continue fostering strategic partnerships with public and private institutions to contribute to changing the socio-economic conditions of young people.

We encourage all players to be deliberate on institutionalizing intergenerational co-leadership on all levels. Let's all contribute towards building a cohort of young people who are agitators of equity and equality in society, young people who lobby and advocate for a just and inclusive world that is free of violence and discrimination.

We hope that these pages inspire you to be more and do more.  
As we always say "There is no time like the present, than to be limitless"

**Ms. Karabo Mohale**

Executive Deputy Chairperson: National Youth Development Agency

Date: 31/08/2024







**Statement by  
Waseem Carrim**

**NYDA Chief Executive Officer**



## Statement by NYDA Chief Executive Officer

It is a pleasure and privilege to write my tenth and final foreword for the NYDA Annual Report as I will step down from my role as Chief Executive at the end of 2024. It has been the honour of my life to serve the youth development sector as both the Chief Executive Officer and Chief Financial Officer of the NYDA. I will allow history to judge my record at the NYDA, however we believe that we handover a stronger more stable institution that can continue to tackle the myriad of challenges faced by young people.

Over the 2023 / 2024 financial year the Presidential Youth Employment Intervention which is governments flagship program for youth development achieved the following:

- An estimated 4.4 million young people are registered on the National Pathway Management Network, SAYouth. Mobi with 531 opportunity providers also registered and 1.3 million young people have secured opportunities through the platform of which 70% were young women.
- Approximately 116 000 young people have been placed in workplace experience programs and demand led skilling interventions.
- Close on 150 000 youth owned enterprises have been supported with financial and non-financial support under the Local System Enablement pillar.
- The revitalised National Youth Service has placed a cumulative 68 000 youth.

The NYDA partnered with the Independent Electoral Commission and civil society in the lead up to the 2024 National and Provincial elections to educate, encourage and support the registrations of young people for the elections. We are pleased that almost 2 million new voters registered as first-time voters.

On the international relations front, the NYDA hosted the ninth BRICS Youth Summit which culminated in the adoption of a historic BRICS Youth Council by the Heads of State with young people firmly positioning themselves at the centre of transforming the global agenda.

We have embarked on a process of culture change at the NYDA as part of our Human Resources strategy as we aim to position ourselves as a leading public sector institution that is both capable and credible. We want our people to feel proud of working for the Agency and to offer the best service possible to our youth.

The NYDA continues to partner with the public sector, private sector, civil society, organised labour and academia in addressing the challenges faced by young people. In this regard, I would express gratitude to our partners, funders and donors without whom our work would not be possible.

I wish to extend my gratitude to the retiring Minister Nkosazana Dlamini-Zuma and the all the Ministers and Deputy Ministers I have served under for their unwavering support, the Department of Women, Youth and Persons with Disabilities, the NYDA Board of Directors led by Ms Asanda Luwaca, the Portfolio Committee on Women, Youth and Persons with Disabilities, my Executive team, NYDA employees and our partners for their contribution of youth development. I wish the newly appointed Minister Chikunga and Deputy Minister Letsike all the best in their new roles of supporting vulnerable and marginalised groups.

As we reflect on the outcome of seventh democratic elections, it is clear that South Africans want changes in their lives. As President Ramaphosa captured in the inauguration address:

"They want a transformed, growing and inclusive economy that creates jobs for millions of job seekers and offer business opportunities to all entrepreneurs in our nation – women and men, young and old. The people of South Africa have asked no more than to be properly cared for when they are sick, they want the young to be taught well, for the elderly to be cared for, and for those without work to work. They want us to put their needs and aspirations first and they want us to work together for the sake of our country."

**Mr. Waseem Carrim**

NYDA Chief Executive Officer

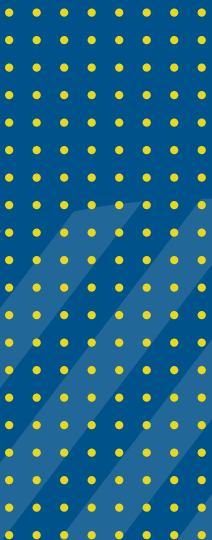




# 4



**NYDA  
Board  
Members**





**Asanda Luwaca**  
Executive Chairperson

Asanda Luwaca began her activism whilst pursuing her qualification wherein she participated in the life of Youth Organisations. She later continued with her activism in the political space where she served across various leadership structures. She completed her BA Politics qualification in 2012, and later pursued her Honours qualification in Politics.

Over the years, she has obtained additional qualifications, which are the following:

- Certificate in Evidence-Based Policy Making and Implementation at the Nelson School of Government at the University of Cape Town;
- Certificate in Policy Research Training at the University of Stellenbosch; and Her activism in politics saw her participating in the 2015 #FeesMustFall movement, where she later contributed a chapter in a published book titled 'We Are No Longer At Ease: The Struggle for #FeesMustFall'. She later relocated to Cape Town to join the ANC Parliamentary Caucus where she worked as a Researcher.

Some of her current roles include:

- Serving as a Council member and Chairperson of the Donor Committee at Ingwe TVET College;
- Serving as a Council Member for the Human Resource Development Council (HRDC). The HRDC is a national, multi stakeholder advisory body chaired by the Deputy President of the Republic of South Africa to facilitate conditions that promote the optimal participation of all stakeholders in the planning, stewardship, monitoring, and evaluation of HRDC activities in the country;
- Serving as the Chairperson of the newly established BRICS Youth Council, that was endorsed by the Heads of States at the 15th BRICS Heads of States Summit held in Johannesburg in August 2023. The objectives of the BRICS Youth Council is to maintain a high public profile by publicizing the implementation of the Summit resolutions; to establish communication channels for the dissemination of information in relation to BRICS Youth; to work within the mandate of the Memorandum of Agreement signed by BRICS countries; and to lobby Heads of States on decisions and resolutions taken by young people;
- Member of the Network of Young Decision-Makers, an international platform under the Club de Madrid programme. The Network brings together a group of exceptional young leaders under 36 years old who are active in politics and in decision-making bodies and who have already reached positions of influence from which they can advocate for greater youth political participation. This is a network under the Club de Madrid, which is the world's largest forum of democratic former Presidents and Prime Ministers, who leverage their individual and collective leadership experience and global reach to strengthen inclusive democratic practice and improve the well-being of people around the world.

In 2021, she was appointed by HE President Cyril Matamela Ramaposa to serve as the Executive Chairperson of the Board of Directors at the NYDA, where she is currently serving.





**Karabo Mohale**  
Executive Deputy Chairperson

Karabo Mohale is a Development Specialist with a Master of Arts in Development Studies from the University of Sussex (UK), earned through the esteemed Chevening Scholarship. Her academic foundation is further complemented by a BCom Honors Degree in Marketing, achieved with distinction. She is currently reading for a Master of Science in Economic Policy with the School of Oriental and African Studies (SOAS - University of London).

Appointed by The President of South Africa on the recommendation of Parliament, she has the honor to serve as the Executive Deputy Chairperson of The National Youth Development Agency (NYDA). In this pivotal role, she spearheaded investments and led special projects aimed at fostering transformation and socio-economic inclusion among young people. Her professional journey began in the Financial Sector, where she perfected her skills at reputable institutions such as Standard Bank and Sanlam. With nearly a decade of experience in Governance, her track record is characterized by significant contributions to various sectors.

Notably, she serve as a Member of Council at the Tshwane University of Technology (TUT), lending her insights to strategic decision-making for three impactful years. Additionally, her tenure as a member of the Gauteng Liquor Board underscored her commitment to effective governance practices. Currently, she serve as the Board Chair of The Tshwane Institute for Continuing Education, a vital entity wholly owned by TUT. In this capacity, she drives initiatives aimed at generating third-stream income to bolster the academic agenda through Short Learning Programmes and Continuous Professional Development (CPD).

Furthermore, she is actively engaged as a Board Member of the OR Tambo School of Leadership, where she also serve on the Audit and Risk Committee. Her multifaceted background, coupled with a passion for societal advancement, positions her as a dynamic leader capable of driving impactful change at both strategic and operational levels.







**Pearl Pillay**  
Board Member

Pearl Pillay is a youth development specialist based in Johannesburg, South Africa. She is the Managing Director of Youth Lab, a national youth development organisation that aims to mainstream youth participation in community development and policy making.

She holds a Masters Degree in Political Studies from Wits University with a focus on youth participation in policy making and is currently a PhD candidate, focusing on youth and elections.

Pearl has worked in different countries around Africa, training public officials on how to make their policies more beneficial for young people. In 2015, she was selected as one of the recipients of the 2015 Mandela Washington Fellowship. She has also been featured on the Mail and Guardian's list of Top 200 young South Africans. Through her work in youth engagement, Pillay has been included on Fast Company SA's Top 20 Under 25 List. She has also worked with the National Democratic Institute (US), being deployed to election observation missions in Liberia and Tunisia.

Pearl has been featured in publications such as The Daily Maverick and The Mail and Guardian, particularly writing about politics, race, social movements and Feminism and has published academic work on entrepreneurship and Black Economic Empowerment. Through her extensive work in youth development and policy, she was most recently published in the Oxford Handbook of Governance and Public Management for Social Policy, with a chapter on Youth Participation in African Social Policy and Governance. In recognition of her work, Pearl was featured in Forbes Africa's women to watch 2021.

In 2021, Pearl was appointed as a board member of the National Youth Development Agency by President Cyril Ramaphosa. In the same year, she was also appointed by the President to serve on the National Planning Commission as the National Planning Commissioner responsible for youth development. Most recently, in 2023, Pearl was appointed to serve on the board of WESSA, the Wildlife and Environmental Society of South Africa.







**Thulisa Ndlela**  
Board Member

Thulisa holds a Degree in Law and Political Science, an Honours Degree in International Relations and a Post Graduate in Finance, Investment Banking and Management from the University of KwaZulu Natal. He is currently studying towards LLB Degree.

He is also a certified director; a designation obtained from the Institute of Directors of South Africa (IODSA) and has served on the board of directors of KZN Nature Conservation commonly known as Ezemvelo Wildlife as a member of the Audit and Risk Committee, the Commercial Services Committee and Chairperson of the Finance and Governance Committee.

Within the NYDA, Thulisa's additional role includes that of a member of the Investment Committee, the Audit and Risk Committee and the Chairperson of the ICT Steering Committee.



**Alexandria Procter**  
Board Member

Alexandria Procter is the CEO, Founder and Head of Product of a tech startup based in Cape Town, South Africa. She started her company, DigsConnect.com, as an undergraduate student at the University of Cape Town 4 years ago. Her tech startup is now the largest student housing platform on the African continent, helping students across the continent find safe and affordable student accommodation. She has raised record setting venture capital investments, including the largest seed round investment for a female founder in South Africa.

Alexandria holds a Bachelor of Science degree from the University of Cape Town. She is a Board Director for the National Youth Development Agency, as well as for the Cape Innovation and Technology Initiative. Alexandria is a member of Mensa, and she is pursuing her private pilot's licence. She has a book deal with NB Publishers and is writing a book about tech startups in South Africa.





**Lebogang Mulaishi**  
Board Member

Lebogang Mulaishi is the Executive Manager responsible for Policy and Research in the Presidential Climate Commission (PCC). She previously served on the commission as a commissioner representing labour and as Chief Operations Officer in the Secretariat. She was previously the head of policy at the Congress of South African Trade Unions (COSATU), responsible for labour market policy and the just transition. Through engagements with labour unions, she has developed a blueprint for workers on the mechanisms to transition to a low carbon economy through collective bargaining.

Lebogang was an EXCO and MANCO member at the National Economic Development and Labour Council (NEDLAC). Lebogang has co-authored a chapter in MISTRA's book on a low-carbon future for South Africa. The chapter titled: Democratising a just transition in South Africa identifies the labour movement as a key lever to build social movements around the concept of a radical vision for a just transition.

Lebogang holds a Master's degree in Development Economics from the University of Johannesburg (2018) and is completing a PhD in Economics. Her area of focus is climate-induced structural change and its impacts on labour productivity.



**Avela Mjajubana**  
Board Member

Avela holds a Bachelor of Technology Degree in Nursing Science, Honours Degree in Public Management and Governance and a Master of Technology in Health Science. Armed with a strong foundation in administration and leadership capabilities, Avela has previously worked for the Department of Public Service and Administration and the KwaZulu Natal Department of Health.

Within the NYDA, he serves not only as a Board Member but as Chairperson of SAECOM tasked with supporting, advising, and providing guidance on the effectiveness of management efforts in respect of ethical leadership, protection of the agency's assets, stakeholder engagement, etc.





# 5

+ + +  
+ + +  
+ + +  
+ + +



**NYDA**  
**Operations Executive**  
**Committee**





# LEADERSHIP

NYDA SENIOR



**Mr. Waseem Carrim**  
Chief Executive Officer



**Ms. Culita Mhlongo**  
Chief Financial Officer



**Ms. Mafiki Duma**  
Executive Director:  
HR & Legal Services



**Ms. Ntsiki Makaula**  
Executive Director:  
Operations



**Ms. Ikanyeng Masinamela**  
Senior Manager:  
Office of the CEO



**Ms. Ayanda Sima**  
Senior Manager:  
Human Resources



**Ms. Dimakatso Masiteng**  
Senior Manager:  
ICT



**Mr. Walter Bango**  
Senior Manager: Strategy,  
Monitoring and Evaluation



**Ms. Jabulile Mkhwanazi**  
Senior Manager:  
NYS



**Ms. Nelisiwe Nzimande**  
Senior Manager:  
QMS and Customer Service



**Mr. Senzeni Mphila**  
Chief of Staff: Office of  
the Executive Chairperson



**Mr. Tshepo Manyama**  
Senior Manager:  
Operations



**Mr. Abbey Nkabinde**  
Senior Manager:  
Internal Audit



**Ms. Veronica Mkhize**  
Company Secretary







# MANAGERS

NYDA



**Mr. Phetole Seodi**  
Manager: Public and International Investments



**Ms. Mamosebetsi Nkalane**  
Manager: Performance M&E



**Ms. Sibusisiwe Xulu**  
Manager: Learning and Development



**Mr. Prince Motloung**  
Manager: ICT Business and Applications Support



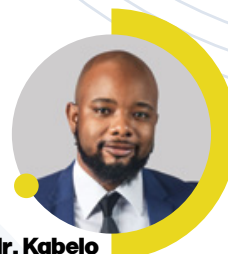
**Mr. Ronnie Shuping**  
Manager: Financial Operations



**Mr. Sithembiso Mthombeni**  
Manager: Bid Committee and Contract Management



**Mr. Lehlohonolo Dikotsi**  
Manager: Facilities and Security



**Mr. Kabelo Boca**  
Manager: ICT Infrastructure



**Ms. Rookaya Ballim**  
Manager: Legal Services



**Mr. Dumisane Sithole**  
Manager: Products and Services



**Ms. Sihle Shabalala**  
Manager: National Pathway Management Network



**Ms. Thozama Mdala**  
Manager: EVP and Special Projects



**Mr. Unathi Melani**  
Manager: Financial Support Services



**Mr. Phuthi Semenya**  
Manager: NYS Coordination and Partnerships



**Ms. Lwaphesheya Khoza**  
Manager: Communications



**Ms. Nomsa Mbatha**  
Manager: Customer Services



# MANAGERS

NYDA REGIONAL



**Mr. Lufefe Mkutu**

Regional Manager:  
Eastern Cape



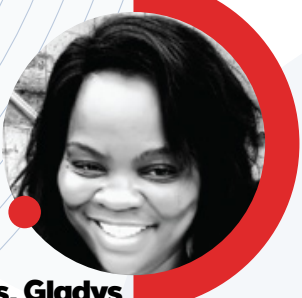
**Mr. Boitumelo Dithebe**

Regional Manager:  
Free State



**Ms. Rebhone Majola**

Regional Manager:  
Gauteng



**Ms. Gladys Mahlangu**

Regional Manager:  
Mpumalanga



**Mr. Jerry Shirinda**

Regional Manager:  
Limpopo



**Ms. Nompumelelo Zuma**

Regional Manager:  
KwaZulu-Natal



**Mr. Michael Phokela**

Regional Manager:  
North West



**Mr. Buhle Ntsenge**

Regional Manager:  
Northern Cape



**Mr. Micarlo Malan**

Regional Manager:  
Western Cape





# 6

+ + +  
+ + +  
+ + +  
+ + +



**Annual  
Performance  
Information**  
2023/24





# Performance Information Summary

In the period under review the NYDA had a total of 26 Key Performance Indicators of which 11 were met and 15 were met and exceeded. The organization therefore achieved 100% of the planned target in the APP.

## Programme 1 – Administration

- Produced 4 NYDA Quarterly Management Reports.
- Sourced R420 771 275 from the public and private sectors to support youth development programmes.
- Established 9 SETA partnerships.
- Signed 3 partnerships with technology companies.
- Reviewed and implemented ICT strategic plan indicating 90% achievement of ICT targets in the plan by end of the financial year.
- Reviewed and implemented Integrated Communication and Marketing Strategy.
- Produced and approved NYDA Strategic Risk Register by Ops Exco.
- Percentage preferential procurement spend on enterprises that are 43% youth-owned, 73% women owned and 5% persons youth with disability.
- Developed and organizational culture strategy indicating 50% of the plan.
- Developed and implemented customer service plan indicating 50% achievement.
- Established 10 partnerships with companies listed on JSE.

## Programme 2 – Operations

### Sub-Programme 1: Economic Development through youth development

- Supported 2200 youth and youth owned enterprises with financial interventions.
- Supported 43 163 youth with non-financial business development interventions
- Created and sustained 7319 jobs through supporting entrepreneurs and enterprises.
- Supported 1203 beneficiaries with business development support services.

### Sub-Programme 2: Decent employment through Jobs Programme

- Capacitated 55 459 young people with skills to enter the job market.
- Placed 24 307 young people in jobs

### Sub-Programme 3: National Youth Service

- Lobbied 100 organizations and departments to implement NYS.
- 16 339 young people participated in NYS Expanded Volunteer Programmes.
- 22 306 young people secured paid service opportunities.
- 18 115 young people completed planned service activities.
- 4357 young people transitioned from the National Youth service into other opportunities.

## Programme: 3 – Integrated Youth Development

- Conducted 13 impact programme evaluations
- Developed youth research report in the country
- Produced annual reports on IYDS, NYS programme and disability.
- Produced 9 status of youth outlook reports.





## Programme 1: Administration

**Purpose:** The purpose of this programme is to enable effective and efficient capabilities for service delivery and supporting functions.

**Outcome:** An efficient and effective Agency characterized by good corporate governance and ethical leadership.

### Outcomes, Outputs, Output Indicators, Targets and Achievement

Programme Name: Administration									
Outcome	Output	Output Indicator	Audited Actual Performance 2021/2022	Audited Actual Performance 2022/2023	Planned Annual Target 2023/2024	Actual Achievement 2023/2024	Deviation from planned target to Actual Achievement for 2023/2024	Reasons for deviations	
An efficient and effective Agency characterised by good corporate governance and ethical leadership	NYDA Quarterly Management Reports Produced	Number of NYDA Quarterly Management Reports Produced	3	4	4	4	N/A	Annual target met	
	Value of funds sourced from the public and private sectors	Value of funds sourced from the public and private sectors to support youth development programmes.	R683 million	R224,2 million	R250 million	R420 771 275	R170 771 275	Annual target met and exceeded due to partners willing to work with the NYDA and an intensive focus on partnerships.	
	SETA partnerships established	Number of SETA partnerships established.	4 SETA partnerships established	6	6 SETA partnerships established	9 SETA partnerships established. <ul style="list-style-type: none"> <li>• CHIETA</li> <li>• TETA</li> <li>• W&amp;RSETA</li> <li>• PSETA</li> <li>• SERVICES SETA</li> <li>• FOODBEV</li> <li>• SETA</li> <li>• CETA</li> <li>• AGRISETA</li> <li>• INSETA</li> </ul>	3	Annual target met and exceeded due to partners willing to work with the NYDA and an intensive focus on partnerships.	





Partnerships signed with technology companies	Number of partnerships signed with technology companies.	3 partnerships signed with technology companies	2	3 partnerships signed with technology companies	3	N/A	Annual target met
Implemented ICT Strategic Plan and produce quarterly reports	Review and implement ICT Strategic Plan	Reviewed ICT Plan	Reviewed and implemented ICT Strategic Plan indicating 75% achievement of ICT targets by end of financial year	Review and implement ICT strategic Plan indicating 90% achievement of ICT targets in the plan by end of the financial year	Reviewed and implemented ICT strategic plan indicating 90% achievement of ICT targets in the plan by end of the financial year	N/A	Annual target met
Review and implement the Integrated Communication and Marketing Strategy	Review and implement Integrated Communication and Marketing Strategy	Reviewed and implemented Integrated Communication and Marketing Strategy	Reviewed and implemented Integrated Communication and Marketing Strategy	Reviewed and implemented Integrated Communication and Marketing Strategy	Reviewed and implemented Integrated Communication and Marketing Strategy	N/A	Annual target met
NYDA Strategic Risk Register produced and approved	Produce and approve the NYDA Strategic Risk Register by Ops Exco	NYDA Strategic register Approved Risk Register	NYDA Strategic register Approved Risk Register	Produced and approved NYDA Strategic Risk Register by Ops Exco	Produced and approved the NYDA Strategic Risk Register by Ops Exco	N/A	Annual target met
NYDA Percentage preferential procurement spent on enterprises that are Youth owned	Percentage preferential procurement spend on enterprises that are: youth, young women and youth with disability owned	New indicator	New indicator	Percentage preferential procurement spend on enterprises that are Youth-owned (30% youth-owned, 40% women-owned and 5% persons with disability)	Percentage preferential procurement spend on enterprises that are Youth-owned (43% youth-owned, 73% women-owned and 5% persons with disability)	13% youth-owned, 33% women-owned	Annual target <b>met and exceeded</b> especially on youth-owned and women-owned spend, and this was attributed by the procurement plan that the finance department developed and implemented







	Develop and implement organizational culture strategy	Developed and implemented organizational culture strategy	New indicator	New indicator	New indicator	Developed and implemented 50% of the organizational culture strategy	Developed and implemented organizational culture strategy indicating 50% of the plan	N/A	Annual target met
	Develop and implement customer service plan	Developed and implemented customer service plan	New indicator	New indicator	New indicator	Developed and implemented customer service plan indicating 50% achievement.	Developed and implemented customer service plan indicating 50% achievement	N/A	Annual target met
	Partnerships established with companies listed on the JSE	Number of partnerships established with companies listed on the JSE	New indicator	New indicator	New indicator	10 partnerships established with companies listed on the JSE.	10 Partnerships established. <ul style="list-style-type: none"> <li>• MTN SA</li> <li>• Pick n Pay.</li> <li>• Absa</li> <li>• Engen</li> <li>• Glencore</li> <li>• HCL</li> <li>• Nedbank</li> <li>• The Foschini Group</li> <li>• Shoprite</li> <li>• Sun International</li> </ul>	N/A	Annual target met





## Strategy to overcome areas of under performance

All targets under Administration were achieved and there is no under performance.

The purpose of Administration Programme is to enable effective and efficient Agency capabilities for service delivery and supporting functions. The programme provides support to core programmes and consist of the following sub programmes: Corporate strategy and planning , Human Resources and legal , Corporate Investments, ICT, Communications and Risk.

## Programme 2: Operations

Target	Outcome
Number of NYDA Quarterly Management Reports Produced	Target met
Value of funds sourced from the public and private sectors to support youth development programmes.	Target met and exceeded
Number of SETA partnerships established.	Target met and exceeded
Number of partnerships signed with technology companies.	Target met and exceeded
Review and implement ICT Strategic Plan	Target met
Review and implement Integrated Communication and Marketing Strategy	Target met
Produce and approve the NYDA Strategic Risk Register by Ops Exco	Target met
Percentage preferential procurement spend on enterprises that re: youth, young women and youth with disability owned	Target met
Developed and implemented organizational culture strategy	Target met
Developed and implemented customer service plan	Target met
Number of partnerships established with companies listed on the JSE	Target met





## Programme 2: Operations

**Purpose:** The purpose of the programme is to enhance the participation of young people in the economy through targeted and integrated economic programmes including skills and education programmes, and National Youth Services

**Outcome:** Increased access to socio-economic opportunities, viable business opportunities and support for young people to participate in the economy.

### Sub-programme Purpose and Outcomes:

#### Sub-programme 1: Economic Development through Youth Entrepreneurship

**Purpose:** Facilitating and providing business development services to young people and to enhance their socio-economic well-being

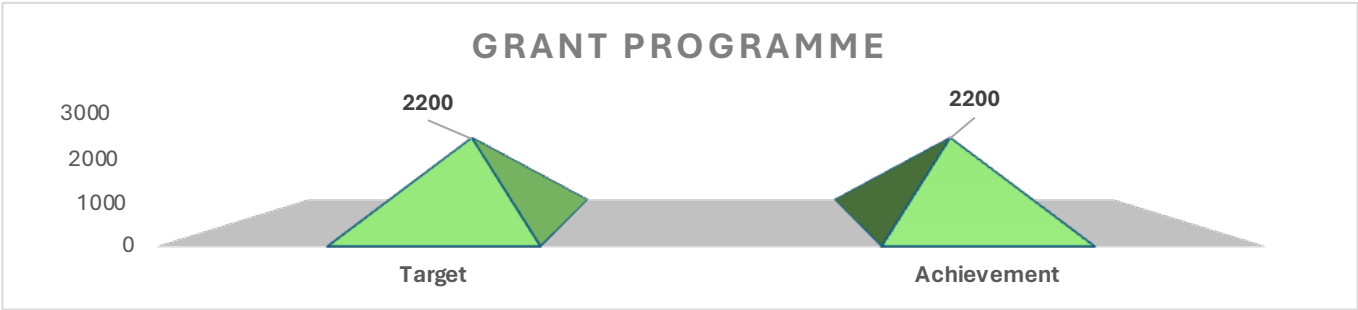
#### Outcomes, Outputs, Output Indicators, Targets and Achievements

Outcome	Output	Output Indicator	Audited Actual Performance 2021/2022	Audited Actual Performance 2022/2023	Planned Annual Target 2023/2024	Actual Achievement 2023/2024	Deviation from planned target to Actual Achievement for 2023/2024	Reasons for deviations
Increased access to socio-economic opportunities, viable business opportunities and support for young people to participate in the economy	Enterprises developed and supported through financial and nonfinancial business development support services offered by the NYDA	Number of youth and youth owned enterprises supported with financial interventions	2005	2000	2200	2200	N/A	Annual target met
		Number of youth supported with non-financial business development interventions	23 267	25 000	28 000	43 163	15 163	Annual target met and exceeded because of collaborations with local municipalities and provinces that we have MOUs in place that allowed for greater training interventions.
		Number of jobs created and sustained through supporting entrepreneurs and enterprises.	7652	6200	7000	7319	319	Annual target met and exceeded because of the number of young people who received grants and the interest shown by them to start their own businesses.
		Number of Business Development Support Services offered to Young People	n/a	1000	1200	1203	3	Annual target met and exceeded because of partnership and the Service Level agreement with FASSET to implement the voucher programme and the demand for vouchers by young people across provinces.

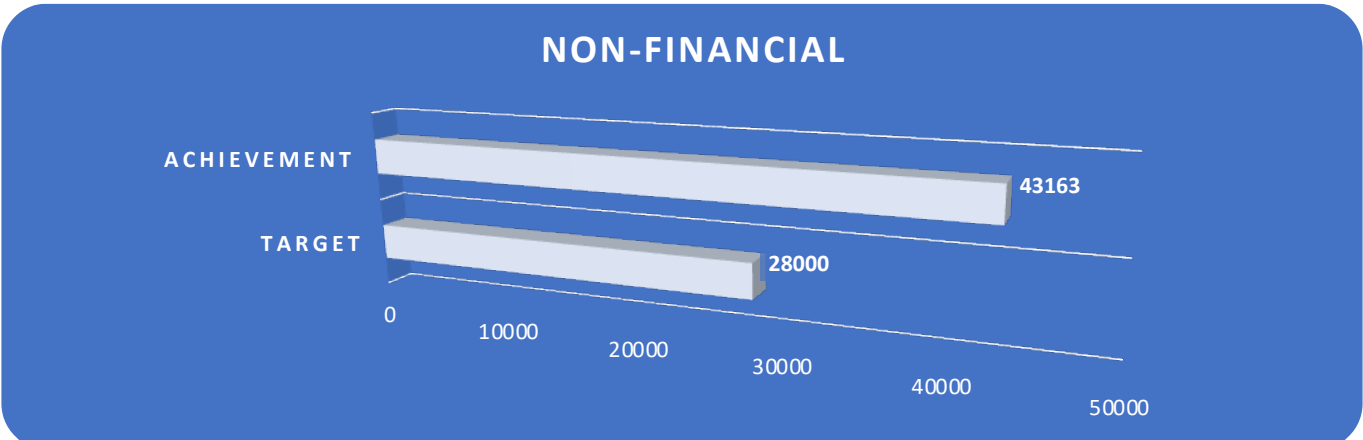




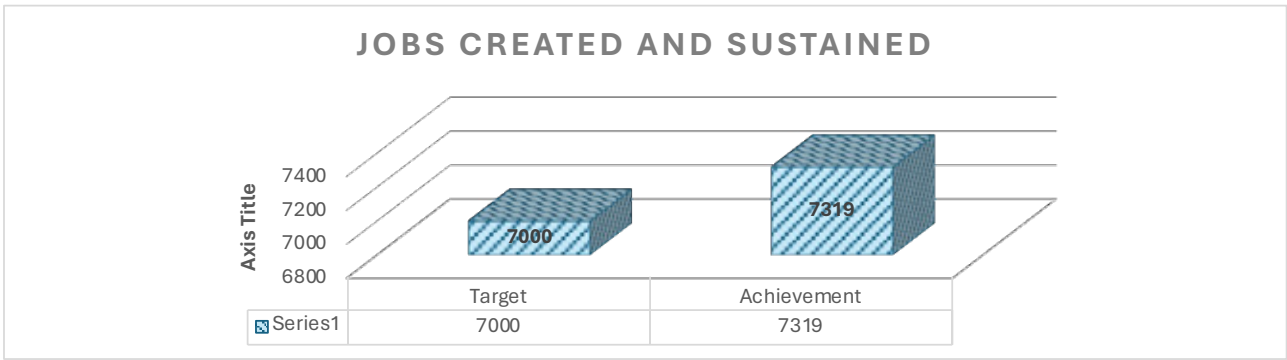
The NYDA Grant Programme is designed to provide young entrepreneurs with an opportunity to access both financial and non- financial business development support in order to enable them to establish or grow their businesses. In 2023-2024 Financial year a total of 2200 grants were targeted and 2200 grant were disbursed to young people, thus the target was met.



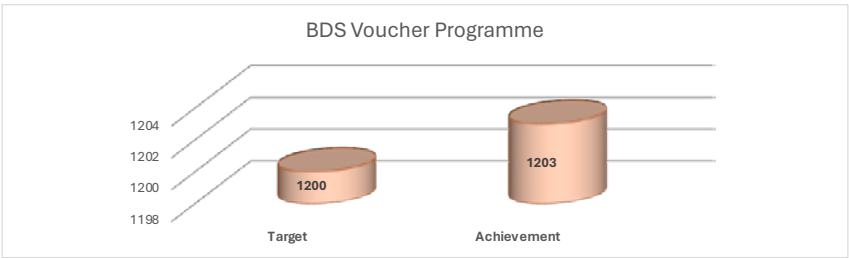
A total of 43 163 young people received non-financial services from the NYDA in the year under review. The target for this intervention was 28 000 thus the target was met and exceeded because of collaborations with local municipalities and provinces that the NYDA have MOU's with which allowed for greater training interventions.



A total of 7319 jobs were created and sustained, therefore the target of 7000 was met and exceeded because of the number of young people who received grants and the interest shown by them to start their own businesses.



A total of 1203 young people were supported through the Business Consultancy Services, Voucher Programme. The target of 1200 was met and exceeded because of partnership and the Service Level agreement with FASSET to implement the voucher programme and the demand for vouchers by young people across provinces.





### Sub-programme 2: Decent Employment through Jobs Programme

#### Purpose:

To facilitate and provide employment opportunities for young people, geared at increasing sustainable livelihoods.

- Increased number of young people entering the job market trained.

#### Outcomes, Outputs, Output Indicators, Targets and Achievements

Outcome	Output	Output Indicator	Audited Actual Performance 2021/2022	Audited Actual Performance 2022/2023	Planned Target 2023/2024	Actual Achievement 2023/2024	Deviation from planned target to Actual Achievement for 2023/2024	Reasons for deviations
Increased number of young people entering the job market	Young people trained to participate in the economy and enter the job market	Number of young people capacitated with skills to enter the job market	54 269	75 000	30 000	55 549	25 549	Annual target met and exceeded because of a number of young people who shown interest in life skills and job preparedness offered by NYDA and collaborations with local municipalities.
		Number of young people placed in jobs	n/a	10 000	20 000	24 307	4307	Annual target met and exceeded because of intensive focus on partnerships which increased the number of jobs for young people to be placed.



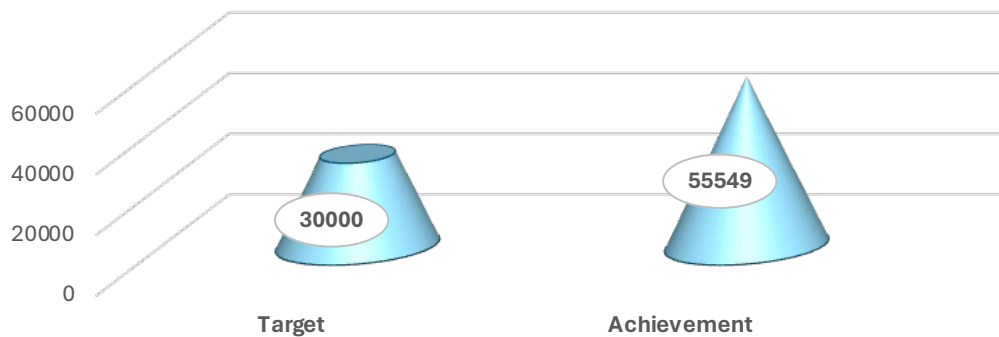


In a constantly changing environment, having Life Skills is an essential part of being able to meet the challenges of everyday life. The dramatic changes in global economies over the past decade have been matched with the transformation in technology and these are all impacting on education, the workplace and in household settings. To cope with the increasing pace and change of modern life, young people need new life skills such as the ability to deal with stress and frustration. Today's youth will have many new jobs over the course of their lives, with associated pressures and the need for flexibility.

Job Preparedness training provides basic information on effective job hunting skills, how to draft an effective CV and motivational letter, how to prepare for job interviews and equip youth with relevant information to assist in employment retention once successfully interviewed.

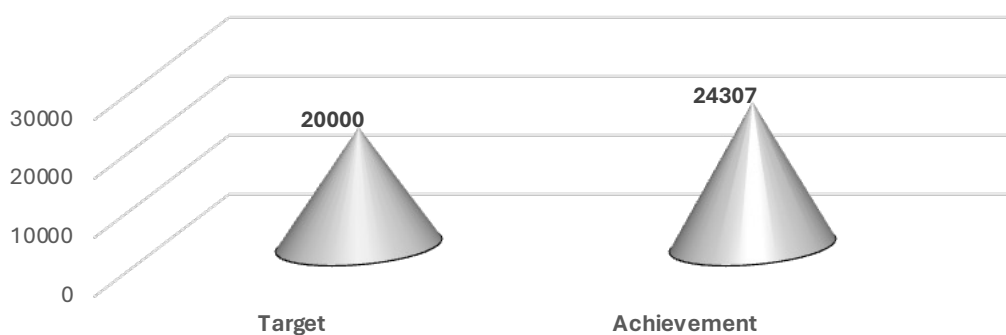
Life Skills and Job Preparedness programmes, offered by the NYDA, capacitate young people with skills to enter the job market. The target of 30 000 was met and exceeded because of a large number of young people who had shown interest in life skills and job preparedness offered by NYDA and collaborations with local municipalities.

### Young people capacitated with skills to enter job market



A total number of 24 307 young people were placed in jobs, thus the target was met and exceeded because of intensive focus on partnerships which increased the number of jobs for young people to be placed.

### Young placed in jobs







### Sub-Programme 3: National Youth Service

- Purpose:** Facilitate and co-ordinate the effective and efficient implementation of the National Youth Service Programmes across all sectors of society
- Increased co-ordination and implementation of NYS programmes across all sectors of society.

#### Outcomes, Outputs, Output Indicators, Targets and Achievements

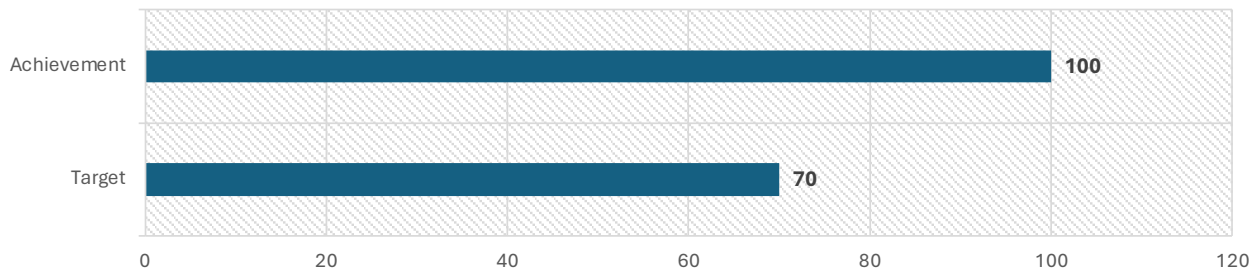
Outcome	Output	Output Indicator	Audited Actual Performance 2021/2022	Audited Actual Performance 2022/2023	Planned Target 2023/2024	Actual Achievement 2023/2024	Deviation from planned target to Actual Achievement for 2023/2024	Reasons for deviations
Increased coordination and implementation of NYS programmes across all sectors of society	Increase number of young people participating in National Youth Service (NYS) programmes across all sectors of society	Number of organizations and departments lobbied to implement NYS	57	60	70	100	30	Annual target met and exceeded because of some organisations and departments willing to work with the NYDA.
		Number of young people participating in NYS Expanded Volunteer Projects	33 186	11 000	15 000	16 339	1339	Annual target met and exceeded because of more partners implementing youth service followed by Women's month with women in service activities during the quarter.
		Number of young people securing paid service opportunities	N/A	35 000	20 000	22 306	2306	Annual target met and exceeded because of the dire unemployment state of young people
		Number of young people who have completed planned service activities	N/A	20 000	18 000	18 115	115	Annual target met and exceeded because of the dire unemployment state of young people
		Number of young people transitioning of the National Youth Service (NYS) into other opportunities	N/A	7000	4000	4357	357	Annual target met and exceeded because of a relentless focus on transitioning young people into opportunities post service.





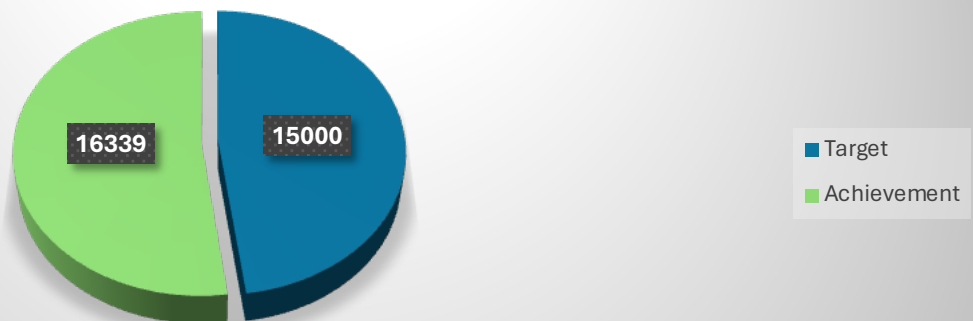
A total of 100 organizations and departments were lobbied to implement NYS. This target was met and exceeded because of some organisations and departments willing to work with the NYDA.

Organizations and departments lobbied to implement NYS

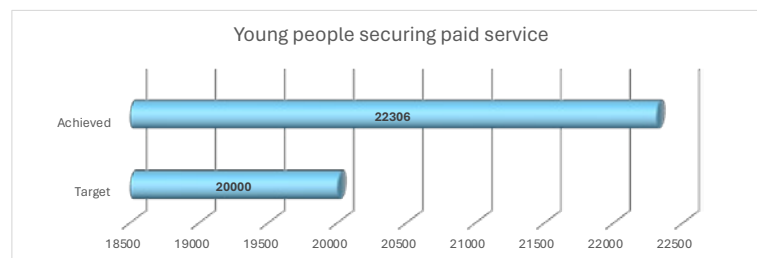


A total number of 16 339 young people participated in National Youth Service Volunteer projects. This target was met and exceeded because of more partners implementing youth service followed by Women's month with women in service activities.

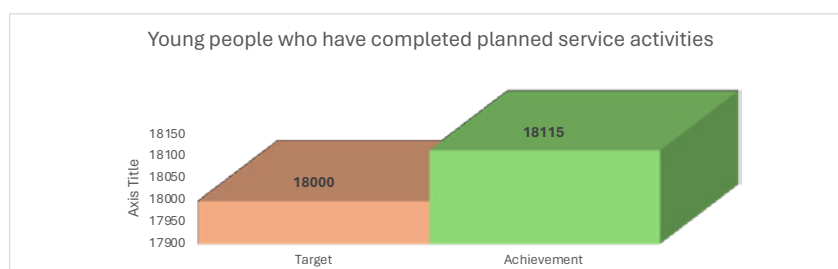
Young people participating in NYS Volunteer Projects



A total of 22 306 young people secured paid service opportunities and the target was met and exceeded because of the dire unemployment state of young people.

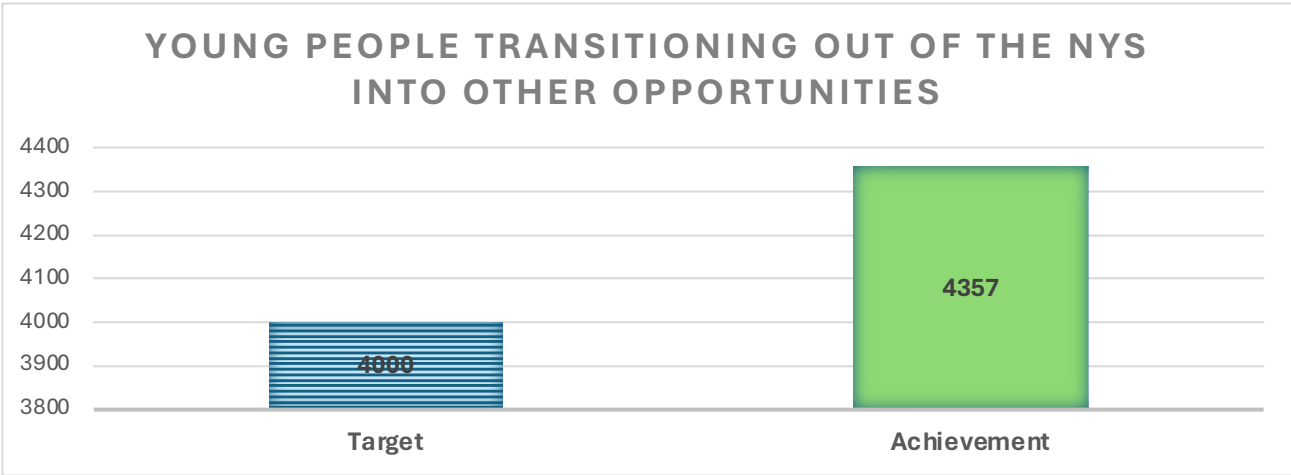


A total of 18 115 young people completed planned service activities. The target was met and exceeded because of the dire unemployment state of young people.





A total of 4357 young people transitioned out of the National Youth Service into other opportunities. The target was met and exceeded because of a relentless focus on transitioning young people into opportunities post service.



**Strategy to overcome areas of under performance**

All targets under Operations were achieved and there were no under performance.





### PROGRAMME 3: Integrated Youth Development

**Purpose:** The purpose focuses on fostering a mainstreamed, evidence based, integrated and result oriented youth development.

**Outcome:** Produce research reports which influences change in youth sector and build sustainable relationships.

#### Outcomes, Outputs, Output Indicators, Targets and Achievements

Outcome	Output	Output Indicator	Audited Actual Performance 2021/2022	Audited Actual Performance 2022/2023	Planned Target 2023/2024	Actual Achievement 2023/2024	Deviation from planned target to Actual Achievement for 2023/2024	Reasons for deviations
Produce research reports which influences change in youth sector and build sustainable relationships	Youth-centric research reports developed	Number of Impact programme evaluations conducted	4	4	5	13	8	Annual target met and exceeded because of a number of evaluations conducted on NYS partner implementation programme
		Develop a youth research report in the country	-	Developed Status of youth report in the country	Develop youth research report in the country	Developed a youth research report in the country	N/A	Annual target met
		Annual Reports produced on IYDS, NYS programme and disability strategy	Produced Annual report on Integrated Youth Development Strategy	Produced Annual report on Integrated Youth Development Strategy, National Youth Service and Disability strategy	Produced Annual report on Integrated Youth Development Strategy, National Youth Service and Disability strategy.	Produced Annual report on Integrated Youth Development Strategy, National Youth Service and Disability strategy	N/A	Annual target met
		Number of youth status outlook reports produced	3	3	6	9 Youth Status Outlook reports	3	Annual target met and exceeded because of an intensive focus on analysis on key research outlook reports published in the country.







Strategy to overcome areas of under performance

All targets under Integrated Youth Development Unit were achieved and there were no under-performance.

Changes to planned targets.

None

Target	Outcome
Number of Impact programme evaluations conducted	Target met and exceeded
Develop a youth research report in the country	Target met
Produced Annual report on Integrated Youth Development Strategy, National Youth Service and Disability strategy	Target met
Number of youth status outlook reports produced	Target met and exceeded





# 7

+ + +  
+ + +  
+ + +  
+ + +



## Integrated Youth Development Strategy **IYDS**







# Integrated Youth Development Strategy (2025) Lens

The Integrated Youth Development Strategy (IYDS) serves as a comprehensive framework aimed at fostering holistic and sustainable youth development in South Africa. At its core, the IYDS envisions a collaborative approach that contributes to the growth and advancement of the nation's youth.

The IYDS framework aims to:

- Establish partnership and stakeholder engagement to engage public, private, and civil society sectors in youth development.
- Advocate for a youth-friendly regulatory environment across government sectors.
- Initiate programs focusing on job creation, economic security, and empowerment for disadvantaged youth.
- Coordinate youth-focused programs across various sectors to align resource allocation.
- Implement a monitoring and evaluation framework for nationwide tracking of youth development programs by diverse organizations.

Part of the Mandate of the NYDA as per the Act is to develop the Integrated Youth Development Strategy for South Africa, initiate, design, coordinate, evaluate and monitor all youth programmes across South Africa. The Integrated Youth Development strategy is a strategic framework for coordinating government wide priorities born from the National Youth Policy 2030. Priorities will be identified from gaps, challenges, and opportunities to ensure effective contribution of the National Development Plan 2030. The Integrated Youth Development Strategy should be understood in the context of the policy and legislative frameworks that have been developed in the country and regarding the youth. This has been further informed by the IYDS process of development, one which has been characterized by research, synthesis, engagement, consultation and finally consolidation championed by the Presidency.

In compliance with the NYDA Act (54 of 2008). Section 3 of the Act mandates the Agency to develop an Integrated Youth Development Strategy (IYDS) which will serve as a strategic operational tool that will ensure that the approved National Youth Policy (NYP) 2030 is implemented. The Act further mandates the NYDA to "initiate, design, coordinate, evaluate and monitor all programmes aimed at integrating the youth into the economy and society. In approving the IYDS, Cabinet made the following comments: • Ensure that

Government Departments submit their annual plans to the NYDA. • Annually compile the Status of the Youth Report and present to the sector via the Integrated Youth Development Summit as an accountability mechanism. • Provide greater alignment to the National Strategic Plan on Gender Based Violence and youth in conflict with the law. • An official release of the IYDS to the public.

The strategy would serve as a vehicle through which the NYP 2030 objectives will be realized and makes provision of actions that need to be undertaken by various key stakeholders within the youth sector to allow for public participation and dissemination of IYDS. Prior approval the NYDA has engaged all 9 provinces and some municipalities to begin to prioritise youth by developing their own youth strategies in order to implement youth programmes. The NYDA has produced and Assessment to manage the delivery of reliable, credible, effective, and efficient programs that can demonstrate tangible impact in the lives of young people which will be released to the public. It aims to knit together key areas in creating an enabling environment for effective and efficient monitoring and evaluation of the Strategy and its partners' efforts.

The Agency further committed to annually develop an assessment report to check and give feedback on coordination of efforts through specified interventions by the national youth sector (youth formations), civil society, NPO's/NGO's, government departments, national, provincial, and local government. Through the Integrated Youth Development Strategy, NYDA will also continue to play an active role in youth sector coordination. The parent departments are urged to continue funding youth programs indefinitely and as previously stated, it is critical that all government departments include youth targets in their strategic plans and action plans.

The main indicators of success are jobs (the number and quality of jobs created), growth (the rate, labour intensity and composition of economic growth), equity (lower income inequality and poverty) and environmental outcomes. The NYDA will continue to create partnership through targeted programs initiated by government, business, and civil society. There is a need for the state to create jobs through direct employment schemes, targeted subsidies, and an expansionary macro-economic package; supporting labour-absorbing activities, to generate large-scale employment, while creating a set of incentives and support mechanisms to encourage the private sector to invest in new ventures and extend existing operations and concentrating resources in areas that yield the most jobs will ensure the greatest impacts. The NYDA is working to drive accountability in the youth sector through the Integrated Youth Development Strategy





8

+ + +  
+ + +  
+ + +  
+ + +



**Disability  
Strategy**





## Youth with disabilities strategy

Persons with disabilities constitute the world's largest minority which continues to experience barriers to participation in all aspects of life including the economy. These barriers take a variety of forms, including those relating to the physical environment or to information and communications technology (ICT), or those resulting from legislation or policy, or from societal attitudes and discrimination. The result is that persons with disabilities do not have equal access to socio-economic rights and services, including education, employment, health care, transportation, political and economic participation, or justice.

The NYDA was able to develop a disability plan and ensure that persons living with disability are included in all programmes offered by NYDA and the following was implemented:

- This plan will assist in building awareness amongst young persons with disabilities and link them to products and services of the NYDA and to wider government.
- Dedicated branch training officers in each branch was trained on disability and will continue to support persons with disability with NYDA programs as a branch level.
- NYDA has created an enabling environment that would promote the full participation of youth with disabilities in the NYDA programs.
- Inclusion of Youth with Disabilities on Expanded Volunteer Projects
- Conduct social campaigns on GBV for youth with disability
- Make NYDA online services available to persons with disability
- Capital budget set aside to upgrade facilities for access of youth with disabilities.
- Budget for printing of training manuals in braille and for sign language interpreters.
- We have allocated specific quantitative targets on all programs for youth with disabilities
- The NYDA will continue to make inroads in the disability sector in accordance with the disability strategy.
- Produced an Annual Report on partnerships established with Disability organisations to promote youth development.

The UN Convention on Rights of Persons with Disabilities use an encompassing definition of persons with disabilities, who are defined in Article 1 as including "those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others."

This UN definition is applicable in the NYDA strategy document. Youth with disabilities forms an integral part of South African society, therefore, youth programmes must speak to their needs to correctly fulfil the principle of economic justice when dealing with opportunities that are intended to benefit young people across South Africa. It is critical that NYDA create an environment that will pursue reasonable accommodation for the youth with disabilities in all sectors within the society.

The issues pertaining to disabilities are complex and sensitive to address. It is probably for the latter reason that several organisations such as Public and Private institutions tend to sideline the disability issue to the periphery of their Programmes of Actions (PoAs). Chapter 2 of the constitution of the Republic of South Africa (RSA) is in fact drawn from the United Nation Convention on the Rights of Person with Disabilities. Thus, NYDA, as the youth representative agency should not be found faltering this line and It dares not fail in these inalienable rights for persons with disabilities. The strategy therefore seeks to address the gap and encourage the National Youth Development Agency to streamline its youth development programmes to encompass youth with disabilities as dictated by laws of the country.

Therefore, the National Youth Development Agency (NYDA) could therefore not find itself acting outside of this government mandate. In other words, disability matters should also constitute the vision and mission of the NYDA. This calls for all NYDA divisions to ascertain that youth with disabilities find expressions in the divisional roles and responsibilities. Young people with disabilities are struggling to access economic opportunities due to lack of support from relevant stakeholders. It is important that youth with disabilities are prioritized in tender opportunities through set asides for young people. Although legislation makes provision for business opportunities for people with disabilities, there are no tangible outcomes from government business opportunities set aside for persons with disabilities. In most institutions there are no business opportunities set aside for persons with disabilities.

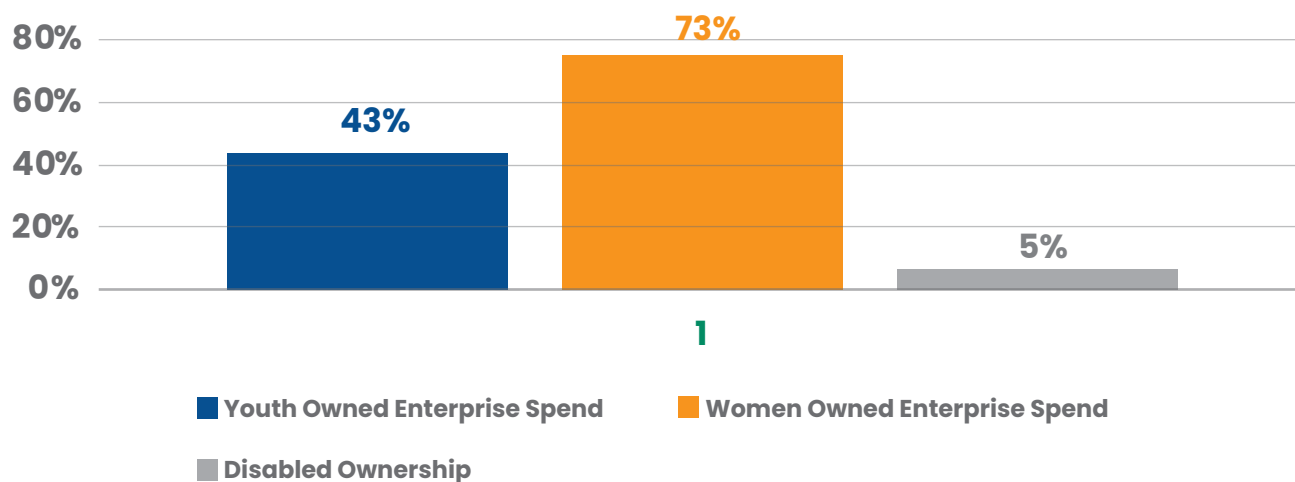
For preferential procurement, the NYDA has been able to ensure the participation of women youth and youth with disability in the organisational sourcing process. The below table suggests that 73% of the company's expenditure was used by women-owned companies, 43% by youth-owned businesses and about 5% by youth with disability-owned companies.







## Youth, Women and Disabled Ownership





# 9

+ + +  
+ + +  
+ + +  
+ + +



**Corporate  
Investments**





# Corporate Investments

The purpose of Corporate Investments unit to undertake the following:

## 1. Partnership Development and Management

- To pursue partnerships with Setas, Private companies and Government departments, SEOs, Agencies & Civil society
- Lobby and advocacy in the public & private sectors for increased investment in youth development programmes in South Africa.

## 2. Fundraising & Resource Mobilisation

- To pursue fundraising opportunities in the public, private and international sectors.

## 3. Support SA Youth Development Agenda in The International Arena

## 4. Overall Stakeholder Relations and Management

## 5. MOU/MOA Register

### 1. 2023/24 Targets/Deliverables

Target		Outcome			
Output Indicator		Performance Target		Status Quarterly Outputs	
		Quarter 1	Quarter 2	Quarter 3	Quarter 4
Value of funds sourced from the public and private sectors to support the youth development programmes	R250 million	-	R50 Million	R150 Million	R50 Million
Number of SETA partnerships established	6	-	-	3	3
Number of partnerships signed with technology companies	2	-	-	1	1
10 partnerships established with companies listed on the JSE	10	-	2	4	4

MOU/MOA Register	Annual register	1	1	1	1
------------------	-----------------	---	---	---	---

### 2. APP 2023/2024 Performance

#### 2.1.1 Value of Funds:

The following financial partnerships were completed:

Partner	Funds raised	Project description	STATUS
KZN Office of the Premier	R 2.5 million	BRICS Youth Dialogue	Funding approved
Department of Sports, Arts and Culture	R11 340 000	The Young Creatives Programme	Funding approved
Services SETA	R3 850 000	Apprentice programme in KZN	Funding approved
Foodbev SETA	R12 470 000	Learnership programme	Funding approved







Foodbev SETA	R350 000	BRICS Youth Summit sponsorship	Funding approved
PSETA	R3 408 600	Internship for unemployed graduates	Funding approved
PSETA	R4 124 500	Learnership: End-User Computing and New Venture Creation	Funding Approved
PSETA	R4 124 500	Learnership: New Venture Creation	Funding Approved
CETA	R500 000	BRICS Youth Dialogue	Funding Approved
CETA	R15 463 675	Apprenticeship programme	Funding approved
W&R SETA	R500 000	BRICS Youth Dialogue	Funding approved
W&RSETA	R13 100 000	Entrepreneurship Development Programme	Funding Approved
W&RSETA	R50 000	Netball World cup	Funding approved
Brand SA	R100 000	BRICS Youth Dialogue	Funding approved
TETA	R19 000 000	Last mile delivery programme	MOA signed
GEP	R30 000 000	Co-Funding –Blended finance	MOU signed
INSETA	R250 000	BRICS Youth Summit Sponsorship	Funding approved
GYAP	R70 000	BRICS Youth Summit	Funding Approved
CHIETA	R100 000	BRICS Youth Summit sponsorship	Funding approved
SEDA	R250 000	BRICS Youth Summit Sponsorship	Funding approved
AGRISETA	R400 000	BRICS Youth Summit Sponsorship	Funding approved
AGRISETA	R4 320 000	Learnership: Skills Development Programme	Funding approved
DWYPD	R500 000	Forty under 40 Awards	Funding approved
COGTA CWP	R44 000 000	Agrarian programmes	Funding approved
PYEI	R250 000 000	National Youth Service	Funding approved
Makhuduthamaga Local Municipality	R1 000 000	Grant programme	Funding approved
<b>Total</b>	<b>R420 771 275</b>		

### 3.1 SETAs Pipeline:

Our partnerships with the Sector Training and Education Authorities (SETA's) focus on the need for skills development that responds to actual demand in the economy. We are therefore focussed on pursuing partnerships with the SETA's that target the critical skills list in South Africa.





SETA	Project description	STATUS
PSETA	Learnership: Internship for unemployed graduates	Funding approved
EWSETA	Artisan training	Proposal submitted
W&R SETA	Wholesale and retail operations learnership	Funding approved
BANKSETA	Internship/learnership opportunities	Proposal being drafted
AGRISETA	Internship/learnership opportunities	Draft MOU submitted
CATHSETA	Internship/learnership opportunities	Draft MOU/funding proposal submitted
SASSETA	Internship/learnership opportunities	Draft MOU Submitted
CETA	Internship/learnership opportunities	Funding approved
MERSETA	Internship/learnership opportunities	Meeting requested
FASSETA	Internship/learnership opportunities	Funding approved
LGSETA	Internship/learnership opportunities	Preliminary meetings
PF&M SETA	Internship/learnership opportunities	Preliminary meetings
MICT SETA	Internship/learnership opportunities	Draft MOU
MQA	Internship/learnership opportunities	MOU signed

### 3.2 ICT Companies Pipeline:

Our partnerships with technology companies are focussed on us ensuring that bridge the skills divide in South Africa and to ensure that we train for critical digital skills in the economy. We have made a breakthrough with IBM who are willing to train youth participants on digital skills in the revitalised National Youth Service and the Community Works Program.

ICT Companies	Project description	STATUS
HP	Be a change maker programme	MOU signed
Microsoft/MENTEC	Train the trainer for digital skills	Approval letter
Adapt IT	Digital skills with Institutions of Higher Learning	On-going discussions
CISCO	Youth Digital Skills and Employment Initiative	Draft MOU
ALX	Online Soft Skills/Computer Literacy/Digital Skills short courses and long -term programme courses	MoU in process
Project Y	Digital Skills for Jobs & Job Matching	MoU signed
DISCONNECT.COM	Digital Entrepreneurship and Digital literacy courses	MoU in process
Black Ubuntu	To design programs to effectively bridge critical skills gaps, to empower both urban professionals and rural communities. Leveraging partnerships with global institutions to provide accessible skills development and training programs to enable job readiness and foster entrepreneurial enablement.	MoU signed

### 3.3 10 partnerships established with companies listed on the JSE

The following companies were identified: AB InBev, AECI, African Rainbow Minerals, Barloworld, BHP Group, Standard Bank, Discovery Health, PEPCOR, Glencore, Pick 'n Pay, Shoprite Group, The Foschini Group, HCI Hosken, ENGEN, SAPPI, MONDI, Sun International, Massmart, REMGRO, Growth Point and Woolworths.





Companies Listed on the JSE	Project description	STATUS / ACTIVITIES
Growthpoint	Bursary students' accommodation preferential programme	Concept document developed
Shoprite	Learnerships, Internships and Entry Level Job Opportunity Programmes, Last Mile programme (Pingo Sixty/60)	Concept document developed
The Foschini Group	Development of retail complexes in Rural Areas, opportunities on the textile/retail	Concept document
British American Tobacco	Learnerships/internship opportunities	Concept document development
Glencore	Administrative entry employment opportunities, CSD opportunities and entrepreneurial support	Concept document developed
Pick n' Pay	Youth Entrepreneurship programme – (shelf space opportunity/taking new products to market for youth entrepreneurs)	Concept document development
SAB AB InBev	Employment opportunities at the SAB multi-discipline value chain (farming, sales, logistics etc. and internships, Awareness/responsible drinking initiatives (in collaboration with the ABCC and DFSA at industry level)	Concept document development
Hosken Consolidated Investments (HCI)	ESD, Jobs and CSI training opportunities in Hotel, Transport, Gaming, Mining, Property, Media & Broadcasting	Concept document developed
Remgro Limited	ESD, Jobs and CSI training opportunities in Healthcare, Consumer products, infrastructure, Financial Services, Industrial sector.	Concept document developed
Sun International	Partner to resolve Employment / Recruitment challenges in areas where the business operates	Concept document developed
Mondi	Employment opportunities and ESD and enterprise development programme (KZN & Mpumalanga) CSI programmes – soft skills training opportunities	Concept document developed
Engen	Retail and training, learnerships	Concept document developed
SAPPI	ESD Programme and Volunteer Programme implementation	Concept document developed
MTN Foundation	Assist the young people to access sustainable livelihoods and to continue assisting the said young people to obtain employment, self-employment, education and training opportunities.	MOU Signed
NEDBANK	The overall purpose of the co-operation is to empower and equip youth with business financial skills, mentoring and Enterprise Supplier Development opportunities and job creation programmes.	Concept document developed





## Other partnerships

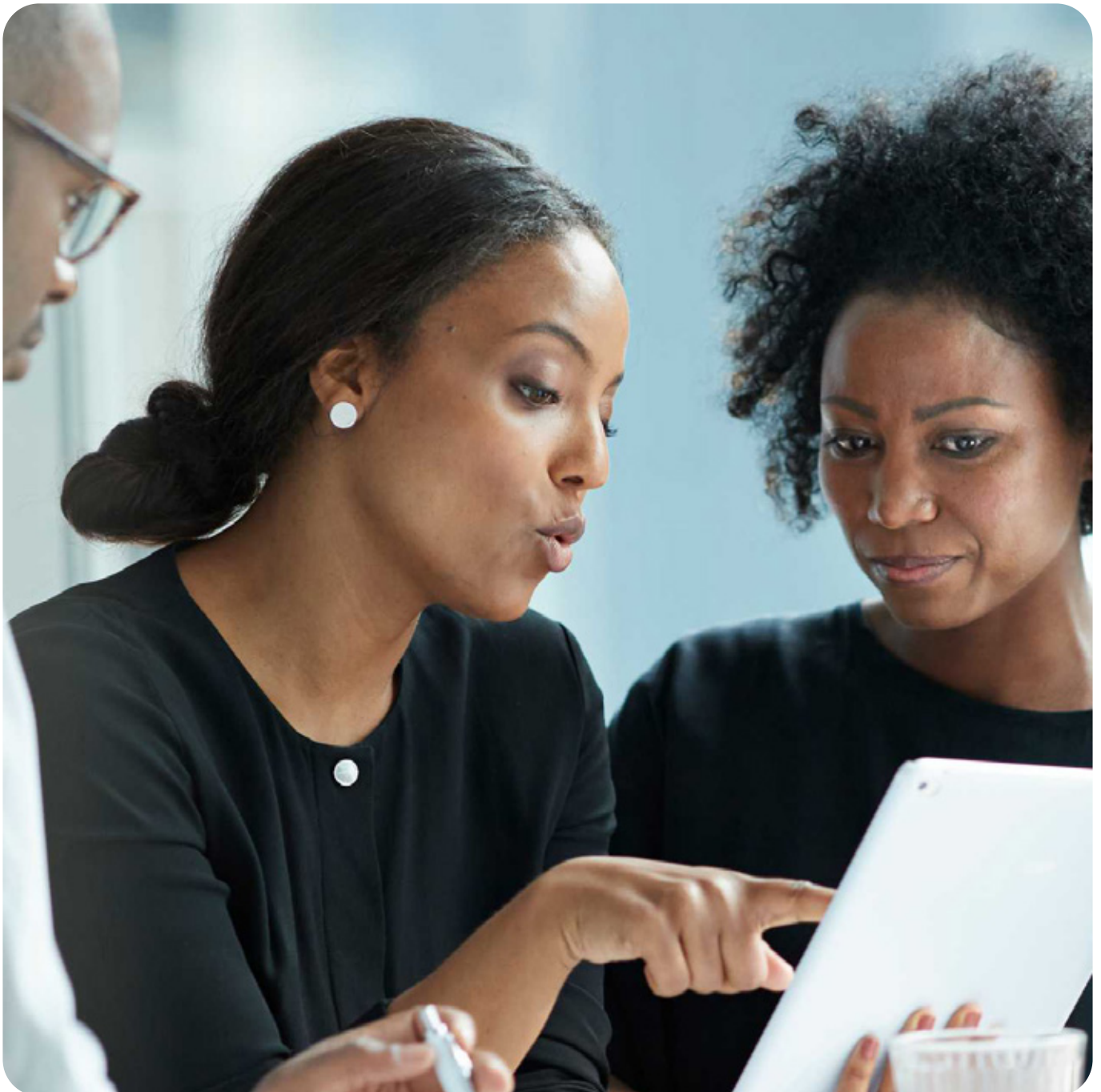
Name	Programme/Project/	Purpose/Objectives	Status/Progress
EASTC & Gold One Group	Artisanal Skills Training programme	<ul style="list-style-type: none"> <li>Provide short course and full skills Artisanal training, not limited to: New Venture Creation; Spray painting; Electrician; Welding; Diesel and Petrol Mechanic; Boiler Making; and Plumbing</li> <li>Facilitate the assessment of skills gaps for interested applicants within the Ekurhuleni Municipality and locate relevant ones within the context of National Skills Development Strategy III (NSDS 3)</li> </ul>	MoU concluded
Ekurhuleni TVET College –	Innovation, entrepreneurship, and skills development.	<ul style="list-style-type: none"> <li>Implementation of various projects, starting with the schools / youth training programs through the usage of EWC computer labs.</li> <li>NYDA to avail grant funding and other non-business support services including training programmes available for student businesses identified by EWC provided they are compliant with the criteria and requirements for these programmes.</li> </ul>	MoA signed
German Development Corporation GIZ – S2PYEI NPO Programme	Jointly aim to strengthen the impact of the NYS in improving the transition of youth from learning to earning.	<ul style="list-style-type: none"> <li>NPO Capacitation Programme</li> <li>Community of practice</li> <li>Organisational development</li> </ul>	Draft MOU developed
Morero Agricultural Academy	Assist youth to access educational, employment, training, volunteer opportunities	<ul style="list-style-type: none"> <li>Provide relevant partners to for partnerships for the delivery of youth projects.</li> <li>Assist NYDA with agricultural related projects within the value chain.</li> <li>Assist NYS on mentorship for all NPOs and Cooperatives on agricultural related projects.</li> </ul>	MoU signed
Transnet Academy – Learner Training Programme	The NYDA to provide Ancillary Training to Transnet learners.	<ul style="list-style-type: none"> <li>NYDA to provide theoretical and/or practical training to the learners, identified by Transnet and who are designated for the training by Transnet.</li> <li>The training shall consist of training simulated/ practical exposure at the dedicated Transnet Academy training centres.</li> <li>The NYDA shall also assess the candidates in order to determine their competency to safely perform the duties as per training conducted on the respective competencies.</li> <li>The NYDA shall, for all training conducted, provide each person (candidates, learners) with a Training Provider Certificate.</li> <li>The NYDA shall ensure that it adheres to all safety standards applicable within the Transnet environment.</li> </ul>	MoU signed
Department of Higher Education and Training	Implementation of National Youth Service in collaboration with the Department of Higher Education and Training	Overall collaboration on higher education, youth entrepreneurship, skills development programs, TVET and Community colleges	Draft MOU developed
National Development Agency	NPO capacity Building Programme	<ul style="list-style-type: none"> <li>To establish partnership in the implementation of NPO capacity Building Programme;</li> <li>To develop and implement the capacity building interventions for NPOs;</li> <li>To share tools and resources for the implementation of the NPO capacity Building programme;</li> </ul>	Draft MOU developed
Higher Health	Higher Health Civic Education Skills Programme	To develop and collaborate in the implementation of Higher Health Civic Education and Health Skills Programme, at NQF Level 5, for all beneficiaries of the National Youth Service and other young people identified through the NYDA process. The partnership will work towards developing civic, social, health and employability attribute skills through a quality assured, accredited programmes designed for the youth	Draft MOU developed
Youth Build	Strategic Cooperation to promote greater understanding and visibility of the NYS	Provide boost to entrepreneurial activities among the youth. To create an enabling environment for fostering the youth entrepreneurial activities and social cohesion	MoU Signed
CSGS	Jobs Programme	To assist Youth to access employment, educational, volunteer and training opportunities.	MoU signed – implementation plan – Learnership project for 50 participants implemented in Mpumalanga. Partner will work closely with Jobs Officers to identify and place young people in employment opportunities.
Bright Ideas	To provide accredited Technical Skills and Generic Business Management Training NQF 4 programme	To prepare young people for job placement opportunities or entrepreneurship thereby increasing the capacity and self-sustainability of youth within Dr Kenneth Kaunda District Municipality and other Districts	MoU signed
Training Force	Learnership Programme	Workplace experiential learning services pertaining to Learnership programmes	Draft MOU developed







Name	Programme/ Project/	Purpose/Objectives	Status/ Progress
Taung Local Municipality	Business Development Support for the Taung Local Municipality LED	To provide non-financial support in the form of accredited technical short courses to increase the capacity and self-sustainability of youth owned businesses.	Draft MOU developed
Makhuduthamaga Local Municipality (MLM)	Youth Fund & Mentorship Programme	Provide support required by the Youth owned enterprises and Co-operatives in the various sectors but bias towards Manufacturing; ICT; Tourism; Agro-industry, Sustainable Energy, Automotive, Creative, mining, and emerging sectors.	MoU signed
World Vision SA	Business Development Hub	To promote vocational, entrepreneurial and soft skills for the Youth in Mopane District.	MoU signed
Greater Letaba TVET College	Skills Development programme	To empower and equip youth in Mopani District with skills to access jobs and enterprise development opportunities.	MoU signed
National Lotteries Commission (NLC)	NPO Capacity Building Programme	Support NYDA capacity building programme by educating NPOs on opportunities available for regulatory and funding mandate.  Support the coordination of the NYDA-NPO Capacity Building Programme in delivering education and awareness workshops for the NPOs across the nine provinces.	Draft MOU developed





# Corporate Investments Sub-Division-Ceo's Office

## Key Partnerships

### Mandate Of The Sub-Division

- Partnership Development and Management- Lobby Private and Public Sector Stakeholders to implement youth development programmes
- Fundraising & Resource Mobilisation- Establish Strategic platforms and networks to mobilise financial resources for youth development programmes
- Leverage existing internal programme delivery infrastructure to enable effective and timely implementation of youth programmes
- Support SA Youth Development Agenda in The International Arena
- Overall Stakeholder relations and management
- MOU/MOA Register

### Performance Targets:

DECEMBER 2021-AUGUST 2024

Output	Output Indicator	Achievement
An efficient and effective Agency characterized by good corporate governance and ethical leadership	Value of funds sourced from the public and private sectors to support the youth development programmes	R 1 362 696 435,23
	Number of SETA partnerships established	16
	Number of partnerships signed with technology companies	6
	Produce Annual Report on partnerships established with Disability organizations to promote youth development	- Annual report on partnerships established with Disability organizations to promote youth development
partnerships established with companies listed on the JSE	partnerships established with companies listed on the JSE	12

### Partnerships (Resource Mobilisation)

We continue to pursue both financial and non-financial partnerships but with a focus on financial partnerships. We have for the period raised the following funding:

Partner	Funds raised	Project description
Partner	Funds raised	Project description
ETDPSETA	R8 400 000	Internship programme
Orbit College	R200 000	Business Management Training
CoGTA-CWP	R66 000 000	Community Works Programme
DSD KZN	R2 000 000	Youth Business Support Programme
PYEI	R430 000 000	National Youth Service
Jobs Fund	R3 000 000	National Pathway Management Network pilot site
PSETA Discretionary Grants funding	R 4 890 600	Internship programme
SERVICES SETA	R6 022 000	Apprenticeship programme







CWP AGRARIAN –Bakwena Ba Mogopa– North West	R 5 279 484.36	CWP Agrarian project
W&RSETA	R200 000	Nelson Mandela Youth Dialogue
W&R SETA	R13 100 000:	Enterprise Development Programme
INSETA	R300 000	Nelson Mandela Youth Dialogue
INSETA	R3 708 750	Short term insurance skills
Department of Arts and Culture	R10 426 000	The Young Patriots Programme:
FoodBev Sector Education Training Authority	R8 700 000	Skills development program in the FoodBev Sector
Public Sector SETA	R4 890 600	NYDA internship program
Public Sector SETA	R4 890 600	Interns to be placed at other government departments:
TETA	R4 782 100,00	TakeAlot scooter delivery programme:
Department of Employment and Labour	R132 586 302,12	National Youth Service and New Venture Creation programmes
FASSETA	R1 750 000	500 Learners from cooperatives and enterprises on sector & national priority occupations or trained on entrepreneurship programmes
Department of Co-Operative Governance and Traditional Affairs	R3.900 000	Community Works Program Agricultural Program
Limpopo Office of the Premier	R5 000 000	Limpopo Youth Fund
Jobs Fund	R10 000 000	Mentorship Programme
CWP AGRARIAN –Giyani, Limpopo	R 5 884 925.87	CWP AGRARIAN –Giyani, Limpopo
KZN Office of the Premier	R 2.5 million	BRICS Youth Summit
Department of Sports, Arts and Culture	R11 340 000	The Young Creatives Programme
Services SETA	R3 850 000	Apprentice programme in KZN
Foodbev SETA	R12 470 000	Learnership programme
Foodbev SETA	R350 000	BRICS Youth Summit sponsorship
PSETA	R3 408 600	Internship for unemployed graduates
PSETA	R4 124 500	Learnership: End-User Computing and New Venture Creation
PSETA	R4 124 500	Learnership: New Venture Creation
CETA	R500 000	BRICS Youth Dialogue
CETA	R15 463 675	Apprenticeship programme
W&R SETA	R500 000	BRICS Youth Dialogue
W&RSETA	R13 100 000	Entrepreneurship Development Programme
W&RSETA	R50 000	Netball World cup
Brand SA	R100 000	BRICS Youth Summit
TETA	R19 000 000	Last mile delivery programme
GEP	R30 000 000	Co-Funding –Blended finance
INSETA	R250 000	BRICS Youth Summit Sponsorship
GYAP	R70 000	BRICS Youth Summit
CHIETA	R100 000	BRICS Youth Summit sponsorship
SEDA	R250 000	BRICS Youth Summit Sponsorship
AGRISETA	R400 000	BRICS Youth Summit Sponsorship





AGRISETA	R4 320 000	Learnership: Skills Development Programme
DWYPD	R500 000	Forty under 40 Awards
COGTA CWP	R44 000 000	Agrarian programmes
PYEI	R250 000 000	National Youth Service
Makhuduthamaga Local Municipality	R1 000 000	Grant programme
Department of Labour	R 58 050 000	Labour Activation Programme
National Skills Fund	R269 268 275	Revitalised National Youth Service
National Skills Fund	R13 347 500	Nelson Mandela Fellowship for Young Africans
Mpumalanga Department of Economic Development & Tourism	R3 000 000	Mpumalanga Youth in Tourism and related Industries Development Fund
M & Associates	R9 648 000	Internship programme
Hollywood Foundation	R250 000	Construction and Renovation of Verulam ECD Project centre
<b>TOTAL</b>	<b>R 1 362 696 435,23</b>	

## Current Proposals

Proposal	Outcome
North West Youth Fund: R10 000 000	MoA signed
UNDP: Graduates Internship programme, R2,5 Million	MOA/contract signed
Orbit College	R200 000

## Other Strategic Partnerships

### Public Sector

Partner	Purpose
Department of Higher Education and Training	Implementation of National Youth Service in collaboration with the Department of Higher Education and Training
Taung Local Municipality	Business Development Support for the Taung Local Municipality LED
Makhuduthamaga Local Municipality (MLM)	Youth Fund & Mentorship Programme
Department of Correctional Services	NYS for Youth in conflict with the law intervention programme
Mpumalanga Office of the premier	Youth development programmes
Department of Human Settlements	Assistance of Youth to obtain employment, self-employment and/or further information, education & skills, National Youth Service, economic opportunities.
Department of Basic Education	Second Chance matric rewrite
City of Ekurhuleni	Ekurhuleni Community Enterprise Development Program
Vhembe District Municipality	Local Economic Development
Department of Forestry, Fisheries and the Environment	NYS
Department of Agriculture, Land Reform and Rural Development	NARYSEC programme
Department of Trade and Industry	African Continental Free Trade Area protocol on women and youth
Department of Sports, Arts and Culture	The Young Creatives programme
CoGTA	Community Works programme and the Agrarian programmes
DSD KZN	Youth Business Support Programme





GYAP	BRICS Youth Summit 2023 South Africa
Department of Employment and Labour	National Youth Service and New Venture Creation programmes
Limpopo Office of the Premier	Limpopo Youth Fund
KZN Office of the Premier	BRICS Youth Summit 2023 South Africa
DWYPD	Forty under 40 Awards
Mpumalanga Department of Economic Development & Tourism	Mpumalanga Youth in Tourism and related Industries Development Fund
Free State DESTEA	Additional Funding for the Grant Programme

### Private Sector

Partner	Purpose
Black Management Forum	Collaboration on Corporate Awareness, Positioning the NYDA brand to align with veteran organisations at the forefront of transformation within the corporate South Africa.
V&A Waterfront	Skills development and job opportunities with the ocean economy
South African Mobile Devices Distributors and Repairers Association	Skills development and job creation initiatives
UNILEVER	Cooperate in areas of mutual concern to enhance the effectiveness of their development efforts, particularly in the area of township and rural SMME and skills development
Accenture-Aspen Foundation	Global Opportunity Youth Network
Royal Bafokeng Resources	Business Development Support ("BDS") initiatives & Enterprise Supplier Development programme
SASOL	Collaborate in creating economic opportunities for the youth through their participation in the applicable programmes that SASOL provides
NEDBANK	Enterprise Development
HP	Be a change maker programme
Microsoft	Train the trainer for digital skills
BBCBE	Assist with enabling access to Corporate Social Investment (CSI) funds from corporates to support youth entrepreneurs and NYDA beneficiaries
Mpumalanga Steel Initiative	Incubation Programme
Clicks	Youth Learnership programme
Shoprite	Learnerships, Internships and Entry Level Job Opportunity Programmes
AKIBA Digital	Pilot the SMME tool to NYDA Enterprise for the purpose of automating the collection and verification of their business financial and compliance data
MENTEC	Train the trainer for digital skills
CISCO	Youth Digital Skills and Employment Initiative
ALX	Online Soft Skills/Computer Literacy/Digital Skills short courses and long-term programme courses
Project Y	Digital Skills for Jobs & Job Matching
DISCONNECT.COM	Digital Entrepreneurship and Digital literacy courses
Black Ubuntu	To design programs to effectively bridge critical skills gaps, to empower both urban professionals and rural communities.
Growthpoint	Bursary students' accommodation preferential programme
Shoprite	Learnerships, Internships and Entry Level Job Opportunity Programmes, Last Mile programme (Pingo Sixty/60)
The Foschini Group	Development of retail complexes in Rural Areas, opportunities on the textile/retail
British American Tobacco	Learnerships/internship opportunities
Glencore	Administrative entry employment opportunities, CSD opportunities and entrepreneurial support





Pick n' Pay	Youth Entrepreneurship programme – (shelf space opportunity/taking new products to market for youth entrepreneurs)
SAB AB InBev	Employment opportunities at the SAB multi-discipline value chain (farming, sales, logistics etc. and internships, Awareness/responsible drinking initiatives (in collaboration with the ABCC and DFSA at industry level)
Hosken Consolidated Investments (HCI)	ESD, Jobs and CSI training opportunities in Hotel, Transport, Gaming, Mining, Property, Media & Broadcasting
Remgro Limited	ESD, Jobs and CSI training opportunities in Healthcare, Consumer products, infrastructure, Financial Services, Industrial sector.
Sun International	Partner to resolve Employment / Recruitment challenges in areas where the business operates
Mondi	Employment opportunities and ESD and enterprise development programme (KZN & Mpumalanga) CSI programmes – soft skills training opportunities
Engen	Retail and training, learnerships
SAPPI	ESD Programme and Volunteer Programme implementation – MoU signed
MTN	Assist the young people to access sustainable livelihoods and to continue assisting the said young people to obtain employment, self-employment, education and training opportunities. MoU signed
Anglo American	Zimele Youth Development Programme
SAFCOL	Partner in the implementation of a specialised plan to introduce and implement the Integrated Youth Development Strategy in the forestry sector.
MTN ESD	The Program is intended to accelerate the growth and development of Black-Owned SMME's in South Africa by providing business opportunities. MoU signed
M & Associates	Internship Programme. MoA signed
Hollywood Foundation	Construction and Renovation of Verulam ECD Project centre – MoU signed

### Academia

Partner	Purpose
EASTC & Gold One Group	Artisanal Skills Training programme
Ekurhuleni TVET College –	Innovation, entrepreneurship, and skills development.
Morero Agricultural Academy	Assist youth to access educational, employment, training, volunteer opportunities
Greater Letaba TVET College	Skills Development programme
Orbit TVET College	Centre for Entrepreneurship Rapid Incubator/Programme
Durban University of Technology	The aim of the collaboration is to provide for cooperation on joint training of students, exchange of information, projects primarily but not limited to the fields of education and training, hosting of seminars, local and international conferences as well as research and development in all disciplines
Capricorn TVET College	Outreach Programme and Enterprise Training
False Bay TVET College	Centre for Entrepreneurship Rapid Incubator
North West University	Business support services
King Hintsa TVET College	Mainstreaming youth development within the College
Ehlanzeni TVET College	Assistance of Mpumalanga youth to attain sustainable livelihoods through business support, skills development, and access to opportunities/markets
University of Venda	To be the anchor institution for effective integrated local and regional development, develop enterprises and develop an entrepreneurial culture
Walter Sisulu University	Nelson Mandela Fellowship for Young African Leaders
Nelson Mandela University	Nelson Mandela Fellowship for Young African Leaders





### Development Institutions

Partner	Purpose
Transnet Academy – Learner Training Programme	The NYDA to provide Ancillary Training to Transnet learners.
National Development Agency	NPO capacity Building Programme
National Lotteries Commission (NLC)	NPO Capacity Building Programme
The Innovation Hub (TIHMC)	Mobile Phone Repairs Youth Development Programme
South African International Maritime Institute (SAIMI)	Programme on Maritime Skills Development Opportunities
Transnet	Mainstreaming youth development within the Transnet Enterprise Development Hubs in the country.
KZN Film Commission	Exploring partnership for youth participation in the film industry in KZN
South African Maritime Safety Authority and South African	Assistance of young people to access sustainable livelihoods and to continue assisting the said young people to obtain employment, self-employment and/or further information, education, and training opportunities.
MP TV & Film Agency	Youth participation in the Film and Television industry through skills development programmes
Mpumalanga Tourism and Parks Agency	Youth participation in the tourism industry, Mpumalanga
Productivity SA	The Competitiveness Improvement Services (CIS) Programme, The Business Turnaround and Recovery Programme, Research, Statistics and Innovation Programme and Productivity Awards
Land Bank	Agri-Youth Fund – Blended Funding Intervention for Agricultural Businesses
PYEI	National Youth service
Jobs Fund	Mentorship programme and the National Pathway Management Network pilot site in KZN, Empangeni
Brand SA	BRICS Youth Summit 2023 South Africa
SEDA	BRICS Youth Summit 2023 South Africa
National Skills Fund	Revitalised National Youth Service and Nelson Mandela Fellowship for Young Africans
GEP	Co-Funding, Blended finance
SASSA	GBL Project – Generating Better Livelihoods for Grant Recipients

### Civil Society

Partner	Purpose
Morero Agricultural Academy	Assist youth to access educational, employment, training, volunteer opportunities
Higher Health	Higher Health Civic Education Skills Programme
Youth Build	Strategic Cooperation to promote greater understanding and visibility of the NYS
CSGS	Jobs Programme
Bright Ideas	To provide accredited Technical Skills and Generic Business Management Training NQF 4 programme
Training Force	Learnership Programme
World Vision SA	Business Development Hub
Albinism Renaissance Forum	Collaboration on youth development programmes with young people living with disability
Tshilwavhusiki Rzwawimisanani Special School	Collaboration on youth development programmes with young people living with disability
South African Blind Youth Organisation	Collaboration on youth development programmes with young people living with disability
Solomon Mahlangu Family Trust	Solomon Mahlangu Scholarship Fund
SIOC	Business advisory services to SMMEs at The Thabazimbi Hub





Youth Employment Service (YES4Youth)	To unlock youth employment opportunities within the private sector, to support the establishment of the Labour Activation Programme alongside other youth-centred priorities of all sectors of society
Mentec Foundation	Capacity-building partner in digital skills development

### SETAs

Partner	Purpose
ETDPSETA	Internship programme
PSETA	Internship programme and Learnership: End-User Computing & New Venture Creation
W&RSETA	Nelson Mandela Youth Dialogue and Enterprise Development Programme, Entrepreneurship Development Programme, BRICS Youth Summit 2023 South Africa and Netball World cup
INSETA	Nelson Mandela Youth Dialogue, Short term insurance skills and BRICS Youth Summit 2023 South Africa
FoodBev SETA	Skills development program in the FoodBev Sector, Learnership programme and BRICS Youth Summit 2023 South Africa
TETA	Last mile delivery programme
FASSETA	500 Learners from cooperatives and enterprises on sector & national priority occupations or trained on entrepreneurship programmes
Services SETA	Apprentice programme in KZN
CETA	BRICS Youth Summit 2023 South Africa and Apprenticeship programme
CHIETA	BRICS Youth Summit 2023 South Africa
AGRISSETA	Learnership: Skills Development Programme and BRICS Youth Summit 2023 South Africa
MQA	Internship/learnership opportunities
MICT SETA	Internship/learnership opportunities
SASSETA	Internship/learnership opportunities
CATHSETA	Internship/learnership opportunities
EWSETA	Internship/learnership opportunities







# 10

+ + +  
+ + +  
+ + +  
+ + +



**International  
Relations**





## International Relations

The international relations work is guided by the need to achieve the objectives of the National Youth Policy which are:

- Economic participation & Transformation,
- Education, skills and second chance,
- Health care & combating substance abuse,
- Nation building and social cohesion,
- Effective and responsive youth development institutions

The NYDA must ensure South Africa's youth participation in relevant international engagements as well as provide feedback through reports and implementation plans. The NYDA is to coordinate the international youth programmes across government, civil society, and the private sector, while promoting global skills development and exchange opportunities. The aim is to provide platforms for young South Africans to showcase their talents globally, mobilize resources to support sustainable youth development, and position South Africa as a leader in implementing best practices in youth initiatives. Additionally, we foster cultural exchanges to strengthen international collaboration and build lasting relationships with other nations.

### Background

- International Relations activities of the NYDA are derived from work done by the Agency/Act.
- NYDA seeks to coordinate where necessary and document international youth work across all government departments, civil society organisations, private sector etc.
- The establishment of the NYDA has provided those in youth development space to better coordinate international youth work

### Objectives

- To coordinate where necessary and documentation of International Youth work programmes on behalf of South Africa across all levels of Government, Civil Society and Private sector in the Republic and,
- To advance skills development/exchange programmes globally,
- To create a platform for young people to showcase their talents globally,
- Resource mobilisation
- To promote South Africa as a preferred destination for the implementation of best practices in youth development
- To enable cultural exchanges and the cultivation of comradery with other nations

### Functions

- To create awareness and ensure participation of the South African youth in international engagements such as African Union, SADC Youth Forum, Y20 Summits, Commonwealth, BRICS Youth Summits, and all other related youth development activities globally,
- To ensure that international youth work is done and aligned with Bi- literals of the Republic of South Africa,
- To monitor the implementation of international youth work in both public, private, and civil society,
- To identify barriers to international youth work and suggest possible solutions,
- To ensure that clear development plans for youth doing international work are formulated and implemented.





### Current International Relations Work/ activities :

Name	Programme/Project/Activity	Purpose/Objectives	Status/Progress
<b>BRICS Youth Council (BYC)</b>	The newly established BRICS Youth Council (BYC) under the Chairship of South Africa in 2023 was established to serve as a coordinating body for youth affairs within BRICS countries.	<p>The objectives of the council collectively reflect the strategic vision of the BRICS Youth in advancing youth empowerment, cooperation, and development within the BRICS framework.</p> <p>The objectives further seek to:</p> <ul style="list-style-type: none"> <li>Promote the sharing of experiences in youth policy and youth work amongst BRICS countries and to prioritize youth development in member countries;</li> <li>Respond to the advocacies made by BRICS Youth Summit by designing or promoting the implementation of relevant youth projects and events;</li> <li>Establish communication channels for dissemination of information in relation to BRICS Youth;</li> <li>Contribute to the creation of new youth formats (including high-tech) according to the prioritized directions in the framework of BRICS that allow to effectively use the potential of BRICS Youth Summit and its solutions;</li> <li>Promote the consolidation of youth cooperation issues on the agenda of meetings of leaders and ministers of BRICS countries;</li> <li>To provide advisory assistance to interested state and non-governmental youth organizations of BRICS countries.</li> </ul> <p>Five priorities area's were proposed by the BYC and proposed that each country Chair the Working Groups as follows:</p> <ol style="list-style-type: none"> <li>Brazil – Health and Sports,</li> <li>Russia – Higher Education,</li> <li>India – Entrepreneurship,</li> <li>China – Science, Technology and Innovation,</li> <li>South Africa – Youth Community Service and Volunteer Work.</li> </ol>	<p>The Council is to establish a website which would house the content of the BRICS Youth Council.</p> <p>The Council to develop a BRICS Youth Calendar of events that can be shared with BRICS countries.</p>
<b>Democracy Work Foundation and Club de Madrid.</b>	The Southern Africa Regional Symposium	<p>The symposium targeted Political Actors, Civil Society, African Governance Architecture (AGA) Members</p> <p>Key Outcomes: Raising awareness and sharing knowledge on the AU and SADC norms on advancing democratic governance and electoral integrity</p>	Hosted by DWF & Club de Madrid on the 12 <sup>th</sup> to 14 <sup>th</sup> March 2024



		Facilitating systematic peer-to-peer learning on the use of civic technologies in advancing democratic governance and electoral integrity	
<b>BRICS Youth</b>	BRICS Youth Summit	<p>The Summit program held in Russia on 21 to 26 July 2024, facilitated meaningful interactions across various thematic areas. Below are the key outcomes:</p> <ol style="list-style-type: none"> <li>1. Entrepreneurship: Financial limitations make it difficult for youth in BRICS nations to start businesses. Organizing competitions like hackathons could identify potential partners and provide market insights.</li> <li>2. Science, Technology, and Innovation: Noting disparities in technology advancement across BRICS. Proposals include creating a "Scientific House of BRICS+" portal to share educational and research opportunities.</li> <li>3. Education, Training, and Skills Development: To ensure generational continuity in BRICS, adolescents should be included in youth events through camps, conferences, and forums.</li> <li>4. Youth Community Service and Volunteer Work. A proposed volunteer program would facilitate cultural exchange, community impact, and leadership development among BRICS youth.</li> <li>5. Sports and Healthy Lifestyle: The BRICS Sport Games to promote physical activity, while partnerships should be formed to conduct research and develop strategies on mental health and healthy living.</li> </ol>	<p>On behalf of South Africa, the delegation was led Ms. Asanda Luwaca, Chairperson of NYDA and BRICS Youth Councilor.</p> <p>Ms. Pearl Pillay, NYDA Board Member, delivered a presentation on South Africa's efforts in youth community service and volunteer work.</p> <p>A notable initiative during the summit was the establishment of BRICS Youth Radio.</p>

<b>Pan Africa Youth Movement Meeting</b>	A special purpose vehicle to mobilise young people towards the decolonisation of Africa	<p>The goal is to develop a comprehensive strategy with countries where the NYDA has forged existing relationships, to jointly promote and advocate for our shared agenda across the continent.</p> <p>By establishing these connections, we can strengthen our leadership role in youth development and drive collective action on key issues facing the continent.</p> <p>This is crucial for unlocking South Africa's access to other African countries and forging stronger regional ties</p>	Strategy is under development
<b>World Youth Festival</b>	The World Youth Festival, festival is one of the largest youth events on a global scale with 20 000 young people	<p>Participants had representation across the following industries:</p> <ul style="list-style-type: none"> <li>• Leaders of youth NGOs,</li> <li>• Creatives</li> <li>• Members of political parties,</li> <li>• Young diplomats,</li> </ul>	The NYDA led a delegation of South African youth who participated in the summit and various panel discussions.





	across the world on 29 February – 7 March Sochi, Russia 2024.	<ul style="list-style-type: none"> <li>• Scientists,</li> <li>• International relations experts,</li> <li>• Journalists,</li> <li>• Entrepreneurs,</li> <li>• Students, and</li> <li>• Volunteers.</li> </ul> <p>The NYDA remain keenly interested in the continued advancement and consolidation of mutually beneficial bilateral relations pertaining to youth cooperation.</p>	
<b>Brazil Y20 Pre-summit</b>	Brazil Y20 preparation meeting	<p>The specific objectives of the Y20 Pre-Summit were:</p> <ul style="list-style-type: none"> <li>• To promote debates and lectures on the topics proposed by the Brazilian Presidency at the G20, considering respect for human rights and sustainable development;</li> <li>• Share the countries' perceptions, policy views, and priorities on each track;</li> <li>• To promote meetings between the Y20 delegations and youth movements and organizations in Brazil, with particular emphasis on the youth of the Amazon.</li> <li>• Deepen discussions on the environment and climate change within the G20, with solid contributions and protagonism from Amazonian youth;</li> <li>• Strengthen the connections between the G20 and Y20 debates and COP 30;</li> <li>• Strengthen the integration of young leaders from the Legal Amazon States and their relationship with young leaders from G20 countries.</li> </ul>	The NYDA led the South African delegation, participating in key high level engagements and meetings
<b>China</b>	2024 BRICS Youth Council Science, Technology and Innovation Working Group Meeting	<p>China chairs the BRICS Youth Summit Science, Technology and Innovation working group.</p> <p>To fulfil the Function of the Council, All-China Youth Federation organized the BRICS Youth Council Science, Technology and Innovation Working Group Meeting.</p> <p>The theme of the meeting was "Gathering the Wisdom of Youth to Jointly Promote Innovation and Development".</p> <p>The meeting invited 20 youth representatives from BRICS Countries (Brazil, Russia, India, China, South Africa, Saudi Arabia, Egypt, the United Arab Emirates, Iran, and Ethiopia), including youth organizations representatives, scholars and entrepreneurs in the field of science and technology; along with 10 members of the WYDF Agenda Committee.</p>	Working Group Meeting took place from March 18th to 23th, 2024 in Hainan, China
<b>4th National Youth Conference</b>	Brazil's National Youth Conference 2023	<p>The 4th National Youth Conference is the Brazilian event with the greatest participation of young people in the construction of public policies, bringing together young people from all Federation Units. The event will be attended by 2,000 young people.</p> <p>The National Youth Conference is a strategic event to promote social participation, civic activity, youth protagonism and social political formation.</p> <p>It is also a space to promote the institutionalization of public management for youth, whether at municipal, state or federal level.</p>	14th and 17th of December 2023, in Brasília-DF





# 11

+ + +  
+ + +  
+ + +  
+ + +



**National  
Youth  
Service**





Proud to serve

## Background and Introduction

In the infancy of the South African Democratic dispensation, the National Youth Service Programme (NYSP) in the year 2024 marks 21 years of fostering patriotism and nationhood by continuing to encourage community building through volunteerism, all the while teaching youth life skills. In the previous year, we have realised the persistent increase in the unemployment rate, substance abuse, HIV, and Aids among the youth of South Africa. The design of the NYSP is aimed at trying to alleviate and reverse the socio-economic challenges faced by the majority of the South African youth.

NYSP intends to place youth at the centre of nation-building and development by creating platforms that encourage youth participation in community service and service delivery. The anticipated fundamental outcomes of the NYSP are to simultaneously promote nation-building and foster social cohesion and individual skills development so young people can be self-sufficient.

Through the support of different legislation and policies, there has been notable success in the implementation of the NYSP and the realisation of the core pillars as comprised in the NYS National Coordination Framework. Some of the policies that have led to the success of implementation of the NYS are, but not limited to:

- The Constitution of the Republic of South Africa, Act 108 of 1996
- The Green and the draft White Papers on the NYS
- The National Youth Service Policy Framework
- The National Youth Development Agency Act, No. 54 of 2008
- The National Youth Policy 2030
- The Integrated Youth Development Strategy (IYDS) 2020-2025
- The National Qualifications Framework (NQF) through the National Qualifications Framework Act No. 67 of 2008
- The Skills Development Act no. 97 of 1998
- National Skills Development Strategy (NSDS)

The 2022 census released in July 2023 has shown an increase in population by 19,8% in the past five years. South African population is currently sitting at 62 million where the youth (people between the ages of 14 and 35 years) make up about 34% (21,6 million) of the

total population and the median age is 28 years. The above confirms that the South African population is predominantly young- making youth more vulnerable to consequences related to poverty and inequality.

There is a substantial number of young people who are not active participants in the economy as reported by Stats South Africa, where 32,7% of young people between the ages of 15-24 years, are not in employment, education, or training (NEET) and 42,0 % of persons between the ages 15-34 years fall under the NEET category - this means on average over four out of ten youthful persons are not active participants in the economy of South Africa.

Despite youth unemployment decreasing in Q3:2023 by 1.9% as reported in the QLFS the 43.4% youth unemployment rate reinforces the socio-economic vulnerability of the South African youth. The scourge of unemployment also affects graduates between the ages of 15-35 years, where close to one in three graduates find themselves out of work. Unemployment amongst graduates sits at 8,5% from 11,8% in quarter 3 of 2022. This does not disqualify the ramifications of being young and economically inactive.

Entrepreneurship is noted to be one of the integral strategies to have youth be part and parcel of South African economic growth. However, entrepreneurship amongst persons between the ages of 15-34 years sits at 6%, ranking South Africa as one of the lowest globally. The Total Entrepreneurial Activity (TEA) indicates that there has been significant improvement between 2001 and 2021 and further encourages govt to reinforce structural support to encourage youth to start sustainable businesses.

The above-mentioned statistics are an encouragement for the government to invest and channel resources towards the inclusion and development of young people noting the deliberate effort based on the commitments the President made in his State of the Nation Address in February 2023. Prioritising unemployment and other related inequalities are crucial to attaining growth goals. The National Development Plan (NDP) has expressed the significance of youth development coupled with the unanimity of economists and demographers on the benefits of youth participation in the economy which suggest that the solutions in the face of South African socio-economic development are central to the investment in its youth.

In line with the 2023 census as cited above South Africa is a youthful nation yet youth in its majority is characterized as silent and sometimes notarized as the missing majority. The characterization is derived from youth apathy in the democratic processes. As the South African citizenry prepares itself for the 7th General Elections there is an overwhelming





anticipation of decreased youth voter turnout. In 2019 only 46% of youth eligible to vote participated in the electoral processes. The disillusionment, frustration, and a sense of hopelessness are inculcated by the material and social conditions of young people across South Africa. The consequence of poverty, a culture of inactivity socially and economically has proven to be detrimental to the basic pillars of democracy.

The electoral process is meant to carry and amplify the voices of the diverse people of South Africa and to believe in a process that the youth must be present but most importantly organized as the NYSP through social cohesion programmes aims to structurally integrate young people and advance the culture of participation. The global downturn of the economy has reshaped the challenges that require intentional policies and legislation that will turn the fort holistically.

COVID-19 has affected the global economies worsening conditions of vulnerable economies. The South African economic recovery plan should seek to address the developmental agenda which must then redress the lack of youth participation and the stifled development agenda as is one of the reasons South Africa has a stunted and declining economy. The existing interventions for economic development and youth participation can be identified in the work previously done through the NYSP.

Economic challenges in South Africa are the manifestation of the social challenges which the implication of our social history is identified by the current social epoch. Gender-based violence, racism, and sexism are amongst the social prejudice and inequalities the nation is faced with necessitating the NYSP.

While we cannot characterize South Africa on areas of conflict paging through this report encouraging milestones will be on record as the first phase of the revitalized NYS has been successfully concluded and we look forward to the impact NYSP has had in society. The evidence of the significance of the programme is given shape by the communities and young people who partake in NYSP.

NYSP is an integral instrument utilized to engage young people in South Africa. Through the programme, we can create a young active, and patriotic citizenry by giving more emphasis to the constitutional principles of the Republic of South Africa and offering youth a platform to participate in the country's democracy in a structured manner that centres the youth in its transformation agenda. The programme has the potential to foster the required change through social cohesion programmes.

## The South African National Youth Service Model

The NYSP is anchored by the implementation NYS model which is designed in consideration of the homogeneity composition of the South African youth and the key elements that seek to address personal, social, and economic aspects of their lives.

- Character building & Development and training- the provision of structured training that includes accredited technical skills training, life skills, personal and leadership development.
- Service - exposure to a community service or work placement that benefits communities while young people gain practical experience in line with the training.
- Exit opportunities – access to sustainable economic opportunities such as formal employment, self-employment, and further education and training.

The NYS model is implemented through the application of an accredited learning programmes with community service and supported exit streams. Targets the NEET youth cohort. Voluntary service by the soon-to-be professionals at higher education and training institutions. Opportunity to give back to communities and gain practical experience. Gap year programme for -post-matric youth who did not get admission into Higher Education Programmes (HET). And young people who have completed their Grade 12 (Matric) – soon to include graduates who wish to take their “gap year” undertaking community service in their communities.

The envisioned objectives are meant to redress the socio-economic challenges faced by young people from different parts of South African society. Moreover, embedding the culture of service to society and integrating youth in the broader context of nation-building.

## Vision

To foster a spirit of nation-building by inculcating a culture of service, a common sense of nationhood, engendering a new form of patriotism as well as promoting intergenerational understanding.

## Mission

To contribute to reconstruction of the South African society by developing the abilities of young people through service and learning. The desired outcome of the NYSP is to promote a culture of patriotism, civic awareness, nation-building, and fostering social cohesion.

## Values

- The promotion of a common sense of nationhood





- Inclusiveness
- An integrated and holistic approach to youth development

## NYSP Objectives and Goals

The South African National Youth Service (NYS) model was established by the government to reinforce the pillars anchored by all stakeholders who play unique roles. Youth development is a multifaceted tenet that requires a collaborative effort.

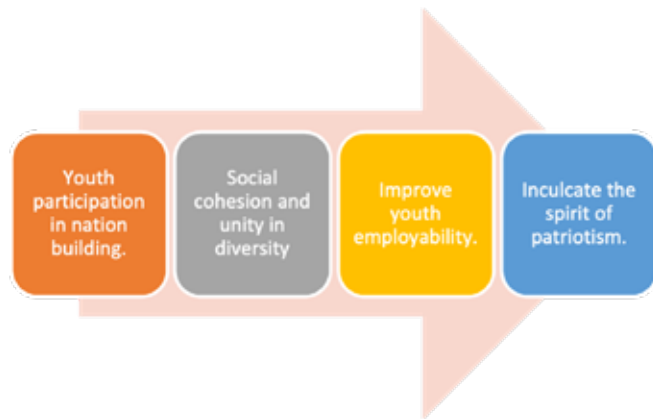


Figure 1: illustrates mainly focus of NYSP generically.

Groups prioritised by the national youth service, are students' education, further education and training students; unemployed youth and youth in conflict with the law.

## Reporting Structures

The NYDA has a mandate from the Department of Women, Youth and People with Disabilities, a department that is in the Presidency, to coordinate and implement the NYSP. The programme is led by a Senior Manager for National Youth Service with a Manager for Expanded Volunteer Programme and Manager for Partnerships and Coordination reporting to the Senior Manager and a manager for Revitalized National Youth Service.

### NYS National Steering Committee

The inception stages of the NYSP struggled to find expression within different spheres of government even as a special presidential programme. The endorsement of the National Youth Service Coordination Framework by the Cabinet of the Republic of South Africa in 2017 empowered and elevated the programme primarily within the government.

The success and effectiveness of the NYSP is centred on deliberate collaborative efforts from different role

players within the NYSP ecosystem. The establishment of the Steering committee has enabled effective coordination and repositioning resulting in optimum impact. The coordination mechanisms are aimed at both social and government partners with clear responsibilities.

The National Steering Committee of NYSP is constituted of strategic government departments, civil society organisations, the private sector, and youth sector specialists that are not limited to the following.

### Steering Committee Composition

- Department of Youth, Women, and Persons with Disabilities
- Department of Human Settlement
- Department of Basic Education
- Department of Public Works and Infrastructure
- Department of Cooperative Governance
- Department of Social Development
- Department of Sports Arts and Culture
- Department of Agriculture, Land Reform and Rural Development
- Office the Premier
- South African Association of Youth Clubs
- Youth Build South Africa
- South African Youth Council
- Harambee Youth Employment Accelerator
- City Year
- The Presidency
- Department of Higher Education and Training
- Industrial Development Corporation

### Roles and Responsibilities of the Steering Committee

The role of the National Steering Committee of the NYS is as follows:

- Oversees the implementation of the NYS
- Mobilisation and support for NYS implementation
- Identify resources (political capital & partnerships)
- Give support & direction to all stakeholders (at national, provincial & local levels)
- Guide the development & implementation of a Monitoring & Evaluation strategy
- Support and guide the development of a 'National Youth Service' brand and awareness-raising strategy.
- Guide the development of the NYS implementation strategy
- Guide and establish Provincial Steering Committees of NYS
- Receive reports from the Provincial Steering Committees
- Recommend the appropriate tools and templates for NYSP implementation





The organogram below illustrates the compositions of the steering committee.

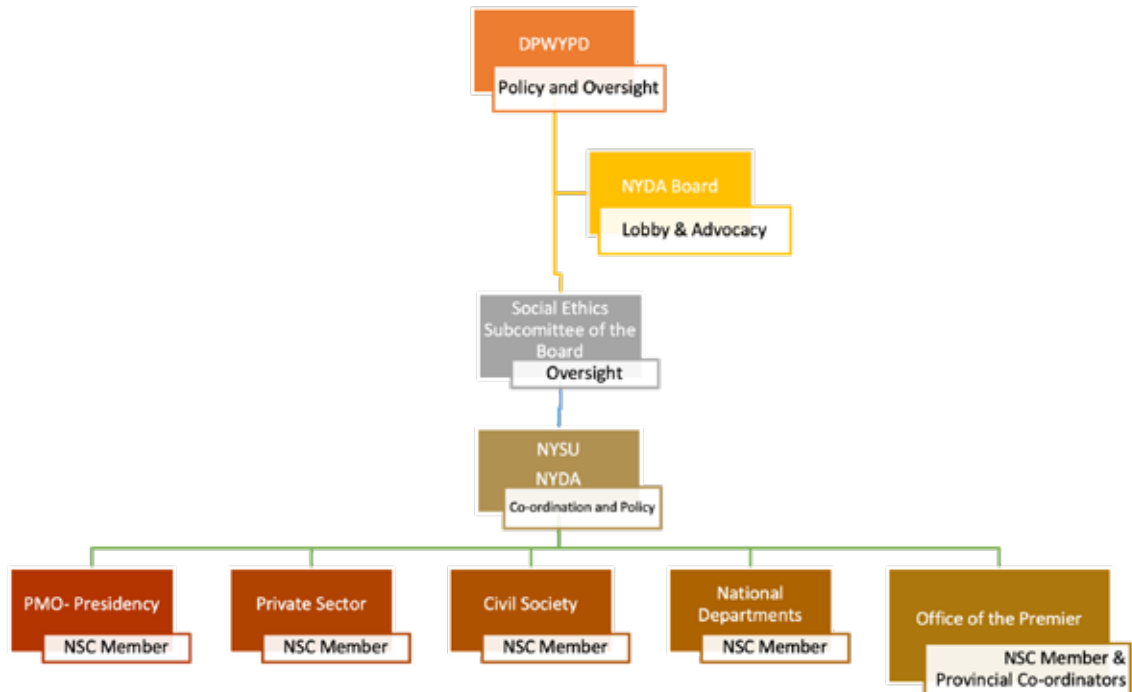


Figure 2: NYS Steering Committee Structure

The NYSU mandated by DWYDP being the agent to lead partners in mainstreaming and coordinating the implementation of the NYSP across all sectors needed to create a common guiding instrument for uniformity in implementation of the programme to achieve quality and effectiveness of outputs across the NYSP pathway. The NYS Coordination Framework proficiently articulates the processes on how to effectively champion the National Youth Service programme through better co-ordination and expansion of the NYSP by leveraging on resources and the capacity of all implementers to better coordinate and scale up the programme. Crafting the norms and standards has fashioned an opportunity for better implementation of the NYSP forging a process that redresses lack of coherent institutionalisation, mainstreaming and integration of NYS across all spheres of government. The establishment of the NSC is a strategic and effective measure of integrating NYS norms and standards in Provincial and local government programmes which in turn intensifies the programme, massifies reach, simplifies the communication processes, and most importantly serves as an organized platform to monitor and evaluate impact.

### Implementing Partnerships

The South African National Youth Service Programme is a globally recognized platform and the biggest in the African Continent. NYSP's footprint is made possible through the impact and role played by partnerships. The inclusion of civil society, government, and private sector assists in scaling up and massifying the

programme creating undeniable visibility and footprint across South Africa. NYSU is in constant pursuit of establishing partnerships that will advance and sustain the NYSP, see Annexure A, the last page of this report.







## NYS Implementation Stories

The determination, enthusiasm, and zeal for inclusion and transformation are illustrated in the optimal impact of the work NYSU and its partners and as a result, there is a need to encourage and harness partnerships that make NYSU work. The journey and responsibility embarked on bring to realisation of real change for individuals translating to tangible and meaningful change for communities.

### Eastern Cape: Freedom Day Celebration

Basic education is a fundamental democratic right. In commemorating Freedom Day, an important day in South African history, it becomes important to focus on the basic rights attached to the precepts of the South African Democracy.

The NYS launched phase two of the NYDA Board Back to School Programme led by NYDA Board Member Mr. Avela Mjajubana at Nkumzimbini Junior Primary in Nyadeni Local Municipality. The Mayor, Cllr. Viwe Ndamase, Ngqeleni joined the event, and the programme was supported by different leaders of the community.

The Counsellor of Ward 34 Nyandeni Local Municipality, the chief of the Ngqeleni community, the speaker of the council, school management, parents, and 120+ community members. The launch follows the visit to the school beginning of the year, where NYDA donated school shoes and bags, and other needs were identified within the school and around the community.

The launch was to kickstart the skills programme that will be taking place for six months. This programme aimed to empower young people in the community and equip them with the skills. The activities of the day of the launch were the handing over of the gardening, painting, and cleaning materials for the school, painting of the exterior, and the recruitment of volunteers who will be part of the skills programme. Some of the skills that will be offered will include flooring, carpentry, and painting. The programme was attended by 120+ community members and parents/guardians, who assisted with the exterior painting of the school.

### Free State Province: Free State Public Works

The NYDA-NYSU collaborated with the Free State Department of Public Works and Infrastructure in a Community Outreach Program led by MEC Dibolelo

Mance. The programme was also supported by the District Director of Education of Thaba Nchu.

The role of NYDA-NYS in this programme was to establish a working partnership with Special Needs Schools in the district. The NYS identified a need to establish a gardening site for the schools. In Boitumelong Special School there was no garden but there were learners who took interest in doing agriculture courses. Establishment of the garden will assist the teacher implementing the curriculum effectively and assist the school with the NSNP (National School Nutrition Programme). NYS further expanded a food Garden at Bartimea School for The Deaf and Blind to support and anchor students who showed great interest in food reproduction. To get young people to participate in community activities as a form of social cohesion. The programme will help create a shared sense of responsibility in the school with young people from the community and a sense of belonging to the learners. Tools and materials were donated to both schools for cleaning purposes and gardening projects.

### Mpumalanga: Funda Nathi and Phambili Secondary School

The NYDA-NYS partnered with the Funda Nathi Foundation and Phambili Secondary School. The programme was held on the 30th of August 2023 at Phambili Secondary School in Tweefontein, Thembekele Hani District Municipality in Mpumalanga Province.

The programme was held to commemorate Nelson Mandela. The activities included community service, performance, and movie screening by the pupils. The community service activity was the interior painting of the two blocks of classrooms in the school the painting was done by the learners, this was to encourage learners to take some sense of responsibility and play a role in building their school. The second activity was a drama performance by a group in a school named Soul Buddies, this group is headed by Mr. Comfort. The group focuses on after school programmes which include performing arts and community service activities on the school premises. The third activity was the screening of the Long Walk to Freedom movie, which focuses on the life of Nelson Mandela. The purpose of the programme was to instil a commitment to lifelong community service by making volunteering a positive and enjoyable experience. The objective of watching a freedom movie is to gain a deeper understanding of the history of apartheid in South Africa reflect on the importance of our democracy and encourage them to participate in the democracy.





Figure 3: The six netball teams that participated in the Championship.



NYDA through the NYSP in partnership with the Sophiatown Parliamentary Constituency Office (PCO) and various other partners hosted a Netball Championship for six high schools located within the Sophiatown community. South Africa hosting the 16th Netball World Cup begets the need to support women in sports locally and further requires society to deliberately expose younger girls to their potential and invest in their talent. Tournaments such as this have sparked necessary socio-economic debates that hold society liable for the growth and popularity of the tournament and on a broader scale the sport itself. The commitment to advance the struggles of women who play sport must emanate from somewhere and therefore, this championship is a commitment by all the partners to see to it that women in sport are supported. The fight for gender equality is by no chance a trend but a legacy battle that should be taken on.

The Championship was designed with an interest to build societal support for the 16th Netball World Cup but to also deal with the social collisions of Greater Sophiatown through one of the NYS pillars-social cohesion- using the NYS Model which has three key elopements:

- Character building & development and training – the provision of structured training that includes accredited technical skills training, life skills, and personal and leadership development.
- Service – exposure to a community service or work placement that benefits communities while young people gain practical experience in line with the training; and
- Exit opportunities – access to sustainable economic opportunities such as formal employment, self-employment, and further education and training.

The implementation of the championship has direct developmental and social benefits for the six identified schools and the surrounding community as sport is notably one of the effective tools utilized to positively organize youth.



Figure 4: illustrates the direct impact of championship on the community.





The programme was designed in alignment with the Integrated Youth Development Strategy (IYDS) pillars which encourage play, movement, games, and sports contributing to developing positive attitudes and values.

## Voter Education

The programme aimed at exposing the participants to a wide range of career options and opportunities in unpopular industries. The first-time voter registration programme espoused a sense of civic responsibility and encourage the participants to actively participate in the democratic processes. It bought the young people (NEET and South Africa an opportunity to better understand their agency. By facilitating the acquisition of identification documents the programme also assisted young people with the services of Home Affairs and making them accessible to the community. the young people in tertiary and high school) from different parts of

Province	Project Synopsis
<b>Eastern Cape</b> 20 October 2023	<b>Mthatha</b> <ul style="list-style-type: none"> <li>The programme was a partnership between the NYDA and the Department of Home Affairs.</li> <li>It targeted young people from the surrounding areas in uMthatha.</li> <li>The attendees included the NEET and the young people in tertiary and high school.</li> </ul> <p>The activities of the day included:</p> <ul style="list-style-type: none"> <li>- Panel discussion</li> <li>- IL.</li> <li>- ID applications.</li> <li>- Career exhibition.</li> <li>- IEC Registration.</li> </ul>
<b>Gauteng</b> 17 November 2023 – Tembisa 01 December 2023 – Ratanda	<b>Tembisa</b> <ul style="list-style-type: none"> <li>The programme took place in Tembisa at Moses Molelekwa Art Centre</li> <li>The programme was hosted by the NYDA Executive Chairperson Ms. Asanda Luwaca.</li> <li>It targeted young people from the surrounding areas in Tembisa.</li> <li>The activities of the day included:               <ul style="list-style-type: none"> <li>- Panel discussion with the with the guests on the importance of participating in the next coming elections.</li> <li>- Career exhibition.</li> <li>- IEC Registration.</li> <li>- HIV/AIDS Awareness</li> </ul> </li> </ul> <b>Ratanda</b> Opportunity Expo and World AIDS Day Commemoration under the theme "Let communities lead." <ul style="list-style-type: none"> <li>The programme was hosted by the NYDA Executive Chairperson Ms. Asanda Luwaca.</li> <li>It targeted young people from the surrounding areas in Tembisa.</li> <li>The activities of the day included:               <ul style="list-style-type: none"> <li>- Soccer and netball</li> <li>- Focus groups with youth focal persons in the health fraternity discussions.</li> <li>- Aerobics</li> <li>- Career exhibition</li> <li>- IEC Registration</li> </ul> </li> <li>The event through sports and aerobics will had health benefits capacity and cardiovascular health.</li> </ul>



<b>Western Cape</b> 29 November 2023 – Khayelitsha 13 December 2023 – Strand 02 February 2024 – Phillippi	<ul style="list-style-type: none"> <li>• The programme was hosted with Member of Parliament Hon. Thandi Mahambehlala and Western Cape MPL member</li> <li>• It targeted young people from the surrounding areas in Khayelitsha and Strand.</li> <li>• The activities of the day included:               <ul style="list-style-type: none"> <li>- Panel discussion with the with the guests on the importance of participating in the next coming elections.</li> <li>- Career exhibition.</li> <li>- ID drive</li> <li>- IEC Registration.</li> </ul> </li> </ul>
<b>KwaZulu Natal</b> 18 November 2023	<ul style="list-style-type: none"> <li>• The programme was hosted by the NYDA Board Member Mr. Thulisa Ndlela</li> <li>• It targeted young people from the surrounding areas in Golokodi.</li> <li>• The activities of the day included:               <ul style="list-style-type: none"> <li>- Panel discussion with the with the guests on the importance of participating in the next coming elections.</li> <li>- Career exhibition.</li> <li>- IEC Registration.</li> </ul> </li> </ul>

Reaching out to a diverse young people to ensure that voter registration and education efforts are inclusive and accessible to all young people as part of the social cohesion pillar in the NYP 2030 and to further encourage young people to be active participants in their communities beyond voting, fostering a sense of responsibility and community engagement. Finally, to stimulate group interaction amongst young people to generate creative ideas, potential solutions, or innovative approaches to problems and explore perceptions, attitudes, and beliefs regarding a specific topic or issue and gain deeper insights.

## Department of Public Works and Infrastructure

The NYS Programme is anchored into capital works and maintenance projects, thus taking advantage of the substantial government expenditure in the construction sector. It also forms part of the Expanded Public Works Programme (EPWP), a government programme aimed at alleviating poverty and unemployment among the poor in South Africa.

The Programme is being implemented both by National and Provincial Infrastructure Departments as well as the municipalities. NDPWI, as an infrastructure department employs the services of National Youth Service learners in construction and maintenance of various government buildings such as Police Stations, Courts and National Departments' Offices/ structures.

For DPWI, NYS is funded from the project budget. Five percent of the total project budget estimate is set aside for NYS. This is for projects with a budget that can train a significant number of learners.

The NYS budget is inclusive of:

- Training budget
- Stipends
- Personal Protective Equipment
- Tools

The following table illustrates some initiatives by DPWI in implementing NYSP:

Province	Project Name	No of Learners
EC	Burgersdorp Prison (NYS)	74
	East London Old SARS Building (NYS)	15
FS	NYS Grootvlei Prison: New Chicken Broilers & Abattoir	15
	NYS Kestell Magistrate Court Building	8
	NYS Warden SAPS	16







GP	Baviaanspoort WASTE Water Treatment NYS	14
	Bryniterion Artisan Development(NYS)	56
	Soshanguve Magistrate Court NYS	27
LP	Sibasa SAPS Training Centre NYS Group 2	14
NC	Kimberley Artisan Development Regional Office	50
NW	Klerksdorp DCS Inmates	26
	Klerksdorp Branch Court	6
	Klerksdorp Prison	33
	NYS Jouberton Magistrate 2	28
	Potchefstroom Magistrate NYS	9
WC	AreaA Fire Detection, Suppression, Protection & Security Systems	24
	AreaB Fire Detection, Suppression, Protection & Security Systems	21
	Parliament SA Residential Accommodation	32
	Three Parliamentary Villages	36
	Bishop Lavis Disa Court	15
<b>TOTAL</b>		<b>519</b>

After completing the short skills programmes, some NYS learners are taken for Further Education and Training through TVET Colleges. Learners who have an interest in starting their business are supported to register their businesses and to comply with legislative requirements. DPWI offers training on 'Generate Your Business Idea' and the 'Start and Improve Your Business' through the Enterprise Development Directorate. Linking the learners with contractor or other employers who absorb them after the training.

## National Department of Agriculture and Rural Development: National Rural Youth Service Corps (NARYSEC)

NYDA through the NYSU in partnership with the National Department of Agriculture and Rural Development is implementing the National Rural Youth Service Corps (NARYSEC) engaging 838 young people from all nine provinces. These young people are currently hosted by the Dunnottar Military Base in Nigel, the Department of Defence to undergo the Character-Building Training Programme for three (3) months.

The NARYSEC Programme as one of the flagship NYS Programme, promotes the participation of young people in community development initiatives through service. On Friday, the 29th of September 2023 young people's engaged in a meaningful youth service activity that will be beneficial to the community, the volunteers created a vegetable garden at the military base for the community that stays at the military base.

The community service element promotes patriotism and assists them in understanding their abilities to learn and serve. About 419 of these young people participated in community service on the day. On Saturday, the 30th of September, the entire 838 volunteers participated in various sporting activities with the purpose of enabling them to integrate and understand the importance of active living, healthy lifestyle, and teamwork.

South Africa has been able to find its identity but most importantly renewed its hope as displayed by the support young women received across the country during the different tournaments. The year 2023 is marked as a tremendously progressive year for women in sports as South Africans witnessed Banyana win the Women's Africa Cup of Nations (WAFCON) and further represent South Africa in New Zealand for the Women's FIFA World Cup. South Africa further had the honour of hosting the 16th Netball World Cup and the ICC T20 Women's World Cup in Cape Town, Western Cape Province, and the Hockey Women's World Cup in Pretoria. These achievements are indelible and are a big milestone for South African women in the sports community. The pride and joy the young women inflicted in the South African community was a beautiful reminder of what a talented nation we are.







Figure 5: Netball World Cup 2023 Expanded Volunteer Programme – Connecting Generations Through Sport

While we are making social strides utilizing sport where a lot of young people are located, there has been a great charge of economic impact that Sport has played illustrated in the 70% growth in the tourism sector as reported in 2023 MTBPS. The effort to advance women in sports has proven to have both economic and social value, this is realized through the 5 million international tourists that visited South Africa in the year 2023. The NYSU has the responsibility to leverage on the atmosphere and this programme fundamentally made a significant difference for the different communities in Cape Town.

The NYS Programme allows young people to use their agency by being ambassadors of change in their communities through service and learning. Through this programme, Cape Town youth was able to support and most importantly inculcate a culture of youth being engaged in sport.

The programme was made possible by various partnerships with government departments, municipalities, civil society organisations, and the private sector. NYSU collaborated with the communities of Gugulethu, Strand, and Khayelitsha in the City of Cape Town to provide 15 young women and the communities in general, the platform to pledge their support to the Netball sport. During this period, the NYSU supported by the Cape Town service centre offered products and services for volunteers and participants at the games. Through this Netball World Cup, EVP NYS was able to interface with 1500 young people who participated in the games coordinated by the 15 Volunteers who received monthly stipends, and Netball equipment was donated for their use.

The programme hoped to have instilled:

- i. Sense of civic responsibility, patriotism, and commitment to build caring and sustainable communities;
- ii. Sense of volunteerism and selfless giving;
- iii. The ability to recognize the value of hard work and personal responsibility;
- iv. Inculcate a selfless culture of service and voluntarism amongst South African young people;
- v. Awareness and profile of the National Youth Development Agency and the National Youth Service Programme (NYS); and
- vi. Provide services for the benefit of their communities that need the identified services.

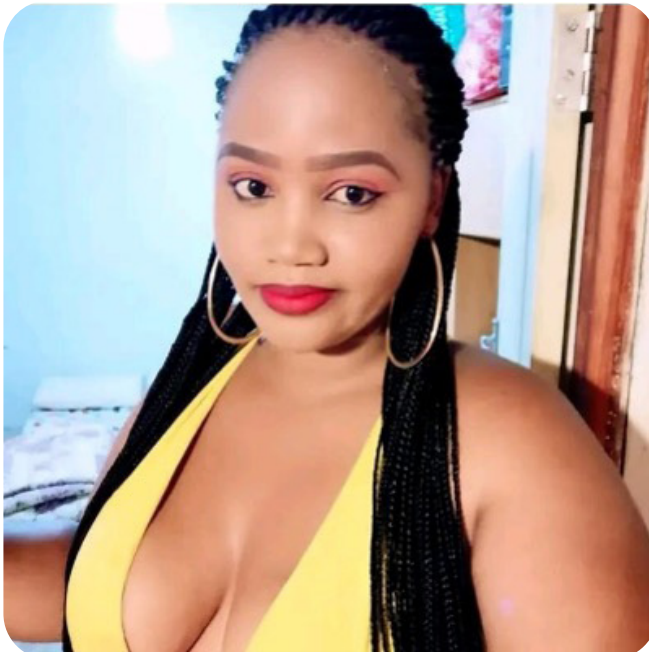
One of the principles of the NYS Programme is to instil a sense of duty towards the development of self and communities whilst accessing the platform to understand the importance of learning through service. There was a deliberate effort to expose the participants to different skills through various platforms and means.





## Legacy Story

### Khuthala Mnyikizo - 23



A young woman born and bred in the Eastern Cape who started her Netball Career at the tender age of nine years. Khuthala moved to Gugulethu in 2016 and continued with her fitness journey by joining a local

netball team. In 2021 she started working as a teaching assistant at a local primary school where she noticed great interest in the Netball sport among the learners however found that there was not enough support and mentorship, she was then encouraged to establish a structured netball team for the school to further develop the learners. Under her mentorship, the learners participate in local competitive tournaments such as the Siyavuselela Netball Tournament and Realistic Tournament. She went on to assist in training high school learners around Gugulethu.

Khuthala believes the netball sporting code has a beautiful impact and is a necessary platform to keep young people from the streets and can help in crime reduction. She further states that netball builds and strengthens relationships within families and communities and notes that the change in perception of the sporting code can make those with great interest hopeful for the future. She says she wishes she had never given up on her journey but accepts that the opportunities she has today she did not have as a child and therefore is very grateful for having been part of the NYDA-NYS Netball Tournament which compliments the work she has been doing over the years and has also boosted her confidence. It is never too late to follow your dreams. Never give up and believe in your potential. -Khuthala Mnyikizo

## FINANCIAL YEAR PERFORMANCE FOR 2023/24

National Youth Service Programme (NYSP) is a government initiative aimed at engaging South African youth in community service activities to strengthen service delivery, build patriotism, promote nation-building, foster social cohesion and to assist the youth to acquire occupational skills necessary to access sustainable livelihood opportunities. The NYDA provides a secretarial function to the National Youth Service, which is the single largest service programme for young people in the country. In response to coordination, the NYDA is engaging in partnerships with stakeholders from public, private and civil society to create institutional delivery mechanisms that support the effective coordination and implementation of National Youth Service Programmes across all sectors of society. This will position the NYSP as the single largest Youth Service Programme to coordinate delivery of 250 000 active participants in the next few years.

### NYS Expanded Volunteer Programme and Partnerships Targets

The National youth service has been identified as a critical programme in addressing unemployment, skills shortages, community service and issues of social cohesion. NYDA has partnered with the Presidency in co-ordinating the Presidential Youth Service programme, this programme was sitting at R430 million in 2021/22 and will move to R213 million in 2022/23 and R261 million in 2023/24 and (DECREASE) by 94 percent over the MTEF period due to adjustment on the jobs programme received from the Presidency going forward. The NYDA will focus on coordination and pilot scale implementation with the receipt of donor funding.

In 2021/2022 the target was 30 000 and 11 000 in the 2022 due to a financial injection of about R400m. But the projection going forward are lower as they are based by the standard budget allocated to NYDA. The target is informed by the Presidential Youth Initiative launched in 2019 by the President where it was estimated that 250 000 young people will be involved in service in the next five (5) years (2020-2025).







## Output indicators and Annual and Quarterly Targets

Item Number	Output indicator	Reporting period	Annual targets: 2023/24	Quarterly Targets			
1	No. of organisations and departments lobbied to implement NYS	Quarterly	70 organisations and departments lobbied to implement NYS	1st	2nd	3rd	4th
2	No. of young people participating in NYS Expanded Volunteer Projects (EVP)	Quarterly	15 000	10	20	20	20
3	No. of young people securing paid service opportunities	Quarterly	20 000	3000	3000	4000	5000
				5000	5000	5000	5000

## NYSP Performance: The Young Creatives Programme



### MEDIA RELEASE

21 November 2023

#### LEARNER FROM MAKWANE COMPREHENSIVE ARTSCHOOL OBTAINS THIRD PLACE POSITION AT INTERNATIONAL COMPETITION

The Free State Department of Sport, Arts, Culture and Recreation (DSACR) would like to convey its congratulatory message to Ms. Tshepang Monare who has made her province and country proud by obtaining a third place position in the Our Generation-Music Without Borders Competition that took place on the 11th November 2023 in Moscow, Russia.

The main goal of the competition was to develop and support young talented authors and performers in order to popularize their creativity, as well as the preservation of national cultures of different countries of the world.

Tshepang Monare who is a Grade 10 learner at Makwane Comprehensive Artschool is a beneficiary of the Department's Arts and Culture Centre in Thabo Mofutsanyana and has benefited from capacity building and development programmes offered by the centre.

In support of her trip to Russia, the DSACR in partnership with National Youth Development Agency (NYDA) assisted Tshepang with travelling logistics and costs.

The Member of Executive Council (MEC) for Sport, Arts, Culture and Recreation, Ms. Limakatso Mahasa wishes to congratulate Ms Monare on her exceptional performance in Russia and also thank the NYDA for their unwavering support.

Issued by the Free State Department of Sport, Arts, Culture and Recreation (DSACR)

#### Enquiries:

Tankiso Zola  
Departmental Spokesperson  
Cell: 012 940 2342  
Email: [tskiso@dsacr.fs.gov.za](mailto:tskiso@dsacr.fs.gov.za)

Follow us by pressing ctrl – click on the links below:



their creative art skills. The Department of Sports Arts and Culture made an investment of R11 340'000.00 (Eleven Million Three Hundred and Forty Thousand Rands) into the project which was directly transferred to NYDA.

DSAC facilitated the recruitment process targeting 30 Patriots in all 9 provinces and July 2023, TYCP was officially launched in Benoni and the total number of Patriots recruited were 270 across the country. Participants receive monthly stipends for the duration of the programme.



Tshepang Monare Our Generation Music without Borders in Germany

DSAC in partnership with NYDA-NYS has established the Youth-Focused Arts Development Programmes to respond to the priorities of government in mainstreaming youth development in Creative and Cultural Industries sector. This proposed Young Creatives Programme has given opportunities to out-of-school youth who are actively involved in the Creative and Cultural Industry.

The Programme supports the efforts of the government to build capable and resilient youth, who are also involved in community development initiatives using





## National Youth Camp

The National Youth Policy (NYP) 2030 strengthens and identifies the potential human capital inherent in young people as an untapped potential that should be harnessed for the benefit of society. The policy further advocates the need for key players inclusive of government, private, and civil society sectors to intensify their commitment to keep youth development as a priority in South Africa. The National Youth Camp is responding to pillar four, which addresses nation-building and Social Cohesion with all its sub-pillars to promote learning and development, sustainable livelihood, and participation in civic and community development using volunteerism.

The NYC is a multi-faceted initiative, its approach targets a mass and concurrent participation of young people in all nine provinces to promote education, skills development, culture and heritage, and physical and mental health through physical activities. Over and above this, the programme enables young people to participate in nation-building and social cohesion activities. The programme targets young people in Grade 10, and all the 1080 learners will be engaged in a seven-day programme, intending to provide them with physical activities, leadership skills, and character building to shape them into responsible, conscious, and active citizens.

The NYSU plays an important role in the implementation of the NYC to promote holistic development and empowerment of young people with the essential values, soft skills, and knowledge that would assist them to become responsible, conscious citizens and strengthen their sense of patriotism and national identity.

### Purpose of the National Youth Camp

- Promote social cohesion, nation-building, and national identity among South Africans using sport, art, and recreation as a catalyst,
- Self-awareness and character building of the youth,
- Address challenges faced by youth through constructive engagement,
- Empower young people towards a sustainable programme in the elimination of poverty and unemployment,
- Establish the trailblazer movement as a medium for dealing with youth issues within their community,
- Promote a healthy lifestyle, and
- Bring young people from different backgrounds together and provide them with a platform to engage in various socio-economic challenges that affect them.

The NYDA-DSAC partnership has accelerated the collaboration with other government departments, and private and civil society organisations such as the National Department of Basic Education, the Provincial Departments of Education as well and The New Love-Life Trust.

The 11th edition of the NYC continues to serve as a platform for the government to engage young people of South Africa who will carry positive morals as the country continues to suffer a plethora of social challenges that require a concerted effort from the entire nation to assemble and utilize the power of sport, arts, and culture to overcome the complex subject of social ills in communities. The NYSU model reaffirms that young people have the potential to develop, succeed, and become valuable contributing members of society.

Figure 6: NYC Northwest Career Day



Figure 7: NYC Free State Painting





## NYSP UIF/NYDA Partnership – Youth Employment Placements

The NYSP UIF/NYDA Partnership Youth Employment placement project was fundamentally aimed at creating 1000 temporary job opportunities for unemployed youth who possess basic skills and interest in plumbing, welding, and telecommunication channelling broader interest of long-term and effective reconstruction of South African society whilst simultaneously developing the abilities of young people through service and learning.

As a programme that is increasingly recognised by society, the NYSP sees young people as agents of change to respond to the challenges presented to our communities by the COVID-19 Pandemic and various other socio-economic conditions. Reconstruction of the economy also includes the task of ensuring that young people have a valued and significant role to play within their communities and that they enjoy access to opportunities they require to make a healthy transition to adulthood, society and the labour market.

The skills programme employs a partnership approach towards finding solutions in the development of our communities. This appreciates the value brought by the different role players from government, civil society, and private sector. Further noting the uniqueness of the work placement component which do not only meet the identified needs of the hosting partner but also prepares the participating youth to be ready to access available exit opportunities. Workplace exposure is a vital and integral element of all NYSP projects.

### Project Outcomes

- Afforded unemployed youth a chance to be employed.
- Gaged the gap of critical skills in the identified fields.
- Increased the number of youths who participate effectively in the mainstream economy.
- Created a pool of prospective employees with skills and knowledge in the sector.
- Provided a platform of transferring skills and knowledge.

It has become apparent that a plan to ensure continued engagement of the Youth Volunteers should be designed with immediate aftercare programmes by linking participants of this skills programme to NYDA products and service offering at the Centre/Districts Level.

## Revitalised National Youth Service

### Background

The NYS programme aims to address the enormous challenge of young people's exclusion from society and the economy. As is estimated that every year, nearly 1 million young people exit education and become active work seekers. At the end of that year, approximately a third of them will have found some kind of income opportunity in the formal or informal sectors. But two thirds of them will "slip through the cracks", and become discouraged, essentially invisible to the labour market. As young people become discouraged, they become more and more excluded, not only from society at large, but in their communities and households.

The National Youth Service programme led by the NYDA is one of the PYEI components designed to accelerate efforts to transition young people from learning to earning opportunities. Since the pronouncement made by President Ramaphosa, the Revitalised NYS has been able to support 1.2 million temporary earning opportunities including work-based placements, work-integrated learning (WIL) opportunities and paid service opportunities. To this end, the intervention brings together the strengths of numerous government institutions and social partners to deliver more opportunities for young people. Central to the PYEI's efforts is the establishment of a National Pathway Management Network (NPMN) that ensures that young people successfully transition into opportunities that enable and unlock earning pathways. Other PYEI components include demand-led skilling and the enabling of local ecosystems to facilitate self-employment and enterprise opportunities.

The revitalized NYS has launched its second phase implemented in the 2023/24 financial year aiming to create 20 000 opportunities for young people. The primary aim of the programme is to mobilise young people to become active citizens taking the lead from the first phase where 47 568 young people engaged in structured community service which allowed them to gain relevant skills, develop a passion for contributing positively to their communities in different areas of need within their communities and 10 431 transitioned into other learning and earning opportunities.

The NYDA announced the completion of a successful recruitment roadshow for the second cohort of the NYS program. The roadshow covered key locations, starting in Brits, Northwest, at the Letlhabile Community Hall, then moving to De Aar in the Northern Cape, Thaba Nchu in the Free State, and concluding in Somerset







West, Eastern Cape. The selection of these provinces aimed to enhance visibility in underserved communities. We extend our heartfelt thanks to our partners in the respective municipalities for their steadfast support, crucial to the success of this youth recruitment and information initiative.

## Programme Implementation

10 projects were contracted under the NYS program and are currently in the implementation phase. Some of these projects have already completed their implementation, and all participants have fulfilled the required hours. At the conclusion of the recruitment period, the 29th of February 2024, 381,220 applications were received across all 10 Implementing Partners and all 9 provinces as per information obtained from the SAYouth.Mobi platform (see details below).

By the end of March 2023, a total of 22,364 participants had obtained paid service opportunities. Among them, 18,170 participants had finished their community service, while 4,365 young people had successfully transitioned into other income-generating opportunities. See table below:

Table 1: NYS Performance Indicators per Contracted Targets and NYDA APP

Description	Projected per NYDA APP 23/24	Contracted targets (as per IP contracts)	Actual to Date	% Achieved vs APP	% Achieved vs Contracted Targets
Indicator 1-No of Young people securing paid service opportunities	20,000	20, 000	22 364	111%	111%
Indicator 2 – No of young who have completed planned service activities	18,000	18,000	18,170	101%	101%
Indicator 3 – No of young people transitioned out of National Youth Servis(NYS) into other opportunities	4,000	4,000	4365	109%	109 %

## Additional Activities | NYS Roadshows:

The NYDA announced the completion of a successful recruitment roadshow for the second cohort of the NYS program. The roadshow covered key locations, starting in Brits, Northwest, at the Letlhabile Community Hall, then moving to De Aar in the Northern Cape, Thaba Nchu in the Free State, and concluding in Somerset West, Eastern Cape. The selection of these provinces aimed to enhance visibility in underserved communities. We extend our heartfelt thanks to our partners in the respective municipalities for their steadfast support, crucial to the success of this youth recruitment and information initiative.



## Impact of the program

### Individual Level:

- Training – generally, NYS Partners were providing training packages consisting of:
- Technical skills (various areas including surveys and mapping, ECD, agriculture, child nutrition, etc.).





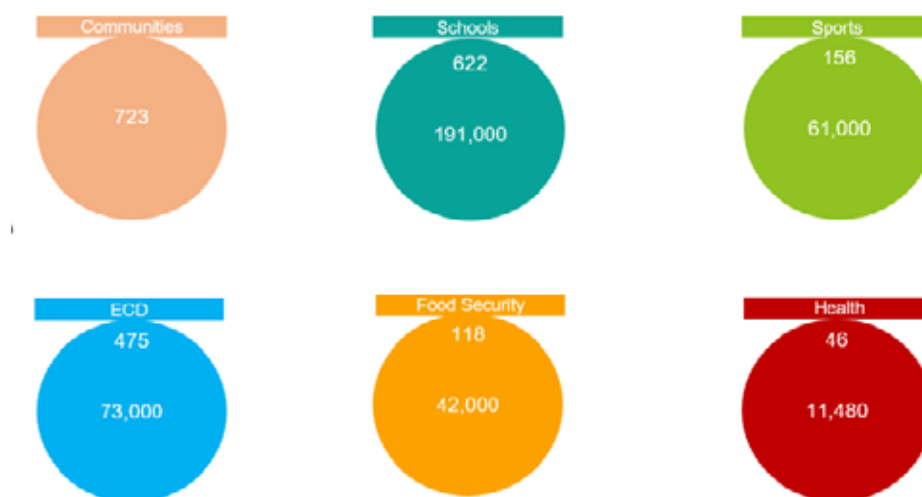
- Professional (work readiness, communication, accountability).
- Emotional Intelligence (self-awareness, relationship management and resilience).
- Agency (patriotism, service orientation, goal-orientation, initiative, and innovation).

#### Other benefits

- Forming an identity as a working person: Importance of having obtained 'work' (being paid) and providing an 'introduction to the world of work.'
- Financial benefits to participants include (1) less financial stress, (2) contribution to individual and family needs, e.g. electricity costs, rentals, clothing and schooling of siblings etc., (3) resources for going for interviews, buying stock for side hustles etc.
- Greater self-reliance and self-confidence/ increased assertiveness.
- More hope for the future.
- Service satisfaction from doing meaningful work.

#### Community level:

- NYS participants are contributing to their local economies by buying from local vendors etc.
- Across the different partners, NYS participants are contributing to valuable social services within 723 communities:
- Helping ECD, schools, community gardens, and clinics.
- Increased awareness in the community about the importance of ECD (over 191,000 children were benefiting from ECD and after School support services daily), waste removal, child safety & protection and literacy
- Over 42,000 community members were supported through the Food Security Programs
- Over 61,000 young people accessing the sports, recreation, and life skills activities/coaching sessions delivered by the youth participants on a monthly basis.



#### Considerations for the next CPF

##### Training:

Implementors need to crowd in more government and private sector resources; need to have more intentional training on improving Participants' pathways into further income-earning opportunities.

##### Digitisation/ Automation:

Digitisation of the program will help in managing reporting, submission of time sheets etc which is required to pay stipends. The Programme should speed up work on having a centralised, automated system for paying stipends.

#### Make Your Money Training Partnership With Sa Youth

In our ongoing efforts to facilitate the transition of our participants beyond the NYS programme, we're thrilled to announce the pilot program that will enroll 4000 young individuals in the "Make Your Money" training. This is a significant milestone! SA Youth will not only be delivering the training but has also generously agreed not to charge for it, as it will be conducted via WhatsApp. The only cost to access the training is R75 worth of data per participant. Those participating in the pilot will receive this data gift from SA Youth, making it entirely free. The total contribution from SA Youth to NYDA/NYS for this initiative amounts to R300,000—a remarkable offer and a testament





to the strong partnership we have with the National Pathway Manager, demonstrating our commitment to supporting young people in the country. The pilot program begins next week and will span over 5 weeks. An impact report will be submitted at the program's conclusion.

#### Transitions:

It typically takes longer to transition participants into meaningful opportunities. Some partners have developed successful models and these have potential to be replicated by other implementers.

It is not sufficient for young people to simply participate in paid service and acquire valuable skills, only to return to being not in education, employment, or training (NEET). We maintain a strong commitment to this endeavour and continue to hold Implementing Partners accountable for meeting these targets, as it is the key to ensuring ongoing, sustainable economic engagement for the young people in our cohorts

### NPO Capacity Incubator

Civil Society Organisations (CSOs) play a fundamental role in our society and contribute to mainstream economy of South Africa. They foster civic engagement and leadership, drive economic growth, and strengthen the fabric and moral of our communities. These organisations also provide vital services that help alleviate hunger, support educational and personal development within the communities. Every single day, an individual benefit from the work of the non-profit organisation in one way or another.

The NYS Unit initiated and implemented an NPO Incubator Programme which is a platform to build capacity of Youth-led NPOs in the country. The programme has enrolled 100 youth led NPOs, through the NYS Service Challenge. The NYS Service Challenge issued request to NPOs to submit proposals on the implementation of NYS Projects.

### Programme outcomes

- To accelerate and achieve the objectives of the IYDS, the National Youth Development Agency (NYDA) through the National Youth Service Unit (NYSU), implemented the NYS-NPO Capacity Building Programme to enable the NYDA to achieve its core mandate of coordination and mainstreaming youth development:
- Upscaling and promotion of National Youth Service Programme.
- Promoted NPO's work run by young people and for young people.
- Facilitate a network of social development organisations that are resilient, creative and practice good governance.
- Intervention and development of a network of sustainable, optimally functioning organisations

that can provide accessible, integrated service delivery for their communities.

- Assist the organizations by providing access to information and opportunities for enhancing good governance, organization development and funding for the provision of services, and
- Promote and ensure effective and efficient services to the poor and vulnerable sectors of society.

### Areas of Focus

- Poverty Alleviation Programme;
- Health and Wellbeing (HIV/AIDS, Primary health care Programmes);
- Gender Based Violence and Femicide (GBVF) Prevention and intervention programme; Alcohol and substance abuse awareness;
- Education, Skills and Training programmes;
- Sport, Arts and Culture;
- Youth in conflict with the Law, reintegration services;
- Youth living with Disabilities; and
- Services to older people, orphans and child headed households.

The Civil Society Sector have become critical actor in responding to poverty and related social ills that affects a lot of people in general and the young people in particular within our communities. This sector continues to grow and impact lives in many people by driving and promoting social and political change in a broader context, fostering transformation, developing society, improving communities, promoting citizen participation in the issues that affect them, and enabling participation in policy development and its implementation

### Recommendations and Conclusion

#### Recommendation –

it is crucial to note that several NPOs have worked in partnership with NYS to accelerate youth development. The role of government and civil society is noticeable, however we also want to appeal to the private sector come forward and work in unison with NYS. Working together with private sector will help to leverage financial backlog. It is therefore recommended that the private sector, big and small to come forward and stretch their hands in support of NYSP and make social entrepreneurship fashionable in the youth sector.

#### In conclusion, the previous reports have summarized areas of assessment to better the implementation of the NYS Programme into four categories –

Knowledge Management, Policy and Regulatory Issues, Service Delivery Models and Partnership Development. The above categories have shaped how the programme can be implemented effectively but further how the programme can be thoroughly evaluated on areas of weakness and improvement but further the strong holds of the NYSP.





**The recommendations are therefore aligned with four categories that within the context of Knowledge Management: -**

There are persistent challenges such as monitoring & evaluation, data management and communication management. The three areas are essential as they are indicators of progress and impact or the opposite. The NSC was established to counter these challenges and they have developed a communication strategy and templates even the revitalized NYSP has come up with managing the programme differently for the second cohort in terms of communication and data management. However, it is important to note the impact in which digitalizing of data would have as it would centralize and create convenience in sharing of information and communication which would simultaneously measure impact and or the opposite.

**Policy and Regulatory: -**

Social challenges by youth or in general are not static. There are changes which require some legislative review time and again. It is necessary that the Policy becomes futuristic and considerate of the ever-changing conditions of young people across South Africa. This is further encouraged by emerging economies, increase in graduate unemployment etc.

**Service Delivery Models: -**

Skills development delivery is an essential service and the NYSP is central to delivering services related to skills development. While the process of getting efficient service providers is arduous the impact is expensive as the delays impact time and budgets. Proper planning, monitoring and communication holistically must be reviewed to ensure excellent and efficient delivery of projects. Institutions must create channels that allow relationships between the service provider and participants to curb dropouts in programmes, swift delivery of programmes, ending projects on time and further the NYSU must establish and intensify relationships with municipalities and communities so they may assist with habitual venues for programs at no cost.

**Partnership Development: -**

Success of the NYS Programmes are founded on partnerships. It becomes necessary to reiterate the important role the implementing partners play in the programme. The establishment of the NSC has been a necessary tool to further massify the implementation of NYSP. There is a growing need for NYSP which calls for the need to have provinces fully participate. The NYSU has been working to establish Working committees in provinces inclusive of local governments youth units and NPOs and were successful in the Free State and Mpumalanga. The project of creating a footprint in all provinces and educating the departments on the Norms and standards should be continuous even for existing partners.







Name of Organisation/Department Lobbied 2023/24	Organisation/Department	Province
#Supportalearner	NPO	EC
Mzongwana Tribal Authority	Local Tribal office	EC
Elam Igugu Leli	NPO	EC
Ingwe TVET College	Department	EC
Ithemba Sports Organisation	NPO	EC
Nedbank	Bank	EC
Thanel Ubomi Youth Campaign	NPO	EC
The Springbok	Organisation	EC
Transkei Youth Foundation	-----	EC
Utshintsho Exp Development	----	EC
ZIZI INSTITUT WITH ABSA BANK	Department	EC
Department of Employment and Labour	Department	EV
Basadi Tirisano Social development group NPC	Organisation	FS
Boaramelo C/S	Organisation	FS
Boitumelong Special School	Organisation	FS
Department of Agriculture, Land Reform and Rural Development	Department	FS
Free State Department of Health	Department	FS
Free State department of public works and infrastructure	Department	FS
National Development Agency	Organisation	FS
Office of the Premier	NPO	FS
The Mangaung Ministers Fraternal	Municipality	FS
Youth In Action Organisation	Organisation	FS
Her Power	NPO	FS
LETLOTLO LA TSEBO	...	FS





Mokgomotsi Organisation	Organisation	FS
Phola Park Organisation	NGO	FS
Progressive Youth Development Organisation	NPO	FS
Reatlihile	NPO	FS
Sas The Rural 4 IR Project	NPO	FS
Thuto	NPO	FS
Backyard Framers NPC	NPO	GP
HashTech Afrika	NPO	GP
Ithuba Community Development Projects	NPO	GP
Lemek Foundation NPO	NPO	GP
Morero Agricultural Academy	NPO	GP
National Credit Regulator	Organisation	GP
Usizo Rehabilitation Centre	NPO	GP
Batshweneng Foundation	NPO	GP
Bokamoso Coders	....	GP
Change With Elevation	NPO	GP
Funky Jazz Fondation	NPO	GP
Gift Tsa Lerato Fondation	NPO	GP
Gongota Creations Foundation NPO	NPO	GP
I AM SHE	NPO	GP
Imbumba Youth	Organisation	GP
Impact Coparate	NGO	GP
Inspiration of All Nation	NGO	GP
Kefilwe Tsela Academy	NPO	GP
Kwanisa	NPO	GP
Moeletsi Foundation	NPO	GP





Oyisa ATO	NPO	GP
Partners in Mental Health	NPO	GP
Patch Up South Africa	NPO	GP
Sizabantu Youth Development	NPO	GP
Tshwaranang Youth Development	NPO	GP
Youth Upliftment Project	NPO	GP
Empowering Youth NPO	College	KZN
Inkunz Isematholeni	NPO	KZN
Intuba yethu Disabling Limits NPO	NPO	KZN
Mnambithi TVET College	NPO	KZN
Wear Your Brand	NPO	KZN
Deptment of Human Settlement		KZN
Isizwe Esiqhakazile		KZN
Khulebusa Sports Tournament	NPO	KZN
Next Level Organization	NPO	KZN
Queen Shezi	NPO	KZN
SASS Multipurpose	NPO	KZN
Switch Beaty	NPO	KZN
Women of Woth Movement		KZN
Yenzakahle Foundation	NPO	KZN
Kholay Youth Center		LP
North Point		LP
TSEBANONG		LP
Tukiso	NPO	LP
<u>Ditau Diya Rora Project</u>	NPO	MP
Funda Nathi Foundation	NPO	MP





Nkangala District Municipality	Municipality	MP
Phambili Secondary School	School	MP
Thembisile Hani Local Municipality	Municipality	MP
National Heritage Council	Department	National
Daisies Youth Center	NPO	NC
Myvision Youth Development	NPO	NC
Umsobomvu Youth Association	NPO	NC
Semphele Pottery Disability Centre	Department	NW
Snqobile Life Support NPO	Organisation	NW
Carnarvon High School	School	NC
CCISA	NGO	NW
Itumeleng Segona		NW
JM Ntsime Secondary School	School	NW
Lerato La Botlhe community center	NGO	NW
Lillian Lehetla Special School	School	NW
NW -Department of Public Works and Roads	Department	NW
Science Aspects		NW
Starshine	NGO	NW
Thee Might		NW
Foundation For Youth Development	NPO	WC
Asavela Peko Foundation	NPO	WC
Sunshine Cinema	Organisation	WC
Bhekizizwe Reformation	.....	
Mandla Youth Enrichment Project	.....	
Visionaries	NPO	





# 12



**NYDA  
Operations**





## Economic Development through Youth Entrepreneurship

Facilitating and providing business development services to young people and to enhance their socio-economic well-being. The Programme aims to enhance the participation of young people in the economy through targeted and integrated economic programmes, including skills and education programmes, and national youth services. The programme also facilitate and provide business development services to young people and to enhance their socioeconomic well-being and to facilitate the effective and efficient implementation of National Youth Service Programme. Enterprises developed and supported through financial and non-financial business development support services offered by the NYDA, we enhance the participation of young people in the economy through targeted and integrated programmes which are classified under two categories in which are Financial (grant) funding, non-financial business development support (Business Management Trainings, Mentorship, Market linkages, BBBEE, Sales pitch trainings and cooperative governance training).

There is limited support for young people to participate in the economy. Thus, financial and non-financial support is provided for enterprises in order address those challenges facing young people. Young people apparently in rural areas have limited access to information on youth development so by increasing the number of activities on information dissemination around issues of youth development we aim to close those gaps.

The NYDA strategy in partnering with relevant stakeholders in enabling youth development through grant funding has beard fruit in securing R 117 million with Unemployment Insurance Fund (UIF) for Enterprise New Venture Creation to fund 2200 young business (over three years) and also R5 million from Limpopo Office of the Premier to form Limpopo Youth Fund to fund 100 young business .

The NYDA was able fund 2320 business and provide non-financial support to 35210 youth. Through this support intervention of Market Linkages, Voucher and Grant Programme, 6796 jobs were created and sustained.

### Decent Employment through Job Programme

The NYDA is entrusted with assisting young people to attain jobs through participating employment

opportunities for young people, geared at increasing sustainable livelihoods. This is archived through two intervention with are training programmes life skills and job preparedness. The target was set to capacitate 75000 young people and attain skills to enter job market. The NYDA was able to reach 83923 young people in attaining skills to enter job market.

The NYDA is the stakeholder in the Presidential Youth Employment Intervention (PYEI), through the National Pathway Management Network (NPMN). The National Pathway Management Network is a network aimed at facilitating the successful transition of young people into and through the employment opportunities. The NPMN aims to avail a single source platform to a wide range of opportunities in the economy, including entrepreneurship, in a coordinated effort to improve youth economic participation.

The NYDA has established a site for NPMN at our Empangeni centre, which will enable young people to access computer lab with connectivity in order to access available opportunities.

### NYDA developing Critical Skills

The NYDA's through the Technical Skills Programme collaborates and partners with Sector Education and Training Authorities (SETA's) to increase the availability of artisanal skills amongst young people. This programme is in direct support of the National Development Plan (NDP) Goal target to produce 30,000 artisans per year by 2030. Gazetted as critical skills for the Republic of South Africa, Artisans provide a vital ingredient to growing the country's manufacturing sector value chain.

During the year under review the NYDA has partnered with the following SETA's in pursuit of this goal:

#### Services SETA

A long-lasting relationship with Services SETA (SSETA) (2018 – to date) has continued to develop and support 164 remaining learners across the nine (9) provinces with additional funding of R17 325 000,00. We started with 583 learners and todate 151 of the learners have completed their trade test. These learners have obtained their trade test in critical skill areas including;

- Electricians – 54 qualified artisans from various Training centres (Better Best, Ethekwini TVET College and Industries Education and Training Institute (IETI)
- Plumbers – 14 qualified artisans (Ethekwini tvet college)
- Diesel Mechanics – 25 Qualified Diesel mechanic (Better Best AND KATS Training Providers).
- Boiler making – 33 Qualified Boiler makers from Technotrain Training Provider.
- Fitter and machinery – 14 Qualified Fitters & Machinery from Technotrain Training Provider.
- Welding – 11 Qualified Welders from Better Best Training Provider.







## The Chemicals Industries Education and Training Authority (CHIETA)

As an extension of the artisanal skills development training programmes, we also continued implementing the CHIETA SETA Apprenticeship programme with 70 apprentices. Out of 70 in the programme 15 electricians graduated with NQF Level 2 certificates and 32 Fabrications apprentices graduated with NQF Level 3 certificates. Following SETA's have partnered with the NYDA to support Artisans in establishing their own enterprises in funded New Venture Creation Programmes:

## Food and Beverage SETA

Food and Beverage SETA funded the NYDA with an amount of R9 000 000,00 to implement a New Venture Creation Learnership targeting 150 learners. With 5 left in the programme we are still have all 150 learners looking forward to complete the training. Through this intervention 30 youth co-operatives were formed and 145 individual businesses to be registered (in a progress) with the assistance of the NYDA.

## South African National Parks (SANPARKS)

NYDA partnered with SANPARKS to provide work exposure opportunity to 22 unemployed youth in Mpumalanga Province for a period of 12 months. The NYDA is providing funding of R1 254 000,00 to cover learner stipend. The learners were placed at Kruger National Park, Skukuza Camp 11 learners were be placed in Warehousing and the other 11 placed in Supply Chain environment. One of the learners by the name of Sibongile Mathebula is permanently employed by SANPARK effective from 01 April 2023

## Public Service SETA (PSETA)

### PSETA: Disabled Youth Learnership

National Youth Development Agency (NYDA) in partnership with the Public Service SETA and KwaZulu Natal Department of Social Development entered into partnership to train fifty (50) disabled youth in Ndumo under uMkhanyakude Municipality in Kwa-Zulu Natal. The project started in February 2023 and learners received training in full qualification New Venture Creation NQF Level 4 SAQA qualification ID 66249 with 149 Credits. The FASSET SETA Committed R3,624,500.00 and NYDA Co-funded the programme for the amount of R500 000.00.

### PSETA: Future of Work Ambassadors Internship Programme

Public Service Sector Education and Training Authority partnered with the NYDA and the Department of Public Service and Administration to place 33 unemployed

Graduates on the internship programme (Future of Work Ambassadors Programme) for a period of 24 months. PSETA Committed funding of R 4 890 000.00 for the implementation of the programme by the NYDA. The project commenced in July 2022 and interns are placed various Government departments and Office of the Premier in Limpopo, KwaZulu Natal and Mpumalanga provinces.

## FASSET SETA

FASSET SETA funded the NYDA for R1 750 000 to implement training programme for 500 youth entrepreneurs from SMMEs and Cooperatives. The Programme was implemented in partnership with four (4) Higher Education Institution (HEIs) who provided training on financial literacy, Entrepreneurial Skills and Digital Skills to youth entrepreneurs as follows

- Enterprises University of Pretoria was allocated to trained 100 youth
- Tsimologong - University of the Witwatersrand was allocated to train 150 youth
- University of Free State trained was allocated to 100 youth
- University of KwaZulu-Natal trained was allocated to train 150 youth

The programme was a great success as FASSET SETA intends to fund the NYDA for the 2023/2024 financial year.

## Music Creatives Scooter Project

The NYDA entered into a partnership with Redamandy Lifestyle & Entertainment and the Department of Sports Culture and Recreation in 2018. The purpose of the agreements was to create meaningful platform to unearth, polish and showcase the talent of the Mpumalanga Youth within the music creative industry value chain.

The Music Creatives Workshop continues to empower and Upskill the youth of Mpumalanga through this programme. Over the past 5 years, our Mpumalanga based project in the artists development space has Empowered 3000 Beneficiaries from all regions of Mpumalanga and witnessed exceptional talents start up and run their own businesses and gain exposure to local, national and international stages.

Over R1,2M Worth of grants have been contributed by the NYDA in support of the creatives starting up their new businesses. This programme uses creative platforms to address job creations and skills development challenges in the Province as well expose the youth in the creativity to use their CRAFT to commercialize and sustain their livelihoods and make meaningful contribution in their communities.





# 13

+ + +  
+ + +  
+ + +  
+ + +



**Human  
Resources  
and Legal  
Services**





# Learning and Development

## 1. Learning and Development Overview

In the 2023/2024 fiscal year, the Learning and Development Unit at the NYDA has been instrumental in fostering a culture of continuous growth and development among our employees. Our efforts have been focused on implementing a wide range of training and development initiatives that align with our organizational goals and support the professional advancement of our workforce.

This section of the report provides a comprehensive overview of our key initiatives, including the NYDA Bursary Programme, which has supported numerous employees in furthering their education. We will highlight the diverse training initiatives conducted throughout the year, aimed at enhancing skills and competencies across various levels of the organization. An overview of our internship management efforts is also included, showcasing our commitment to nurturing future talent.

Additionally, we will present insights into the implementation of the skills audit project, which has played a crucial role in identifying and addressing skills gaps within the organization. Our organizational induction sessions have been designed to seamlessly integrate new employees into our culture and processes, ensuring they are well-prepared to contribute effectively.

Furthermore, we have implemented targeted training initiatives to support the Culture Alignment Project, helping to reinforce our core values and drive organizational change. Through these strategic initiatives, the Learning and Development Unit continues to empower our employees and contribute to the overall success of the NYDA.

## 2. NYDA Bursary Programme

The NYDA Bursary Programme, guided by the Bursary Policy and administered by the Learning and Development Unit, plays a vital role in the agency's continuous capacity-building efforts. This policy is designed to empower employees by providing financial assistance to enhance their skills, knowledge, and qualifications, thereby fostering job satisfaction and enabling them to reach their full potential. The programme supports the agency's strategic objectives by ensuring employees are well-equipped to perform competently in their roles.

During the 2023/2024 period, 90 bursary applications were received, of which Four (4) were disqualified due to non-compliance with the minimum requirements of the policy. Ultimately, 86 employees, including both first-time applicants, continuing bursary holders from the previous year and returning bursary holders pursuing new qualifications, were awarded bursaries, strengthening our workforce and aligning with our commitment to excellence.

The below table illustrates number of bursary beneficiaries for the 2023 academic year:

Qualification NQF Level:	Gender		Grand Total:
	Female	Male	
NQF 10	1	1	2
NQF 5	4	6	10
NQF 6	7	3	10
NQF 7	13	7	20
NQF 8	20	7	27
NQF 9	12	5	17
Grand Total	57	29	86





a. The below table illustrates number of bursary beneficiaries who completed their 2023 academic year qualifications:

Qualification NQF Level:	Gender		Grand Total:
	Female	Male	
NQF 5	2	0	2
NQF 6	1	0	1
NQF 7	2	0	2
NQF 8	8	3	11
NQF 9	0	1	1
<b>Grand Total</b>	<b>13</b>	<b>4</b>	<b>17</b>

During the current financial period, 10 bursary recipients successfully completed their qualifications, marking a significant milestone in their professional development. These accomplishments reflect the ongoing impact of the NYDA's commitment to supporting employee growth through education. Some of these employees have generously shared their profiles, showcasing their academic journeys and career progress, as detailed below.



**Nokwanda Demant**  
graduated on 14 May 2024  
with a Bachelor of  
Administration Honours  
degree from MANCOSA



**Sindisiwe Malinga-Dlamini**  
graduated on the 1st June 2024  
with a Bachelor in Public  
Administration from MANCOSA



**Thandile Cebisa**  
graduated on 27th May 2024  
with a Bachelor of  
Administration Honours  
degree from MANCOSA



**Lungeleni Mbambo**  
graduated on 16th May 2024  
with a Postgraduate  
Diploma in Information  
Technology from MANCOSA



**Lungile Mpisane**  
graduated on 12th December 2023  
with a Postgraduate Diploma in  
Management (Digital Business)  
from University of Witwatersrand



**Nomnikelo Majikela**  
graduated on 14th May 2024  
with a Postgraduate Diploma  
in Project Management from  
MANCOSA

### 3. Training Programmes

During the year under review the learning and development initiatives enabled continuous professional development through skills programmes aligned with Workplace Skills Plan (WSP). Total of ninety-six (96) employees benefited during the year under review. The table below depicts number of employees who attended a variety of short courses during the year. Some employees benefited from more than one programme during the year.





Learning Interventions	Female	Male	Grand Total
Adobe Photoshop Essentials	1	0	1
CIA Learning System Instructor Part 1 – 3	2	0	2
Excel 1-3 (Think 360)	9	2	11
Excellent Customer Service	14	11	25
Governance Risk and Compliance Summit 2024	4	3	7
Initiating Disciplinary Hearing	19	21	40
Labour Relationship Management practice	1	0	1
Module 1-5 Business Coaching	1	0	1
OD ETDP Certificate NQF 5	1	0	1
Oddo for Developers	1	1	2
Operations Management	1	0	1
Grand Total	54	38	92

Over and above short courses offered by various service providers, the NYDA also offered professional development in terms of membership registration with national and international Professional Bodies. These employees benefited from the professional recognition, networking opportunities, information & advice and career development that encompasses continuous professional development.

The tables below present the total number of employees registered with various professional bodies:

Professional Body membership registration	Female	Male	Grand Total
2023/24 CIMA Membership – Annual Subscription	2	0	2
2023/24 IRMSA Registration and Annual Membership	2	0	2
2023/24 CIGFARO Technician Membership Renewal	1	0	1
2023/24 IIASA Registration and Membership Renewal	4	2	6
2023/ 24 SABPP Membership Renewal	5	1	6
2024 The Ethics Institute Membership Renewal	1	0	1
Grand Total	15	3	18







Below table illustrate the total cost of training programmes implemented during 2023/24 financial cycle:

Training Interventions	Sum of Amount
2023/24 CIMA Membership – Annual Subscription	R 11 832,18
2023/24 IRMSA Registration and Annual Membership	R 5 505,50
2023/24 CIGFARO Technician Membership Renewal	R 1 110,00
2023/24 IIASA Registration and Membership Renewal	R 18 667,95
2023/24 SABPP membership Renewal	R 9 500,00
2024 The Ethics Institute Membership Renewal	R 1 240,00
Adobe Photoshop Essentials	R 4 900,00
CIA Learning System Instructor Part 1 – 3	R 65 688,04
Excel 1-3 (Think 360)	R 37 375,00
Excellent Customer Service	R 118 750,00
governance Risk and Compliance Summit 2024	R 50 994,53
Initiating Disciplinary Hearing	R 50 048,00
Labour Relationship Management practice	R 6 950,00
Module 1-5 Business Coaching	R 39 675,00
OD ETD Certificate NQF 5	R 18 366,68
Oddo for Developers	R 77 050,00
Operations Management	R 12 715,00
<b>Grand Total</b>	<b>R 530 367,88</b>

During the 2023 financial year, the General Public Service Sector Bargaining Council, in collaboration with PSETA, invited NYDA employees to participate in a 21-month Public Administration course. This initiative, which included a 12-month National Certificate in Public Administration – Procurement (NQF Level 5) Learnership, was fully funded by the General Public Service Sector Bargaining Council and PSETA.

Housekeepers and Security personnel who held a minimum qualification of an NQF Level 4 certificate were encouraged to apply for the program. Six individuals were successfully selected to participate. The program was facilitated by VB Skills Development Institute, the appointed service provider, and commenced in July 2023. Participants attended virtual training sessions for five days each month at the NYDA Head Office.

The program concluded in June 2024, and participants are currently finalizing their Portfolios of Evidence to complete their studies. This initiative has proven to be a valuable effort in supporting the growth and development of NYDA's junior staff, with a focus on upskilling the team for future career advancement and personal development.

## 4. Internship Management

The National Youth Development Agency (NYDA) successfully implemented an internship program in collaboration with the Public Service Sector Education and Training Authority (PSETA). This initiative provided valuable workplace experience to 51 interns, with 33 interns funded by PSETA and an additional 18 supported by NYDA. Running from 1 June 2022 to 31 May 2024, the program was designed to align practical work experience with the interns' academic qualifications in fields such as Financial Management, Marketing, Communications, and Human Resources.

Interns were placed across various NYDA offices and were paired with mentors who provided guidance and support. NYDA's Learning and Development unit conducted quarterly check-ins to ensure that interns adhered to their work plans and to address any challenges.





While budget constraints limited the scope for additional training, The cohort of interns we support with extensive on the job training and benefited from internal training initiatives held and select interns benefited from unique opportunities based on the scope of their role and performance in their team. One intern attended a 2-day Graphic Design course, while another proudly represented South Africa at the China-Africa Youth Forum on Volunteering in Tokyo, Japan. Additionally, 14 interns from Gauteng Province participated in the National School of Government (NSG) pilot project on Policy Making for Sustainability. These experiences, though limited, contributed significantly to the interns' professional growth.

The program concluded on 31 May 2024, with a farewell event held on 24 May 2024, which was attended by PSETA representatives. The program demonstrated success, as 8 interns secured permanent employment outside the agency, and 12 interns were absorbed into various roles within NYDA. At the farewell event, interns shared heartfelt reflections on their experiences, highlighting the impact of the program on their career prospects. Certificates of Service and workplace testimonial letters were presented to all interns, formally acknowledging their contributions and achievements.

### Feedback from the 2024 Intern Cohort:

Thobile said: "The most memorable part of my internship journey has been the exposure to new experiences, places, and people. Having to work alongside people I look up to in life. This experience has changed my whole perspective in life and helped me realize that the sky is the limit".

Makungu Mathonsi said: "My take away from the programme is the ability to network and make relationship with stakeholders.?"

Kim said: "All the staff that I've worked with at the NYDA and NYS have been incredible mentors in whichever project and task I was given and I'm able to say I've gained incredible knowledge thanks to them."

Chuma said: Making a difference in young people lives on my view has been the most memorable part for working for this agency, its philanthropical impact has played a vital role in me growing as a young man, and it has also rejuvenated to me the importance of giving back.





Based on NYDA & NSG agreement the agency received invitation for some of our interns to participate in their pilot project for Policy Making for Sustainability and here are some of our interns who participated "The objective of the pilot project is to to develop the skills of young students and government interns, especially in the fields of sustainability and policy development. Secondly, to facilitate progress towards achievement of the SDGs for South Africa through awareness-building and development of viable SDG policy pitches."

Capacity- building has long been recognised as one of the pillars towards the UN 2030 Agenda for Sustainable Development and the Sustainable Development Goals (SDGs).



In the 2023 financial year, PSETA granted additional funding for a further intake of 23 interns. These interns were recruited and placed in September 2023 and continue to excel in their respective roles within NYDA. This expanded intake reflects the agency's ongoing commitment to youth development, and the interns' continued success showcases the positive impact of structured workplace learning.

Through this internship program, NYDA continues to affirm its commitment to fostering youth development and employability by equipping young professionals with the skills and experience needed for success in their chosen fields.

## 5. Organisational Induction

In alignment with the NYDA's Learning and Development Policy, the agency is mandated to conduct Organisational Induction and Orientation sessions for newly appointed and promoted employees on a quarterly basis or as the need arises. During the period under review, a total of 91 employees—53 females and 38 males—successfully participated in the two-day blended induction programme.

This programme covered essential organisational thematic areas, including an introduction to NYDA, NYDA Operations, Communication & ICT, Human Resources Management & Legal Services, and Financial Services. The following tables provide a breakdown of employee participation in the Organisational Induction Programme.

Position Short	Female	Male	Grand Total
Administrator	2	1	3
Assistant	1	0	1
Cleaner	2	1	3
Fixed term	11	11	22
Intern	17	9	26
Manager	5	1	6
Officer	7	4	11
Snr Manager	0	2	2
Specialist	2	2	4
Temp	3	6	9
Trainee BA	3	1	4
<b>Grand Total</b>	<b>53</b>	<b>38</b>	<b>91</b>

## 6. Women Empowerment Initiative

During the 2023/2024 financial year, the Human Resources unit, in collaboration with the Communications unit, planned and hosted the NYDA Women's Day celebration in August 2023.





This event honored the incredible women within our agency, serving as both a special occasion and a source of inspiration and empowerment. A distinguished guest speaker was invited to share insights and motivate the women in our organization. Additionally, the Learning and Development unit launched the Pelego/ Imbeleko Women's Desk, an initiative designed to foster support and growth among our female colleagues. Pelego/ Imbeleko Women's Desk serves as a network for all female employees across different departments and regions of the NYDA, addressing and driving issues affecting women in the workplace. During the celebration, we also officially announced the committee's volunteers, introducing the women who will represent their respective regions in this endeavor.

## 7. NYDA Employment Equity Information As At 31 March 2023

OCCUPATIONAL LEVELS	MALE				FEMALE				FOREIGN NATIONALS		TOTAL
Executive	1	0	1	0	7	0	0	0	0	0	9
Senior Management	4	0	0	0	5	0	0	0	0	0	9
Professionally qualified	14	1	0	0	13	0	1	0	0	0	29
Skilled Technical	112	6	0	0	170	4	0	0	0	0	292
Semi-Skilled	17	0	0	1	49	4	0	0	0	0	71
Unskilled	15	0	0	0	55	3	0	0	0	0	73
TOTAL PERMANENT	163	7	1	1	299	11	1	0	0	0	483
Temporary Employees/ NYS Jobs Fund	26	0	0	0	41	0	0	0	0	0	67
Interns	32	0	0	0	46	0	0	0	0	0	78
<b>GRAND TOTAL</b>	<b>221</b>	<b>7</b>	<b>1</b>	<b>1</b>	<b>386</b>	<b>11</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>628</b>

## 8. Annual Personnel Cost By Programme

Programme	Total Expenditure for the Entity (R'000)	Personnel Expenditure (R'000)	Personnel Expenditure as a % of Total Exp (R'000)	No. of Employees	Average Personnel Cost per Employee
Executive Chair and Deputy Chairs Office	R45 778,00	R13 933,00	1,71%	11	R1 266,64
CEO's Office	R46 960,00	R19 837,00	2,43%	28	R708,46
HR and Legal Services	R26 596,00	R15 887,00	1,95%	16	R992,94
ICT and Comms	R69 184,00	R9 913,00	1,21%	30	R330,43
Finance	R55 800,00	R28 494,00	3,49%	48	R593,63
Operations & NYS	R556 356,00	R137 954,00	16,90%	384	R359,26
Temps & NYS Jobs fund	R7 987,00	R7 987,00	0,98%	45	R121,02
Interns	R7 442,00	R7 442,00	0,91%	66	R165,38
<b>Total</b>	<b>R816 103,00</b>	<b>R241 447,00</b>	<b>28,67%</b>	<b>628</b>	<b>R4 537,74</b>







## 9. Annual Personnel Salary Cost

Level	Total Expenditure for the Entity (R'000)	% of Personnel Exp. To Total Personnel Cost (R'000)	No. of Employees	Average Personnel Cost per employee
Top Management	R17 265,00	7,15%	9	R1 918,33
Senior Management	R12 027,00	4,98%	9	R1 336,33
General	R212 155,00	87,87%	610	R347,80
<b>TOTAL</b>	<b>R241 447,00</b>	<b>100,00%</b>	<b>628</b>	<b>R3 602,46</b>

## 10. Staff Movement As At 31 March 2024

REASON	NO.	% of TOTAL NUMBER OF STAFF TERMINATED
Death	2	0
Dismissal	2	0
Expiry of contract	23	4
Ill Health	2	0
Resignation	17	3
Retirement	0	0
Other	0	0
<b>TOTAL</b>	<b>46</b>	<b>7</b>

NUMBER OF EMPLOYEES PER PROGRAMME	2021/2022	2022/2023	2023/2024
Office of the Chief Executive Officer	28	25	28
Financial Services Division	42	45	48
HR and Legal Services, ICT & Comms	42	44	46
Operations and NYS	330	337	384
Office of the Executive Board	3	12	11
Temps & NYS Jobs Fund/CWP	104	150	66
Interns	–	48	45
<b>Total</b>	<b>549</b>	<b>661</b>	<b>628</b>







PROGRAMME	2023/2024
Office of the Chief Executive Officer	28
Financial Services Division	48
HR and Legal Services, ICT & Comms	46
Operations and NYS	384
Office of the Executive Board	11
Temps & CWP	66
Interns	45
Total	628

## NYDA WELLNESS PROGRAMME

Within the EWP domain, the NYDA has continued collaborating with Workforce Healthcare. The programs that are available to employees go beyond wellness initiatives, providing holistic support to employees in all aspects of their lives by addressing physical, mental and emotional wellbeing. The service offering includes Family Care and Support, Legal, Financial, and Health Advice.

In order to encourage a better lifestyle among NYDA employees, a Wellness Day was conducted during the 2023–2024 financial year. The event featured a variety of health-related activities supported by our medical aid providers and other health industry stakeholders. This proved to be a great way to provide education to employees in a non-invasive and fun way. Employees were empowered to take control of their wellbeing, reducing problems at home and work and facilitating higher levels of productivity. Employees learnt about leading a healthy lifestyle that includes regular checkups, physical activity, and dietary plans. The EWP goals are to help employees to manage issues that are interfering with their ability to maintain a desirable level of performance at work and a better personal life, which ultimately also benefits the Agency.

Another initiative that the NYDA participated in to foster a healthy living and active culture was the 702 Walk the talk challenge. Employees registered and participated in this initiative which was a success.

## CULTURE CHANGE PROJECT

The NYDA embarked on a comprehensive cultural assessment initiative in the second quarter of the review period, starting with a Leadership alignment session with the Executive Committee and followed by nine focus group sessions with employees from various regions. Feedback from these sessions were analyzed to extract themes, leading to the development of a Culture report and Recommendations session.

A significant milestone in this journey was the leadership culture change workshop facilitated by the HR Unit in collaboration with Ernest &Young (EY) and GIZ, attended by all Managers and Coordinators. The workshop, held on the third quarter of the 2023/2024 financial year, was highly successful, providing valuable insights and recommendations.

In October 2023 the E&Y team shared the feedback report with the NYDA Leadership team during which actionable steps toward enhancing the NYDA culture were agreed upon, including the formalization of internal communication processes, development of a dress code policy, implementation of leadership training interventions, establishment of a culture crafter network, and the creation of succession planning and career pathing strategies. The NYDA leadership team endorsed the recommended action items during the session, paving the way for tangible progress in the organization's cultural journey.

Post the conclusion of the 4 phases of the project, a process of appointing EY was facilitated to commence with the implementation of the plan. A task team has thus been appointed to implement the plan.





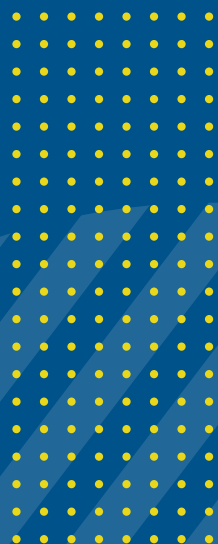
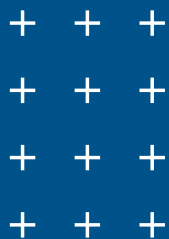
Images from the innagural culture change meting:





# 14

**Special  
Projects**







## Youth Month Launch 2023

The 2023 Youth Month Launch took place on the 1st of June 2023 at the Hector Pieterse Museum through a wreath laying ceremony and an interactive dialogue engagement with the Minister responsible for the Department of Women, Youth and Persons with Disabilities. The engagement took in the form of a wreath laying ceremony followed by a brief media briefing and the unveiling of the theme and youth month identity. The Minister at the time, Dr Nkosazana Dlamini Zuma, was deeply engaged with young thought leaders and social entrepreneurs.



## Youth Day 2023

The 2023 Youth month highlighted the importance for access to opportunities for young people in order for them to self-develop through enterprise, mentorship employment.

Youth Day Commemoration took a different form from the usual stadium rally format. The 2023 Youth Day Commemoration was held at the Dr Petrus Rantlhai Molemela Stadium over a two day period, from the 16th to the 17th of June.

The 16th of June had the National commemorative day where the Deputy President delivered the National Youth Day Address. The theme for this year's Youth Day was "Accelerating youth economic emancipation for a sustainable future" and it aimed to bring about exposure to the various opportunities within the public and private sector. We had built a hundred temporary exhibition shells which were oversubscribed as we resorted to then using tables and branding for visibility in the expo marquee as well as the indoor sports complex used for the overflow.

Number of exhibitor accreditation tags issued according to SSA: 342 exhibitors accredited. All organizations were allocated 2/3 tags, depending on the magnitude of the organization.

No.	Organisation or company
1.	Allan Gray
2.	Youth Health Africa
3.	Department of Science and Innovation
4.	National Department of Public Works
5.	Jumpstart Foundation
6.	(National Financial Literacy Association) NFLA
7.	Department of Labour
8.	Department of Science and Technology





9.	International Youth Foundation (IYF) South Africa
10.	Khokho General Trading NYDA Beneficiary
11.	Department of Trade, Industry & Competition
12.	GIZ ZA (WeThinkCode)
13.	Motswako Immune Booster (PTY)LTD NYDA Beneficiary
14.	Transforms Clothing Store (PTY)LTD NYDA Beneficiary
15.	Bots Bakery (PTY)LTD NYDA Beneficiary
16.	Winnie's Palace (PTY)LTD NYDA Beneficiary
17.	Innovation PV System (PTY)LTD NYDA Beneficiary
18.	IDC
19.	Enactus Central University of Technology
20.	Free State Training and Development Institute within the Free State Office of the Premier.
21.	Free State Department of Agriculture and Rural Development
22.	Free State Department of Education
23.	Free State Department of Health
24.	Free State Department of Human Settlements
25.	Free State Social Development
26.	SASSA (Free State)
27.	Free State Department of Small Business Development, Tourism and Environment Affairs (DESTE) Economic Development
28.	Free State Department of Small Business Development, Tourism and Environment Affairs (DESTE) Environment Affairs
29.	Free State Department of Small Business Development, Tourism and Environment Affairs (DESTE) Consumer Education
30.	Free State Gambling, Liquor and Tourism Authority (FSGLTA)
31.	Free State Development Cooperation
32.	GCIS
33.	Free State Department of Sport, Arts, Culture and Recreation. Free State Museum.

34.	Free State Department of Sport, Arts, Culture and Recreation. Arts and Culture.
35.	Free State Department of Sport, Arts, Culture and Recreation. Library Services
36.	Free State Department of Sport, Arts, Culture and Recreation. Free State Musicon
37.	Provincial Treasury
38.	Department of Labour Free State
39.	Nedbank
40.	IEC
41.	Airports Company South Africa
42.	Air Traffic and Navigation Services (ATNS)
43.	Free State Disabilities Chamber
44.	Motheo TVET College
45.	SETAs
46.	Home Affairs
47.	Mimmie PTY LTD







## Mobilization of Youth:

Young people from all parts of the Free State were mobilised as following:

- 3068 people to be transported from 4 Districts and the Mangaung Metro.
- Total Number of Buses: 59
- Thabo Mofutsanyana- 10 Buses
- Fezile Dabi- 8 Buses
- Xhariep- 9 Buses
- Lejweleputswa- 12 Buses
- Mangaung- 20 Buses
- Walk-in's: 300
- Youth organisations with own transport: 200
- School Learners: 500
- (Department of Education to transport learners)
- Anticipated youth: 4000- 16 June 2023 & 1500- 17 June 2023

## Media Mobilized for Youth Day:

### SABC CREW

- eNCA channels 403
- Newzroom Afrika TV (channel 405)
- Local /provincial
- Free State online
- Free state TV
- Radio BBT
- Motheo
- Central TV
- Simulcast- 16 Radio Stations
- Number of OBs to be onsite (10)
- SABC x4 (Including radio).
- eNCAx1
- NATVx1
- FS online / Motheo x1
- Free state TV x1
- Radio BBT x1
- Central TV x1





# Office of Executive Chairperson

## Special Projects 2023/2024

### Overview

As part of fulfilling the Board's vision of creating "A credible, capable, inclusive and activist development agency that is responsive to the plight of South Africa's youth," the Executive Chairperson of the NYDA has embarked on various programmes and engagements aimed at fulfilling the Board's vision.

The work of the EDO has been underpinned by the following strategic areas:

#### A) Empowering the Girl-Child

Global gender parity remains unattained, and progress is still too slow for many women and girls around the world. For this reason, the Chairperson is committed to fostering a supportive environment where young people can thrive in the South African economy. As such, she has ensured that during her term, the work, programmes will be geared at uplifting the girl-child.

#### B) Improving the Agency's Access to Rural and Township Communities

The outreach work conducted by the Chairperson remains intentional about reaching rural and far-flung underdeveloped areas and providing youth in those communities with the necessary support.

#### C) Ensuring the Agency Advances Inclusivity:

The work of the Chairperson is anchored on representation and ensuring every young person can relate to and with the Agency.

#### D) International Work:

The Chairperson utilises international work to form friendships, and cooperation and to work towards peace in the continent and the world, whilst pursuing South Africa's National Interests, particularly those of young people.

## Empowering The Girl-Child

### Women in Sports Netball Tournament

#### Johannesburg and Cape Town

July 2023

The promotion of gender parity within sports, arts, and culture. The Executive Chairperson partnered with Honourable Nompandulo Mkhathshwa, Member of Parliament to host a 'Netball World Cup 2023 – Sophiatown Championship Build Up', in the Sophiatown Parliamentary Constituency Office.

This partnership later expanded to the office of the

Premier Mr Panyaza Lesufi, who took all 6 teams who participated in the Sophiatown Netball Championship to the Netball World Cup 2023 in Cape Town.

The Cape Town Tour Activities:

- Visit to parliament and tour
- Visit to Sutherland for star gazing
- Visit to Kalk Bay by train
- Fan park set up for the young ladies to stream some of the SA games.
- Visit to CICC for the Jamaica and South Africa game.







15 August 2023

The Executive Chairperson's First Cohort Program ran for six months, and this was completed and marked with a Graduation Evening on 15 August 2023.



9 May 2024

The Summit also served as a commemoration of the life and times of former Deputy Minister of Mineral Resources and Energy, Ms. Bavelile Hlongwa, who has held various leadership positions, including that of the Deputy Chairperson of the NYDA, appointed by



President Cyril Ramaphosa in 2017.

The objectives were:

- Assist in establishing a NYDA Youth Cooperative Working Forum to better support youth cooperatives
- Bring together all stakeholders supporting youth cooperatives under one roof for dialogue
- Summit intended to support the vision of the Ministry of Women, Youth and People with Disabilities with regards to youth development initiatives, for example, the establishment of a youth development bank.
- Integrate, consolidate and streamline support services available to youth cooperatives
- Establish an online platform as a one-stop-shop for youth cooperatives



### Women of Firsts High Tea' Second Edition Johannesburg, Gauteng

30 August 2024

The NYDA Executive Chairperson, Ms. Asanda Luwaca, hosted the second edition of the 'Women of Firsts High Tea,' themed "Women of Firsts, But Not Women of Only – Celebrating 30 Years of Women's Socio-Economic Rights and Empowerment."

This exclusive event honoured exceptional women trailblazers who have broken barriers and made significant contributions in their fields. It featured a panel discussion with inspiring changemakers from both government and the private sector, focusing on gender equality and women's empowerment.

The event also provided an opportunity for the attendees to contribute to women's development by pledging their continued support in collaboration with the Office of the Executive Chairperson and the broader Agency.







## Ensuring The Agency Advances Inclusivity

### Recipient Of the Feather Awards – Best LGBTQI Initiative in The Public Sector 2022

#### Johannesburg

November 2022

The Feather Awards are Africa's biggest Queer Award ceremony staged in South Africa, celebrating all those who support, inspire, and empower the LGBTQI community.

The NYDA was the recipient of the Best LGBTQIA+ Initiative: Public Sector Award.



### Disability Career Expo

#### Johannesburg

May 2022

The Chairperson hosted the Disability Career Expo aimed to connect disabled learners with opportunities available within the government and the private sector.

The above programme was in line with the prerogatives identified in the NYDA Disability Strategy that was adopted by the Board in 2022. More recently, the NYDA continues to make considerable progress in the disability sector by







implementing this strategy, which fosters an inclusive environment for youth with disabilities to fully participate in its programs. The agency has not only met but exceeded its targets for youth with disabilities. Through initiatives like the National Youth Service, and services such as the small business grant program, life skills training, and job preparedness workshops, thousands of youths with disabilities have benefited.

Additionally, the capital budget allocated for upgrading facilities to enhance accessibility for youth with disabilities, along with the provision of training manuals in braille and sign language interpreters, continues to be implemented.



## Improving the Agency's Access to Rural and Township Communities

### Harness Your Career in The Creative Arts Sector

#### Mmabana Arts Centre, North West

23 September 2023

The Office of the Chairperson hosted the Creatives Summit for the youth of the North-West, a region heavily impacted by unemployment and limited access to information, particularly in the creative arts. The event sought to nurture the growth and development of talented young individuals aspiring to careers in the creative arts sector. As a key driver of sustainable economic opportunities, the creative services industry provides livelihoods for young people while expanding business opportunities for enterprises of all sizes. South Africa's creative economy contributes approximately R90 billion to the national economy.







### Career Guidance Program with Hon. Collen Malatjie Tafelkop Stadium, Limpopo 20 March 2024

The Leadership Development and Career Guidance Programme was designed to empower and equip pre-matriculants to pursue their dreams.

Key activities at the Sekhukhune Careers Exhibitions included career guidance promotion, motivational speeches, information sharing by various higher education institutions, and exhibitions by business organizations. The event also focused on peer motivation and creating opportunities for students to engage with professionals, alumni, and industry representatives. This networking allowed students to ask questions, seek advice, and build connections that could prove valuable for their future career paths.



### Gibela Business Incubator Launch Kwa Thema, Gauteng 10 April 2024

This program was hosted in partnership with the Minister of Small Business Development Stella Ndabeni-

Abrahams.

The Gibela Rail Transport Consortium and the Small Enterprise Development Agency (SEDA) initiated the establishment of the Gibela Business Incubator (GBI). The Incubator is located next to the main plant of GRTC in Kwa-Thema Business Park in Springs, Ekurhuleni.

The mandate of the Gibela Business Incubator was to provide business and technical development services to qualifying entrepreneurs and small businesses operating in Nigel, Springs, and Greater Ekurhuleni Metropolitan with the view of mitigating the risk of failure in the initial stages of start-up. In addition, the Incubator strives to contribute to the aspiration of vibrant Township economies and localisations in surrounding local communities.







**Careers Expo and Voter Registration Drive led by the  
NYDA Executive Chairperson  
Philippi Village, Western Cape  
2 February 2024**

The Careers Expo and Voter Registration Drive, led by the NYDA Executive Chairperson, offered young people in and around Philippi Village access to education, skills development, mentorship programs, entrepreneurship resources, and employment opportunities.

The NYDA's efforts in providing voter education and exposing youth to development opportunities are crucial for building an informed, empowered, and actively engaged youth population, which is vital for South Africa's progress and sustainability. The event also encouraged local young people to fulfil their civic duty by registering to vote.



**Wits Voter Education Dialogue  
University of Witwatersrand, Gauteng  
16 May 2024**

The EDO conducted a voter education program aimed at engaging students and first-time voters in a discussion about the importance of democracy and the role of elections and voting in shaping the future of our country.

This initiative was carried out in collaboration with the Legal and Constitutional Office, which emphasizes that by embracing democratic values, young people can educate their peers on the importance of civic responsibility and active participation.







Agriculture And Other Critical Skills Career Expo  
Evaton Township, Gauteng  
21 May 2024

The Sedibeng District Agricultural & Other Critical Skills Careers Exhibitions was a partnership initiative of the Office of the Deputy Minister of Higher Education, Science & Innovation, the Executive Chairperson of the National Youth Development Agency (NYDA), AgriSETA and Department of Agriculture, Land Reform & Rural Development, and Member of Parliament Collen Malatji. The Exhibition aimed to introduce learners from various high schools in the Sedibeng District to opportunities across different sectors of the country's economy. Key activities included career guidance promotion, motivational speaking, information sharing by higher education institutions, business organisations and exhibitions.

#### Objectives:

- The Exhibition was aimed at exposing the learners from the various high schools of Sedibeng District to the available opportunities within the various sectors of our country's economy.
- The Careers Exhibitions was aimed at empowering and equipping the learners of Sedibeng in particular, and youth in general to be able to reach for their dreams.
- The main activities of the Sedibeng District Agricultural & Other Critical Skills Careers Exhibitions will include promotion of careers guidance, motivational speaking, information dissemination by the various institutions of higher learning, exhibitions by the business organizations, peer motivation, etc.
- Learners from the four (5) identified high school from the surrounding areas of the Evaton area of Sedibeng District will be given preference to attend this Exhibition.
- Learners will also had an opportunity to interact with representatives of the various post-school education and training (PSET) institutions on how to apply for further education



#### Youth Day Build-Up Program Career Expo-Creatives Industries

University of Limpopo, Mankweng

15 June 2024

This Expo aimed to raise the profile of the Cultural and Creative Industry and other government platforms by increasing awareness of career opportunities for young people, both in and out of school. The program created a platform for engaging learners, job creators, and job seekers.

Held under the 2024 Youth Month theme, "Actively Embracing the Socio-Economic Gains of Our Democracy," the event highlighted current and upcoming initiatives from various government departments and the private sector. Industry leaders provided insights into trends, essential skills for today, and the experience required to build a successful career.

#### Objectives:

- To introduce and promote available opportunities for young people for empowerment.
- To share information about government youth programmes to entrench knowledge.





- To create awareness, promote and profile the work of the various Government Departments as well as strategic partners.
- To make government service accessible and relatable to young people in a conducive environment.
- To inspire youth towards a patriotic and accountable citizenry



### ECD Launch Barberton, Mpumalanga 27 June 2024

The NYDA through the NYS launched the Verulam Early Childhood Development (ECD) Centre Project as part of the June Youth Month Programme Activities for 2024. In the last quarter of the 2022–2023 budget year, the NYDA was implementing a Back-To-School-Campaign and Board Legacy Programme under the theme **“Building Tomorrow Together”**.

It was in that period where the Executive Chairperson of the NYDA Board, Ms. Asanda Luwaca visited various schools in Mpumalanga including the Verulam ECD Centre in Ward 43 at the Singqobile CWP sub-site. The renovations aimed to enhance children’s safety, establish a solid foundation for early childhood learning, increase the number of compliant ECD centres in disadvantaged communities, and expand the ECD sector’s capacity to create more employment opportunities for young people.

#### Objectives:

- Ensuring children’s safety
- Building a strong foundation for early childhood learning
- Increase the number of compliant ECD centres in the disadvantaged communities
- Increase the ECD capacity to employ more young people in the ECD space



### International Nelson Mandela Day Soweto, Johannesburg 18 July 2024

Mandela Day is an annual global celebration held on July 18 to honour the life and legacy of Nelson Mandela. It serves as a call to action for individuals, communities, and organisations to reflect on Mandela’s values and principles and make a positive impact in their communities.

This year, the Executive Chairperson participated in Mandela Day by giving back to a Quantile 2 school in Soweto, Gauteng. With the help of NYS volunteers, the Office refurbished classrooms, painted the school walls, and created a vegetable garden as part of the School Nutrition Programme, benefiting the learners.







## Induction of Members of Parliament

### Cape Town, Western Cape

4 July 2024

As Chairperson of one of the Institutes Supporting Democracy, the Executive Chairperson participated in a panel discussion on the role of ISDs and their relationship with Parliament. The Chairperson gave a presentation on the role, mandate, and relationship the NYDA has with Parliament. This was followed by a question-and-answer sessions with Members of the 7th Administration.



## INTERNATIONAL WORK

### BRICS: BRICS YOUTH COUNCIL & YOUTH SUMMITS

Following sustained efforts since 2015, the 15th BRICS Summit on August 23, 2023, resulted in the Johannesburg II Declaration, which supported the establishment of a BRICS Youth Council (BYC) in response to calls from young people.

The BYC will now function as a sub-structure of BRICS, alongside the Business Council and the New Development Bank. Its goal is to elevate youth development through trade, education, skills development, and exchange. Key objectives of the BYC include promoting the sharing of youth policy and work experiences among BRICS countries and prioritizing youth development within member nations. The BYC also aims to integrate youth cooperation issues into the agenda of BRICS leaders and ministers' meetings.

On September 25, 2023, the NYDA issued a call for nominations to serve on the BRICS Youth Council South Africa Working Group (BYC-SAWG). Inaugural BRICS Youth Council Meeting: The inaugural

BRICS Youth Council Meeting was held in Johannesburg, South Africa, from December 8 to 9, 2023. Key outcomes included the identification of five priorities, with each country chairing a working group: i) Health and Sports – Brazil, ii) Higher Education – Russia, iii) Entrepreneurship – India, iv) Science, Technology, and Innovation – China, v) Youth Community Service and Volunteer Work – South Africa

First BRICS Youth Council South Africa Working Group (BYC – SAWG): The first BRICS Youth Council South Africa Working Group (BYC – SAWG) held its inaugural workshop in Johannesburg, South Africa between 3 to 4 May 2024. A strategic framework was developed focusing on Youth Community Service and Volunteer Work and operational matters of the Working Group. These included its structure, terms of reference, data management for the council, and proposed monitoring and evaluation processes.

2nd BRICS+ Youth Innovation Summit 2024: The South African BRICS Youth Association (SABYA) in partnership with the NYDA hosted the Summit in Pretoria between 15 to 16 May 2024. The main objectives included creating an international platform for young entrepreneurs from BRICS+ and the global South to present and display their ongoing projects. Moreover, it fostered peer-to-peer networks between young entrepreneurs working on innovative projects in similar or interlinked sectors.

## BRICS+ YOUTH INNOVATION SUMMIT



Innovate to Empower:  
**Building Futures,  
Transforming Societies**

**Date: 15 - 16 May 2024**  
**Venue: The Innovation Hub**



2024 BRICS Youth Summit: The 10th BRICS Youth Summit was hosted in Ulyanovsk, in the Russian Federation under the theme, "Strengthening Multilateralism for Justice in





Global Development and Security". Approximately two hundred young leaders, diplomats, and public figures from BRICS countries had the opportunity to engage with BRICS experts in international cooperation and intercultural communication.

Present were new members of the BRICS family which includes Egypt, Ethiopia, Iran, Saudi Arabia, and the United Arab Emirates.



The Summit provided a platform for discussions on the critical challenges faced by BRICS youth, focusing on collaborative solutions and the development of joint projects. The thematic areas for the 2024 BRICS Youth Summit included Education, Training, and Skills Development; Entrepreneurship; Science, Technology, and Innovation; Youth Community Service and Volunteer Work; and Sports and Healthy Lifestyles.



The program also featured a Meeting of BRICS Youth Ministers, which took place on Thursday, July 25, 2024. The 10th BRICS Youth Summit in 2024 ended with a commitment to ongoing collaboration and the creation of actionable plans to tackle global challenges, as outlined in the adopted Declaration.

The BRICS Summit for Heads of State will be held in Kazan, Russia, from October 22–24, 2024 and the 11th BRICS Youth Summit is scheduled to take place in Brazil in 2025.

## World Youth Development Forum Beijing, China

October 2023

The All-China Youth Federation and the World Youth Development Forum Organising Committee organised the Youth Development Forum under the theme: "Youth Strength for Solidarity and Innovation: Striving Together for Sustainable Development". The Executive Chairperson of the NYDA was invited to speak at the opening ceremony, before the forum broke away into 4 thematic areas, namely:

- Digital Development;
- Response to Climate Change and Food Crisis;
- Cultural Innovation; and
- Youth Development-Oriented Cities.







### Club de Madrid – Network of Young Decision-Makers

Ms Asanda Luwaca currently serves as a member of this structure, which is an international platform that brings together a group of exceptional young leaders under 36 years old who are active in politics and decision-making bodies.

This is a network under Club de Madrid, which is the world's largest forum of democratic former Presidents and Prime Ministers, hosting the likes of former President of the Republic of South Africa, President Thabo Mbeki, amongst others.

### Democracy Works Foundation and Club de Madrid

hosted the Southern Africa Regional Symposium targeting Political Actors, Civil Society and African Governance Architecture (AGA) Members between 12–14 March 2024.

Its main intended outcomes included raising awareness and sharing knowledge on the AU and SADC norms on advancing democratic governance and electoral integrity. Together with facilitating systematic peer-to-peer learning on the use of civic technologies in advancing democratic governance and electoral integrity.



### Africa Youth Consultative Forum on UN Summit of the Future Addis Ababa

#### Ethiopia

26–27 April 2024

The African Youth Consultative Forum on the United Nations (UN) Summit of the Future was a preparatory event aimed at galvanising the participation of African youth in shaping the outcomes of the upcoming UN Summit of the Future.

The five focus areas of the UN Summit of the Future

were sustainable development and financing for development; international peace and security; science, technology, innovation, and digital cooperation; youth and future generations; and transforming global governance.

A key outcome was the creation of an African youth position paper, which consolidates the views, ideas, and key recommendations of African youth across these five areas. This position paper will provide valuable input to the upcoming UN Summit of the Future and align with the Goals of Agenda 2063, particularly its Second Ten-Year Implementation Plan.

Additionally, the paper produced a set of policy recommendations, intervention strategies, and advocacy plans, outlining actionable steps for policymakers to promote youth empowerment, inclusivity, and participation in advancing the Sustainable Development Goals.

The Summit of the Future (Global) will take place in New York, United States of America between 22–23 September 2024.

### Youth20 Meetings

#### Fortaleza, Brazil

14 June 2024

The Executive Chairperson was invited to participate and speak at the Y20 Meetings in Fortaleza, Brazil, ahead of this year's G20 Summit. The major themes included climate change, energy transition and sustainable development, and Innovation and the future of the world of work.



The Y20, through its dense process of social participation and youth protagonism, is a relevant channel for integrating these voices into the global dialogue, ensuring that the policies and strategies developed within the G20 are not only comprehensive, but also progressive and resilient. The objective of this dialogue was the effective participation of young people within the G20, with the preparation of a Communiqué – a document that summarizes the main conclusions and positions agreed by the youth leaders of the countries and regional bodies that make up the G20,





with the demands and priorities of young people, to be widely disseminated throughout society and formally presented to the G20 Leaders Summit.

Brazil is the current Chair of G20, and the G20 Leaders' Summit is scheduled for November 18 and 19, 2024, in Rio de Janeiro, and will be attended by nineteen member countries, including the African Union.



### Pan-African Youth Union

Member of the Pan African Youth Union federates National Youth Councils and equivalent structures which are Article 12 institutions as prescribed by the African Youth Charter. The Union continues to serve as a reliable platform for uniting youth and amplifying the voices of Africa's young people on crucial issues of continental inclusion and meaningful systematic participation within the broader continental frameworks as per mandate.

### Coordination Meeting of the National Youth Councils in Southern Africa on African Youth Charter, APAYE and YPS Agenda

**Johannesburg, South Africa**

5-6 October 2023

The African Union South Africa Regional Office (AU-SARO), in close collaboration with the African Peer Review Mechanism (ARPM), organised the meeting on the African Youth Charter, One Million Next Level and Youth, Peace, and Security Agenda. A primary focus included enhancing the capacities of National Youth Councils and Youth Development Institutions in the region. The Executive Chairperson presented on the work the Agency does and to benchmark with other Councils with similar mandates as that of the Agency.

### International Day of Democracy (IDD) Conference

**Brussels, Belgium**

19-20 September 2024

The European Endowment for Democracy (EED), European Partnership for Democracy (EPD), International Institute for Democracy and Electoral Assistance (IDEA), European Network of Political Foundations (ENoP), and Carnegie Europe have invited the Ms Asanda Luwaca, as both the Executive Chairperson of the National Youth Development Agency and a member of Club de Madrid's Young Decision-Makers Network, to the 2024 edition of the International Democracy Day Brussels (IDD Brussels). The event will take place on Thursday, 19 September (afternoon), and Friday, 20 September (morning), at the European Committee of the Regions in Brussels.

The theme of the tenth edition of IDD Brussels is 'A Year of Elections'. In 2024, the year of elections, half the world's population is going to the polls to elect new governments and representatives who will shape future policy. These elections are taking place in a context of global democratic backsliding, with half of all countries surveyed in a recent report experiencing democratic declines, and all regions showing an eroding respect for basic rights, including freedom of expression and assembly. Thus, the IDD Brussels 2024 will reflect on the electoral year within Europe and globally, assessing the current state of democracy globally. At this pivotal moment, the conference offers a platform to discuss and shape the EU's democracy agenda for the coming years.

### Conclusion

As we continue our work, guided by the mantra of being "A credible, capable, inclusive, and activist development agency responsive to the needs of South Africa's youth," we aim to complete several ongoing projects. Moreover, we are hopeful that our Legacy Projects will be nurtured and further elevated in the future.







# Office of Executive Deputy Chairperson

## Special Projects 2023/2024

2nd

## Investment Roundtable

*Unlocking Investments in Human Capital for an Inclusive Economy*



### Opening Address by Deputy President Hon. Paul Mashatile NYDA Investment Roundtable.

Programme Directors;

Thank you NYDA Executive Deputy Chairperson, Karabo Mohale;

The Former Vice President of Gambia, Her Excellency Dr Isatou Touray;

Minister Nkosazana Dlamini-Zuma in absentia;

MEC of Economic Development, Limpopo Province, Rodgers Monana;

Mr Themba Khumalo, Principal Advisor: Value Chains, AfCFTA Secretariat;

Traditional Leaders and Senior Government officials;

Statistician General, Risenga Maluleke;

Members of the Diplomatic Corps;

Heads of Missions High Commissioners and Ambassadors;

Distinguished Ladies and Gentlemen;

We consider it a great privilege to participate in this second NYDA Investment Roundtable discussion, which is being held under the theme, "Unlocking investments for human capital for an inclusive economy." This theme is derived from this year's Youth Month theme, which is "Accelerating youth economic emancipation for a sustainable future." In today's rapidly evolving and extremely competitive global economy, we believe that investing in our youth is the key to a prosperous and sustainable future.

As a country, we need to pool the knowledge and resources of businesses, government, and civil society in order to unlock the full potential of our young people and create a sustainable and equitable economy. In this regard, we are pleased that this Investment Roundtable has been successful in bringing key stakeholders on board to make deliberate commitments, contributing to young people's development through various investment channels.





As we gather here and discuss over the next few days, it is crucial that we keep in mind our goals, which are as follows:

- To present pathways of market accessibility through the African Continental Free Trade Area (AfCFTA);
- To advance the growth and development of SMME's through financial and non-financial support;
- To increase capital investment towards youth development programmes; and
- To create a platform to identify possible market linkages between young people and potential investors.

These objectives are significant because they set the foundation of the National Development Plan (NDP), which is a strategy for ensuring the future prosperity of South Africans in accordance with the Constitution.

The NDP places an emphasis on the significance of inclusive growth by accelerating the rate at which young people are included in opportunities for employment and enterprise development. The following is an outline of what the NDP calls for:

- Improving education and skill development, starting with improved basic education and early childhood development.
- Strengthening competition laws to address unequal ownership and control, which maintains high barriers of entry and hinders the expansion of critical job-creating markets.
- Increasing private-sector participation in public-dominated industries and building effective regulatory authorities to curb monopolies.

Providing support and incentives for labour-intensive sectors, including agriculture, agro-processing and tourism.

### **Skills Development:**

As a country, we are going through the most difficult period in the history of our democracy. We are faced with challenges ranging from an ongoing energy crisis to high unemployment rates, dwindling investor confidence and an economy that is not growing rapidly enough to meet our development goals. According to Stats SA, the youth unemployment rate reached 62.1 percent in the first quarter of 2023; nearly two-thirds of young people are not engaged in any form of viable employment; this is a ticking time bomb, and this imminent crisis requires immediate and unwavering attention from all of us.

As a country, we need young people to take the lead in driving economic growth and employment. On our end, we have created a favourable environment to support youth to become successful entrepreneurs with flourishing businesses.

We are committed to help in drawing more young people into the economy; firstly by addressing the mismatch, and bridge the gap between the skills needed by the economy and those possessed by young people. If, as a nation, we do not make a concerted effort to invest in the growth of our human capital, and train our young people to acquire more marketable skills, we will not be able to create a nation that is competitive relative to the rest of the world.

We need to make sure that young people get the kind of education and training they need to adapt quickly to the workplace of the future. We urge business leaders to work with the Government to develop skill-based initiatives that can meet the urgent needs of the economy. Government cannot do this alone, as Government does not exist to create employment, but rather an apparatus that ensures an enabling environment for the private sector and other actors to create employment.





### National Youth Development Initiatives

We should all be expanding initiatives that provide work experience for young people; and offer support, finance and market opportunities for young entrepreneurs.

Regarding the grants we provide, we must ensure that they are attached to long-term economic outcomes, such as employment, sustained growth, and skill development. In light of this, we are pleased to announce the following achievements regarding the NYDA Grant Programme for the 2022/23 fiscal year:

- 2320 youth and youth-owned enterprises funded,
- 34209 youth and-youth owned enterprises supported with non-financial development interventions,
- 6796 jobs created and sustained through supporting entrepreneurs and enterprises.

In addition, the National Youth Development Agency and the University of Sao Paulo have organised an Agricultural Summer School. The "Tropical Bio-based Production Systems" Summer School seeks to provide an overview of the technologies, economics, and environmental scenario of Brazilian agriculture, forestry, and livestock farming through lectures and field trips.

The University of Sao Paulo in Brazil hosts the School annually.

The NYDA will provide funding for four youths to attend the Summer School in Brazil. Upon their return, they will be expected to enrich South Africa with the skills they would have gained in Brazil.

We wish to congratulate the four participants that will be traveling to Brazil at the end of July:

- Ms Ntokozo Happy Msiza, 29-year-old PhD candidate in Animal Science at North West University.
- Mr Welcome Sifisosami Zondo, 26-year-old PhD candidate in Agriculture candidate from the University of Mpumalanga.
- Ms Mmapula Lesailane, 27-year-old (Cum Laude) genetics graduate from University of Stellenbosch, working in Tzaneen, and
- Mr Ramatolo Tlotleng, 33, an Advanced Diploma in Animal Sciences student at Tshwane University of Technology.

### Presidential Youth Employment Intervention

We are indeed working towards economic transformation for young people. This is also evident through the 2020 Presidential Youth Employment Intervention (PYEI). This intervention aims to realise rapid gains by linking more young people to new and existing opportunities and to create 2 million jobs for young people in the course of a decade. Among other things, the PYEI brings together a wide range of partners, and breaks down silos between government departments, among the different levels of government, and between government and the private sector.

### The African Continental Free Trade Agreement

Speaking of partnership, it is important that as a country we continue to value our partnership as signatory to the African Continental Free Trade Agreement (AfCFTA). This groundbreaking agreement paves the way for young people in South Africa to engage different markets on the African Continent, but also provides opportunities for the exposure and development of human capital. It is thus important to invest in the building of capacity and support young people to trade on the Continent, but more so to provide accessible financial support. There needs to be diversified financial instruments that speak directly to the needs of young people, and we need to make the processes to access them less cumbersome.





Young people in rural communities should not be excluded because of the challenges they face. They should be supported and their talents and business acumen harnessed.

Addressing the challenges of rural communities is a big step towards creating an equitable society. The Spatial Economic Activity Data SA reveals that economic activities vary across the region with the largest cities lagging behind job creation compared to small towns since the 2013/14 tax year.

The responsibility therefore falls upon the NYDA Investment Roundtable, to explore more investment opportunities in rural and peri-urban areas, in order to more equitably spread economic opportunity for our young people. By promoting competition and attracting private capital, states will be able to develop transportation networks, bolster internet connectivity, and surf the wave of digitisation sweeping across Africa.

The implementation of the AfCFTA must be supported by appropriate national policies and support programmes. This can play a pivotal role in making trade opportunities accessible to young people in both rural and urban areas. This will help countries to reduce the inequality gap. Youth entrepreneurs can capitalise on trade agreements and frontier technologies to tackle systemic social issues, addressing societal needs and challenges globally, regardless of development level.

As young people are generally among the earliest adopters of new technologies, they are poised to take advantage of innovations in this area to drive the impact of social entrepreneurship.

#### **Mental Health**

Another critical issue to take into account as a youth-centric institution, is promoting mental health wellness amongst the youth. To have young people engaged in economic activity, we need to ensure that their mental health is a top priority. The National Youth Policy 2030 accordingly places a priority on the mental health of young people. This also means that we must invest in resources such as therapy

support groups, making mental health care more accessible to all, and breaking down the barriers that prevent people from seeking care.

#### **The National Youth Plan**

We must also accelerate the implementation of the NYP with regard to changing lives and dealing with the hardships that the youth experience due to unemployment and economic hardship. Since the dawn of democracy, our government has embarked on reforms to drive transformation and inclusivity for young people, particularly through what started as the National Youth Commission (NYC) established on 16 June 1996 by former President Nelson Mandela.

This was followed by the establishment of the Umsobomvu Youth Fund in 2001 to create entrepreneurship and job creation opportunities in response to the unemployment and economic challenges, which young people faced. This was one of the largest investments the Government made to address the country's youth unemployment challenges.

Following the 2009 merger of these institutions to become the National Youth Development Agency or NYDA, it is your responsibility to ensure that both public and private sectors play a transformative role in bringing young people into the mainstream economy.

To further strengthen service delivery, promote nation-building, foster social cohesion, and assist the youth in acquiring occupational skills necessary to access sustainable livelihood opportunities, our Government has also established the National Youth Service Programme (NYSP), the largest service programme of its kind in South Africa.







As we mark 20 years since the NYSP inception, we must reflect on how far we have come in our mission to instil a sense of national pride and pride in one's neighbourhood, teach young people life skills, and encourage community service that is based on volunteering.

The significance that the National Youth Service plays in reversing the adverse effects of youth unemployment and apathy was demonstrated by its inclusion in the State of the Nation Address, with the declaration that the revitalised National Youth Service will create a further 36,000 opportunities through non-profit and community-based organisations.

In the 2022/23 financial year, the following achievements have since been highlighted:

- 12172 young people who participated in NYS Expanded volunteer projects.
- 7247 young people who participated in the CWP Programmes.
- 46320 young people who have secured paid service opportunities.
- 34425 young people who have completed service activities.
- 7546 young people who transitioned out of the National Youth Service to other opportunities.

As I conclude, Ladies and Gentlemen, we have highlighted a number of different programmes because our Government is quite good at developing new regulations and programmes. What we are lacking is the ability to put our plans into action. We have to develop a discipline of getting things done. Now, more than ever, our reputation depends on our persistent dedication to the efficient and successful implementation of policy.

*If we accomplish this, we will unquestionably alter our culture and establish a more equitable economic system for the benefit of our young people, which in turn will benefit the entire nation.*

*We wish you fruitful discussions during your Round Table discussions today.  
I thank you*











## Keynote address by the former Vice President of the Gambia Dr Isatou Touray



H.E. Dr Isatou Touray, former Vice President of The Gambia and a doctoral graduate of the University of Sussex, delivered a keynote address at the second NYDA Investment Roundtable. Drawing on her experience as a former Minister of Trade, Regional Integration, and Employment in The Gambia, Dr. Touray emphasized the importance of continental trade. She underscored the significance of creating job opportunities by gaining access to local and international markets.

The former Vice President highlighted the immense potential young people hold in driving employment growth and sustainable businesses that contribute significantly to the economy. Specifically, they emphasized the importance of creating comprehensive datasets on employment opportunities as a means of facilitating planning and enabling the youth to leverage the opportunities presented by AfCFTA and SACU. Establishing these data sets will serve as a catalyst for the current and future direction of youth in Africa.

Dr Touray prompted participants to evaluate the economic and political ecosystems available within their respective countries and across the continent to understand their efficiency, effectiveness, and sustainability. The aim was to constructively engage the continent and its youth to secure a better future. She recommended that the NYDA collaborate with other youth organizations across the continent to form a coordinated and united voice to address the challenges that Africa faces in promoting effective youth engagement.

Furthermore, she highlighted the discrepancies in defining youth across the continent and urged participants to scrutinize this issue. She pointed out that in most countries, youth constitutes over 60% of the population, encompassing individuals between the ages of 15-45, depending on the definitions of National Youth Development Policies. She appealed to the NYDA to take the lead in generating a consensus on who qualifies as a young person and rally youth organizations to build a universal standard, similar to the universal definition of a child as 0-18 years old.









## Courtesy visit to Former President of South Africa, Mr. Thabo Mbeki

Former Gambian Vice President, H.E. Dr. Isatou Touray, was recently honored by former South African President, Mr. Thabo Mbeki, during a courtesy visit. The visit was part of an intensive program for the Investment Roundtable, and included a delegation led by Dr. Touray, flanked by the High Commissioner of Singapore to South Africa, H.E. Charlotte Lobe, and Executive Deputy Chairperson, Ms. Karabo Mohale.

Discussions during the courtesy visit centered on trade, democracy, peace, and security in Africa. Mr Mbeki emphasized the importance of youth participation in institutional development and for them to be apart of the fibre which will see Africa's economic and social prosperity. The fundamental areas of infliction was what appeared to be a decline in the quality of leadership in the Continent, and how conflict now seemed to be ravaging the continent unabated. There is a need for there to be a united voice on the African Continent, that clearly charts a way forward on the caliber of leadership we want, and thus produce to realise our collective ambitions as a continent. The Former President, emphasised that the change we hope for will not come from the corridors of power, but from a genuine self reflection and assessment of our collective contribution to the success or failure of the African Continent.



The courtesy visit also created an indelible good-humoured moment as it brought together three different generations of alumni from the University of Sussex. Mr. Mbeki was the first black South African student at Sussex and graduated from the University in 1966 with a Master of Arts in Economics, Dr. Touray earned a Doctoral Degree in Development Studies in 2004, and Ms. Mohale graduated with a Master of Arts in Development Studies in 2022.





## Investment Roundtable Dinner

The Investment Roundtable dinner, hosted by the office, was an event to honor Her Excellency Dr. Isatou Touray – the former Vice President of the Republic of the Gambia – and provided an opportunity for young people to learn from her remarkable achievements. H.E Dr. Touray was celebrated for her dynamic leadership and contribution to politics, which shifted the narrative of African women in academia.

The dinner brought phenomenal women from different generations across South Africa together. They shared their experiences, wisdom, and encouraged one another on the domains of women empowerment, activism, and development.

It's worth noting that the private dinner enabled young people to network with giants in women leadership whom they might not have had access to otherwise. Attendees were encouraged to interact and exchange contacts, as such exchanges could form the basis of grand ideas that could lead to groundbreaking developments and subsequently propel South Africa to greater heights. Ms. Karabo Mohale emphasized to delegates that they should seize the moment and make the most of this golden opportunity presented by the dinner to create sustainable network relations, keeping in mind the aim of bettering fellow women.

In her remarks, Former Minister of Social Development of South Africa Bathabile Dlamini stressed the importance of women supporting each other, especially in spaces that are still perceived as male-dominated. Women were urged to be each other's supporters, community, and protectors in environments that were not women-friendly. Ms. Dlamini also commended women who strongly oppose Gender-Based Violence, urging them to raise awareness of this scourge and encouraging victims not to be silenced but to report such heinous crimes. She commended the work of the EDC for contributing towards raising awareness on GBV.





The African women leader's network has discouraged the abuse of power and dominance among women, emphasizing the importance of preventing oppression. Ms. Mmabatho Ramagoshi, the Secretary General of the network, expressed that no woman should find herself in a position where she is crying, or on the verge of experiencing mental health problems because of another woman.

Her Excellency Charlotte Lobe, the High Commissioner of South Africa to Singapore, encouraged young people to dream big and occupy their space in the international arena. She stated that South Africans are blessed with wealth and products that have a market in Singapore, but it is crucial to package and present the South African brand to the international community with skill and the willingness to take risks.

Dr. Touray, the former Vice President of the Republic of the Gambia, noted that her career accomplishments inspired many young people globally, even without her knowledge. She urged women to seize every opportunity that comes with democracy and for the African continent to take advantage of the African Continental Free Trade Area (AfCFTA) agreement. She expressed her contentment with the work of her office in serving the development of African children and seeking better opportunities and investments for young people, not just in the African economy but also on the global stage. The 2nd Investment Roundtable highlighted the commitment of serving the public and taking young people forward.











## DEPUTY PRESIDENT OF THE REPUBLIC OF SOUTH AFRICA, HON. PAUL MASHATILE VISIT TO HARAMBEE YOUTH EMPLOYMENT ACCELERATOR

The Deputy President of the Republic of South Africa, Hon. Paul Mashatile, joined by the NYDA embarked on a visit to the Harambee Youth Employment Accelerator. The primary objective of the visit was to consider work done by different agents towards contributing to employment and opportunity creation.

The visit sought to understand Harambee's evidence-based solutions and technology-enabled platform for the National Pathway Manager of the Presidential Youth Employment Intervention. Over 900 employers work with Harambee, presenting opportunities for the youth through the SA Mobi platform, which is free for employers. This platform is easily accessible for the youth and provides a chance to access information on a range of job preparedness and life skills opportunities.

During his visit, the Deputy President engaged with young people who had secured employment opportunities in various sectors through Harambee. Hon. Mashatile expressed his appreciation to the Board of Directors and staff for their interventions and emphasized the need for strengthened partnerships, particularly with the public sector, to create opportunities for the 3.5 million unemployed youth.

The Board of Directors emphasized that the partnership between Harambee and the government is the most successful due to a clear understanding of their respective roles and the unique nature of the model, which requires continuous creative conversations.





## BRICS YOUTH TRADE CONVENTION

*Making Trade Accessible*

The NYDA recently hosted the BRICS Youth Trade Convention under the theme of "Making Trade Accessible." This event brought together over 100 strategic partners, young entrepreneurs, and professionals to discuss the BRICS priorities and explore trade and investment opportunities. The primary objective was to identify ways in which they could play a vital role in expediting the transformation of multilateral platforms. The active participation of young people is critical in shaping the discourse and infusing groundbreaking ideas that could benefit the growth and development of the country, as well as the BRICS countries, respectively.

With South Africa taking over the 2023 BRICS Chairship, the Convention served as an opportunity to institutionalize the participation of young people in multilateral platforms, ensuring that their perspectives and interests are taken into account on the trade table. Presentations were made on the five BRICS Chairship priorities as well as the African Continental Free Trade Area.

The objectives of the Convention were:

1. Create a platform for young people to engage on the five (5) Priorities of the 2023 BRICS Chairship.
2. Create a platform for young people to engage on the importance of the AfCFTA and its operationalization.
3. To have an intergenerational engagement on **opportunities** available in trade for young people.
4. Create a network of young people that can exchange ideas and expertise on how to grow in their trade.
5. Create a platform for there to be market linkages between young people and potential investors.
6. Promote trade and investment among young people in BRICS countries.



### Hosts: Cornet Mamabolo and Ndavi Nokeri



Cornet Mamabolo and Miss South Africa 2023 Ndavi Nokeri were instrumental in facilitating the BRICS Youth Trade Convention. Ndavi emphasized the importance of active youth participation in shaping the discourse and introducing innovative ideas that could contribute to growth and development in their respective countries and the BRICS nations at large.

Ndavi explained that the Convention's primary objective was to provide a platform for young people to engage in the 5 BRICS chairship priorities and take advantage of opportunities provided by the African Continental Fair Trade Area. She emphasized the significance of young people's inclusion in the regional value chain. Ndavi urged for the formation of a united network of young professionals to share ideas and expertise on how to enhance their trade.

### Opening Remarks: Executive Deputy Chairperson Ms. Karabo Mohale

The Executive Deputy Chairperson (EDC) welcomed all guests and prestigious delegates who honoured the invitation and graced the CSIR Convention Centre with their presence to attend the BRICS Youth Trade Convention. She opened her speech by expressing that it was an honour, to welcome all the delegates to the BRICS Youth Trade Convention. She stated that this was a deliberate move to ensure that the participation of young people is etched in multi-lateral platforms, but more importantly, to ensure that they play a meaningful role in ensuring that there is transformation on all those platforms in question at the Convention.



Young people were encouraged to utilize their time at the convention not only to network but also to promote their ideas. The convention was attended by influential, resourceful, and well-connected stakeholders from South Africa and beyond, including delegates from Mauritius and Russia, who participated in the BRICS Youth Trade Convention. Ms. Mohale emphasized that the NYDA Board was committed to ensuring that the knowledge acquired from various critical platforms is passed on to young people, which is why the NYDA hosted the BRICS Youth Trade Convention.

The EDC revealed that the Convention was created with the goal of amplifying the voices of young people at the trade table. It was inspired by the Africa Continental Free Trade Area Business Forum that the EDC attended in Cape Town, led by His Excellency the Secretary-General Wamkele Mene, who highlighted the importance of the African continent moving as one. The forum also echoed the critical understanding that "Africa's challenges are Africa's opportunities." Ms. Mohale stressed that groundbreaking innovations to address current community challenges would come from existing community issues.

She recalled the words of Thomas Sankara, who said:

*"We must dare to invent the future ..."*







The African Continental Free Trade Area gives an opportunity to re-imagine and invent the future. A future of an Africa that invests in the total liberation of its people by fighting the scourge of poverty, violence, inequality, hunger, and unemployment. An Africa that values partnership and cooperation to the benefit of all.

The time is at hand to build a resilient Continent that is anchored on production intensive sectors and ensure trade becomes accessible to young people. It is time to invest in structural reforms, which allow the most marginalised to find space in the produce of different markets. "It should not be unimaginable that a young person from Limpopo being a tomato farmer can take their export of tomatoes to Ghana, that should not be unimaginable. It should be a future and the present we desire to have" she continued.

Ms Mohale highlighted that the ground is fertile for young people to participate in African Trade. "What South Africa lacks in cocoa, Ghana will make up for." She concluded her address by bringing into remembrance that when we export raw materials, it is equivalent to exporting employment because the beneficiation and the value chain does not stay in South Africa or the African Continent. Jobs however, are created in other countries where raw materials are exported. It is thus crucial for Africa to ensure it participates in the value chain of all its raw materials.

A continent that invests in its own industrialisation, as well as a continent that upholds accountability and imbues a spirit of servanthood in its leaders. "We must appreciate those who lead us at a close approximate edge, and also remind them that their service is not a favour to humanity". A leadership that puts the interest of Africa and its people first.

The NYDA believes that Africa plays a critical role in the growth and development of BRICS as a multilateral corporation. If Africa as a continent struggles, the participation of South Africa on BRICS will also struggle. Ms Mohole emphasised that it is therefore important for Africa to move as one and understand that Africa has a direct investment and role to play in the success of BRICS, a multilateral corporation. It is transit linked, and Africa must ensure that in all spaces the African continent moves as one.







## Keynote address

### Deputy Minister Higher Education, Science and Innovation, Hon. Buti Manamela



The Deputy Minister for Higher Education, Science and Innovation, Hon. Buti Manamela delivered the keynote address where he reflected on the importance of trade for the development of Africa.

A 2022 World Trade report highlighted some of the potential economic benefits of the African Continental Free Trade Agreement as it represents a major opportunity for countries to boost growth, reduce poverty, and broaden economic inclusion. This Agreement has the potential to lift 30 million Africans out of extreme poverty and boost the incomes of nearly 68 million others who live on less than \$5.50 a day. It will boost wages for skilled as well as unskilled workers and more especially provide women with the opportunity to gain higher wages.

"Africa is home to some 30 percent of the world's mineral reserves, eight per cent of the world's natural Gas and 12 per cent of the world's oil reserves. The continent has 40 percent of the world's gold and up to 90 percent of its chromium and platinum. The largest reserves of cobalt, diamonds, platinum and uranium in the world are in Africa. It holds 65 per cent of the world's arable land and ten percent of the planet's internal renewable fresh water source.

As a continent, it is extremely vital to develop the technical capacity to be able to unlock the economic opportunities of the African Continental Free Trade Agreement. Developing this technical capacity is particularly urgent considering the fact that, even though Africa is richly endowed with an abundance of natural resources, its people and in particular its young people, continue to live in utter deprivation.

The importance of making trade accessible to all and in particular to young people, is not just about giving access to opportunities or markets to those who may have not had them before."

The Deputy Minister further reflected on Africa's youth development challenge through a number of observations based on Youth Employment in Sub-Saharan Africa.

The observations highlight that half of Sub-Saharan Africa's population is under 25 years of age and with the world's population aging, Africa's youth bulge offers a range of opportunities as goods and services cannot be produced with a working age-labour.

Sub-Saharan Africa can offer the world's workforce either by producing goods and services in the region or by sending workers to regions which have a shortage of workers. Although the current generation of Africans entering the labour force is the most educated ever, many are finding that their prospects for employment and earnings differ very little from those of their parents.





The challenge of youth employment in Africa may appear daunting, yet Africa's vibrant youth represent an enormous opportunity, particularly now, when populations in much of the world are aging rapidly. The youth not only need jobs, but also to create them. Africa's growing labour force can be an asset in the global marketplace. Realising this brighter vision for Africa's future, however, will require a clearer understanding of how to benefit from this asset.

In view of these challenges facing young people in Africa, access to trade is an important mechanism to help address the challenges of youth social and economic exclusion, in Africa and other parts of the developing world.

To enable young people to participate meaningfully in trade, governments in the developing world will have to make a number of deliberate and radical interventions. Some of these interventions will include ensuring that education becomes accessible to more marginalized and excluded young people.

This means that, governments we will have to, among others, build more schools in both rural and urban areas as well as making more financial support available for post school education in the form of bursaries and scholarships.

Most importantly, government needs to ensure that the content of what young people are taught in schools, colleges and universities, doesn't just help address the immediate national development needs, but also equips them with the knowledge and skills to be able to function competently, in a modernized and technology-driven 21st century global economy that is underpinned by innovation.

### **Panel Two: Youth Opportunities for Youth in Trade**



**Ricardo Bernhard**  
Head of Trade  
Promotion  
Brazil Embassy



**Second Secretary, The  
Embassy of the Russian  
Federation in the  
Republic of South Africa.**



**Lebogang Leshika**  
CA(SA)  
Board Chair, Gauteng  
Enterprise Propeller

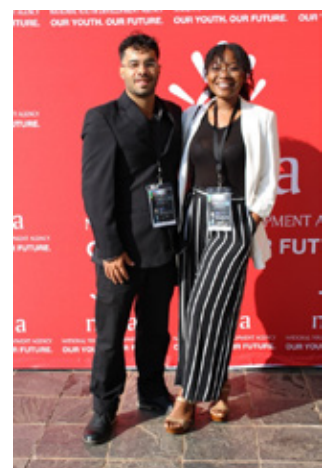
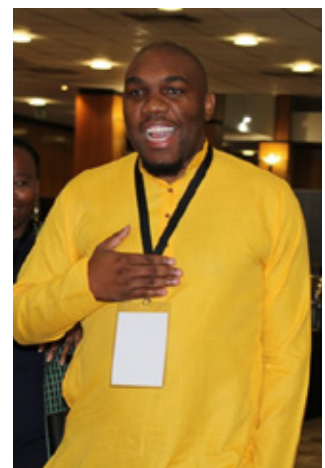
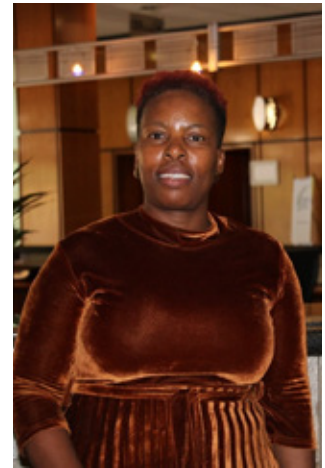
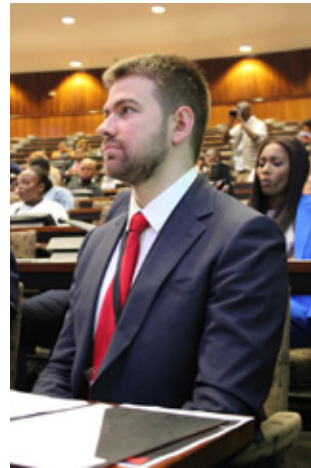


**Avhasei Khomunala**  
Reporting and Research  
Manager, Financial Sector  
Transformation Council

During the second panel, the discussion centered around the opportunities that young people can explore in trade, particularly within the BRICS countries. The speakers emphasized the tangible prospects available and provided valuable insights into how the young population can leverage South Africa's 2023 Chairship.

**Ms. Lebogang Leshika** represented the Gauteng Enterprise Propeller in her capacity as the Chairperson of the Board. She presented the organization's unique and customized financial support services tailored to propel small, medium, and micro-sized enterprises into the mainstream economy. The Gauteng Enterprise Propeller's (GEP) objective is to revitalize township economies and promote the growth of key economic sectors. It's an entity under Gauteng's development.









## SOUTH AFRICA FOCUS WEEK IN SINGAPORE

In collaboration with the High Commissioner of South Africa to Singapore and My Arts International, the NYDA participated in the South Africa Focus Week in Singapore. The event aimed to exhibit South African products and services in the Singaporean market. The year 2023 was declared as the year of trade to boost enterprise development and economic participation of young people, and the Focus week provides a significant opportunity to explore and penetrate emerging markets. This event served as a platform for young South Africans to access new markets, enhance their products/services, and expand their global presence.

Her Excellency Charlotte Lobe, the High Commissioner of South Africa to Singapore, pledged to bring young South African traders to Singapore, providing them with an opportunity to showcase their products and services in the Singaporean market. The delegation, led by the Executive Deputy Chairperson, consisted of 20 young professionals from diverse sectors such as health, beauty, property, agriculture, jewellery, fashion, and youth development. They participated in several forums such as the South Africa and Singapore Women's Forum, South Africa and Singapore Youth Dialogue, Business Development Forum, and Business-to-Business networking sessions with over 120 Singaporean businesses.

During these forums, the delegation interacted with potential clients and investors, exploring opportunities to foster trade relations in Singapore. The interactions were aimed at creating networks that could enhance their product and service offerings while broadening their commercial and developmental horizons.







## AREYENG SINGAPORE

South African Youth Participates in Singapore's SA Focus Week:

The NYDA made a call to action for South African Youth to take part in Singapore's SA Focus Week. The week-long event included technical visits to businesses in Singapore that could be potential buyers of products made by youth. Business to Business sessions provided networking opportunities that most entrepreneurs could benefit from. The call received a total of 524 applications, and the following young people were selected:



### MR. TSHEPO MANGOELE



Tshepo is a chemical engineer who spent several years honing his skills with globally recognized companies. Tshepo founded LignOrganic (PTY) Ltd. in 2017, a South African based company and the first on the continent to produce Sulphur-free lignin. Coupled with his technical background, Tshepo also does abstract art painting, and creative writing and is into playing various sports. He is a Fellow of the Leaders in Innovation Fellowship by the Royal Academy of Engineering and has recently won an Innovation Award from South Africa's most prestigious Science Awards by the National Science and Technology Forum.

[www.ophyll.co.za](http://www.ophyll.co.za)

### MS. NOXOLO MSELEKU



Illovo Noxolo Mseleku is the young female designer known for her unique customised creations. The love she has for jewellery and its history is immaculate, and that is why she created a brand which expresses this nature. Living in Europe for 2 years awoke her passion, love, and eagerness to express stories through jewellery pieces. "To me jewellery is like a dream that travels within the portals of radiant insurgency, Where imagination is limitless and possibilities are infinite. Like a jewel, dreams are a treasure. Every jewel is connected to a memory of love, a special moment that is meant to be kept sacred. Sharing a moment with the client, a moment of celebration, the celebration of love, life and the celebration of an individual is the outmost reason I fell in love with the jewellery trade."

[www.elegantersa.com](http://www.elegantersa.com)

### MS. SADDICA BERRICHE



Saddica Berriche is a 27 year old owner and founder of Bareskiin Skincare which is a skincare brand manufacturing high quality, scientifically formulated skincare products. Each product contains multiple active ingredients that provide multiple skincare benefits. One product = Multiple purpose.

[www.bareskiin.co.za](http://www.bareskiin.co.za)



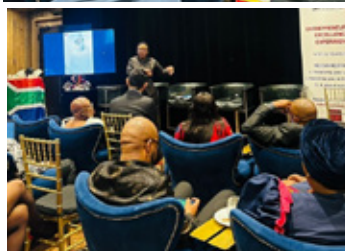


## SOUTH AFRICA FOCUS WEEK IN SINGAPORE – YOUTH DIALOGUE

The South Africa Focus Week in Singapore featured the South Africa–Singapore Youth Dialogue as a key side event. This dialogue, led by the Executive Deputy Chairperson of the NYDA Board, Ms. Karabo Mohale, aimed to enhance civic engagement among government representatives, youth leaders, and entrepreneurs from both countries. The focus was on trade and investment as key drivers of youth development and building resilient, inclusive, and sustainable communities. The dialogue also provided a platform for youths from both nations to exchange experiences and lessons.

The keynote address was delivered by the Deputy Minister in the Presidency of the Republic of South Africa, Hon. Pinky Kekana. Her address, titled "Youth Development and Economic Diplomacy: A South African Perspective," highlighted the South African government's role in creating an environment conducive to fostering people-to-people relations and knowledge exchange.

The event also featured South Africans based in Singapore, who shared their experiences in the Singaporean market. A panel consisting of senior government officials and traditional leaders discussed investments and progress in supporting young people. They outlined various interventions and future plans of their respective organizations aimed at enhancing youth development. This dialogue offered a comprehensive overview of the efforts and strategies being implemented to escalate youth development and economic diplomacy between South Africa and Singapore.







## **SOUTH AFRICA FOCUS WEEK IN SINGAPORE – TECHNICAL VISITS**

During the South Africa Focus Week in Singapore, the delegation participated in technical visits to various organizations and companies. The purpose of these visits was to expose youth delegates from sectors such as Agriculture, Agro-Processing, Jewelry, and Health and Beauty to potential partnership and sponsorship opportunities in Singapore. These interactions aimed at fostering growth and development of youth businesses in South Africa. The companies and organizations visited included:

### **1. SHEIN**

The visit to SheIN focused on understanding their profitable business model. SheIN announced two upcoming projects: Sheinx, a fashion designer incubator program, and Shein Exchange, which allows customers to exchange pre-loved Shein items. The company is offering partnerships to designers, who will mass produce designs while retaining their intellectual property and earning commissions on sales. This process will incorporate lean production based on demand.

### **2. LEE KUAN YEW SCHOOL OF PUBLIC POLICY**

Led by Deputy Minister in Monitoring and Evaluation under the presidency, Hon. Pinky Kekana, the delegation engaged in bilateral discussions at the Lee Kuan Yew School of Public Policy. Topics included rising trade protectionism, economic disparities, and resource shortages. The global economic landscape's uncertainty, characterized by challenges such as high inflation, public debt, geopolitical tensions, and banking sector fragility, was a key focus. The discussions aimed to identify parallels in public policy between South Africa and Singapore and explore benchmarking opportunities amidst global changes.





## SOUTH AFRICA FOCUS WEEK IN SINGAPORE – TECHNICAL VISITS

### 3. SINGAPORE YOUTH COUNCIL

Led by the Executive Deputy Chairperson of the NYDA Board, the delegation visited the National Youth Council in Singapore. This organization focuses on policy areas impacting Singaporean youth and creates platforms for connecting them with the government and civic organizations. They conduct polls, surveys, and studies on youth attitudes, goals, and aspirations, aiding sector partners in understanding the youth better. The visit included discussions on exchanging best practices, fostering relations, and identifying collaborative opportunities. These interactions aimed to inspire the NYDA Board members to explore innovative ways of amplifying youth voices in South Africa and involving them in policy-making that impacts their lives.

### 4. DESIGN ORCHARD

The delegation visited Design Orchard, a collaborative effort led by Enterprise Singapore, JTC, and the Singapore Tourism Board (STB), operated by the Singapore Fashion Council. Design Orchard is an integrated retail and incubation space designed to nurture local designers in the lifestyle and fashion industries. Positioned in the heart of Orchard Road, it serves as a creative incubator and a platform for Singaporean brands to showcase their creativity globally.

### 5. NIBERS PTE LTD

The delegation also visited Nibers PTE LTD, a Global Integrated Trade Facilitation Platform that connects buyers, sellers, and trade partners for seamless transactions. Nibers offers Secured Smart Contract services and integrates with trade partners for efficient processing of digital trade documentation and trade finance solutions, facilitating both domestic and cross-border trade transactions. This visit provided insights into advanced trade facilitation and the potential applications of such platforms for South African enterprises..







## SINGAPORE SKILLS DEVELOPMENT OFFICIAL VISIT

The Executive Deputy Chairperson joined the delegation to Singapore and Vietnam, led by the Deputy Minister of Higher Education, Science, and Innovation, Hon. Buti Manamela. The mission was to forge stronger bonds of cooperation in the realm of skill development and nurture a deeper connection between the people of South Africa, Singapore, and Vietnam. This year marks the 30th anniversary of diplomatic relations, a milestone celebrated through multifaceted collaborations, under the watchful gaze of the South African Embassy in Singapore and Vietnam.

### Singapore: A Knowledge-Based Economy

Singapore, a land and resource-challenged country, has built a powerful knowledge-based economy and is widely recognized as a gateway to Asia. It serves as a regional headquarters for many businesses and is a significant investor in South Africa, specifically in the manufacturing, financial services, and real estate sectors. In 2021, Singapore was named the top country for human development according to the World Bank's Human Capital Index.

During the delegation's visit, they met with the Centre for Research, Excellence and Technological Enterprise (CREATE) to explore the possibility of renewing partnerships focused on research, science, technology, and product development, as well as skills and energy development. The objective of these partnerships is to enhance the capabilities of universities in these areas.

Exploring the Potential of Skills Development through Research for the Education System both countries can benefit from skills development through research, specifically in the areas of manufacturing, trade, human health, urbanisation, and the digital economy. The Research, Innovation Enterprise (RIE) is a knowledge, innovation, and technology-intensive sector that holds much promise. The delegation also highlighted potential opportunities in Research and Development, particularly in the public sector, immunology, and exporting green hydrogen to Asian countries. During the visit, the delegation recognized the global recognition of the Institute of Technical Education's (ITE) Technical and Vocational Education and Training (TVET) system, which has been instrumental in supporting economic development and industrialization efforts.

During a recent delegation visit, the Institute of Technical Education (ITE) was praised for its robust and resilient Technical and Vocational Education and Training (TVET) system, which has garnered worldwide recognition. The ITE's efforts to support their economic development and industrialization through their National Skills Certification Standards, as well as career and post-secondary technical education in fields such as business services, health sciences, design and media, hospitality, engineering, and Info-comm Technology, are noteworthy. The target audience includes secondary school graduates, adult learners, and employers as co-trainers, with ITE also offering government advisory services.

#SINGAPORE





# #SINGAPORE

A delegation recently visited Singapore to gain insights into transforming their TVET systems. During the visit, the delegation toured the Maritime hub, Aerospace hub, and Visual production facilities.

The delegation was hosted by the Character and Leadership Academy – a youth development Non-Government Organization (NGO) that strives to engage, empower, and equip young people with leadership skills and personal development tools to lead with pride and integrity. The Executive Deputy Chairperson signed a Memorandum of Understanding (MoU) to co-facilitate joint empowerment, cultural, and leadership programs for South African and Singaporean youth.



# #VIETNAM

## Vietnam and South Africa: A Stronger Diplomatic Alliance

Since 1993, Vietnam and South Africa have been building diplomatic relations, with a focus on the political, diplomatic, trade, security, science, technology, and education sectors. Education, in particular, has been a top priority for Vietnam in developing its human capital.

During a recent visit, the Delegation had the chance to meet with Mr. Nguyen Dac Vihn, Chairman of the Parliamentary Committee on Culture and Education, which regulates culture, education, and tourism in Vietnam. The education system in Vietnam is divided into early childhood development, primary (6 to 10 years), secondary (7 to 14 years), and high school (14 to 17 years), leading to higher education. With 242 universities in Vietnam, 176 of which are public, and 66 are private, it is clear that education is a major priority.

The Delegation also met with Mr. Le Anh Tuan, Chairperson of the Vietnam-South Africa Parliamentary Friendship Group, whose responsibility is to promote collaboration with other countries through exchange programs, mutual events, and engagements. The Delegation was also able to learn about the Parliament's rich history.







During the courtesy visit to the Ho Chi Minh Communist Youth Union, the Executive Deputy Chairperson of South Africa highlighted areas of potential collaboration and cross-pollination between the two countries, particularly in youth development, skills training, and people-to-people exchange. The Ho Chi Minh Communist Youth Union, led by the Communist Party of Vietnam, oversees the implementation of youth policies, laws, and the Youth Development Strategy, boasting an impressive 6 million members. The visit aimed to build upon the relationship, especially in areas such as the National Youth Service and business development support. The Executive Deputy Chairperson commended the Union for its focus on gender parity and empowerment of women and youth, and both parties agreed to learn from each other's best practices, host a conference on implementing youth policies, and investigate ways to support South Africans in Vietnam.

The South African delegation also visited Vietnam National University to explore possible international collaborations. The universities are autonomous and comprehensive, with a focus on human development, sustainable development, innovation, the fourth industrial revolution, and the green economy. The delegation met with Ambassador Nguyen Phuong Nga, President of the Vietnam Union of Friendship Organizations (VUFO), to strengthen the relationship between the two countries. VUFO is responsible for enhancing diplomacy in the fields of peace, solidarity, friendship, and people-to-people relations. The Deputy Minister emphasized the importance of developing and maintaining people-to-people relations between South Africa and Vietnam.

## South Africa – Vietnam Youth Day seminar

In a collaborative effort the NYDA, the South African Embassy in Vietnam, and the Institute of Africa and Middle East Studies, hosted a virtual seminar to connect youth from both nations. The Ho Chi Minh Communist Youth Union, in conjunction with the Youth Studies Institute (YSI) and Vietnam Association of Young Scientists and Engineers (VAYSE), participated in the event, with the theme: "The role of South African and Vietnamese Youth in promoting International Integration and National Development". The goal of the seminar was to enhance South Africa's presence in Vietnam and promote youth exchange, coinciding with the 30th anniversary of diplomatic relations.





Hon. Buti Manamela, the Deputy Minister of Higher Education, Science and Innovation, delivered a keynote address at the seminar. He drew attention to the great leaders that both South Africa and Vietnam have produced, who fought against imperialism and apartheid.

Over the years, both countries have made significant investments in policy and institutional interventions to unlock the potential of young people for sustainable development. The seminar was held during youth month in South Africa, which commemorates the youth of 1976.

Today's leaders must address the obstacles that challenge the youth. Youth groups play a crucial role in advocating for the needs of young people and influencing government, private sector, and non-governmental organizations to establish programs that promote productivity through education, skills development, and community service.

Furthermore the Deputy Minister emphasized the importance of international solidarity among the youth of Vietnam and South Africa towards common goals, such as education, skill development, innovation, and addressing critical issues like inequality, food insecurity, healthcare, climate change, human rights violations, clean water, and transnational conflict. This kind of cooperation can lead to practical solutions that build a just world characterized by social and economic justice.

The Executive Deputy Chairperson Ms Karabo Mohale spoke about "Promoting International Integration and Solidarity." She underlined that international solidarity is founded on the spirit of unity among people, states, and international organizations working towards a common interest. The NYDA, established in 1996 by the late former President Nelson Mandela, aims to provide young people with opportunities to contribute to the development trajectory.

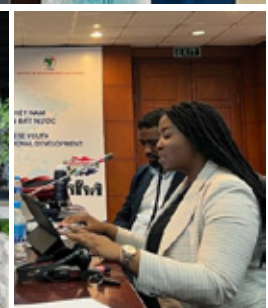
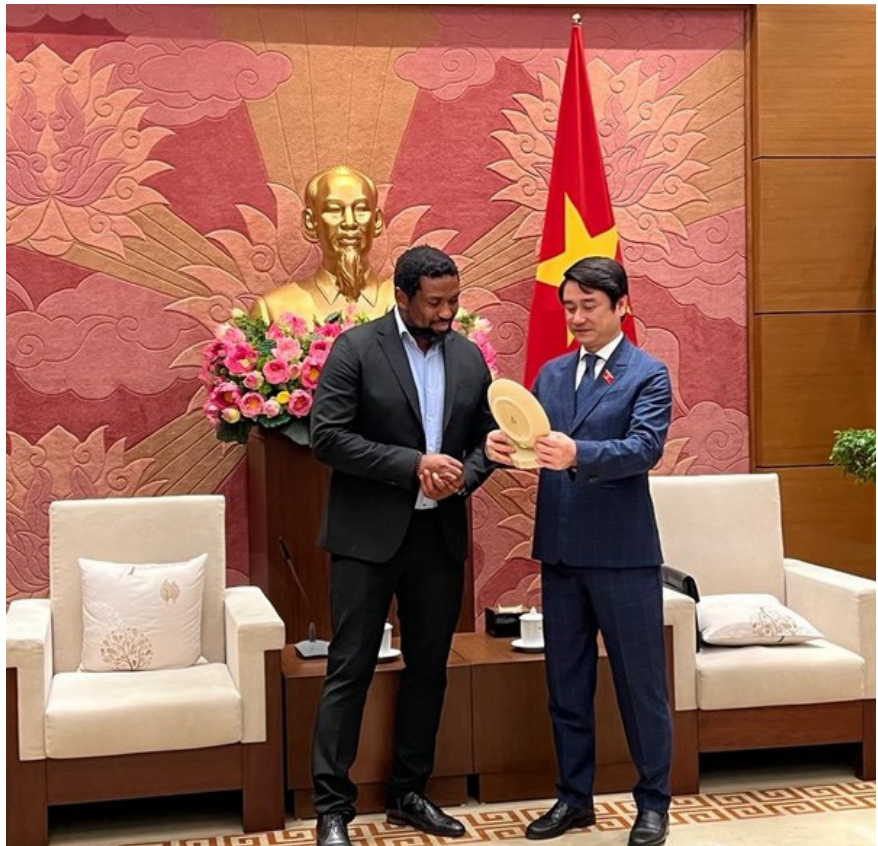
In her inputs Ms Mohale impressed that South Africa had come a long way, rising from a dark and challenging history to achieve justice and liberation. In order to establish solid relations and ensure mutual understanding, the Youth is committed to engaging in constructive dialogues and information exchange. Building national capacities to engage young people and youth-led organizations is essential for channeling their activism towards international integration. This will increase commitment and investment in youth development, ultimately leading to the achievement of Sustainable Development Goals (SDGs).

Intergenerational political collaboration plays a crucial role in changing social norms and sharing decision-making power. Policymakers who fail to engage with young people run the risk of alienating them and pushing them to seek alternative avenues to express themselves. Ultimately, this can lead to questioning the status quo of traditional social development paths. The dialogue drew attention to the need of investing on youths in both countries, for there to be cross-pollination, and to build a world that prioritises humanity.





## #VIETNAM





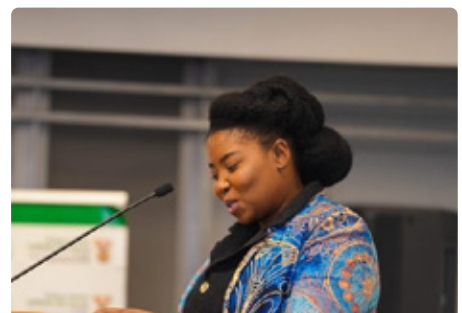


## AFRICA-BRICS YOUTH FORUM

The Office of the Executive Deputy Chairperson collaborated with the South African BRICS Youth Association (SABYA) and the Innovation Hub to host the AFRICA-BRICS Youth Forum. The event brought together over 100 delegates and 26 countries to establish and strengthen multilateral relations between African nations and BRICS.

This dynamic forum sought to promote intercultural conversations between Africa and BRICS and was focused on three of South Africa's BRICS Chairship priorities: unlocking opportunities for youth through the African Continental Free Trade Agreement (AfCFTA), transforming education and skills development for the future, and ensuring a just and equitable energy transition through sustainable energy generation and security in the Global South.

The keynote speaker, Hon. Dr Nkosazana Dlamini-Zuma, Minister of Women, Youth and Persons with Disabilities, emphasized the importance of young people in actively shaping a desirable Africa for all. Other notable speakers included Hon. Pinky Kekana, Deputy President in the Presidency, and Hon. Alvin Botes, Deputy Minister for International Relations and Cooperation (DIRCO).





## BRICS SUMMER SCHOOL

2023 BRICS Summer School Hosted in South Africa:

The South African BRICS Youth Association (SABYA) teamed up with the National Youth Development Agency (NYDA) and the University of Johannesburg Business School to host the 2023 BRICS Summer School in Auckland Park, South Africa. This event was made possible with the support of the Energy and Water SETA. The Summer School was convened under the theme “BRICS and African Youth: Partnership for Mutually Accelerated Growth, Sustainable Development, and Multilateralism”

The primary goal of the Summer School was to increase youth participation in BRICS activities and cultivate grassroots people-to-people diplomacy. The event brought together 50 young people from various BRICS countries and around the Global South. The Summer School featured a series of workshops and lectures, focusing on economic, political, cultural, and developmental aspects of BRICS. The discussions also covered the trending topic of de-dollarization.

The Summer School kicked off with a grand opening ceremony. During the ceremony, messages of support from Ms. Karabo Mohale of the NYDA, Mr. Raymond Matla of SABYA, MS Mpho. Mookapelo of EWSETA, Mr. OJ Fourie of the Department of Youth, Women, and People with Disability, and finally, Mr. Ben Joubert BRICS SOUS Sherpa DIRCO were delivered.

At the BRICS Summer School, attendees were privileged to receive a message of solidarity from H.E. Liu Kaiyang of the Chinese Embassy on behalf of China. He emphasized the importance of friendship between South Africa and China and the need for increased youth participation in multilateralism.

Hon. Alvin Botes, the Deputy Minister of International Relations and Cooperation, congratulated young people for their efforts in establishing the BRICS Youth Council, which has helped to elevate youth participation in BRICS. He explained the rationale behind the importance of youth participation at the level of the Youth Council and urged young people to intensify people-to-people relations through various economic, political, and cultural activities beyond the Summer School.

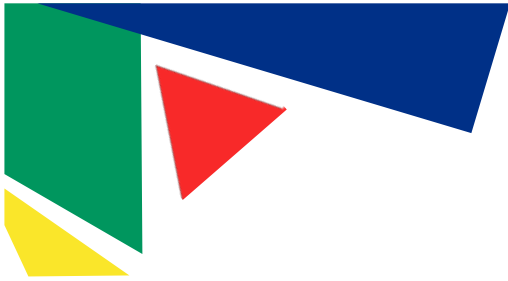
The Summer School came to a close with presentations from other participating countries and a visit to South Africa's Constitutional Hill.











## GAUTENG YOUTH ENTERPRISE FUND LAUNCH

The Gauteng Youth Enterprise Fund was recently launched by the National Youth Development Agency (NYDA) in partnership with the Gauteng Enterprise Propeller (GEP).

The Fund is a hybrid financial support instrument to youth owned SMMEs operating in the Gauteng Province, in the form of part grant and part loan. The youth fund presents a diversified pool fund that will allow young people to have access to blended financing for up to R1million.

The theme of the event was "Moswa Kwebong," and it received a message of support from Mr. OJ Fourie, the Department of Youth, Women and People with Disabilities.

The launch was led by the Executive Deputy Chairperson of the NYDA Board, who also serves as the Chairperson of the NYDA Investment Committee. Ms. Lebogang Leshika, the GEP Board Chairperson, delivered the keynote address during the launch.

In addition, a panel of representatives from funding institutions shared opportunities available for young people in Gauteng and across South Africa

The Memorandum of Understanding between the two institutions was signed by Mr Wasseem Carim on behalf of the NYDA as well as Mr Sakhumzi Zamxaka on behalf of the Gauteng Enterprise Propeller.

Technical presentations on the Gauteng Youth Enterprise Fund were delivered by Mrs Nosipho Khonkhwane.

The launch was attended by 80 young entrepreneurs and was broadcasted on the NYDA Facebook page as well as the NYDA YouTube channel.

This will pave a new pathway for young people to have access to pooled funding at their fingertips.





## UNIVERSITY OF SAO PAULO AGRICULTURAL SUMMER PROGRAMME

The Office, in collaboration with the University of São Paulo (USP), selected four young individuals to take part in the Agricultural Summer School programme in Brazil in 2023. The four selected candidates were: Ms Ntokozo Happy Msiza, a 29-year-old PhD candidate in Animal Science at the University of North West, Mr Welcome Sifisosam Zondo, a 26-year-old PhD candidate in Agriculture at the University of Mpumalanga, Ms Mmapula Lesailane who is a 27 year

and holds Masters in Genetics (Cum Laude) graduate from the University of Stellenbosch and Mr Ramatolo Tlotleng who is 33 years old and has a Advanced Diploma in Animal Science from the Tshwane University of Technology. The four participants embarked on the two-week agriculture summer school at the University of São Paulo in Brazil, Piracicaba. The Agricultural Summer School titled: "Tropical Biobased Production Systems" aims to present an overview of technologies, economics and environmental scenario of Brazilian agriculture, forestry and livestock farming in theoretical classes and technical visits.

Brazil's thriving agricultural sector is a testament to its vast land area and abundant natural resources. This sector has contributed significantly to the country's economy. The agricultural sector accounts for close to 7 % of the annual value added of Brazil's gross domestic product, the highest figure reported in over a decade and showing continued growth. Brazil is one of the largest countries in the world in terms of area, occupying more than 8.5 million square kilometres, with nearly 8 % of its area devoted to agriculture Brazilian state has the largest agricultural planted area.

This year's cohort had students from Brazil, Netherlands, United States of America, India, China and South Africa in attendance. Not only were the students from different continents of the world, but summer school classes were also offered by professors from around the world such as Chile, United State of America, Brazil and Netherlands who are experts of the topics formed part of the programme this allowed linking local and global agricultural experiences.







The programme is designed to provide both the theory and technical experience related to a specific topic covered in class on a given day. Students were tasked to work in teams to tackle real-world problems, with different backgrounds were bound to bring different perspectives and abilities to develop creative solutions. The nature of the Summer School real encouraged student's interaction and experiences exchange.

The course included a variety of lectures, knowledge clips, case study presentations and group work. The following topics discussed global challenges, trends, technology transfer and innovation:

- Biodiversity on agricultural regions of Brazil;
- Animal production in the tropics;
- Natural resources;
- Biomass and bioenergy production systems;
- Management of agricultural landscape;
- Water management on biomass production;
- Food technology on tropical plants;
- Biotechnology applied to biomass production;
- Social issues on rural environment; and
- Tropical bio-based economy.





## MEETING WITH CONSUL GENERAL OF THE REPUBLIC OF SOUTH AFRICA TO SÃO PAULO

Meeting between Hon. Tinyiko Kumalo and USP Agricultural Summer School Participants:

Hon. Tinyiko Kumalo, Consul General of the Republic of South Africa in São Paulo, Brazil, met with the NYDA delegates and four South African USP Agricultural summer school participants, as well as officials from the USP Summer School program. The meeting took place at the "Luiz de Queiroz" College of Agriculture (Esalq/USP).

Hon. Tinyiko Kumalo commended the university for hosting the agricultural summer school and encouraged the students to become contributors to the nation's intellectual base and supporters of economic transformation. Prof Helen, program head, announced that the university plans to introduce a six-month intensive summer school in the future, aimed at students from all around the world. Prof Helen also expressed her appreciation to the NYDA for consistently selecting and sending the best participants for the Agricultural Summer School Programme.

Hon. Tinyiko Kumalo expressed her belief that Brazil and South Africa share similar economic challenges and therefore, there is room for collaboration between the two countries. She also encouraged the university to include more participants from South Africa in the anticipated summer school programme.





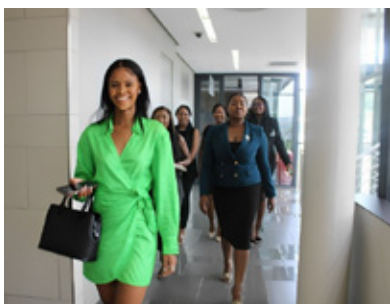


#### Collaboration Between The Office and Miss South Africa 2022:

The Office met with the current Miss South Africa, Ms Ndavi Nokeri, to discuss potential partnerships. Being a reigning queen, she was responsible for identifying a cause to give back to the community, and she chose Education as her area of passion. After thorough research, she found that the NYDA is doing remarkable work, and partnering with them would allow for a wider audience to be reached.

During the meeting, several areas of concern were identified, including a lack of resources in schools located in remote areas, a challenging transition from high school to tertiary education, deteriorating infrastructure, and poor menstrual hygiene for girls. The team discussed several current projects, including career guidance sessions to be held in schools across different provinces. These sessions would address the education transition, menstrual hygiene, sexual education, and school safety. Additionally, the NYDA would be promoted to raise awareness among rural youth about the opportunities available to them.

The outcome of the meeting was a mutual interest in working together to achieve the programs envisioned by Miss South Africa. The Office would provide both financial and non-financial support, depending on the specific needs of the project. Both teams would coordinate their schedules to ensure support is provided to each other's projects.

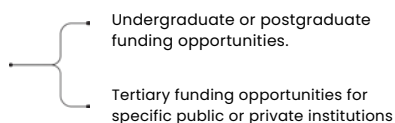




## Edunite **PODCAST** with Miss South Africa

Exploring Tertiary Funding Opportunities on Miss South Africa Ndavi Nokeri's Edu-Nite Podcast

One of the episodes of Edu-Nite, Miss South Africa Ndavi Nokeri invited a panel to discuss all things education, specifically tertiary education funding and opportunities available in South Africa. The Executive Deputy Chairperson was among the guests, offering valuable insights based on her experience.



The panel opened the discussion by highlighting the impact of the National Youth Development Agency, which offers limitless opportunities for South African youth. They also emphasized the importance of fighting against the commodification of education, which can prevent many young people from accessing the tools they need to escape poverty.

Furthermore, the discussion covered the requirements of the Thusano fund and the Solomon Mahlangu scholarship offered by the NYDA, which provide crucial financial assistance to young people. The panel also discussed international scholarships made available by the Department of Higher Education and Training, including those offered by countries like Brazil that provide free education.

The Executive Deputy Chairperson impressed on the government to continue to focus on investing in human capital, particularly the youth, and emphasized the need for the private sector to play a more intentional role in uplifting young people. She also called on young people to agitate for reform and investment in education, noting that patriotism must start in the communities we come from.

Finally, the panel discussed the importance of sharing information and resources, and encouraged young people from all regions to visit NYDA branches and access available resources to advance their education and career opportunities.





## EMPANGENI HIGH SCHOOL



**Empowering Education: The Office Joins Forces with NYDA Empangeni Branch to Support High School's Marine Science Curriculum**

The Office recently partnered with the Empangeni branch to visit Empangeni High School and congratulate them on becoming the first high school in KZN to offer Marine Science as a subject, being the fourth school in South Africa to do so.

In addition to this milestone achievement, the school provides a wide range of extracurricular activities, including Robotics, Technology, Sports Science, Music, and various sporting codes that compete on provincial and national levels.

To support the school's continued growth and development, the NYDA committed its support to the school and donated essential learning material to support the academic project.







## MASALANABO AND MOLAI JUBILEE SECONDARY SCHOOL

NYDA's Annual Back-to-School Campaign in Limpopo Province:

The NYDA actively supports the Back-to-School campaign on an annual basis to promote access to education and contributes to the improved the well-being of learners nationwide.

As part of their ongoing engagement with young people in schools, the Office adopted schools in the Limpopo Province. This year, the campaign returned to Molai Jubilee Secondary School, and Masalanabo Secondary School was visited for the first time. Both schools, located in the Greater Letaba Municipality in Limpopo, received donations, including school shoes, 100 library books, paint, and office stationery.

books  
and  
stationery







## NORTH WEST AND GAUTENG BOOK DRIVE

"In a move to promote and develop a culture of reading, The Office launched its NYDA book drive in the North West and Gauteng provinces. The EDC spearheaded this initiative, with the support of the North West NYDA Branch Regional Manager, Mr. Michael Phokela. The project received an overwhelming response from various stakeholders and partners, including Richfield College, Lebogang Leshika, Mahlengi Bhengu-Motsiri and ImPower'd Woman Book Club, who donated a total of 1500 books. The project aims to encourage reading, particularly in South Africa's remote regions.

The office visited three schools in North West which were, Borakanelo high School, Kenana Primary school and Matlhaleng Secondary School. The NYDA had the opportunity to engage with learners and encouraged them to pursue careers in the STEM field. The learners expressed their gratitude that their school was selected for this initiative.

The Deputy Principal of Kenana Primary School expressed her joy for the donation of books and stated that she can't wait to share the donated new books with learners as she believes it is critical for learners to be exposed to various career opportunities available out there especially at a young age so they can make informed decisions.

The Office closed its book drive in North West with a visit to Matlhaleng Secondary School, where the staff and Deputy Principal welcomed the books and were eager to add them to the school library. The Deputy Principal was ecstatic when she discovered books in disciplines such as such as Phycology as well as anatomy and promised to open the school library to tertiary students from the community so they can benefit from these books.

The following schools were visited in the Gauteng Province:

- Mohloli Maritime Secondary School, which prioritizes ICT, but struggles with a non-functional Maritime program due to the lack of a multi-purpose pool for practical work.
- Lekoa Shandu, which has a new library that students cannot use as a media center for research. They have requested laptops and printers to be available on weekends.
- Kholwani Primary School, which has a functional library and an active book club named the Signature Bookclub.
- Ikageng Community Centre in Soweto, which has an afterschool program for homework and research purposes.

The promotion of a culture of reading and writing is imperative for the improvement of the learners' overall experience at school.





## RAYS OF HOPE

The Office kicked off its 2023 Outreach Programme at Rays of Hope. Rays of Hope is a Non-Profit Organization (NPO) that oversees a variety of social outreach programmes in Alexandra Township. The Office prepared a nutritious lunch for more than 165 Yarona Programme beneficiaries, including Rays of Hope staff and volunteers.

The Yarona Programme is an after-school programme that provides extra lessons to primary and secondary school students from various Alexandra schools. Learners come to Rays of Hope for after-school English and Math lessons, and those who leave far away are collected by Rays of Hope from the designated collection spots. Because many of the beneficiaries come from low-income families, lunch is provided to them when attending these lessons.

The NYDA team also participated in the Yarona Programme's outside learning activities with learners. The remaining items used to prepare lunch by the office were donated to Rays of Hope. The NYDA also provided brochures for the NPO to distribute among the youth who visit their centre and volunteers who contribute their services and time to Rays of Hope's daily operations.







## Tzaneen NGO Mamoisho Drop-In Centre

During the monthly office outreach visit to Tzaneen, the team visited Mamoisho Drop-in Centre in Mamoisho Village. The centre, founded by Ms Salome Rasekgolo, addresses the after care challenge, where young people are found in the streets afterschool with no care. Mamoisho Drop-in Centre, a registered non-governmental organization (NGO), specializes in childcare, protection, and life skills development and serves four neighboring villages.

Although registered with the Department of Social Development, the NGO is currently not receiving financial assistance from the department due to discontinued funding in 2017.

The Centre engages young people in recreational activities, and provides a conducive environment for them to engage in their hoe work and engage in other developmental programmes. Despite losing funding in 2017, the centre has continued to operate through generous donations and personal funding. The team contributed to the cause by donating sanitary towels and paint.

The Centre is currently self-funded, relying mainly on donations from church and community leaders. The organization supports 168 beneficiaries, of which 80 percent are between the ages of 5-13, while the remaining 20 percent are between the ages of 14-18.

The NGO offers various programs, including an afterschool program aimed at assisting students with homework, providing meals for children from underprivileged families, and ensuring a secure environment for children in the community. The organization is supported by five community volunteers who value the work of the NGO.

They firmly believe that the organization plays an essential role in the community by providing a safe environment for children and keeping teenagers off the streets, thus preventing them from engaging in activities that could negatively impact their academic performance and childhood. The NGO endeavors to start a soup kitchen to complement the work that they already do, however lacks the permanent structure such as the kitchen.





## Lesedi la Batho Community Centre

As part of the monthly voluntarism initiative, the office dedicated efforts to giving back to the Lesedi La Batho Community Centre in October.

The office traveled to Mabopane to support the completion of the centre's painting project, which remained unfinished since last year. Team members painted and refurbished the structures alongside Mr. Thapelo Mokwena, the centre's manager, and two of its employees.

The Centre's manager and staff expressed their deep appreciation to the office for fulfilling its commitment to the Centre. Mr. Thapelo commended the team for their hands-on approach, exceeding his expectations. Despite the heat, the team persevered and remained dedicated to completing the task at hand.

The office visit was not only appreciated by the center's management team but also brought joy to the beneficiaries and the staff. The principal and security guard, in particular, were pleased as their offices were left unpainted the previous year due to paint shortage.







As part of our commitment to the community, we donated three 20-litre buckets of paint, six packs of painting brushes, three litres of thinners, fifty water bottles, and forty caps to the centre. We were pleased to hear that the water bottles and caps donated would be distributed to the centre's lady's soccer team.

It's always heart-warming to receive positive feedback from stakeholders, and we were grateful to have exceeded their expectations. We take pride in being hands-on and committed to our projects, no matter the challenges.

We were also thrilled to learn that the pamphlets we shared with the centre were well-received and useful to the beneficiaries. It was a pleasure to engage with them and provide assistance where needed. At the end of the day, it's not just about transforming living spaces, but also about making a positive impact on people's lives.







## 67 Minutes for Mandela Day

Commemorating Nelson Mandela Day in Soweto:

The township of Soweto celebrated Nelson Mandela Day a day early. In commemoration of the event, the office devoted half of its workday to honor Mandela's values and principles. The office visited Morris Isaacson High School in Jabavu, Soweto, where the staff, joined by a group of volunteers, painted the school kitchen. Their efforts weren't limited to the school grounds, the team also took to the streets, donning their work suits with "Proud to serve" slogans, to clean up the streets of Jabavu and pick up litter from the surrounding areas.

To further mark the occasion, the office donated 520 chairs to the school, with 500 chairs donated by the office and 20 chairs donated by Mr. Clement Maosa. The school management and learners expressed deep gratitude for the generous donation.

In addition to the chairs, the office also donated 20 liters of paint and cleaning material to the school through the National Youth Services' support. These donations will help maintain the school's structure and facilities, which will positively impact the wellbeing, performance, and learning of students.

The transformative power of community service was on full display during the Nelson Mandela Day celebrations in Soweto. The half-day event brought together volunteers from all walks of life to honor Mandela's commitment to service and giving back.





## Women and Youth Empowerment Outreach



The office actively participated in an outreach program aimed at promoting the empowerment of women and youth in the Sekhukhune District Municipality. This collaborative initiative included the Department of Cooperative Governance and Traditional Affairs, The National House of Traditional and Khoi-San Leaders, the Limpopo House of Traditional and Khoi-San Leaders, the Magadimana-Ntweng Traditional Council, the National Youth Development Agency, and various other stakeholders.

On the first day of the program, all stakeholders convened at the Magadimana-Ntweng Traditional Council where the proceedings began with a visit to a child-headed household that had been impacted by prevalent social ills in the community of Moroke Village, such as unemployment and visual impairment.

### Supporting Education and Empowering Youth: A Visit to Phafane Secondary School

On day one of the visit, high-ranking officials such as Minister Thembi Nkadimeng (Cooperative Governance and Traditional Affairs), Deputy Minister Hendrietta Bogopane-Zulu (Department of Social Development) and Ms Karabo Mohale (Executive Deputy Chairperson of the NYDA) visited Phafane Secondary School. The second agenda of the day was to raise awareness about important issues such as GBV, Teenage Pregnancy, Albinism, and Alcohol abuse, and to inspire and support the grade 11 learners.

Miss Mohale delivered a motivating speech to the learners, highlighting the significance of education and hard work in achieving success. She urged the students to strive high and explore opportunities to study abroad. She also shared valuable information on how to access such opportunities.

The office donated 200 mathematics and science study guides, sanitary pads, dignity packs, cleaning supplies, and 500 books for the school library.

The presence of high-ranking officials and the donation of educational resources demonstrated Government's dedication to educating and empowering the youth, and initiatives such as these are essential to creating a better future for all.







## Tzaneen Outreach

### *Evangelical Lutheran Church-Mphome Circuit*



The Office met with the Dean of The Evangelical Lutheran Church of South Africa, Mphome Circuit, Dean Phillip Racheke. Dean Racheke had identified Education as a passion point and spoke on to say that the underprivileged would not be able to change their current circumstances without education. He mentioned that the youth needed to be equipped with materials that would assist them in their schoolwork, ie. Study guides. The office donated Mathematics and Physical Science study guides.

It is heartening to see leaders like Dean Racheke advocating for education and working towards empowering underprivileged youth. At the NYDA, we believe in the power of education and are committed to supporting initiatives that promote it.

We were honored to meet Dean Racheke and make a small contribution towards his cause. We hope that our donation of Mathematics and Physical Science study guides will be of assistance to students in need and help them excel in their studies.

We believe that education is a fundamental right and that everyone deserves access to quality learning materials. We look forward to partnering with more individuals and organizations who share our vision and are dedicated to making a positive impact in their communities.







## Department of Higher Education and Training Inter-generational dialogue

In commemoration of Women's Month, Hon. Buti Manamela, the Deputy Minister for Higher Education, Science, and Innovation, hosted an intergenerational dialogue with young women leaders in higher education. The event gathered around 200 emerging women leaders from universities and TVET colleges to engage in a conversation with veterans of South Africa's liberation, business, trade unions, and other sectors of society.

The discussion primarily focused on the role of women leaders in their respective fields, aiming to exchange experiences and inspire young women leaders to make their contributions. The objective was also to provide a platform for young women leaders to share their challenges and discover solutions to overcome them.



Dr. Geraldine Fraser-Moleketi, the Chancellor of Nelson Mandela University and Chairperson of the Thabo Mbeki Foundation, delivered the keynote address. Additionally, the Executive Deputy Chairperson was invited to participate in a panel discussion on the topic of "Attaining Economic Growth and Creating Employment through Small, Medium and Micro Enterprise: The Role of Young Women and the platforms that government creates." During her contribution, she emphasized the importance of the National Youth Development Agency (NYDA) in addressing the critical issue of youth unemployment, which currently stands at over 60%. She acknowledged that transforming the socio-economic conditions of young people is the most significant and immediate challenge facing the country. The Executive Deputy Chairperson expressed her confidence that with improved access, managing aspects of youth unemployment would become more manageable.





The Executive Deputy Chairperson stated that the NYDA advocates for young people to not only be job seekers but to also create employment opportunities themselves, the Agency also encourages that young people leave higher institutions of learning having acquired skills that respond to the immediate needs of the economy. If young people are then visionaries in that sense, they will be able to meaningfully contribute to the economy. She further stated that there needs to be a collective effort in addressing youth unemployment and not have the agency alone addressing youth challenges as, if there is a high number of young people sitting at home and doing nothing it will result in a catastrophe for the country and developmental agenda.

In her closing remarks she urged the young women present, that it was possible to attain all of their aspirations, they can have a successful careers, be activists, and still be home makers. There is no need to choose one of the above. She further encouraged them to stop being too hard on themselves as young women and stop putting unnecessary criteria's that inhibit them from assuming certain positions and to always prioritise their growth. The Executive Deputy Chairperson alluded that young women have the responsibility to be each other's keepers and to ensure that they bring each other along and that leadership is a collective role.







## Commonwealth Scholarships – British Council

The Executive Deputy Chairperson was honored to be invited by The British Council, to participate in a panel discussion themed "Youth in Leadership and Governance." The objective of the discussion was to provide a platform for young individuals to express their thoughts on key leadership and governance issues, exchange ideas with peers, and network. Additionally, it served to celebrate youth leadership by acknowledging the notable endeavors of South African youth and to identify youth as change agents in governance, citizen engagement, and electoral processes.

As a panelist, the Executive Deputy Chairperson was tasked with addressing "The contributions of youth organizations in South Africa" and discussing their multiplier effect. She emphasized the need for intergenerational integration in families and all sectors of the economy. She pointed out that some family structures consider young people to be immature and incapable of taking certain roles within the family, perpetuating this belief in industries where an older person may view a young manager as a child, despite holding a higher position.

Moreover, she spoke about the importance of intergenerational solidarity throughout different generations and the need to appreciate that each generation has its own struggles. She emphasized that comparing struggles should not lead to conflicts, but rather an appreciation of the progression that has been made.

## Growth Point Graduation



The Office attended the 1st all women owned businesses Property Point graduation ceremony which was held at The Venue in Melrose Arch on August, 1st, 2023. The objectives of the enterprise and supplier development programme that Growth Point co-developed with Property Point, were to encourage inclusivity and visibility of women owned businesses in the Property Supply Chain sector.







## Tshwane University of Technology Women in Innovation and Leadership Dialogue

The Tshwane University of Technology (TUT) in partnership with the City of Tshwane (CoT) at the Pretoria Campus, hosted the Women in Innovation and Leadership Dialogue. Panel discussions included notable speakers such as the Executive Deputy Chairperson.

This year's theme was centered around Innovating for Impact: Celebrating Women Leading in Technology and Innovation. The keynote address delivered by Ntsiki Mkhize, founder and Chief Social Entrepreneur of MentHer, highlighted the significance of creating opportunities for women to excel. She emphasised the need to explore the challenges and opportunities that women in Africa encounter, particularly in the realms of innovation and sustainability. She stressed that: "Achieving gender equality and empowerment relies on universal access to education, mentoring and skills development."

Throughout the event, various discussions delved into topics such as the impact of women in society, cultivation and nurturing of appropriate ecosystems and value chains in support of women contributing towards innovation chasms. The event also highlighted equity with ideas to action through programmes specially designed to uplift women forging innovation.



## Financial Sector Transformation Council 2020/21 State of Transformation Launch.

The office attended the State of Transformation Annual Report 2020/21, which was hosted by the Financial Sector Transformation Council, under the theme 'Intentionality beyond tick boxes: how meaningful is the transformation agenda?'.

The purpose of the report is to profile the financial sector's progress, challenges and opportunities within the pillars of the respective elements which are outlined in the FS Code. The intention of the abovementioned theme is to foster the meaningful



discourse on the importance of the BBBEE Act and the FS Code for economic and social redress. The data used for the report was collected based on the progress made by financial institutions in implementing the provisions of the Amended FS Code that fell between 01 December 2020 and 30 November 2021.



## SUCCESS STORIES



**MS. MMAPULA LESAILANE**

Ms. Mmapula Lesailane holds a Master of Science Degree (Cum Laude) in Genetics from The University of Stellenbosch and is the CEO of Top Agricultural Youth-Owned Brand Company, Mater Pluviam Holdings. She has 6 years experience in agricultural research, having worked on sustainable farming, plant pathology, renewable energy(biogas)bioinformatics, agricultural waste management, phytoremediation. Ms. Lesailane participated in the University of Sao Paulo Agricultural Summer School 2023 cohort and was awarded by the Mopani District Municipality for contributing to food security.

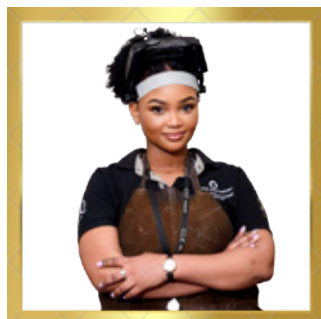
Bokgoni's Creations is a jewellery and designer brand. The visionary and founder of the brand is Claire Bokgoni Nonyane who named her business after her second name which means God's ability. Bokgoni is a borne entrepreneur who's also currently an 8th grader. She started her first business with R50 which she received from a tooth fairy when she was 10. She sold sweets to her peers in her community. After 3 years of successfully running the business, Bokgoni learned about the lean startup which inspired her and gave her the confidence to act on the idea she held for a year.



**MS. CLAIRE BOKGONI  
NONYANE – JEWELLERY  
DESIGNER**

She used her R2000 worth of savings from her first business to fund the very first supplies for her jewellery designs in December 2022 when she was 13 years young. Currently, Bokgoni's Creations produces handcrafted African designed jewellery where care and attention is placed on the production of every item.

Bokgoni's Creations is in the process of confirming an online shopping platform. She was an NYDA delegate to the South Africa Focus Week in Singapore, as a result of the Business to Business sessions, she was offered financial support and an opportunity to market her jewellery pieces at a new Tourism resort.



**MS. NOXOLO MSELEKU-  
JEWELRY DESIGNER**

Noxolo Mseleku, 30 is the owner and founder of Elegante: Elegânté is a jewellery company that was founded in 2017, The Jewellery brand Elegante is a licensed brand which carries gold plated brass, sterling silver, 9ct gold jewellery that is designed for the professional, sociable individual. She was selected as a participant for the South Africa Focus Week in Singapore. as a result of the Business to Business sessions, she was offered financial support and an opportunity to market her jewelry pieces at a new Tourism resort.





# SUCCESS STORIES

## MS. NKELETSENG TSETSANE-

### Founder of MB Teen Lifestyle



Nkeletseng Tsetsane is a Social Entrepreneur, an alumni of the GIBS Social Entrepreneurship Programme. She is the founder of MB Teen Lifestyle, a youth development enterprise that seeks to decrease the vulnerability of adolescents and young people to social ills such as New HIV infections, GBV and Unwanted Pregnancies. Nkeletseng is also known in the GBV and SRHR activism space as one of the women who initiated #TheTotalShutdown Intersectional Womxn's march against Gender Based Violence in 2018 which led to the first ever GBV summit in

South Africa and the development of the National Strategic Plan for GBV. Nkeletseng has been involved in a number of empowerment and protective initiatives targeted at adolescents and young people with development partners and civil society organizations such as UNAIDS and UNESCO and Soul City Institute for Social Justice. Nkeletseng also founded Cuffed, a subsidiary of MB Teen Lifestyle that focuses on creating and linking young ex-offenders to economic empowerment opportunities through fashion and sustainable collaborations for the prevention of recidivism. She was an NYDA delegate for the South Africa Focus Week in Singapore. She was awarded by the High Commissioner, Charlotte Lobe for making the most sales of the merchandise that was exhibited, at the SA Focus Week in Singapore.

## MS. NATALIE VAN WYK



Natalie van Wyk is a Bachelor of Science in Animal Science graduate with a passion for sustainable means for food production, who champions that all South Africans have a responsibility to produce enough in a manner that keeps sustainability in mind. She was a participant in the University of Sao Paulo Agricultural Summer School in the 2022 cohort. She was awarded a scholarship to pursue her Masters of Agriculture in Agricultural Water Management Engineering at the Hungarian University of Agriculture and Life Sciences in Hungary.





## Thusano Fund

### Remarks from the Chairperson of Thusano Sponsorship Fund

In recent times, South Africans, in particular young people, are bearing the burden of unemployment and poverty on their sleeves. These challenges need multiple prolonged approaches from all sectors of society, so the NYDA's social corporate responsibility must contribute in this regard.

The NYDA, through the Thusano Sponsorship Fund, has played a critical role in advancing the main assistance of NPO's, which focuses on youth development in relation to skills development. These NPOs are grounded in the communities and are experiencing the frustration of young people who are less skilled or lack the skills to play meaningful roles in advancing themselves as young adults.

Apart from the above, Thusano Sponsorship Fund is also cognisant that some of the young people are taking extra measures to develop they're by applying to post-schooling institutions with anticipation that parents will afford only to find themselves in the predicament of being unable to settle their tertiary institution debts due to many reasons which make them not to pay. Therefore, we have assisted most of the students who have historical debts and current debts.

In this regard, NYDA, through the office of executive chairperson, has spent more than 3.5 million rands in assisting these dire situation young people face with. The resources are not enough however, every cent is utilized according to the mandate of the agency.





## BRICS YOUTH SUMMIT

The National Youth Development Agency hosted the 9th BRICS (Brazil, Russia, India China, and South Africa) Youth Summit and the Meeting of Ministers responsible for Youth Affairs, under the theme:

**“BRICS and Africa: Partnership for Mutually Accelerated Growth, Sustainable Development and Inclusive Multilateralism.”**

The BRICS Youth Summit was a platform for dialogue for delegates from member states, striving for the promotion of peace, security, development in a multi-polar inter-dependent and increasingly complex, globalizing world. The objectives of the summit are to bring together youth participants, affording them an opportunity to share ideas and work on a concrete Action Plan for co-operation in economic, humanitarian, mass media, and science sphere.

Registrations which took place from the 17th to the 19th of July 2023

**Date: 17th of July 2023**

**Venue: Coastlands Umhlanga**

**Time/s: 12:00 – 22:00**

Total Registrations: 249

- SA Delegate : 90
- International Delegates :33
- Service Providers :60
- Host Official: 38
- Board members: 7
- Media : 19

**Date: 18 July 2023**

**Venue: Protea Hotel Fire & Ice – Umhlanga**

**Time/s: 06:30 – 15:00**

- Total Registrations: 160
- SA Delegate : 65
- International Delegates: 5
- Service Providers: 30
- Total Attended Media 42
- Walk in`s: 18

**Date: 19 July 2023**

**Venue: Protea Hotel Fire & Ice – Umhlanga**

**Time/s: 07:00 – 12pm**

- Total Registrations : 50
- SA Delegate : 33
- International Delegates: 0
- Service Provider : 9
- Total Attended Media 6
- Walk in`s: 2

## BRICS YOUTH SUMMIT PROGRAMME

Date	Time	Venue	Activity
16 July 2023	10:30	King Shaka International Airport	Welcome Activation
17 July 2023	10:00	Coastlands Hotel Umhlanga	NYDA internal Meeting
17 July 2023	14:00	Coastlands Hotel Umhlanga	Conference Pre-Registration
18 July 2023	08:00	Protea Hotel Fire & Ice	Conference Registration
18 July 2023	09:00	Coastlands Hotel Umhlanga	Summit Day 1 (no breakaways)
19 July 2023	10:00	Coastlands Hotel Umhlanga	Summit Day 2 (no breakaways)
20 July 2023	09:00	Coastlands Hotel Umhlanga	Summit Day 3 (with Breakaways)
20 July 2023	14:30	Inanda Heritage Route	Social Tour/Excursion
20 July 2023	19:00	Gateway Hotel	Networking Cocktail Evening
21 July 2023	10:00	Coastlands Hotel Umhlanga / Protea Hotel	Departure

## SUMMIT BREAKAWAY TOPICS

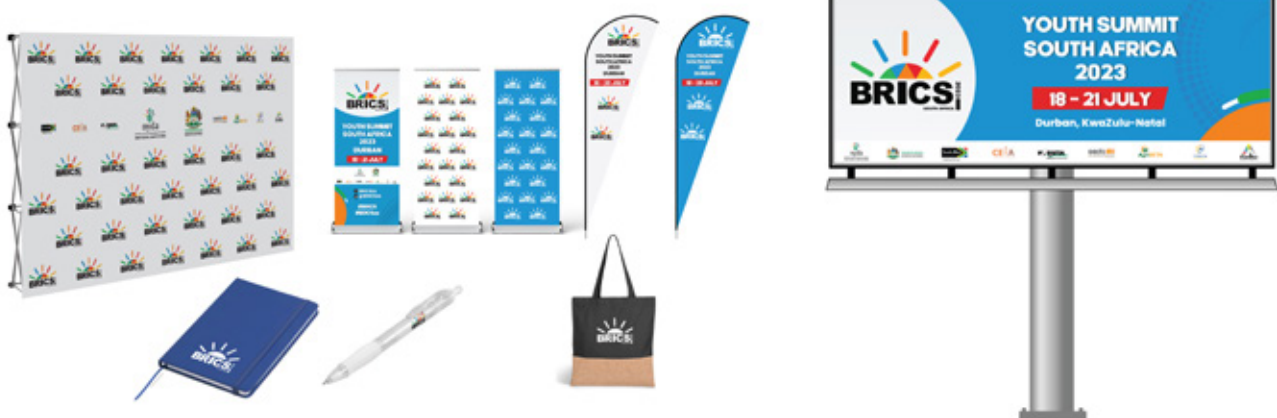
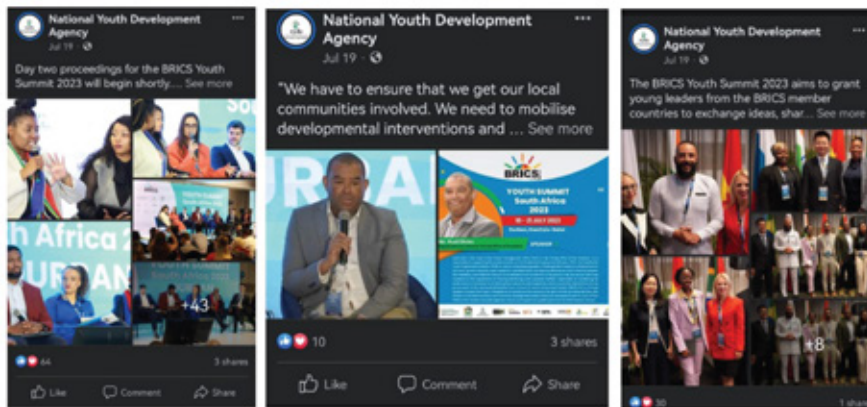
- **Commission 1** – Transforming Education Skills Development for the Future
- **Commission 2** – Strengthening Post Pandemic socio-economic recovery and attainment of the 2023 agenda and sustainable development.
- **Commission 3** – Developing a partnership towards equitable just transition
- **Commission 4** – Unlocking opportunities through the African Continental Free Trade Agreement
- **Commission 5** – Strengthening multilateralism, including working towards real reform of global institutions and strengthening the meaningful participation of young people through the BRICS Youth Council.







#### BRICS YOUTH SUMMIT ASSETS:







## TRAILBLAZERS CAMPAIGN 2023

The current challenges of the day, require young people to rise to the occasion, raise their hands up and become change makers. These are our 2023 Trailblazers who are community builders, risk takers, job creators, innovators and entrepreneurs.



**Tlotlisoang Mhlambiso**

Tlotlisoang David Mhlambiso, originally from the Eastern Cape Province in Mount Fletcher "Tlokoeng", at Lugaadweni Village has published one Ikhosa poetry book entitled, "Ukugquma kwelanga", and one short story anthology entitled "A Journey Worth the Ride". Some of my craft has appeared in the UFS African Languages Press Book Anthology entitled Tsoho "The Awakening" 2023, Avobob Poetry 2022, Sol Plaatje European Union Poetry Anthology 2022, Fandza literacy 2022 and on the University of the Free State's African Month website. Some of my work is co-authored with other UFS Student writers and is available on the University of the Free State's website.



**Thandolenkosi Nkosi**

Princess Thandolenkosi Nkosi is a devoted 17-year-old young lady who has gone out of her way to assist children and young people of the community in Kwa-Thema. Young pioneer, philanthropist who is assisting in the community development.



**Esihle Priscilla Mhluzi**

Esihle is a Disability Advocate and a pioneer of diversity and inclusion. She is the first model with a physical disability to walk the runway for Free State Fashion Week and has been cast by the likes of East, Johan Coetzee. She was also Miss Free State SA 2021 2nd Princess: the first model with a physical disability to win such a title. She is a hospital Board Member at one of the best regional hospitals in the Eastern Cape.



**Saphe Wulana**

Saphe is a pioneer in the film industry and has dedicated her career to helping young people from disadvantaged communities to learn the art of filmmaking using nothing but their cell phones. Despite many challenges she faced along the way, from lack of funding to resistance from those who doubted the potential of film projects made with mobile devices, she has always remained committed to her goal of empowering young people to tell their stories through film. Through her work, she has witnessed the transformative power of filmmaking for young people who may have never had the opportunity to express themselves in this way before.



**Zama Mgubane**

Zama is a young black woman based in the city of Johannesburg who works as a fine artist. Zama creates artwork to promote Afrofuturism and African narratives or rather African truths. She extended her capabilities by also showcasing the work of other artists and other performers involved in dance, singing, and designing through the events that she plans. Her writing educates readers drawn to African stories and thus opens a panel for conversation. In 2023 Zama fused her unique fashion sense together with her art and now is able to move the stories from art galleries to everyday garments allowing people to wear the story they feel not only looks appealing but resonates with a part of them.



**Jordachelin Moodley**

Jordachelin (Jody) Moodley is a technology enthusiast who hails from Durban, KwaZulu-Natal. Jordachelin has achieved many merits, awards, and international recognitions for his academic excellence. To date, he has achieved more than 50 distinctions under his tertiary education belt and strives to reach more. Apart from being academic, Jordachelin contributes effectively to the development of youth. During his secondary and tertiary phases, he formed a student group that he spearheaded to equip youth in community schools and universities with life coaching skills in dealing with and addressing issues such as (peer-pressure, substance abuse, goal setting, and self-confidence).



**Nokuzola Kakaza**

Nokuzola is a true agent of change and a woman of substance, being in a wheelchair made her not question life and her strength. She runs multiple projects which are solitary and tolyny campaigns, volunteers as a science tutor, sponsors Miss Royal SA & Lindhoven, trains school leavers with computer literacy, promotes the fight against xenophobia by donating food and clothes, and is a founder of a model school for women with special needs.



**Arthur Junior Makama**

Arthur hosts community spelling Bee events, he hosts creative writing and mathematics competition for the community with inspire Champions. He mentors, teach, motivate, and apply for learners free of charge. He started volunteering when he was only 16 in a youth encouragement program on Moleletse FM and secured sponsors for calculators, computers, and school uniforms.



**Masimbonge Vuma**

Masimbonge has been assisting other young people to start and run their own farming business, he has over 100 mentees and uses his social media to teach other young people about farming. He works as a field supervisor farming food for underprivileged communities in Cala his hometown. He is also running his own farm and has employed 7 young people permanently and his business was funded by National Youth Development Agency (NYDA).



**Zintle James**

Zintle started her own piggyery in 2020, she trains young people who have an interest in piggyery farming. Her business has hired 2 permanent workers in her community. She attends farmers' workshops in Stekoppoort where she teaches people who want to start their farming and assists them with funding applications.



**Neziwa Mlenzana**

Neziwa Mlenzana is the Co-founder and CEO of Greenlines Agricultural primary cooperative LTD and has established 2 school gardens and motivated 19 women and youth to start their own vegetable gardens she trains them on how to farm, make insect repellents, and worm farming. She has successfully planted two youth businesses to be funded by Nyandeni Municipality. She organized NYDA to train young people in life skills and Business Management. She is also running a campaign of encouraging youth to be registered on the voter's roll. In 2021 she became a secretary of Youth in Agriculture and rural development (YIARD) and a member of the South African Youth Council to empower youth in rural areas in the OR Tambo District.



**Margaret Mabulane**

Margaret Mabulane, CEO of Rea Dora Lehuma PTY Ltd, owns a 40-hectare farm where she previously planted cotton in dry land. She is focused and dedicated to her work. She contributes significantly to employment in her community, she employs people at her farm from time to time. She is a talented and skilled individual, inspiring the youth in her community to pursue farming while actively sharing her knowledge and supporting aspiring farmers. Margaret's dedication to personal growth, her foundation in her mother's name, and her commitment to fighting poverty, hunger, and unemployment make her an exceptional trailblazer.



**Lukhanyo Nani**

Lukhanyo is passionate about empowering disadvantaged schools and communities by providing them with free websites. With a strong belief in the transformative power of technology, he has dedicated his time and skills to visiting these schools and collaborating with their staff and students. By understanding their unique needs and goals, he designs and develops customized websites that showcase their achievements, resources, and initiatives. These websites serve as valuable tools to enhance communication, increase visibility, and create opportunities for collaboration within the community. Through his efforts, he strives to bridge the digital divide and empower disadvantaged schools, enabling them to better serve their students and foster a brighter future for the community as a whole.



**Oefile Hope Matlala**

Oefile has demonstrated innovation excellence in the area of student accommodation and housing solutions for higher education institutions. As a co-founder of Resolocate, he spearheaded the development of a web-based application that tackles the critical shortage of student housing in South Africa, addressing challenges such as overcrowding, high rental prices, and rental scams.



**Leonard Moliki**

Leonard was born in Tswelopele, a deep rural of the North-West, and grew up in Westonaria, west of Johannesburg. Leonard wishes to eradicate hunger for needy communities and help combat the climate crisis through farming. Leonard is the founder and CEO of Eco-Clean Cycle, a self-funded profit company with a Social Mission organization that develops food systems aimed at alleviating poverty while ensuring sustainable development. Eco-Clean Cycle drives two projects, namely the Farm to Table programme and Eco-Clean Cycle Hydroponics Enterprise Supplier Development for emerging youth-led agribusinesses.



**Siyabulela Sophi**

Siyabulela Sophi established MK Originals, an apparel manufacturing company in Makhaza Khayelitsha, Western Cape. The apparel company exists to promote local creativity and to provide job opportunities for young people. He uses his clothing to create unity and long-term growth in our Makhaza community. MK Originals offers a modest boutique store in Makhaza, Khayelitsha, where members of the community and tourists may enjoy local aesthetics. Siyabulela Sophi also founded Sophi Strategies Inc., a multifaceted management consulting firm and business strategy expert. Sophi Strategies Inc exists to help young people build legally compliant firms that can enter a market and compete profitably.



**Matshepo Moloto**

Matshepo is a creative visionary, beauty enthusiast, self-taught makeup artist, and graphic designer. She holds a degree in Architecture and a certificate in Business & Entrepreneurship Development from the Young African Leadership Initiative. She is the founder of Kebaadskin Organic Skincare, a brand she started after she lost her mother to COVID-19 in December 2020. She was also nominated for the Female Founders Initiative-Middle East & Africa Awards, in the Emerging Young Entrepreneur of the Year. In 2021, she won the SEDA Pitch & Perfect national pitching competition, as number 1 in the North West province, and was also one of the top 10 finalists and winner of the Hollywood Bets 2021 #Empowerher funding competition.



**Masindi Netshakhuma**

Masindi has been highly active in world change since she was a child. She has won many continental awards for the work she does for youth and women. In 2021 she implemented two projects (Woman, My Breed, and Randa Writers Foundation) to help women and youth to publish their stories about Gender-Based Violence. In 2022 she implemented another project called Unmute Women Voices to continue with the legacy to stop GBV. Masindi is one of the top 50 Most & Quotidian Powerful women and also one of the South African Shining Stars 2022. Not only that, but Masindi also won the Forty Under 40 Africa Awards. A continental award that celebrates continental icons under the age of 40. Masindi founded an SME in 2021 and won in the Kenya-SA Chamber of Business.



**Sisamkele Ndudula**

Sisamkele is a passionate young guy who strives for change in his community and is an advocate of economic stability. He is a poultry farmer based in Cape Town and employs youth in his business. He doesn't confine his new skills; he is always willing to share with those who are hungry for change. He started his business in 2020, and though he is facing hurdles along the way he is still operating his business.



**Abraham Mnguni**

Abraham is a Founder and CEO of Positive Flames & Campaign Against Alcohol & Drug Abuse Organization of South Africa - Positive Flames South Africa, the organisation was founded in 2015 and operates in Evaton West in the Vaoi area and at Kageng in Potchefstroom. The organisation provides SOBEV awareness and education, Victim Empowerment Services, Educational Support, Business Development and Handling programs for youth & women, Sexual reproductive health and rights for learners in all institutions of learning, HIV/AIDS and Advocacy and Lobby. Through the leadership of Mr. Mnguni the organisation has been offset for over the years and has provided 25 job opportunities to the youth.



**Dr. Avuyile Mbangatha**

Dr. Mbangatha (25) is a medical doctor and award-winning philanthropist with a passion for Public health who holds a degree of medicine and surgery degree from the University of Stellenbosch. He served as the former United Nations change the world model un Ambassador and are currently a one young world ambassador, their world global Youth Ambassador, a UK-based global children's non-profit organisation that forms a Network of young leaders committed to promoting UN SDG 4 (Quality Education), ending the global education crisis and unleashing the potential of the next generation.



**Itumeleng Mahoang**

Itumeleng is a young black woman in Construction, she specializes in General Building, Civil Works, home renovations, and maintenance. She has since completed various projects both for the Public and Private sectors. To date, she has created 10 jobs for young people. Not only has she employed young people, but she assisted them in developing their skills in trades (Trickling Plumbing, Carpentry).



**S'mangele Zonia Sibisi**

S'mangele was born with the talent of being a hairstylist but she has managed to run a successful business for 7 years. Having to survive the hardship of COVID-19, closing down 2 salons of her salon she had to bounce back to opening her store again. She runs a natural hair salon, and their services include make-up, freelance, photography, and influencing partnerships.



**Bevan Clement Rossouw**

Bevan is a football coach and a footballer, who grew up previously disadvantaged in Belhar - "Self Help" and today I am in a much better position to assist others. This year 2023 he achieved his UEFA C Licence as a Coach through the Scottish Football Association, his CAF C Licence as a Coach through The Confederation of African Football and has traveled to Poland to play football at European Academy to gain further insight to be more aware of the football industry. Bevan has gained more experience abroad and came back to coach players in his community. Bevan says "It is such an honor and privilege for me as I feel I can relate to their minds and teach them that it's always possible to achieve your goals through the Confederation of African Football."



**Candice Chirwa**

Candice Chirwa is an author, professional speaker, and dedicated social entrepreneur. Fondly referred to as the "Minister of Menstruation", Candice is recognized for her creative and implementation of fun & educational menstrual workshops through her acclaimed NGO, Grate. She has authored several influential books: "Perils of Patriarchy"; "Flow: The Book About Menstruation", and has also made significant contributions to "V: An Empowering Celebration of the Vulva and Vagina."



REPUBLIC OF SOUTH AFRICA



PRESIDENTIAL  
YOUTH  
EMPLOYMENT  
INTERVENTION



# 15

+ + +  
+ + +  
+ + +  
+ + +



**Beneficiaries  
Stories**





## Beneficiary Stories

### Ithuteng Tenisha Ranato

#### Jobs Programme

"I came across NYDA in 2021 during an Expo-Connect youth event at Temba Urban Council where we were asked to register on the NYDA Portal to access opportunities. I subsequently got a Learnership at the Small Enterprise Development Agency (SEDA) through NYDA. After a year, I was appointed on a contractual basis which has turned into a semi-permanent position," she said. Tenisha is an Administrator at SEDA. Her role involves planning, organising, and implementing policies relating to the organisation. The NYDA Jobs Programme is aimed at linking unemployed youth to employment and other skills development-related opportunities.



#### Jobs Programme

### Tshepo Motlhare

Tshepo Motlhare from Mamelodi was required to complete her in-service training before she could obtain her National Diploma in Public Management from the Tshwane North TVET College. Through the NYDA Jobs Programme, she managed to find an opportunity that matched her needs at the time. The training promoted Mpho's professional development and increased her skills and knowledge. She subsequently secured a full-time Executive Assistant position. The NYDA Jobs Database and Matching Service actively connects young people to available opportunities. The primary goal of the NYDA Jobs Programme is to connect unemployed youth with job opportunities in various sectors of the economy. This includes both formal employment opportunities with established businesses and organisations, as well as informal employment opportunities such as temporary work or internships. The programme plays a crucial role in addressing youth unemployment and fostering economic growth.



### Johannesburg Culinary and Pastry School

#### Business Management Training

The NYDA entered into a partnership with the Johannesburg Culinary and Pastry School to assist 17 young student chefs to enrol for the Business Management Training course. The aim was to equip the young chefs to be eligible to apply for the NYDA grant funding as most were eager to start their own establishments. Leveraging skills and knowledge for entrepreneurship in South Africa not only benefits individual entrepreneurs but also has broader positive impacts on the economy, employment, and societal development. It plays a crucial role in building a sustainable and inclusive economic future for the country.



#### Jobs Programme

### Bongani Zondo - Thuthuka Stone

The NYDA Secunda Branch has funded Thuthuka Stone from Emadamini Extension 6 in Ermelo, Mpumalanga Province. Bongani Zondo's approved Grant Funding application has enabled him to acquire electric concrete mixer, material, and concrete mould. His company manufactures and installs 3D paving. Check out the images for their amazing work. Funding youth-owned businesses empowers young people to pursue their entrepreneurial aspirations, achieve financial independence, and contribute meaningfully to society.







### Onkokame Dicuwe – Dicuwe Poultry Farming

#### Grant Funding

Onkokame Dicuwe has demonstrated that conducting market research is essential for identifying opportunities and understanding the needs and preferences of potential customers. She began by analysing demand for poultry products, assessing competition, and identifying gaps or niches in the market, before establishing Dicuwe Poultry Farming (Pty) Ltd. The young woman from Tlapeng Village in the North West Province has been assisted by the NYDA Vryburg District Centre to establish the business. Dicuwe Poultry Farming (Pty) Ltd specialises in chicken farming, production, and processing for the consumer market. The NYDA offered Grant Funding support to Dicuwe Poultry Farming (Pty) Ltd. The funding was used by Onkokame to purchase chicks, feeds, and tools for her poultry business. By establishing a poultry farm, Onkokame is not only creating a source of income but also building a sustainable livelihood for herself and for others employed in the venture. She has used the power of entrepreneurship to create a positive change and unlock economic potential.



#### Grant Funding

### Neo Lechela – Neza Ice

Neza Ice is an ice production and supply business which is owned Neo Lechela from Daagbreek in Welkom, Free State Province. The 33-year-old has proudly informed the NYDA Lejweleputswa District Centre that since receiving the Grant Funding, she has experienced a significant improvement. The entrepreneur is also a beneficiary of the NYDA Business Management Training course. Neo has been able to reinvest back into the business by purchasing additional equipment that has enhanced production capacity and, bought a vehicle for her enterprise. Furthermore, she walked away with an award at the 2023 Southern Region Women in Media Awards, under the Manufacturing category. This young woman's success as an entrepreneur serves as a role model for other aspiring entrepreneurs, especially women and young people. Her story demonstrates that with determination, hard work, and access to support, it is possible to overcome barriers and achieve success in business ownership. Neza Ice also caters for school sports and community events.



### Zime Ntshangase – Lwandile and Lubanzi Enterpris

#### Grant Funding

The youth has a crucial role to play in South African agriculture and ensuring that the nation has enough food, says Bharathi Tugh, KwaZulu-Natal branch manager for Food & Trees for Africa (FTFA). The agricultural sector, which is a primary livelihood source for many rural people in the country, could play an essential role in addressing poverty, unemployment, and inequality. Zime Ntshangase from Mkhathini in Jozini, KwaZulu-Natal, is one of the young people who have heeded the call. She is the founder of Lwandile and Lubanzi Enterprise (PTY) LTD. This youth-owned enterprise specialises in crop farming. Zime started her business so that she could create jobs for young people around Mkhathini. Lwandile and Lubanzi Enterprise (PTY) LTD has since been able to employ four (4) young people from the area. The 32-year-old has conveyed words of gratitude to the NYDA uMkhanyakude District Centre for assisting her with grant funding as well as a Business Plan Voucher. This young farmer heard about NYDA through word-of-mouth when she needed business support services. "The business stands out because it is able to provide fresh and healthy food," she said. The inclusion of agricultural subjects and activities in schools could further spark an interest in young people and expose them to a variety of aspirational career opportunities in agriculture at a young age.





## Generate Your Business Idea – Zeerust, North West

### Training

The NYDA in partnership with Department of Social Development in Ngaka Modiri Molema District Municipality conducted the Generate Your Business Idea (GYBI) in Zeerust, North West Province. The course enables potential entrepreneurs to develop a concrete business idea.

Modules covered by the course, include:

- You are an Entrepreneur
- A market is waiting for you
- Your own Business Idea List
- The best Business Idea for You
- Your own Business Idea

Participants will receive a certificate on the last day of the training.



## Grant Funding

### Nomandla Ngcoya – D CHEM Group

Nomandla Ngcoya from Pietermaritzburg in KZN is currently doing her PhD in Chemistry. The young owner of D CHEM Group has demonstrated that using your education and knowledge to start a business can be highly beneficial. D CHEM Group manufactures detergents, cosmetics, perfumes as well as pipe joint lubricants. She received the NYDA Grant Funding in 2020. Her business has since showed signs of incredible growth. Her funding application was facilitated and approved by the NYDA Umgungundlovu District Centre, which is situated at the Municipal Offices. Nomandla invited the NYDA to witness the growth of D CHEM Group, which supplies their products to 120 plumbing stores in the country.

Watch her inspiring video, here:

<https://www.youtube.com/watch?v=z384uN6cMI0>.



## Mxolisi Ngwenya – Dinosaur Furniture Manufacturing

### Grant Funding

Dinosaur Furniture Manufacturing (Pty) Ltd is owned by a hardworking carpenter namely, Mxolisi Emmanuel Ngwenya from Ermelo in Mpumalanga. The NYDA Secunda Branch funded the business, for him to acquire designer kitchen unit materials to service all clients who intend to upgrade their home interior. Mxolisi's company manufactures and installs wooden units such as kitchen cupboards, wardrobes, tables, doors and many others. He has so far managed to create and sustain employment for two young people from his area. The NYDA Grant Programme is designed to provide young entrepreneurs with an opportunity to access both financial and non-financial business development support in order to enable them to establish or grow their businesses.



## Grant Funding

### Nomandla Ngcoya – D CHEM Group

Congratulations to Scooter Project Beneficiaries phase I! The NYDA Grant Funding has enabled Mpumalanga-based youth-owned enterprises to acquire their fully fledged delivery bikes through the Secunda Branch. Business Support Services such as Start Your Business Training, Mentorship as well as micro mobility business training were also made available to the young beneficiaries. The men and women on these bikes play a huge role in revolutionising the e-commerce space in South Africa. And the more that we can do to enable them and ensure their safety and sustainability, the better this industry will become over the long term. Please do support them for your local Govan Mbeki Deliveries.





## Kamogelo Booysen

## Business Management Training

The 26-year-old Kamogelo Booysen is a BSc Forensic Science graduate from the University of Free State. He saved a portion of his bursary to start his clothing and textile business. Kamogelo recognised the importance of financial security and investment for his future beyond his studies, demonstrating foresight and planning skills. After realising that the business needed additional support to become sustainable, this young man took a decision to approach the NYDA Bloemfontein Branch. Kamogelo developed practical skills necessary for starting and running a successful business through enrolling on the NYDA Business Management Training before applying for funding. The training equipped him with knowledge and skills to identify business opportunities, manage finances, market products or services, and handle day-to-day operations. The Bloemfontein branch subsequently approved his grant funding application after all processes were successfully followed. MJB Catering and Textiles offer services such as sublimation, embroidery, printing, as well as sewing and delivery. With the funds he received from the NYDA, Kamogelo managed to procure B70 embroidery machines. Since receiving his funding, the business has grown to a point where he now has two employees. He has further been contracted to supply eleven (11) schools with uniform. His future goals are to establish more income streams, eliminate outsourcing from the business operations to optimise revenue, to increase business assets and equipment, as well as to employ more people. The lesson he learned as a young entrepreneur is to always seek information and, continue learning to enhance one's skills for better understanding of their business environment.



## Training

## Wellington School of Skills

Wellington School of Skills is a centre of learning for pupils with special needs. The school offers various skills programmes such as Hair & Beauty, Welding, Motor Mechanics, as well as Information Technology (IT). The NYDA Cape Town Branch in partnership with SEDA Stellenbosch and ALC Skills Development Wellington, will be working with learners from the school over a period of time. The partners will offer Life Skills, Job Preparedness, and Introduction to Generate Your Business trainings. People with disabilities often face barriers to employment due to discrimination, lack of access to education, and limited skills training opportunities. The collaboration between these developmental organisations advocates for equal opportunities, access to education, and support services for people with disabilities, promoting a more inclusive and equitable society.



## The Living Link

## Grant Funding

Efforts to promote economic and social transformation by actively addressing barriers faced by young persons with disabilities! The NYDA Cape Town Branch collaborated with 'The Living Link' to host the Life Skills workshop for persons with disabilities and intellectually challenged young people. By providing Life Skills training, the NYDA contributes to the holistic development of young people, preparing them for the challenges and opportunities they may encounter in various aspects of life. The Living Link aims to develop and enhance the intellectually challenged young persons with the opportunity for full integration, as well as equal participation in the mainstream of our society so as to improve the quality of their lives. The organisation is a registered NPO based in Woodstock, Cape Town, with a group of about 35 people.

Part of the modules covered in the form of games included:

- Communication • Being resilient • Problem solving and decision making
- Interpersonal relationships







# Solomon Kalushi Mahlangu Scholarship Fund



***“My blood will nourish the tree that will bear the fruits of freedom.  
Tell my people that I love them and that they must continue the fight.”***

**— Solomon Kalushi Mahlangu, 6 April 1979**

In its quest to address the challenge of youth unemployment, access to education and shortage of scarce skills, the National Youth Development Agency (NYDA) is offering the scholarship to youth under 35 years of age to give them an opportunity to study at public universities or university of technologies across South Africa.

To support this new strategic focus, the NYDA established the Solomon Mahlangu Scholarship Fund (SMSF). The Fund seeks to avail financial support to youth to enable them to pursue quality education in an institution of higher learning with youth in rural areas as primary target.

The scholarship fund was established in honour of Solomon Kalushi Mahlangu who at the age of 23, was executed under the apartheid laws after being wrongfully accused of murder and terrorism. Fearing crowd reaction at the funeral, police decided to bury Mahlangu in Atteridgeville, Pretoria.

The scholarship fund is designed to create an environment for affording youth with excellent academic background, an opportunity to further their studies. Financial support will be provided to youth who pursue full-time degrees that fall within the priority growth sectors, critical and scarce skills areas outlined in the labor planning frameworks of the country.

The fund is accessible to deserving South African youth who meet the minimum entry requirements set by the NYDA and, who have been admitted for study at public Universities and Universities of Technology.

Objectives of The Solomon Mahlangu Scholarship Fund:

- To provide financial support to youth in the form of scholarships to increase their chances of accessing quality higher education in their field of study.
- To increase chances of employability or entrepreneurship based on the positive correlation between level of education and employability.
- Empower the youth (under 35 years) with education to enable them to compete favourably in the labour market.
- Contribute to the development of critical and scarce skills

Within the previous financial year, the Solomon Mahlangu Scholarship fund funded 19 students across various sectors of interest and various institutions of higher learning.

From Bsc Medical Orthotics to Bcom Financial Sciences, the SKMSF students have displayed great success within the financial year and the NYDA is excited to witness their continued professional growth as individuals but also as future key players of our economy.





### List of SKMSF Beneficiaries in the 2023/24:

Name	Surname	Institution	Qualification	Gender
Mmamokete Sarah	Phago	Rosebank College	Batchelor of Public Administration	Female
Thapelo	Shabangu	Rosebank College	Batchelor of Business Administration	Male
Puseletso Veruscha	Dingaaan	Rosebank College	Batchelor of Business Administration	Female
Matome	Machaba	Rosebank College	Batchelor of Administration in Marketing	Male
Richard Phasha	Ramokgopa	Rosebank College	Diploma in Information Technology	Male
Sinovuyo Mila	Fudumele	Rosebank College	Diploma in Commerce in Business Management	Female
Fortunate Zandile	Mahlangu	Rosebank College	Batchelor of Business Administration	Female
Talifhani	Mphaphuli	Sefako Makgatho Health Sciences University	Batchelor of Medicine	Female
Amanda Sarah	Mahlangu	Sefako Makgatho Health Sciences University	Bsc Applied Medical Chemistry	Female
Sibusiso	Mathebula	Cape Town University	Batchelor of Science	Male
Thenjiwe	Mabaso	University of Pretoria	Batchelor of Medicine	Female
Lehlogonolo Tahira	Mokoena	University of Pretoria	Bcom Financial Sciences	Female
Khanyisile Noxolo	Mahlangu	University of Pretoria	B.Com Business Management	Female
Tayen Ntletleng	Dube	University of Pretoria	BA	Female
Lerato Charmaine	Manyaka	University of the Witwatersrand	Batchelor of Science Engineering ( Mining)	Female
Refentse Mantwampe	Masia	University of the Witwatersrand	Batchelor of Arts ( Law)	Female
Tshegofatso Mpina	Moloantoa	University of the Free State	Batchelor of Administration	Female
Akhona	Hlatshwayo	Tswane University of Technology	Diploma in Accounting	Female
Goitsione Ammy	Reuters	Tshwane University of Technology	Dip Kinesiology and Coaching Science	Female
Siziphiwe	Kandzi	Tswane University of Technology	Bsc ( Medical Orthotics & Prosthetics)	Female





# 16

+ + +  
+ + +  
+ + +  
+ + +



**Beneficiaries  
Appreciation  
Letters**







KHAUOE A/A  
MATATIELE  
4730

17/11/2023

Attention  
NYDA  
EASTERN CAPE

This matter refers to:

### LETTER OF APPRECIATION

PURELANE PTY LTD wishes to acknowledge the receipt of **GRANT FACILITY of R45 257.00 for EQUIPMENT** and we also appreciate the support from your Office. The equipment purchased will assist us with making more production and this shall bring change to the youth and young women from our local town.

Hope this finds your attention.

P.N JAFTA  
PURELANE PTY LTD  
DIRECTOR  
072 536 6554



**ITHUBA COMMUNITY DEVELOPMENT PROJECT****"EMPOWER THROUGH EDUCATION"**

REG NR: NPO 176-057 PBO 930056525

ITSOSENG COMMUNITY HALL

PHASE 1, HEBRON,

0193

EMAIL: [ithuba.cdp@gmail.com](mailto:ithuba.cdp@gmail.com)

P.O. BOX 737

HEBRON, 0193

TEL: 084 617 8730

TEL: 072 424 1891

Date: 30 August 2023

To: NYDA/ NYS

Staff and Management

**APPRETIATION LETTER**

Dear Sir/ Madam

Ithuba Community Development Project is here by writing this letter as to appreciate what NYDA/ NYS has done for organization including young, women and people with disability in the community we are based in.

NYDA/ NYS on the 26 July 2023 gave support to our organization in doing gardening programme as part of commemorating **Mandela Day**

We managed to recruit 100+ unemployed young people in ward 15 to do organic farming at Itsoseng community hall a part of food security and income generating programme.

Young people have shown interest in the programme and I can say even today they are still busy with gardening as NYDA/ NYS programme has given young people hope and to do something with their live, learn more about farming and also sustain them through income generating programme with gardening from seed you offered to us.

The municipality has approved and is fully giving these young people support and offered them a large portion of land in the community hall.

As Ithuba Community Development Project we would like to say thank you NYDA/NYS so much for the programme and the support.

Yours Sincere

Jan Mudau

Ithuba Community Development Project

Project Manager

084 617 8730/ 072 424 1891

[janmudau@gmail.com](mailto:janmudau@gmail.com)



Bulb Media (Pty) Ltd.

Reg #: 2017 / 305898 / 07

067 273 4474

Tshiamo Kekana  
6730 Flametree street  
Pretoria, 0118  
info@bulbmedia.co.za  
067 273 4474  
14 Sep 2023

National Youth Development Agency (NYDA)

Dear NYDA,

I hope this letter finds you in good health and high spirits. I am writing to express my heartfelt appreciation for the generous grant of R50,000 that we received from the National Youth Development Agency (NYDA) for the purpose of acquiring laptop and camera equipment.

I am genuinely grateful for the invaluable support that NYDA provides to young individuals like me who aspire to achieve their goals and dreams. The financial assistance I received has allowed me to obtain the necessary tools to enhance my skills and pursue my passion in photography, graphic and web design. The laptop and camera equipment will undoubtedly be instrumental in helping me excel in my chosen path.

I would like to extend a special note of gratitude to two exceptional individuals, Jessica and Nomsa, who played pivotal roles in guiding me through the application process. Their dedication, patience, and professionalism were truly remarkable. They provided me with invaluable assistance, answered all my queries, and ensured that my application was submitted successfully. Their support made the entire experience much smoother and less daunting, and I cannot thank them enough.

Once again, I want to express my deepest gratitude to the NYDA for investing in the aspirations of young people like myself. Your organization's commitment to empowering the youth is commendable and has a positive impact on our society.

I am excited about the opportunities that lie ahead, thanks to the NYDA's support, and I am committed to making the most of this grant to achieve my goals and contribute positively to my community.

Thank you once again for your generosity, and please convey my sincere appreciation to all the team members at NYDA who contribute to making dreams come true for young people across our nation.

Sincerely,

Tshiamo Kekana







The Point Office Tower,  
76 Regent Road,  
Sea Point,  
Cape Town,  
8060

30 October 2023

Dear NYDA,

We would like to extend our heartfelt gratitude to your team for being a valuable part of the Octotel Career Expo in Fisantekraal. Your participation and dedication contributed significantly to the success of our event, and we are incredibly thankful for your support.

Your table and presence at the expo not only added depth and diversity to the opportunities available to our attendees but also helped create a vibrant and engaging atmosphere that left a lasting impression on our visitors. We received overwhelmingly positive feedback from the students who attended the event, and it's all thanks to exhibitors like you.

We truly appreciate your commitment to making the Career Expo a meaningful experience for all involved. Your enthusiasm, expertise, and willingness to engage with our attendees were instrumental in helping them explore their career prospects, network, and gain valuable insights into various industries.

At the same time, we would like to extend our sincere apologies for the delay at the start of the event and the confusion with the second school's arrival. We understand that these issues caused inconvenience, and we are committed to learning from these shortcomings to ensure a smoother experience in our future events. Your feedback on these matters, as well as any other suggestions, is invaluable to us as we continually work to improve our events for both exhibitors and attendees.

As we continue to strive for excellence in our future events, we hope to have the privilege of partnering with you again. Your ongoing support is crucial to our mission of fostering career development and connecting talented individuals with innovative companies like yours.

Please feel free to share any feedback or suggestions you may have about the event. We are always eager to improve and enhance the expo for our exhibitors and attendees.

Once again, thank you for being a part of the Octotel Career Expo in Fisantekraal. Your participation made a significant impact, and we look forward to the opportunity of working with you again in the future.

Kind regards,  
Corporate Social Responsibility Team (Octotel)





1477 Phahameng location

Brandfort

9400

Email : [bambisandlasam36.org@gmail.com](mailto:bambisandlasam36.org@gmail.com)

Facebook: [Bambi Sandla Sam Foundation](#)

To: NYDA

Att: Kedibone Masuku

Date: 19 July 2023

---

#### Report on donation of library books for school

Good morning

Kindly receive the report of Book handover program to Matshediso Intermediate School library which happened on 18 July 2023 during our 67 Minutes for Mandela Program in Winnie Mandela Town (Formerly Brandfort) ,Majwemasweu.

As organisation we really appreciate this kind donation for the upliftment of our township schools.

- See attached pictures as proof.

Regards:

Thabo Liphoko

Sign:

Cell no. 083 634 1214

Secretary





	
DUMA SPECIAL CARE CENTRE	REGISTRATION NO.262-242
WARD 7.MAHLAKWE AREA Mbazwana Main Rd R22 Mbazwana 3974	Chairperson's no.: +27 769159363 Dep.Chairperson's no.: +27 768644496 Secretary's no.: +27 826316933
REHABILITATION FOR ALL DISABLED CHILDREN	

### 1.Background

The collaboration and necessary support by **all stakeholders** including the **government sector** involved in supporting the community-based organization providing services to our **disadvantaged communities** is **incredible** and should be **acknowledged** and **appreciated**. This support has been **noted** when NYDA has visited & rendered their services during the Mandela Day to our organization on the 18/07/2023.Our Centre cares for youth with disabilities.

### 2.Purpose

In light of the above deliberations:

We write this letter to thank, appreciate and acknowledge the above services offered to our organization.

Regards

Regards



Founder

0728071689/0825928387

19/07/2023

Date

Directors: Chairperson: **Nxumalo V.S.**, Deputy Chairperson: **Nxumalo J.** Secretary: **Zikhali A.T.**, Deputy Secretary: **Mdluli N.V.**, Treasurer: **Zikhali S.N.**

This document may not be used without written permission of DSCC. Any usage of the information contained or part of it is prohibited.





Theewaterskloof Municipality Head Office  
6 Plein Street  
P.O.Box 24  
Caledon  
7230  
Telephone: +27 (28) 2143300  
Fax: +27 (28) 2141289  
Website: [www.twk.org.za](http://www.twk.org.za)

## HOOFKANTOOR/HEAD OFFICE

Navrae/Enquiries/Imibuzo

Verw. No./Ref.Nr./Inom.yesal.

02 March 2023

To: Trudy Mashilwane  
Email: [Trudy.Mashilwane@nyda.gov.za](mailto:Trudy.Mashilwane@nyda.gov.za)

**Re: Thank you letter for your services to the youth of Theewaterskloof.**

Dear Trudy

The Office of the Honorable Speaker of the Theewaterskloof Municipality would like to take this opportunity and thank you for your presentations to our young aspiring intreprenuers for the past two months. You have honored all our proposed dates without fail. We are so grateful for your commitment in developing young people in our society for the better.

We also hope that you will continue with such a contribution to the entire country so that young people can be independant and do things for themselves.

Once again thank you very much for your service.

Please do not hesitate to contact the Speaker by phone or email with any questions you might have at [speaker@twk.org.za](mailto:speaker@twk.org.za) or 0727641757.

Kind regards,

D Appel  
**SPEAKER**

Villiersdorp Tel: (028) 840 1130 | Greyton Tel: (028) 254 9620 | Riviersonderend Tel: (028) 261 1360  
Caledon, Botriver, Tesselaarsdal Tel: (028) 214 3365 | Genadendal Tel: (028) 251 8130 | Grabouw Tel: (021) 859 2507





# 17

+ + +  
+ + +  
+ + +  
+ + +



**Enterprise  
Resource  
Planning  
ERP**





## ERP Portal

The NYDA Enterprise Resource Planning (ERP) portal has emerged as a cornerstone in our mission to empower the youth of South Africa by providing seamless access to a wealth of opportunities and support services. Since its inception in 2021, the ERP portal has been continually enhanced to ensure a secure, user-friendly, and impactful platform that addresses the diverse needs of young people across the country.

Over 500,000 young individuals are now registered on the ERP portal, benefiting from a wide array of services, including grants, job opportunities, entrepreneurial support, and skills development programs. This platform serves as a comprehensive hub where young South Africans can explore, apply for, and track the status of various opportunities that can significantly impact their lives and communities.

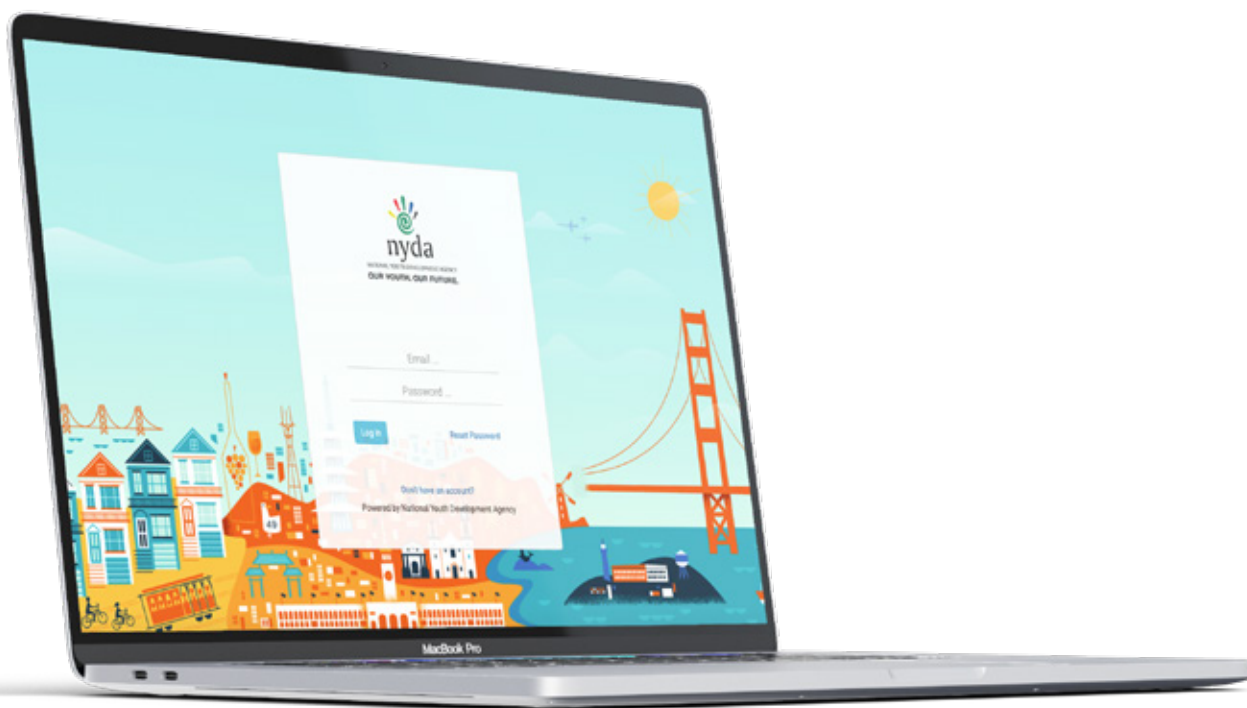
One of the key features of the ERP portal is its integration with the SA Youth platform, creating a synergistic environment where opportunities listed on the ERP portal are automatically mirrored on SA Youth, and vice versa. This seamless integration has made the ERP portal a central and convenient resource for the South African youth, offering them a

consolidated platform to engage with life-changing opportunities.

Beyond facilitating external opportunities, the ERP portal has also driven internal operational excellence within NYDA. We have automated several internal processes, enhancing productivity and ensuring that our services are delivered with greater efficiency. This end-to-end tracking of productivity not only streamlines our operations but also ensures that we can measure and improve our impact on youth development continually.

The ERP portal's application tracking feature empowers young people by providing them with real-time insights into the status of their submissions. This transparency fosters a sense of control and engagement, reinforcing our commitment to creating an accountable and supportive ecosystem for the youth.

As we look ahead, NYDA ICT team remains steadfast in its dedication to innovation and collaboration, continually seeking new strategic partnerships to expand the reach and impact of the ERP portal.







# 19

+ + +  
+ + +  
+ + +  
+ + +



**NYDA  
Footprint**





**Lufefe Mkutu**

**Eastern Cape  
Regional Manager**

**Tel:** 066 287 7672

**Email:** Portelizabeth@nyda.gov.za

**Address:**

Hirsch Drive  
Victoria Memorial Home  
Port Elizabeth Central,  
6001

**Eastern Cape**



**Port Elizabeth**

Hirsch Drive  
Victoria Memorial Home  
Port Elizabeth Central,  
6001

**087 158 7904**

Portelizabeth@nyda.gov.za

**East London**

2nd Floor,  
FNB Building  
Oxford Street,  
East London

**087 158 7744**

Eastlondon@nyda.gov.za

**Sarah Baartman District,  
Kirkwood**

Ndlambe District Municipal Building  
57 Voortrekker Street  
Alexandria  
6185

SarahBaartman@nyda.gov.za

**O.R. Tambo  
Mthatha**

Myezo House  
Wonkemtntu Craft Centre  
Nelson Mandela Drive  
Next to Shell Ultra City garage,  
Mthatha

**087 086 9599**

umthatha@nyda.gov.za

**Chris Hani District  
Queenstown**

Chris Hani District Municipality  
22 Cathcart Street  
Komani

Queenstown@nyda.gov.za

**Alfred Nzo District,  
Mount Ayliff**

Umzimvubu Goats Complex-Hospital  
Road-4735  
Mount Ayliff  
4735

Alfrednzo@nyda.gov.za



**Boitumelo Dithebe**

**Free State  
Regional Manager**

**Tel:** 087 158 7606

**Email:** Bloemfontein@nyda.gov.za

**Address:**

GF Shop 125,  
Sanlam Plaza  
Cnr Maitland and East Burger Street  
Bloemfontein,  
9301

**Free State**

**Bloemfontein**

GF Shop 125,  
Sanlam Plaza  
Cnr Maitland and East Burger Street  
Bloemfontein, 9301

**087 158 7606**

Bloemfontein@nyda.gov.za

**Xhariep District  
Trompsburg**

Xhariep District Municipality  
20 Louw Street,  
Trompsburg

xhariep@nyda.gov.za

**LejweLeputswa**

LejweLeputswa ICT Hub  
Volks Road  
Welkom City Centre  
9459

**Tweeling District**

Fezile Dabi District Municipality  
514 Tweeling,  
Pink Monaune Youth Development Centre,  
Tweeling,  
9820

**087 086 9715**

Tweeling@nyda.gov.za







**Rebhone Majola**

**Gauteng  
Regional Manager**

**Tel: 076 850 6008**

**Email:** Rebhone.Majola@nyda.gov.za

**Address:**

252 Thabo Sehume  
(Formerly Andries) Street  
1st floor Middestad Mall  
(between Pretorius and Schoeman Street)  
0001

**Gauteng**



**Tshwane**

252 Thabo Sehume  
(Formerly Andries) Street  
1st floor Middestad Mall  
(between Pretorius and  
Schoeman Street)  
0001

**087 158 7991**

Tshwane@nyda.gov.za

**West Rand**

3 Sutherland Street  
Randfontein

**087 283 0724**

Westrand@nyda.gov.za

**Ekurhuleni**

13 Church Street  
Old Magistrate Building  
Youth Empowerment Centre  
Boksburg

Ekurhuleni@nyda.gov.za

**Sedibeng**

Mafatshe Thusong Centre  
Second Floor Avenue  
Evaton  
1985

**087 086 9686**

Sedibeng@nyda.gov.za

**Johannesburg**

28 Harrison Street  
6th floor  
Johannesburg

**087 158 7795**

Johannesburg@nyda.gov.za





**Nompumelelo Zuma**

**Kwa-Zulu Natal  
Regional Manager**

**Tel:** 087 158 7712

**Email:** Durban@nyda.gov.za

**Address:**

71 Margaret Mncadi Avenue  
Victoria Maine Building  
Durban, 4001

**KwaZulu-Natal**



**Newcastle**

Newcastle Civic Centre  
37 Murchison Street

**087 158 7862**

Newcastle@nyda.gov.za

**Empangeni**

**Richard's Bay**

Cnr. Main and Bull Road  
Old Museum Building

**087 158 7862**

Richardsbay@nyda.gov.za

**Ugu District,  
Port Shepstone**

Ugu District Municipality  
22 Price Street

**087 086 9680**

Portshepstone@nyda.gov.za

**Umgungundlovu District,  
Pietermaritzburg**

283 Langalibalele  
Pietermaritzburg

**087 562 8120**

umgungundlovu@nyda.gov.za

**Ilembe District,  
Stanger**

41/24 Hullet Street, KwaDukuza,  
Stanger

Ilembe@nyda.gov.za

**Uthukela District,  
Ladysmith**

25 Keate Street,

Ladysmith

**087 086 9581**

Ladysmith@nyda.gov.za

**Zululand District,**

Belgrade Thusong Centre,  
1867 Belgrade Area,  
Pongola

pongola@nyda.gov.za

**Umkhanyakude,**

P466 Mbazwana Thusong Services Centre  
Sodwana Bay Main Road  
Mbazwana

**087 086 9583**

Mbazwana@nyda.gov.za

**Harry Gwala District**

Ixopo

Ixopo@nyda.gov.za





**Jerry Shirinda**

**Limpopo  
Regional Manager**

**Tel: 087 158 7873**

**Email:** Polokwane@nyda.gov.za

**Address:**

69 Schoeman Street  
Moolman Building,  
Polokwane,  
0699

**Limpopo**



**Polokwane**

69 Schoeman Street  
Moolman Building,  
Polokwane,  
0699

**0871587873**

Polokwane@nyda.gov.za

.....

**Thulamela**

Thulamela Information Center  
Punda Maria Road  
Thohoyandou,  
0950

**087 158 7618**

Thulamela@nyda.gov.za

.....

**Waterburg District,  
Thabazimbi**

Waterberg Municipality  
11 Jourdan Street  
Mollies Building  
Thabazimbi

**087 086 9704**

Thabazimbi@nyda.gov.za

.....

**Mopani District,  
Tzaneen**

Mopani District Office  
27 Agatha Street,  
Elita Flat no.5  
Central Park,  
Tzaneen

**087 106 2537**

Tzaneen@nyda.gov.za

.....

**Groblersdal District**

Sekhukhune Municipality  
529 Van Reebeck Street  
Groblersdal  
0470

**087 086 9474**

Groblersdal@nyda.gov.za

.....

**Uthukela District,**

25 Keate Street,  
Ladysmith

**087 086 9581**

Ladysmith@nyda.gov.za

.....







**Jabulile Mkhwanazi**

**Mpumalanga  
Regional Manager**

**Tel:** 087 158 7712

**Email:** Nelspruit@nyda.gov.za

**Address:**

Office No.7 & 8 Imbizo Place  
Samora Machel Drive  
Mbombela,  
1200

**Mpumalanga**



**Nelspruit**

Office no 7 & 8 Imbizo Place  
Samora Machel Drive  
Mbombela,  
1200

**087 158 7829**

Mbombela@nyda.gov.za

.....

**Secunda**

Kiwiet Office Park, Block D (Third Door)  
Secunda,  
2302

**087 158 7936**

Secunda@nyda.gov.za

.....

**Thulamahashe  
(Bushbuckridge) Bohlabela**

Thulamahashe District Municipality Office  
R533 Graskop Road,  
Opposite Mapulaneng Driving Licensing  
Testing Centre.

**087 086 9707**

Thulamahashe@nyda.gov.za

.....

**eMalahleni**

24 Smuts Avenue  
Erf 173, Emalahleni,  
1035

**087 158 7958**

emalahleni@nyda.gov.za

.....



**Buhle Ntsenge**

**Northern Cape  
Regional Manager**

**Tel:** 087 158 7799

**Email:** [Kimberly@nyda.gov.za](mailto:Kimberly@nyda.gov.za)

**Address:**

Old Telkom Building  
64-70 De Toit Span Building  
Kimberley,  
8300

**Northern Cape**

**Kimberley**

Old Telkom Building  
64-70 De Toit Span Building  
Kimberley,  
8300

**087 158 7799**

[Kimberly@nyda.gov.za](mailto:Kimberly@nyda.gov.za)

**John Taolo District  
Municipality**

Kuruman District  
4 Federale Mynbou Street  
Kuruman

**087 086 9487**

[Kuruman@nyda.gov.za](mailto:Kuruman@nyda.gov.za)





## North West



**Michael Phokela**

**North West  
Regional Manager**

**Tel:** 087 158 7915

**Email:** Rustenburg@nyda.gov.za

**Address:**

39 Heystek Street  
Next to SARS  
Rustenburg

### **Rustenburg**

39 Heystek Street  
Next to SARS  
Rustenburg

**087 158 7915**

Rustenburg@nyda.gov.za

.....

### **Mahikeng**

Ngaka Modiri Molema  
30 James Watt Crescent  
Industrial Site,  
Mafikeng

**087 158 7925**

Mahikeng@nyda.gov.za

.....

### **Vryburg District**

Dr. Ruth Segomotsi District Municipality  
No 8 Moffa Street  
(SEDA House)  
Vryburg,  
8601

**0871587924**

Vryburg@nyda.gov.za

.....

### **Klerksdorp District**

Dr. K Kaunda District Municipality  
51 Leask Street,  
West End Building,  
Klerksdorp  
2571

**087 158 7922**

Klerksdorp@nyda.gov.za

.....







**Micarlo Malan**

**Western Cape  
Regional Manager**

**Tel:** 087 158 7701

**Email:** Capetown@nyda.gov.za

**Address:**

Shop P 18a Piazza  
(Landmarks: African Bank & Sanlam)  
Golden Acre,  
Adderley Street  
Cape Town

**Western Cape**



### **Cape Town**

Shop P 18a Piazza  
(Landmarks: African Bank & Sanlam)  
Golden Acre,  
Adderley Street  
Cape Town

**087 158 7701**

Capetown@nyda.gov.za

### **Beaufort West District**

Central Karoo District Municipality  
1 Ngesi Ave  
Sidesaviwa  
Beaufort West  
6970

**087 086 8896**

beaufortwest@nyda.gov.za

### **George District**

Garden Route District Municipality  
1st Floor,  
Old Mutual Building  
Cnr York and Hibernia Street  
George  
6530

**087 086 9467**

george@nyda.gov.za



# 20

+ + +  
+ + +  
+ + +  
+ + +



**Corporate  
Governance**





# Corporate Governance

## Introduction

Corporate Governance is defined in the KING IV report as the exercise of ethical and effective leadership by the Board towards achieving the following governance outcomes: ethical culture, good performance, effective controls, and legitimacy. This report aims to assist stakeholders in better understanding the NYDA's approach to corporate governance and good practices. The NYDA complies with relevant legislations and regulations that affect its environment and has adequately developed policies to ensure proper organisation management and regulated staff towards the realisation of its annual objectives.

## Reporting To The Executive Authority

The NYDA reports to the State President through the Minister of Women, Youth and Persons with Disability in the Presidency. The Agency has ensured that the Executive Authority has significant input through participation in Youth development matters, and updates on crucial matters, by ensuring the participation of Executive Authority representatives in Agency activities and holding the meetings where required. The shareholder's compact guides the relationship and also strengthens the corporate governance processes between the parties while reflecting the expectations and responsibilities of each of the parties.

## Reporting To Parliament

The Parliament Portfolio Committee (PC) on Women, Youth and Persons with Disabilities is responsible for oversight on the work of the Agency. The NYDA presented their reports to the Portfolio Committee as listed below:

Date	Presentation
17-21 April 2023	Oversight visit to Mpumalanga with PC, CGE and NYDA
16 May 2023	Briefing on the Annual Performance Plan and Budget for 2023/24
17 October 2023	Briefing on the Annual Report and Financial Expenditure for 2022/23 from the Board and Audit and Risk Committee
31 October 2023	Responses to oral and written submissions received on the National Youth Development Agency Amendment Bill (B13-2022).
3 November 2023	Discussions on responses received on the National Youth Development Agency amendment Bill (B13-2022).
7 November 2023	Consideration and adoption of the Committee's report on Motion of Desirability and the report on public inputs received on the National Youth Development Agency Amendment Bill (B13-2022).
10 November 2023	Deliberation on the report and amendments to the National Youth Development Agency Amendment Bill (B13-2022).
14 November 2023	The clause-by-clause consideration on the National Youth Development Agency Amendment Bill (B13-2022).
28 November 2023	Considering and adopting the A list, the B Bill and the Committee report on the National Youth Development Agency Amendment Bill (B13-2022).

## The Accounting Authority

The Board of Directors (herein the "Board") is the Accounting Authority of the NYDA. The Board ensures that it applies the principles of good corporate governance and relies on the following standards to fulfil its mandate:

- Recognized standards of governance;
- Best practices nationally and internationally;
- the Protocol of Governance in the Public Sector (the Protocol);







- provisions of its Act; and
- the King IV code.

The Board consists of the appropriate mix of executive and non-executive directors representing the necessary skills, experience, and impartiality to guide the agency strategically.

In an effort to strengthen internal controls and reduce risks identified, the AA made sure that fraud risks were evaluated during the operational risk assessment process. This included reviewing pertinent policies like the Fraud Prevention Policy and Fraud Prevention Strategy, as well as the Enterprise Risk Management Policy & Framework.



## Appointment Of The Nyda Board Of Directors

The NYDA Board consist of seven members as per section 12 of the NYDA Act, no 54 of 2008, two of whom are the Executive Chairperson and Deputy Executive Chairperson, whereas five members are non-executive members. The Board were appointed effective 01 December 2021 by the State President following a recommendation from Parliament after a rigorous recruitment process. The members possess adequate experience, expertise and skills necessary to manage the affairs of the Agency most effectively and efficiently.

The Board underwent the necessary induction to ensure that they understood their fiduciary duties as stipulated in the Board Charter. The Board has conducted its annual Board and Board Committee evaluations and the recommendations thereof will be utilized to upskill and empower the Board Members to ensure that there is continuous improvement on their abilities to execute the mandate of the Agency.

Furthermore, the Board Members have received capacity-building training from the National School of Governance wherein the following modules were completed Ethics and principles of governance, Legislative and regulatory framework, Leadership and Planning and reporting for accountability. In addition to the Board's development plan, the Board Members have completed the Being a Director 1 - 5 course at IoDSA, including Governance of Ethics and Finance for non-financial directors.

## Board Committees

The NYDA Board accepts that it is ultimately accountable and responsible for the affairs of the Agency. The Board resolved to establish the Committees outlined below to assist in the execution of its duties, and authorities and ensure rigorous deliberation of matters under each Committee scope as provided in section 12 of the NYDA Act, no 54 of 2008. The Committees have reviewed their charters and adopted the Annual Workplans that set out the yearly Agenda as well as serving as guidance while undertaking responsibilities under their mandates.

## Human Resource & Remuneration Committee

The primary objective of the Human Resource & Remuneration (HRR) Committee is to assist the Board in discharging its responsibilities in Human Resource Management within the Agency.

The Board has appointed Lebogang Mulaisi as the Chairperson, with Pearl Pillay as an additional member together





with an Independent Specialist whose role is to provide the Committee with technical and professional expertise, seeking alignment with labour laws and good practices. The Committee has deliberated on HR Strategy and has ensured the finalisation of recruitment of key positions at the Agency and that of independent members of other relevant Board Committees with diligence and efficacy.

- Managing overlapping of responsibilities with other Committees

As a remedy to ensure that other committees whose responsibilities overlap with that of the Committee, the HRR Committee Chairperson serves as a member of SAECOM, additionally, both Committees hold meetings bi-annually for consideration of matters of both concern that include the Employment Equity Plan & Gender Balance Report as well as the Remuneration Reward & Recognition.

## Social & Ethics Committee

The Social and Ethics Committee (SAECOM) is constituted as a statutory Committee of the NYDA Board as per section 72(4) of the Companies Act no. 71 of 2008, read with Regulation 43 of the Companies Regulations, 2011. The role of the Committee is to assist the Board with the effective oversight of social and ethical matters in line with leading practices as well as providing guidance on the effectiveness of sustainable economic development matters as outlined in international organizations like the Organisation for Economic Co-operation and Development (OECD) and UN Global Company principles.

The Board resolved to appoint Avela Mjajubana as the Chairperson of the Committee, with Karabo Mohale and Lebogang Mulaishi as additional members. Due to the wider scope of the Committee, Pearl Pillay was appointed to the Committee as a member without voting rights.

The Committee has reviewed the Code of conduct to provide guidance and ensure that desired values are reflected in the employee conduct and daily habits, furthermore, the Committee has rigorously considered and made recommendations to the sexual harassment policy to ensure an operating environment that guides employees to respect the dignity and privacy of each other whilst ensuring respect and protection of victims.

The NYDA Board is responsible for overseeing the governance, culture and management of Corporate Social Responsibility. The SAECOM was tasked to develop the Board legacy projects as initiatives to be undertaken during their tenure, this is in the quest to provide positive social values and building the brand NYDA as well as ensuring stakeholder stakeholder-inclusive approach in its activities.

- Managing overlapping of responsibilities with other Committees

In pursuit of integrated thinking, the HRR Committee Chairperson serves as a member of SAECOM, additionally, both Committees meet bi-annually for consideration of matters of both concern including the Employment Equity Plan & Gender Balance Report as well as the Remuneration Reward & Recognition. Regarding the shared scope with ARC, the SAECOM Chairperson has standing invites to all ARC meetings, moreover, the Fraud Risk Register and Fraud & Corruption Implementation Plan tabled at ARC meetings, are considered by the Committee bi-annually.

## Investment Committee

The Committee's primary role is to provide oversight on Resource mobilization at the Agency and review debt collection for existing loan book and make recommendations to the Board. In addition to the scope, the Board tasked the Committee to oversee the Youth investment programmes of the Agency and make recommendations that would enhance Youth participation into the mainstream economy towards improved livelihoods.

The Board resolved to appoint the Deputy Chairperson, Karabo Mohale, as well as Thulisa Ndlela and Alexandria Procter as additional members. The Committee, scrupulous in its consideration, recommended writing off the non-trading debtors that were deemed irrecoverable while pursuing active ones.

Recommendations were further made for the joint sitting of the Committee with SAECOM due to the overlapping of responsibilities relating to socio-economic development programmes.

## ICT Steering Committee

The primary role of the ICT Steering Committee (ICTSC) is to oversee ICT governance and execution of IT-related decisions across the NYDA within the authorities delegated by the Board. The NYDA Board endeavours to govern technology and information in line with recommendatory practices as per King IV principle 12 towards the achievement of set objectives.





The Board appointed Thulisa Ndlela as the Chairperson, Alexandria Procter and Pearl Pillay as additional members as well as Independent Specialist who provide technical advice to the Committee.

The Agency has invested resources and partnered with different industries and governments to build its internal and external expertise to safeguard the Agency's information and data. As a result, different Industrial Control Systems (ICS), policies, and procedures have been developed to protect our data and ICT assets. The ICT Steering Committee played an oversight role in ensuring that the Agency complies with the necessary IT governance framework as defined by the Information Systems Audit and Control Association (ISACA).

- Managing overlapping of responsibilities with other Committees

In ensuring that the other Committees whose responsibilities overlap with the ICTSC, the Chairperson of the Committee is a member of the ARC, and both committees meet bi-annually for consideration of the ICT Governance report.

## Audit and Risk Committee

The NYDA Audit & Risk Committee (ARC) is governed by the Public Finance Management Act No. 1 of 1999 (as amended) (PFMA), and Standards for the Professional Practice of Internal Auditing (IIA Standards). The composition and the functioning of the Committee firmly adhere to the requirements of the Public Finance Management Act. The ARC has ensured appropriate formal terms of reference in its Charter in line with the requirements of Section 51(1) of the PFMA and has discharged all its responsibilities as contained therein. In accordance with the PFMA and the King IV Report on Corporate Governance requirements, Internal Audit provided the Audit Committee and management with assurance that the internal control environment is appropriate and effective.

The Board resolved to appoint Ms Rebeatswe Kungwane as the Independent Chairperson of the Audit and Risk Committee in line with the National Treasury guidelines for the Risk Management Committee and Audit Committee. Ms Kungwane resigned on the 01st of November 2022 and the Board resolved to appoint Advocate Mary Rosey as an Interim Chairperson until the vacancy has been filled from December 2022 until July 2023. The vacancy of the Independent Chairperson of the Audit and Risk Committee was filled by appointing Mr Mbusiswa Ngcobo effective 01 August 2023.

- Managing overlapping responsibilities

In pursuit of ensuring integrated thinking, the Board resolved to appoint the ICT Steering Committee Chairperson as the ARC member, additionally, both Committees meet bi-annually for consideration of ICT Governance report. The SAECOM Chairperson also has standing invites to all ARC meetings, furthermore, the Fraud Risk Register and Fraud & Corruption Implementation Plan are tabled bi-annually at SAECOM meetings.

A comprehensive Committee report in the following pages provides wider information on the Committee work undertaken in the year under review as well as an allotted meeting attendance chart for the members.

## Executive Management Committee

Executive Management Committee (EMC) is a standard working Committee chaired by the Executive Chairperson, with the Deputy Chairperson and the Chief Executive Officer as additional members. Unlike other Committees, it is required to meet monthly to monitor the performance of the Agency as well as overseeing of the projects on behalf of the Board. The EMC serves as the efficient structure that provides guidance to Management and efficient monitoring of ongoing projects in between set Board and Committee meetings to ensure that the processes are congruent with Board desires.







The below table indicates the number of meetings held in the period under review and attendance thereof.

MEMBERS	Board	EMC	ICTSC	INVESCOM	HRRCOM	SAECOM	ARC
No of Meeting Held*	7	4	4	4	4	4	7
Asanda Luwaca	7	4					
Karabo Mohale	5	4		4		4	
Avela Mjajubana	6					2	
Lebogang Mulaishi	7				4	4	
Thulisa Ndlela	7		4	4			7
Pearl Pillay	7		4		4	3	
Alexandria Procter	7		4	3			
Waseem Carrim	7	4	2	4	2	4	7
Venisha Nayagar			2				
Zephurus Molewa**					1		

Notes: \* The number of meetings held includes special meetings. The Attendance of other ARC members is outlined in the below pages in the comprehensive report.

\*\*Zephurus Molewa was appointed as an HR Specialist effective 01 February 2024.

## Board And Committee Charters

To ensure good governance, compliance with leading practices as well as basic governance principles, the Board has reviewed the charters of all established Committees and its charter that sets out its duties and authority, comprising of key areas that include the following:

- Roles of Executive Board Members and the CEO
- Role of the Company Secretary
- Board Procedures
- Proceedings at Meeting
- Indemnity of Members
- Risk Management Declaration of Interest

Appended to the Charter are the relevant provisions of the PFMA as well as extracts from the King Report.

## Organisational Ethics

King IV, principle 2 recommend that the governing bodies should govern the ethics in their organisation in a way that supports the establishment of ethical culture. In pursuit of inculcating an ethical culture, relevant policies were reviewed to commensurate with the relevant legislature and best practices to ensure that the Agency complies with regulations that affect its operational environment as a Corporate Citizen. The ethics practices are adequately monitored through established systems in Risk management, in addition, the Internal Audit undertake regular assessments and provides recommendations where weaknesses are detected. The NYDA staff members are also encouraged to report suspected fraudulent or unethical behaviour through a toll-free whistle-blower line managed by an external service provider. All reported matters are investigated by Internal Audit and the reports thereof are tabled at the Audit & Risk Committee.

The Board has reviewed the Code of Conduct to reinforce processes guiding how matters relating to ethics or breaches would be managed. The policy seeks to provide guidance in relation to employee ethical conduct and also guide the ethics of employees regarding their relationship with the Agency, other employees as well as the public.





## Board Remuneration

The remuneration of the NYDA Board and Committee members including appointed advisory experts is determined as per sub-category A2 informed and guided by the National Treasury remuneration levels for office bearers of certain statutory and other State institutions. The Non-Executive Board and Committee members are paid for meeting attendance and preparation. Members who are employed by an organ of state are not entitled to remuneration, or any allowance, but are reimbursed for out-of-pocket expenses incurred while executing the NYDA duties.

## Internal Audit

The Internal Audit is an independent function responsible to provide assurance on the effectiveness of risk management, governance and internal control processes designed to achieve set objectives. The Internal Audit function, under the oversight of the audit and risk committee, is recognised as an integral part of the governance structure of the Agency.

The Internal Audit charter is reviewed annually. The charter is in line with the International Internal Audit (IIA) standards and defines the roles, responsibilities and authority of internal audit, including its role within combined assurance. Updates to the charter are approved by the Audit and Risk Committee.

The Internal Audit function is independent of management. Management designs and implements the controls that are in place to manage key risks. Internal Audit provides assurance over the effectiveness of the internal control environment. The Internal Audit function is established by the Board and its responsibilities are determined by the Audit and Risk Committee and it is accountable to the Committee for assurance over internal controls.

## Governance Of Risk

The Board is responsible for the oversight of the governance of risk and compliance at the Agency. The designing and implementation of the risk management are assigned to Management whose account provides quarterly reports to the Audit & Risk Committee as delegated by the Board in line with provisions of relevant legislations and leading practices. Risk management is part of the annual operational planning cycle. The divisions review their Strategic Risk Registers while determining the strategic and annual operational plans, for Board consideration and approval prior to the beginning of the year. The Agency has remained vigilant in the management and mitigation of all risks associated with the execution of its mandate and strategic outcomes. A comprehensive Risk & Compliance report in the below pages provides comprehensive risk management and processes undertaken in the year under review.

## Compliance With Laws And Regulations

Sec 51(1)(h) of the PFMA compels the Board to comply and ensure compliance by the institutions with the provisions of the Act, and other relevant legislative prescripts.

The Audit and Risk Committee, in conjunction with the Board, reviews the institution's compliance with legal and regulatory provisions.

## Code Of Conduct

The NYDA has an approved Code of Ethics and Conduct which regulates the conduct and behaviour of the Board, staff and stakeholders. The NYDA applies its Code of Ethics and Conduct sternly, and any breach of the Code is dealt with in line with the applicable policies.

## Company Secretary

The Company Secretary provides access to professional and independent guidance on corporate governance to the Board. The Company Secretary ensures that Board procedures, regulations and governance codes are adhered to. As and when it is appropriate, the Company Secretary provides guidance to the Board Members, individually and collectively, on governance, compliance and their fiduciary responsibilities. The Company Secretary acts as the key liaison between the CEO, the Chairperson of the Board and the Board Members.

The Company Secretary works closely with the Chairperson to ensure the proper and effective functioning of the Board and the integrity of the Board governance processes. In addition to the statutory duties of the Company Secretary, the Company Secretary is responsible for the Board Members' capacity building and personal development in relation to executing their fiduciary duties.



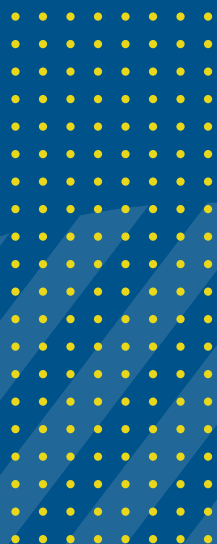


# 21

+ + +  
+ + +  
+ + +  
+ + +



**Report  
of the  
Auditor  
General**







## Report of the auditor-general to Parliament on National Youth Development Agency

### Report on the audit of the financial statements

#### Qualified opinion

1. I have audited the financial statements of the National Youth Development Agency set out on pages xx to xx, which comprise the statement of financial position as at 31 March 2024, statement of financial performance, statement of changes in net assets, cash flow statement and statement of comparison of budget and actual amounts for the year then ended, as well as notes to the financial statements, including a summary of significant accounting policies.
2. In my opinion, **except for the possible effects** of the matter described in the basis for qualified opinion section of this auditor's report, the financial statements present fairly, in all material respects, the financial position of the National Youth Development Agency as at 31 March 2024, and its financial performance and cash flows for the year then ended in accordance with the Generally Recognised Accounting Practise (Standards of GRAP) and the requirements of the Public Finance Management Act 1 of 1999 (PFMA).

#### Basis for qualified opinion

##### Payables from exchange transactions

3. I was unable to obtain sufficient appropriate audit evidence that the payables from exchange transactions were properly accounted for, due to status of accounting records. I was unable to confirm the payables from exchange transactions by alternative means. Consequently, I was unable to determine whether any adjustments were necessary to payables from exchange transactions stated at R59 552 000 in the financial statements.

#### Context for opinion

4. I conducted my audit in accordance with the International Standards on Auditing (ISAs). My responsibilities under those standards are further described in the responsibilities of the auditor-general for the audit of the financial statements section of my report.
5. I am independent of the entity in accordance with the International Ethics Standards Board for Accountants' *International code of ethics for professional accountants (including International Independence Standards)* (IESBA code) as well as other ethical requirements that are relevant to my audit in South Africa. I have fulfilled my other ethical responsibilities in accordance with these requirements and the IESBA code.
6. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my qualified opinion.





### Emphasis of matter

7. I draw attention to the matter below. My opinion is not modified in respect of this matter.

### Material losses

8. As disclosed in note 21 of the financial statements, material losses of R11 275 000 was incurred as a result of a write-off of irrecoverable loans receivable from exchange transactions.

### Responsibilities of the accounting authority for the financial statements

9. The accounting authority is responsible for the preparation and fair presentation of the financial statements in accordance with Standards of GRAP and the requirements of the PFMA; and for such internal control as the accounting authority determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.
10. In preparing the financial statements, the accounting authority is responsible for assessing the public entity's ability to continue as a going concern; disclosing, as applicable, matters relating to going concern; and using the going concern basis of accounting unless the appropriate governance structure either intends to liquidate the public entity or to cease operations, or has no realistic alternative but to do so.

### Responsibilities of the auditor-general for the audit of the financial statements

11. My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error; and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with the ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.
12. A further description of my responsibilities for the audit of the financial statements is included in the annexure to this auditor's report. This description, which is located at page xx, forms part of our auditor's report.

### Report on the annual performance report

13. In accordance with the Public Audit Act 25 of 2004 (PAA) and the general notice issued in terms thereof, I must audit and report on the usefulness and reliability of the reported performance information against predetermined objectives for the selected material performance indicators presented in the annual performance report. The accounting authority is responsible for the preparation of the annual performance report.
14. I selected the following material performance indicators related to Programme 2 - Operations presented in the annual performance report for the year ended 31 March 2024. I selected those indicators that measure the public entity's performance on its primary mandated functions and that are of significant national, community or public interest.







- Number of youth and youth owned enterprises supported with financial interventions.
- Number of business development support services offered to young people.
- Number of youth supported with non-financial business development interventions.
- Number of jobs created and sustained through supporting entrepreneurs and enterprises.
- Number of young people capacitated with skills to enter the job market.
- Number of young people placed in jobs.
- Number of organisations and departments lobbied to implement NYS.
- Number of young people participating in NYS Expanded Volunteer Projects.
- Number of young people securing paid service opportunities.
- Number of young people who have completed planned service activities.
- Number of young people transitioning out of the National Youth Service (NYS) into other opportunities.

15. I evaluated the reported performance information for the selected material performance indicators against the criteria developed from the performance management and reporting framework, as defined in the general notice. When an annual performance report is prepared using these criteria, it provides useful and reliable information and insights to users on the public entity's planning and delivery on its mandate and objectives.

16. I performed procedures to test whether:

- the indicators used for planning and reporting on performance can be linked directly to the public entity's mandate and the achievement of its planned objectives
- all the indicators relevant for measuring the public entity's performance against its primary mandated and prioritised functions and planned objectives are included
- the indicators are well defined to ensure that they are easy to understand and can be applied consistently, as well as verifiable so that I can confirm the methods and processes to be used for measuring achievements
- the targets can be linked directly to the achievement of the indicators and are specific, time bound and measurable to ensure that it is easy to understand what should be delivered and by when, the required level of performance as well as how performance will be evaluated
- the indicators and targets reported on in the annual performance report are the same as those committed to in the approved initial or revised planning documents
- the reported performance information presented in the annual performance report in the prescribed manner.
- there is adequate supporting evidence for the achievements reported and for the reasons provided for any over- or underachievement of targets / measures taken to improve performance.

17. I performed the procedures to report material findings only; and not to express an assurance opinion or conclusion.

18. I did not identify any material findings on the reported performance information for the selected indicators.







### Report on compliance with legislation

19. In accordance with the PAA and the general notice issued in terms thereof, I must audit and report on compliance with applicable legislation relating to financial matters, financial management and other related matters. The accounting authority is responsible for the public entity's compliance with legislation.
20. I performed procedures to test compliance with selected requirements in key legislation in accordance with the findings engagement methodology of the Auditor-General of South Africa (AGSA). This engagement is not an assurance engagement. Accordingly, I do not express an assurance opinion or conclusion.
21. Through an established AGSA process, I selected requirements in key legislation for compliance testing that are relevant to the financial and performance management of the public entity's, clear to allow consistent measurement and evaluation, while also sufficiently detailed and readily available to report in an understandable manner. The selected legislative requirements are included in the annexure to this auditor's report.
22. The material findings on compliance with the selected legislative requirements, presented per compliance theme, are as follows:

### Annual financial statements

23. Financial statements were not submitted for auditing within the prescribed period after the end of financial year, as required by section 55(1) (c) (i) of the PFMA.
24. The financial statements submitted for auditing were not prepared in accordance with the prescribed financial reporting framework and supported by full and proper records, as required by section 55(1) (a) and (b) of the PFMA. Material misstatements of non-current assets, liabilities and disclosure items identified by the auditors in the submitted financial statements were corrected, but the supporting records that could not be provided resulted in the financial statements receiving a qualified opinion.

### Other information in the annual report

25. The accounting authority is responsible for the other information included in the annual report which includes the directors' report, the audit committee's report. The other information referred to does not include the financial statements, the auditor's report and those selected material indicators in the scoped-in programme presented in the annual performance report that have been specifically reported on in this auditor's report.
26. My opinion on the financial statements, the report on the audit of the annual performance report and the report on compliance with legislation do not cover the other information included in the annual report and I do not express an audit opinion or any form of assurance conclusion on it.
27. My responsibility is to read this other information and, in doing so, consider whether it is materially inconsistent with the financial statements and the selected material indicators in the





scoped-in programme presented in the annual performance report or my knowledge obtained in the audit, or otherwise appears to be materially misstated.

28. I did not receive the other information prior to the date of this auditor's report. When I do receive and read this information, if I conclude that there is a material misstatement therein, I am required to communicate the matter to those charged with governance and request that the other information be corrected. If the other information is not corrected, I may have to retract this auditor's report and re-issue an amended report as appropriate. However, if it is corrected this will not be necessary.

#### Internal control deficiencies

29. I considered internal control relevant to my audit of the financial statements, annual performance report and compliance with applicable legislation; however, my objective was not to express any form of assurance on it.
30. The matters reported below are limited to the significant internal control deficiencies that resulted in the basis for the qualified opinion.
31. Management did not adequately prepare regular, accurate and complete financial reports that are supported and evidenced by reliable information, as a material misstatement was identified that resulted in the modification of the auditor's opinion.

Auditor-General

Pretoria

09 August 2024



AUDITOR-GENERAL  
SOUTH AFRICA

*Auditing to build public confidence*



## Annexure to the auditor's report

The annexure includes the following:

- The auditor-general's responsibility for the audit
- The selected legislative requirements for compliance testing

### Auditor-general's responsibility for the audit

#### Professional judgement and professional scepticism

As part of an audit in accordance with the ISAs, I exercise professional judgement and maintain professional scepticism throughout my audit of the financial statements and the procedures performed on reported performance information for selected material performance indicators and on the public entity's compliance with selected requirements in key legislation.

#### Financial statements

In addition to my responsibility for the audit of the financial statements as described in this auditor's report, I also:

- identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error; design and perform audit procedures responsive to those risks; and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control
- obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the public entity's internal control
- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made
- conclude on the appropriateness of the use of the going concern basis of accounting in the preparation of the financial statements. I also conclude, based on the audit evidence obtained, whether a material uncertainty exists relating to events or conditions that may cast significant doubt on the ability of the public entity to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements about the material uncertainty or, if such disclosures are inadequate, to modify my opinion on the financial statements. My conclusions are based on the information available to me at the date of this auditor's report. However, future events or conditions may cause a public entity to cease operating as a going concern
- evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and determine whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.





### Communication with those charged with governance

I communicate with the accounting authority regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

I also provide the accounting authority with a statement that I have complied with relevant ethical requirements regarding independence and communicate with them all relationships and other matters that may reasonably be thought to bear on my independence and, where applicable, actions taken to eliminate threats or safeguards applied.





## Compliance with legislation – selected legislative requirements

The selected legislative requirements are as follows:

Legislation	Sections or regulations
Public Finance Management Act 1 of 1999	Section 51(1)(b)(i); 51(1)(b)(ii); 51(1)(e)(iii); 53(4); Section 54(2)(c); 54(2)(d); 55(1)(a); 55(1)(b); Section 55(1)(c)(i); 56(1); 57(b); 66(3)(c)
Treasury Regulations, 2005	Regulation 8.2.1; 8.2.2; 16A3.2; 16A3.2(a); Regulation 16A6.1; 16A6.2(a); 16A6.2(b); Regulation 16A6.3(a); Regulation 16A6.3(c); 16A6.3(e); 16A6.4; 16A6.5; Regulation 16A6.6; 16A.7.1; 16A.7.3; 16A.7.6; Regulation 16A.7.7; 16A8.3; 16A8.4; 16A9.1(b)(ii); Regulation 16A 9.1(d); 16A9.1(e); 16A9.1(f); Regulation 16A9.2(a)(ii); 30.1.1; 30.1.3(a); Regulation 30.1.3(b); 30.1.3(d); 30.2.1; 31.2.1; Regulation 31.2.5; 31.2.7(a); 32.1.1(a); 32.1.1(b); Regulation 32.1.1(c); 33.1.1; 33.1.3
Construction Industry Development Board Act 38 of 2000	Section 18(1)
Construction Industry Development Board Regulations, 2004	Regulation 17; 25(7A)
Second amendment National Treasury Instruction No. 5 of 202/21	Paragraph 1
Erratum National Treasury Instruction No. 5 of 202/21	Paragraph 2
National Treasury instruction No 5 of 2020/21	Paragraph 4.8; 4.9; 5.3
National Instruction No. 1 of 2021/22	Paragraph 4.1
National Instruction No. 4 of 2015/16	Paragraph 3.4
National Treasury SCM Instruction No. 4A of 2016/17	Paragraph 6
National Treasury SCM Instruction No. 03 of 2021/22	Paragraph 4.1; 4.2(b); 4.3; 4.4; 4.4(a); 4.17; 7.2; Paragraph 7.6
National Treasury SCM Instruction No. 11 of 2020/21	Paragraph 3.4(a); 3.4(b); 3.9
National Treasury SCM Instruction No. 2 of 2021/22	Paragraph 3.2.1; 3.2.4; 3.2.4(a); 3.3.1
Practice Note 11 of 2008/9	Paragraph 2.1; 3.1 (b)
Practice Note 5 of 2009/10	Paragraph 3.3
Practice Note 7 of 2009/10	Paragraph 4.1.2
Preferential Procurement Policy Framework Act 5 of 2000	Section 1; 2.1(a); 2.1(f)
Preferential Procurement Regulations, 2022	Regulation 4.1; 4.2; 4.3; 4.4; 5.1; 5.2; 5.3; 5.4
Preferential Procurement Regulations, 2017	Regulation 4.1; 4.2; 5.1; 5.3; 5.6; 5.7; 6.1; 6.2; 6.3; Regulation 6.5; 6.6; 6.8; 7.1; 7.2; 7.3; 7.5; 7.6; 7.8; Regulation 8.2; 8.5; 9.1; 9.2; 10.1; 10.2; 11.1; 11.2
Prevention and Combating of Corrupt Activities Act 12 of 2004	Section 34(1)





# 22

+ + +  
+ + +  
+ + +  
+ + +



**Audit  
and Risk  
Committee  
Report  
ARC**





# Audit and Risk Committee (ARC) Report

The Audit and Risk Committee is pleased to present its final annual report for the financial year ending 31 March 2024. This report is presented in accordance with the requirements of Section 77 of the Public Finance Management Act No. 1 of 1999, Treasury Regulation paragraph 27.1.8 as amended and the recommendations contained in the King Report on Governance for South Africa and the King Code of Governance Principles (King IV).

## Audit and Risk Committee Members and Attendance

The National Youth Development Agency has a constituted Audit and Risk Committee for the financial year under review. During the current financial year, 4 (four) ordinary and 3 (three) special Audit and Risk Committee meetings were held. Interactive meetings are held between the Chairperson and Auditor-General as the need arises. The meeting attendance details during the 2023/2024 financial year were as follows:

Name of member	Number of Ordinary meetings attended	Number of Special meetings attended	Total
Mr. Mbusiswa Ngcobo (Independent Non-Executive Chairperson appointed 01 August 2023)	2	3	5
Adv. M Rosey (Independent Non-Executive Member appointed on 19 November 2020 – term ended 31 March 2022 and re-appointed 01 April 2022)	4	3	7
Interim ARC Chairperson from 20 January 2023 to 30 July 2023			
Mr. Thulisa Ndlela (Non-Executive Board Member appointed 01 November 2021)	4	3	7

## Audit and Risk Committee's responsibility

The Audit and Risk Committee reports that we have adopted appropriate formal terms of reference in our Charter, in line with the requirements of Treasury Regulations paragraph 27.1.6 and have discharged all its responsibilities as contained therein.

## The effectiveness of internal control

The system of internal controls is designed to provide cost-effective assurance that assets are safeguarded and that liabilities and working capital are efficiently managed. The system of internal control applied by the NYDA over financial and risk management is transparent, efficient and partially effective, with the exception of payables and exchange transactions adequate accounting record keeping.

In accordance with the PFMA and the King IV Report on Corporate Governance requirements, Internal Audit provided the Audit and Risk Committee and Management with assurance of whether the internal control environment is appropriate and effective. This is achieved by means of the risk management, as well as the identification of corrective actions and suggested enhancements to the internal controls and processes.

There is no irregular, fruitless and wasteful expenditure identified by the Agency during the year under review.

From the various reports by the Internal Auditors, Management Report and the Audit Report by the Auditor-General of South Africa, it is noted that the Agency regressed on sustaining its clean audit status for the year 2023-24.

Of significance, is the 100% achievement of planned targets. The quality of In-Year management and monthly/quarterly reports submitted in terms of the PFMA and Division of Revenue Act have improved, except the payables balance sheet item which led to the qualification, which is receiving management's full attention.

The Audit and Risk Committee is satisfied with the content and quality of performance information monthly reports prepared and issued by the NYDA during the year under review, noting that there has been a significant





improvement on the compilation of such performance information and the reporting thereof.

The Audit and Risk Committee will continue to monitor the achievement of all planned targets for the forthcoming financial year to achieve a clean audit and ensure that said targets are impact responsive.

### Evaluation of financial statements

The Audit and Risk Committee has:

- Reviewed and discussed the audited financial statements to be included in the Annual Report, with the Auditor-General and the Accounting Authority
- Reviewed the Auditor-General of South Africa's management report and Auditor's report thereto and will be monitoring the improvement areas identified by external auditors
- Reviewed the Agency's compliance with legal and regulatory provisions
- Reviewed significant adjustment resulting from the audit
- Reviewed the information on predetermined objectives to be included in the annual report

### Internal audit

We are satisfied that the Internal Audit function is operating effectively, and that it has addressed the risks pertinent to the NYDA in its internal audits.

### Auditor-General of South Africa

We have met with the Auditor-General of South Africa to ensure that there are no matters that are unresolved. The Audit and Risk Committee concurs with the conclusions of the Auditor-General of South Africa for the 2023/24 financial period.

### Other matters/Investigations

The Audit and Risk Committee received allegations through the whistle-blowing hotline. These were referred to Internal Audit to determine the veracity of the allegations made through the whistle-blowing hotline, by way of inquest and investigations. The Audit and Risk Committee on a regular basis receives progress reports on the status of these investigations. We have reviewed the inquests and investigation reports, ensuring that the necessary corrective action is taken by management.

### Appreciation

The Audit and Risk Committee members would like to extend their appreciation to the Oversight Portfolio Committee, Executive Authority, Accounting Authority, Management, and Internal and External Auditors for their tireless efforts in co-operating with its functions and activities during the course of the year, in its bid to meet its statutory obligations. The Audit and Risk Committee looks forward to the NYDA reclaiming its clean audit status in the current financial year as the significant audit finding is receiving management attention for correction.

The Committee has fulfilled its responsibilities in terms of the PFMA and as per the Audit and Risk Committee Charter by meeting quarterly and playing the necessary oversight function, to ensure the integrity of financial reporting and audit process and to oversee the maintenance of sound internal control and risk management systems within the NYDA.

### Mr. Mbusiswa Ngcobo

Chairperson: Audit & Risk Committee







# 23

+ + +  
+ + +  
+ + +  
+ + +



**Annual  
Financial  
Statements**





**National Youth Development Agency**  
**Audited Annual Financial Statements for the year ended 31 March 2024**



National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2024

Index

The reports and statements set out below comprise the financial statements presented to the parliament:

Index	Page
Accounting Authority's Responsibilities and Approval	3
Accounting Authorities Report	4
Statement of Financial Position	5
Statement of Financial Performance	6
Statement of Changes in Net Assets	7
Cash Flow Statement	8
Statement of Comparison of Budget and Actual Amounts	9 - 10
Accounting Policies	11 - 21
Notes to the Annual Financial Statements	22 - 52

Abbreviations

- CHIETA Chemical Industries Education & Training Authority
- CIPC Companies and Intellectual Property Commission
- CWP Community Works Programme
- DSD Department of Social Development
- ETDP Education, Training and Development Practices
- GTAC Government Technical Advisory Centre
- ICT Information and Communications Technology
- IDC Independent Development Corporation
- IDT Independent Development Trust
- GRAP Generally Recognised Accounting Practice
- NYC National Youth Commission
- NYDA National Youth Development Agency
- PFMA Public Finance Management Act
- SETA Sector Education Training Authority
- TYPP The Young Patriots Programme
- UIF Unemployment Insurance Fund
- UYF Umsobomvu Youth Fund
- VSP Voluntary Settlement Package





## National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2024

### Accounting Authority's Responsibilities and Approval

---

The National Youth Development Agency (NYDA), a Section 3A Public Entity was established by National Youth Development Agency Act, 2008 (Act No.54 of 2008) (NYDA Act) through the merger of the National Youth Commission (NYC) and the Umsobomvu Youth Fund (UYF).

The merger was pursuant to section 21(2) of the NYDA Act, effective from 1 October 2009. This report and the accompanying financial statements cover the period 1 April 2023 to 31 March 2024. The NYDA is governed through the NYDA Act and focuses on youth development between the ages of 14 & 35 through the Key Programmatic Areas of Economic Development through youth entrepreneurship, Education and Skills Development through the creation and facilitation of jobs, the coordination of the National Youth Service Programme and the implementation of the Integrated Youth Development Strategy across all sectors of government and society as well as Research and Knowledge Management.

The NYDA is established within the Department of Women, Youth and Persons with Disabilities which is the transferring Department of the Agency and represents the Executive Authority.

The Accounting Authority is the NYDA Board of Directors.

The Accounting Authority is required by the Public Finance Management Act No. 1 of 1999 (PFMA), as amended, to maintain adequate accounting records and is responsible for the content and integrity of the financial statements and the related financial information included in this report. It is their responsibility to ensure that the financial statements fairly present the state of affairs of the NYDA as at the end of the financial period, and the result of operations and cash flows for the period then ended, in conformity with Standards of Generally Recognised Accounting Practice (Standard of GRAP), and directives and guidelines issued by the Accounting Standard Board (ASB). The external auditors are engaged to express an independent opinion on the financial statements and are given unrestricted access to all financial records and related data.

The annual financial statements were prepared in accordance with the Standards of GRAP, including any interpretations, guidelines and directives issued by the ASB. These annual financial statements are based upon appropriate accounting policies which were consistently applied and supported by reasonable and prudent judgements and estimates. The Accounting Authority acknowledges that it is ultimately responsible for the system of internal financial control established by the NYDA, and places considerable importance on maintaining a strong control environment. To enable the Accounting Authority to meet these responsibilities, the authority sets standards for internal control, aimed at reducing the risk of errors in a cost-effective manner. The standards include the proper delegation of responsibilities within a clearly defined framework, effective accounting procedures and adequate segregation of duties, to ensure an acceptable level of risk. These controls are monitored by the NYDA and all employees are required to maintain the highest ethical standard in ensuring that the NYDA's business is conducted in a manner that is above reproach, in all reasonable circumstances. The focus of risk management is on identifying, assessing, managing and monitoring all known forms of risk across the NYDA. While operating risk cannot be fully eliminated, the NYDA endeavours to minimise risk by ensuring the appropriate management and application of infrastructure, controls, systems and ethical behaviour, with predetermined procedures and constraints.

The Accounting Authority was of the opinion that the system of internal control provided reasonable assurance that the financial records were reliable for the preparation of these annual financial statements. However, any system of internal control can provide only reasonable, and not absolute assurance against any misstatement or loss. The annual financial statements for the year ended 31 March 2024, which were prepared on a going concern basis, were approved for issue by the Accounting Authority and were signed on its behalf by:

---

**Ms Asanda Luwaca**  
**Accounting Authority**  
**31 July 2024**







# National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2024

## Accounting Authority’s Report

The Accounting Authority of the National Youth Development Agency is pleased to submit its report, together with the NYDA’s annual financial statements for the year ended 31 March 2024.

### Board of Directors

The members of the Board of Directors are comprised as follows:

Board of Directors	Role
Ms Asanda Luwaca	Executive Chairperson
Ms Karabo Mohale	Executive Deputy Chairperson
Mr Avela Mjajubana	Non-Executive member
Ms Alexandria Procter	Non-Executive member
Ms Lebogang Mulaisi	Non-Executive member
Ms Pearl Pillay	Non-Executive member
Mr Thulisa Ndlela	Non-Executive member
Mr Waseem Carrim CA(SA)	Chief Executive Officer

The Chief Executive Officer is an ex officio member of the Board without voting rights.

### Bankers

Standard Bank of South Africa Limited

### Auditors

Auditor General of South Africa

### Company Secretary

Ms Veronica Mkhize

The annual financial statements for the year ended 31 March 2024, as set out on pages, which have been prepared on a going concern basis, were approved by the Accounting Authority.



Ms Asanda Luwaca  
Accounting Authority  
31 July 2024





# National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2024

## Statement of Financial Position as at 31 March 2024

	Note	2024	Restated 2023
		R'000	R'000
<b>Assets</b>			
<b>Current assets</b>			
Receivables from exchange transactions	2	3 930	2 803
Receivables from non-exchange transactions	3	56 645	76 461
Rental deposit		5 081	-
Cash and cash equivalents	4	25 675	44 184
		<b>91 331</b>	<b>123 448</b>
<b>Non-current assets</b>			
Property, Plant and Equipment	5	36 033	41 969
Intangible assets	6	15 409	17 531
Loan receivables from exchange transactions	7	-	-
Rental deposit		529	5 611
		<b>51 972</b>	<b>65 111</b>
<b>Total assets</b>		<b>143 303</b>	<b>188 560</b>
<b>Liabilities</b>			
<b>Current liabilities</b>			
Finance lease obligation	8	272	470
Payables from exchange transactions	9	59 552	56 421
Employee cost provisions	10	15 720	16 807
Deferred income	11	18 602	16 858
Deferred expenses	12	-	3 523
		<b>94 146</b>	<b>94 079</b>
<b>Non-current liabilities</b>			
Finance lease obligation	8	146	147
Deferred expenses	12	630	907
		<b>776</b>	<b>1 054</b>
<b>Total Liabilities</b>		<b>94 922</b>	<b>95 133</b>
<b>Net Assets</b>		<b>48 380</b>	<b>93 423</b>
<b>Accumulated surplus</b>		<b>48 380</b>	<b>93 423</b>





# National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2024

## Statement of Financial Performance

	Notes	2024	Restated 2023
<b>Revenue</b>		<b>R'000</b>	<b>R'000</b>
<b>Revenue from exchange transactions</b>			
Interest income	14	8 504	17 048
Other income	15	1 783	385
Gain on disposal of assets and liabilities		142	113
		<b>10 429</b>	<b>17 545</b>
<b>Revenue from non-exchange transactions</b>			
<b>Transfer revenue</b>			
Grant income	16	703 066	681 265
Donor funding income	23	64 024	113 595
		<b>767 090</b>	<b>794 860</b>
<b>Total revenue</b>		<b>777 519</b>	<b>812 405</b>
<b>Expenditure</b>			
Operating expenses	17-22	(172 779)	(191 619)
Donor funding disbursements	23	(64 024)	(113 595)
Finance costs		(54)	(63)
Project disbursements	25	(515 638)	(794 380)
Grant disbursements	24	(61 187)	(89 085)
<b>Total expenditure</b>		<b>(813 682)</b>	<b>(1 188 742)</b>
<b>Surplus / (Deficit) for the year</b>		<b>(36 163)</b>	<b>(376 337)</b>





## National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2024

### Statement of Changes in Net Assets

	Accumulated Surplus R'000	Total net assets R'000
Balance at 31 March 2022	490 466	490 466
Correction of prior period error	(10 484)	(10 484)
<b>Balance at 1 April 2022 - Restated</b>	<b>479 982</b>	<b>479 982</b>
Unapproved surplus funds	(10 222)	(10 222)
Surplus for the year	(376 337)	(376 337)
<b>Balance at 31 March 2023 - Restated</b>	<b>93 423</b>	<b>93 423</b>
Unapproved surplus funds	(8 881)	(8 881)
Surplus for the year	(36 163)	(36 163)
<b>Balance at 31 March 2024</b>	<b>48 380</b>	<b>48 380</b>







## National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2024

### Cash Flow Statement

	Notes	2024 R'000	Restated 2023 R'000
<b>Cash flows from operating activities</b>			
<b>Receipts</b>			
Grant income		703 066	681 265
Interest income received		8 504	16 527
Other receipts		65 807	113 980
		<b>777 376</b>	<b>811 772</b>
<b>Payments</b>			
Employee costs		(242 533)	(209 409)
Suppliers		(549 551)	(968 049)
Changes in working capital		19 764	144 130
		<b>(772 321)</b>	<b>(1 033 329)</b>
<b>Net cash flows from operating activities</b>	26	<b>5 056</b>	<b>(221 557)</b>
<b>Cash flows from investing activities</b>			
Purchase of Property, Plant and Equipment		(12 590)	(25 610)
Proceeds from disposal of equipment		674	206
Purchase of intangible assets		(11 451)	(4 462)
<b>Net cash flows from investing activities</b>		<b>(23 367)</b>	<b>(29 866)</b>
<b>Cash flows from financing activities</b>		<b>(199)</b>	<b>(719)</b>
Finance lease payments		(199)	(719)
Net increase / (decrease) in cash and cash equivalents		(18 510)	(252 142)
<b>Cash and cash equivalents at the beginning of the year</b>		<b>44 184</b>	<b>296 326</b>
<b>Cash and cash equivalents at the end of the year</b>		<b>25 675</b>	<b>44 184</b>





# National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2024

## Statement of Comparison of Budget and Actual Amounts

Statement of Budget against Actuals	Approved Budget	Adjustments	Final budget	Actual amounts on comparable basis	Difference between final budget and actual
	000	000	000	000	000
<b>Statement of Financial Performance</b>					
<b>Revenue</b>					
<b>Revenue from exchange transactions</b>					
Interest and loan income	16 000	(5 000)	11 000	8 504	2 496
Other income	6 000	12 414	18 414	1 783	16 631
Gains on disposals of assets	-	-	-	142	(142)
<b>Total revenue from exchange transactions</b>	<b>22 000</b>	<b>7 414</b>	<b>29 414</b>	<b>10 429</b>	<b>18 985</b>
<b>Revenue from non-exchange transactions</b>					
Transfer revenue Department of Women, Youth and Persons with Disabilities	483 114	(30 048)	453 067	453 066	1
Grant Income - PYEI Special transfer	250 000	-	250 000	250 000	-
Prior year approved rollover	-	22 808	22 808	22 808	-
Donor funded income	112 232	(46 461)	65 771	64 024	1 747
<b>Total revenue from non-exchange transactions</b>	<b>845 346</b>	<b>(53 701)</b>	<b>791 645</b>	<b>789 898</b>	<b>1 747</b>
<b>Gross revenue</b>	<b>867 346</b>	<b>(46 287)</b>	<b>821 059</b>	<b>800 327</b>	<b>20 733</b>
<b>Expenditure</b>					
Administration and Overheads	58 379	(223)	58 156	58 005	151
Communications and Public Relations	11 620	5 448	17 068	17 110	(42)
Employee costs	222 613	20 033	242 646	241 447	1 199
Information Technology	25 804	1 684	27 487	27 663	(176)
Audits	7 482	(1 185)	6 297	7 038	(741)
Capacity Building	8 090	(2 004)	6 086	6 302	(216)
Legal Fees	1 750	2 300	4 050	4 139	(89)
Research	300	(300)	-	-	-
Risk	3 920	(2 200)	1 720	1 780	(60)
Travel	36 115	13 733	49 848	49 829	19
Workshops	24 981	(972)	24 009	24 043	(34)
Interest Paid	-	-	-	54	(54)
Project Disbursements	28 230	14 759	42 989	44 621	(1 631)
Impairment, write off, depreciation, amortisation	-	-	-	21 834	(21 834)
Donor funded expenditure	112 232	(46 461)	65 771	64 024	1 747
Grant disbursements	63 229	(5 528)	57 701	61 187	(3 487)
Project disbursements - PYEI - NYS	250 000	(44 100)	205 900	187 029	18 871
<b>Total expenditure</b>	<b>854 746</b>	<b>(45 018)</b>	<b>809 727</b>	<b>816 103</b>	<b>(6 376)</b>





National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2024

Capital expenditure	7 769	3 563	11 332	11 588	(256)
Contingency Reserve	4 831	(4 831)	-	-	-
Gross expenditure	867 346	(46 287)	821 059	827 691	(6 632)





# National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2024

## Accounting policies

### Basis of preparation

The NYDA was established by the South African Government through the National Youth Development Agency Act, 2008 Act, (No. 54 of 2008). This Act, in particular Section 21(2), made provision for the merger between the Umsobomvu Youth Fund and the National Youth Commission, to form the NYDA. It is classified as a National Public Entity under Part A of Schedule 3 of the Public Finance Management Act of South Africa, 1999 (Act No. 1 of 1999) as amended.

The NYDA is established within the Department of Women, Youth and Persons with Disabilities which is the transferring Department of the Agency and represents the Executive Authority.

### Statement of Compliance:

The annual financial statements were prepared in accordance with the Standards of Generally Recognised Accounting Practice (Standards of GRAP), including any interpretations, guidelines and directives issued by the Accounting Standards Board.

The following Standards and Interpretations of GRAP are approved but not yet effective:

GRAP 1                      Presentation of Financial Statements

GRAP 104                Financial Instruments

As at the reporting date the above mentioned GRAP standards do not have an impact on the annual financial statements as at year ended 31 March 2024.

### Basis of measurement:

These annual financial statements have been prepared on an accrual basis of accounting and are in accordance with historical cost convention, unless otherwise specified. The NYDA's functional currency is the South African Rand and the annual financial statements are presented in South African Rand. Assets, liabilities, revenues and expenses have not been offset, except where offsetting is required, or permitted, by a Standard of GRAP.

The figures on the annual financial statements are rounded off to the nearest thousand rand.

### Basis of measurement:

Material omissions or misstatements of items are material if they could, individually or collectively, influence the decisions or assessments of users made on the basis of the financial statements. Materiality depends on the nature or size of the omission or misstatement judged in the surrounding circumstances. The nature or size of the information item, or a combination of both, could be the determining factor.

Assessing whether an omission or misstatement could influence decisions of users, and so be material, requires consideration of the characteristics of those users. The Framework for the Preparation and Presentation of Financial Statements states that users are assumed to have a reasonable knowledge of government, its activities, accounting and a willingness to study the information with reasonable diligence. Therefore, the assessment takes into account how users with such attributes could reasonably be expected to be influenced in making and evaluating decisions.

### 1.1 Significant estimates, assumptions and judgements

The key assumptions concerning the future and other key sources of estimations, and uncertainty at reporting date, which hold a significant risk of causing material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below:

#### Financial Assets and Liabilities

#### Determination of recoverable amount and impairment of non-financial assets:

Where impairment indicators exist, the determination of the recoverable amount of non-financial assets requires management to make assumptions on non-financial assets to determine the recoverable amount. On each reporting







## National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2024

date, the NYDA assesses whether there is an indication that an asset may be impaired. If any such indication exists, the NYDA estimates the asset's recoverable amount. An asset's recoverable amount is the higher of the asset's fair value less costs to sell and its value in use and is determined for an individual asset. In assessing the value in use, the estimated future cash flows are discounted to their present value, using a pre-tax discount rate that reflects current market assessments of time value of money and the risks specific to the asset.

### Determination of recoverable amount and impairment of financial assets:

Where impairment indicators exist, the determination of the recoverable amount of financial assets requires management to make assumptions to determine the recoverable amount. On each reporting date, the NYDA assesses whether a financial asset is impaired.

Individual financial assets are reviewed for any indicators of impairment. If there is objective evidence that an impairment loss on a financial asset has been incurred, the amount of the loss is measured as the difference between the asset's carrying amount and the present value of the estimated future cash flows discounted at the financial asset's original effective interest rate (the effective interest rate computed at initial recognition). When an amount is outstanding in excess of 90 days, this is considered by management as objective evidence that an impairment loss has occurred. However, there may be other objective evidence, either indicating or not indicating impairment, which management considers when assessing a financial asset.

### Property, Plant and Equipment

#### Depreciation and carrying value of property, plant and equipment

Residual values are the estimated amounts that could be currently obtained from disposal of the asset after deducting costs of disposal if the asset was already or age and condition expected at the end of useful lives. The estimation of useful lives and residual values of assets is based on management's judgment. Any material adjustments to the estimated remaining useful life and residual value of assets will have an impact on the carrying value of those items.

#### Change in useful lives of assets

The useful lives and residual values of property, plant and equipment and intangible assets were assessed at year end and adjustments were made where necessary.

#### Provision for Bonus

The provision for bonus is estimated based on management's best estimate of the expected bonus pay-out which is based on average employee and organisational performance scores.

#### Contingent Liabilities

A contingent liability is an existing condition or situation involving uncertainty as to possible loss to an organisation, which will ultimately be resolved when one or more future event occur or fail to occur.

Contingent Liabilities for litigations are determined and recognised as an estimate based on the information available. Additional disclosure of these estimates of litigation are included in note 29.

### 1.2 Property, Plant and Equipment

#### Definition of property, plant and equipment

Property, Plant and Equipment is a tangible item that is held for use in the production or supply of goods and services, for rental to other of for administrative purposes and is expected to be used during more than one reporting period.

#### Initial recognition of equipment

The cost of an item of property, plant and equipment is recognised as an asset when:

- It is probable that future economic benefits or service potential associated with the item will flow to the entity; and
- The cost of the item can be measured reliably.





National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2024

Property, Plant and Equipment is initially measured at cost. The cost of an item of property, plant and equipment is the purchase price and other costs attributable to bringing the assets to location and condition necessary for it to be capable of operating in the manner intended by management. Trade discount and rebates are deducted in arriving at the cost.

Where an asset is acquired for no consideration or for nominal consideration, its cost shall be its fair value as at date of acquisition.

When significant components of an item of property, plant and equipment have different useful lives, they are accounted for as separate items (major components) of property, plant and equipment.

Subsequent recognition of property, plant and equipment

Costs include costs incurred initially to acquire an item of property, plant and equipment and costs incurred subsequently to add to, replace part of, or service it. If a replacement cost is recognised in the carrying amount of an item of property, plant and equipment, the carrying amount of the replaced part is derecognised.

Depreciation and impairment of property, plant and equipment

Property, plant and equipment is depreciated over its expected useful life on a straight-line basis, at rates estimated to write each asset down to its estimated residual value over the term of the useful life. Depreciation on equipment begin when an asset is available for use. Property, plant and equipment is carried at cost, less accumulated depreciation and any accumulated impairment losses.

The residual value, useful life of an asset and depreciation method is reviewed at least at each reporting date and, if expectations differ from previous estimates the change is accounted for as a change in accounting estimates.

At each reporting date, all items of property, plant and equipment are reviewed for any indication that they may be impaired. Impairment exists when an asset's carrying amount is greater than each recoverable amount. The recoverable amount of an asset is the higher of its fair value less cost to sell and it's in value in use. If there is an indication of impairment, the assets recoverable amount is calculated. An impairment loss is recognised in surplus or deficit and the depreciation charge relating to the assets is adjusted for future periods.

The useful lives of items of property, plant and equipment for the current and comparative period is as indicated below:

Motor vehicles	Straight line 4-6 years
Office equipment	Straight line 5-10 years
Computer hardware	Straight line 2-3 years
Leasehold improvements	Straight line

Leasehold improvements are depreciated on a straight line over shorter of the term of the lease or the useful life thereof. Useful life is between 5 -10 years while lease terms range from 5 – 7 years.

De-recognition of property, plant and equipment

The carrying amount of an item of property, plant and equipment is derecognised:

- on disposal
- when no future economic benefits or service potential are expected from its use or disposal.

The gain or loss arising from de-recognition of an item of property, plant and equipment is included in surplus or deficit when the item is derecognised. The gain or loss arising from de-recognition of an item of equipment is determined as the difference between the net disposal proceeds, if any, and the carrying amount of the item.



## National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2024

### 1.3 Intangible assets

An asset is identifiable if it either:

- Is separable, i.e. is capable of being separated or divided from an entity and sold, transferred, licensed, rented or exchanged, either individually or together with a related contract, identifiable assets or liability, regardless of whether the entity intends to do so; or
- Arises from binding arrangements (including rights from contracts), regardless of whether those rights are transferable or separable from the entity or from other rights and obligations.

#### Initial recognition for intangible assets

An intangible asset is recognised when:

- It is probable that the expected future economic benefits or service potential that are attributable to the asset will flow to the entity; and
- The cost or fair value of the asset can be measured reliably.

Intangible assets are initially recognised at cost.

The cost of an intangible asset acquired for no consideration or for a nominal consideration shall be its fair value as at the date of acquisition.

Expenditure on research (or on the research phase of an internal project) is recognised as an expense when it is incurred.

An intangible asset arising from development (or from the development phase of an internal project) is recognised when:

- It is technically feasible to complete the asset so that it will be available for use or sale.
- There is an intention to complete and use or sell it.
- There is an ability to use or sell it.
- It will generate probable future economic benefits or service potential.
- There are available technical, financial and other resources to complete the development and to use or sell the asset.
- The expenditure attributable to the asset during its development can be measured reliably.

#### Subsequent measurement of intangible assets

Intangible assets are carried at cost less any accumulated amortisation and any accumulated impairment losses.

#### Amortisation and impairment of intangible assets

An intangible asset is regarded as having an indefinite useful life when, based on all relevant factors, there is no foreseeable limit to the period over which the asset is expected to generate net cash inflows or service potential. An intangible asset with an indefinite useful life is not amortised.

Amortisation is not provided for these intangible assets, but they are tested for impairment annually and whenever there is an indication that the asset may be impaired. For all other intangible assets amortisation is provided on a straight-line basis over their useful life.

The amortisation period and the amortisation method for intangible assets with finite useful life are reviewed at each reporting date. If the expected useful life of the asset is different from the previous estimates, the amortisation period is charged accordingly. If there was a change in the expected pattern of consumption of the future economic benefits or service potential embodied in the asset, the amortisation method is charged to reflect the change pattern. Each change is accounted for as a change in accounting estimates, in accordance with the standard of GRAP on Accounting Policies, and Changes in Accounting Estimates and Errors.

Amortisation is provided to write down the intangible assets, on a straight-line basis, to their residual values.

The NYDA amortises its intangible asset at a rate of 14-20% per annum. Developed software is amortised when the software becomes available for use. Amortisation of these assets are recognised in surplus of deficit.





## National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2024

At each reporting date, all items of intangible assets are reviewed for any indication that they may be impaired. Impairment exists when an asset's carrying amount is greater than its recoverable amount. The recoverable amount of an asset should be higher than its fair value less cost to sell and its value in use. If there is an indication of impairment, the asset's recoverable amount is calculated. An impairment loss is recognised in surplus or deficit and the amortisation charge relating to the asset is adjusted for future periods.

### De-recognition of intangible assets

Intangible assets are derecognised:

- On disposal; or
- When no future economic benefits or service potential are expected from its use or disposal.

The gain or loss arising from de-recognition of an intangible asset is included in surplus or deficit when the asset is derecognised (unless the Standards of GRAP on leases requires otherwise on a sale and leaseback).

### 1.4 Leases

A lease is classified as a finance lease if it transfers substantially all the risks and rewards incidental to ownership. A lease is classified as an operating lease if it does not transfer substantially all the risks and rewards incidental to ownership.

#### Finance lease - Initial recognition

At the commencement of the lease term, the NYDA recognises finance leases as assets and liabilities in its Statement of Financial Position, at amounts equal to the fair value of the leased assets or, if lower, the present value of the minimum lease payments, each determined at the inception of the lease.

The discount rate used in calculating the present value of the minimum lease payments is the interest rate implicit in the lease, if this is practicable to determine. If not, the lessee's incremental borrowing rate is used. Any initial direct costs of the lessee are added to the amount recognised as an asset.

#### Subsequent measurement

Minimum lease payments are apportioned between the finance charge and the reduction of the outstanding liability. The finance charge is allocated to each period during the lease term, so as to produce a constant periodic rate of interest on the remaining balance of the liability.

Contingent rents shall be charged as expenses in the periods in which they are incurred.

#### Classification of finance lease

The leases are classified as finance leases as the assets will be used for the majority of their economic life.

#### Operating leases

Lease payments under an operating lease are recognised as an expense in surplus or deficit on a straight-line basis over the lease term unless another systematic basis is more representative of the time pattern of the user's benefit.

Tenant installation allowances are recognised as deferred expense and straight lined over the lease term.

### 1.5 Revenue from exchange transactions

An exchange transaction is one in which the entity receives assets or services, or has liabilities extinguished, and directly gives an approximate equal value to the other party in the exchange.

Revenue is the gross inflow of economic benefits or service potential during the reporting period, when those inflows result in an increase in net assets, other than increases relating to contributions from owners.

#### Measurement

Revenue is measured at the fair value of the consideration received or receivable.







## National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2024

### Interest

Interest income is recognised in surplus or deficit for all financial instruments measured at amortised cost, using the effective interest rate method. The effective interest rate method is a method of calculating the amortised cost of a financial asset and of allocating the interest income over the average expected life of the financial instruments. The effective interest rate is the rate that exactly discounts estimated future cash receipts over the expected life of the financial instrument or, where appropriate, a shorter period, to the net carrying amount of the financial asset. When calculating the effective interest rate, the NYDA estimates cash flows, considering all contractual terms of the financial instruments, but does not consider future credit losses.

### 1.6 Revenue from non-exchange transactions

Non-exchange transactions are transactions that are not exchange transactions. In a non-exchange transaction, an entity either receives value from another entity without directly giving approximately equal value in exchange or gives value to another entity without directly receiving approximately equal value in exchange.

### Government grants

Government grants are recognised as revenue.

- When it is probable that the economic benefits or service potential associated with the transaction will flow to the entity.
- When the amount of the revenue can be measured reliably.
- To the extent that there has been compliance with any restrictions associated with the grant.

The entity assesses the degree of certainty attached to the flow of future economic benefits or service potential on the basis of the available evidence. Certain grants payable by one level of government to another are subject to the availability of funds. Revenue from these grants is only recognised when it is probable that the economic benefits or service potential associated with the transaction will flow to the entity. An announcement at the beginning of a financial year that grants may be available for qualifying entities in accordance with an agreed programme may not be sufficient evidence of the probability of the flow. Revenue is then only recognised once evidence of the probability of the flow becomes available.

Grants are measured at the fair value received or receivable.

The government grant received does not have any specific condition attached and is recognised as revenue once committed.

### Donor Funding

Donor funding represents the transfers of resources/funds to the entity by government and/or other organisations in return for a compliance with certain conditions relating to the operating activities of the entity.

Donor funding is recognised in profit or loss over the periods in which the entity recognises as expenses the related costs for which the funding is intended to compensate. i.e., Donor Funding income and disbursements are recognised in the statement of performance as and when the conditions are met. Funds received but not earned at reporting date are reported as a liability (Deferred income). Donor funding expense not recognised as an expense at the reporting date will be reported as an asset (Prepayment).

### 1.7 Irregular, fruitless and wasteful expenditure

Irregular expenditure is expenditure that is contrary to legislation, including, but not limited to the Public Finance Management Act (PFMA) and National Treasury regulations.

Irregular expenditure is recorded in the notes to the financial statements when confirmed. The amount recorded is equal to the value of irregularity unless it is impracticable to determine, in which case reasons are provided in the note. Irregular expenditure is removed from the note when it is either condoned by the relevant authority or transferred to receivables for recovery.

Fruitless and wasteful expenditure is expenditure that was made in vain and could have been avoided had reasonable care been exercised.





## National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2024

Fruitless and wasteful expenditure is recorded in the notes to the financial statements when confirmed. The amount recorded is equal to the value of fruitless and wasteful expenditure incurred. Fruitless and wasteful expenditure is removed from the note when it is either condoned by the relevant authority or transferred to receivables for recovery.

### 1.8 Budget information

The approved budget is prepared on a cash basis and presented by economic classification linked to performance outcome objectives. The budget period is aligned to the financial statement period. The budget is based on anticipated operational activities, tangible and intangible assets required to achieve targets set out in the Annual Performance Plan (APP) as well as estimated costs to carry out such activities or acquire the required assets. Approved budget is the original budget approved by the NYDA Board and made publicly available by tabling to the Portfolio Committee in Parliament. Final represent the approved budget adjusted for mid-year budget and performance reviews and budget reallocations processed during the financial year.

### 1.9 Related Parties

The NYDA operates in an economic sector, currently dominated by entities directly or indirectly owned or controlled by the South African Government. Because of the constitutional independence of the three spheres of government in South Africa, only entities within the national sphere of government within the same Department structure are considered to be related parties.

The Board and Key management are defined as being individuals with the authority and responsibility for planning, directing and controlling the activities of the entity. We regard all members of the Operations Executive Committee, reporting directly to the Chief Executive Officer, as key management individuals.

### 1.10 Financial instruments

#### Initial recognition and measurement

An entity shall recognise a financial asset or a financial liability in its statement of financial position when, and only when, the entity becomes a party to the contractual provisions of the instrument.

On initial recognition, an instrument is classified as either a financial asset or a financial liability and recorded at fair value plus, in the case of financial assets and financial liabilities not recorded at fair value through surplus or deficit, any directly attributable incremental costs of acquisition or issue.

Purchases or sales of financial assets that require delivery of assets within a timeframe established by regulation or conversion in the marketplace (regular way of purchases), are recognised on the trade date, i.e., the date that the NYDA commits to purchase or sell the asset.

#### Subsequent measurement

Subsequent measurement of financial instruments carried on the Statement of Financial Position is on the following basis:

#### Investments

Investments in equity instruments are designated as at fair value through surplus and deficit. All changes in fair value are recognized directly in surplus or deficit.

#### Loans receivable

Loans receivable are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market.

Such assets are carried at amortised cost, using the effective interest rate method, less any allowance for impairment. Gains and losses are recognised through surplus and deficit when the loans receivables are derecognised or impaired, as well as interest through the amortisation process.





## National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2024

### Receivables from exchange transactions

Receivables are initially recognised at fair value and subsequently measured at amortised cost, using the effective interest method.

Where the impact of discounting is not material, receivables are carried at the original invoice amount, less any allowance for impairment.

### Receivables from non-exchange transactions

Receivables are initially recognised at fair value and subsequently measured at amortised cost, using the effective interest method.

Where the impact of discounting is not material, receivables are carried at the original invoice amount, less any allowance for impairment.

### Trade and other payables from exchange transactions and non-exchange transactions

Trade payables are initially recognised and carried at fair value and subsequently measured at amortised cost, using the effective interest rate method. Trade payables are derecognised when the obligation under the liability has been discharged.

### Cash and cash equivalents including cash on call

Cash and cash equivalents, including cash on call comprise of demand deposits and short-term, highly liquid investments that are readily convertible into known amounts of cash. Cash and cash equivalents, including cash on call, are subsequently measured at amortised cost.

### Rental deposits

Rental deposits include all monies paid by the NYDA as deposits for the rental of the buildings. Rental deposits are initially recognized and carried at fair value and subsequently measured at amortised cost.

### Impairment of financial assets

#### Assets carried at amortised cost

At each reporting date, the NYDA assesses whether a financial asset is impaired. Individual financial assets are reviewed for any indicators of impairment. If there is objective evidence that an impairment loss on a financial asset has been incurred, the amount of the loss is measured as the difference between the asset's carrying amount and the present value of the estimated future cash flows discounted at the financial asset's original effective interest rate (the effective interest rate computed at initial recognition).

When an amount is outstanding for longer than 90 days, this is considered by management as objective evidence that an impairment loss has occurred. However, there may be other objective evidence that may or may not indicate impairment. Management considers such objective evidence when assessing a financial asset. The carrying amount of the financial asset is reduced through use of an allowance account, when there is objective evidence that the asset may be impaired directly and against carrying value of an asset, when the asset is considered irrecoverable. The amount of the loss is recognised through surplus or deficit included under operating expenses. If, in a subsequent period, the amount of the impairment loss decreases and the decrease can be related objectively to an event occurring after the impairment was recognised, the previously recognised impairment loss is reversed, to the extent that the carrying value of the asset does not exceed its amortised cost at the reversal date. Any subsequent reversal of an impairment loss is recognised in surplus or deficit.

### De-recognition of financial instruments

- If the rights to receive cash flows from the asset have expired.
- If the NYDA retains the right to receive cash flows from the asset but has assumed an obligation to pay them in full without material delay to a third party under a 'pass through' arrangement.
- If the NYDA has transferred its right to receive cash flows from the asset and has either transferred substantially all the risks and rewards of the asset or has neither transferred nor retained substantially all the risks and rewards of the asset but has transferred control of the asset.





## National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2024

Where the NYDA has transferred its rights to receive cash flows from an asset and has neither transferred nor retained substantially all the risks and rewards of the asset, nor transferred control of the asset, the asset is recognised to the extent of the NYDA's continuing involvement of the asset. Continuing involvement that takes the form of a guarantee over the transferred asset is measured at the lower of the original carrying amount of the asset and the maximum amount of consideration that the NYDA could be required to repay.

A financial liability is derecognised when the obligation under the liability is discharged, cancelled or expires.

### 1.11 Employee benefits

#### Short-term employee benefits

The cost of short-term employee benefits, (those payable within 12 months after the service is rendered, such as paid vacation leave and sick leave, bonuses, and non-monetary benefits such as medical care), are recognised in the period in which the service is rendered as measured at the undiscounted amount that the entity expects to pay in exchange for that service and had accumulated at the reporting date.

#### Defined contribution plans

A defined contribution plan is a plan under which the entity pays fixed contributions into a separate entity. The entity has no legal or constructive obligation to pay further contributions, if the fund does not hold sufficient assets to pay all employees the benefits relating to services in the current or prior periods. The entity's contributions to the defined contribution funds are established in terms of the rules governing those plans. Contributions are recognised in surplus or deficit in the period in which the service is rendered by the relevant employees, unless the standard requires or permits the inclusion of the contribution in the cost of an asset. Prepaid contributions are recognised as an asset to the extent that a cash refund or reduction in future payments is available.

Where contributions to a defined contribution plan do not fall due wholly within 12 months after the end of the period in which the employees render the related service, they are discounted, using a risk-free rate, determined by reference to market yields at the reporting date on government bonds or by reference to market yields on high-quality corporate bonds.

#### Provisions

A provision is made for the estimated liability as a result of services rendered by employees up to the reporting date. Provisions for bonus and leave balances is estimated based on management's best estimate of the expected bonus pay-out and the employees leave day balances; which is based on individual and organisational performance scores and leave balances per employee, respectively.

#### Termination benefits

The NYDA recognizes termination benefits as a liability and an expense when, and only when, the entity is demonstrably committed to either

- Terminate the employment of an employee or group of employees before the normal retirement date, or
- Provide termination benefits as a result of an offer made in order to encourage voluntary redundancy.
- The NYDA is demonstrably committed to a termination when, and only when, it has a detailed formal plan for the termination and is without realistic possibility of withdrawal. The detailed plan shall include, as a minimum:
  - The location, function and approximate number of employees whose services are to be terminated;
  - The termination benefits for each job classification or function; and
  - The time at which the plan will be implemented. Implementation shall begin as soon as possible and the period of time to complete implementation shall be such that material changes to the plan are not likely.

### 1.12 Project disbursements

Disbursements to projects are categorised and disclosed as follows:

Project disbursements are approved grant funding made to third-party service providers, who plan, implement, and manage youth development projects, as well as payments relating to youth development projects, managed internally by the NYDA, using its own capacity.







## National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2024

### 1.13 Commitments

Where a project has been approved (in line with contractual agreement), but funds have not yet been accrued for, or provided for, it is disclosed as commitments in the notes to the annual financial statements.

Commitments (operational and capital) are accounted for and disclosed in the annual financial statements when a purchase order is issued or through the execution of a contractual obligation entered by the Agency.

### 1.14 Deferred income

Deferred income represents revenues collected but not earned, as at reporting date. This includes grants from foreign institutions.

### 1.15 Grant disbursements

Grant disbursements are recognised once the grant has been approved and the grant holder has been informed of such approval.

### 1.16 Voucher disbursements

The Voucher Programme results in the following accounting treatment:

The issue to a young person of a voucher that is not yet redeemed is disclosed as a contingent liability as at financial year end, as there is only a possible obligation, contingent upon redemption of the voucher and delivery of the product.

The redemption of the voucher and delivery by a service provider without a product having passed all quality assurance is accounted for as an accrual.

The delivery by a service provider which has passed quality assurance is accounted for as a liability.

### 1.17 Non-current assets held for sale

Non-current assets held for sale are classified and disclosed as current assets when there is an approved decision to dispose of the assets, and plans have been implemented to market the assets for sale and the sale is expected to be concluded within twelve months.

### 1.18 Contingent Liabilities

The NYDA identifies contingent liabilities when there are reasons to indicate that the organisation has/may have a possible obligation arising from past event, to be confirmed by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of NYDA; or a present obligation that arises from past events but is not recognised because:

- it is not probable that an outflow of economic benefits will be required to settle the obligation, or
- the amount of the obligation cannot be measured reliably.

The NYDA does not recognise the contingent liabilities in the financial statements but are disclosed in the notes to the financial statements as an estimate based on the information available as at financial year end.

### 1.19 Accounting by Principals and Agents

A principal-agent arrangement results from a binding arrangement in which one entity (an agent), undertakes transactions with third parties on behalf, and for the benefit of, another entity (the principal).

- A principal is an entity that directs another entity (an agent), through a binding arrangement, to undertake transactions with third parties on its behalf and for its own benefit.
- An agent is an entity that has been directed by another entity (a principal), through a binding arrangement, to undertake transactions with third parties on behalf of the principal and for the benefit of the principal.

The principal recognises revenue and expenses that arise from transactions with third parties in a principal-agent arrangement. The Agent recognises the revenue and expenses it receives or incurs in executing the transactions on behalf of the principal.





## National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2024

The assets and liabilities arising from principal-agent arrangements are recognised in accordance with the requirements of project and relevant Standards of GRAP. Additional disclosures have been provided in the notes to the financial statements where appropriate.

### 1.20 Events after reporting date

The NYDA disclose in the financial statements events with material financial implications, either favourable or unfavourable, that occur between the reporting date and the date when the financial statements are authorised for issue. Two types of events are identified: Those that provide evidence of conditions that existed at the reporting date (adjusting events after the reporting date); and b) Those that are indicative of conditions that arose after the reporting date (non-adjusting events after the reporting date).

### 1.21 Comparatives

Where necessary, comparative figures have been restated, adjusted or reclassified to achieve fair presentation and to conform to changes in presentation that arise due to changes in accounting policies, errors, reporting standards and legislation.

All material prior period errors are corrected retrospectively in the first set of financial statements authorised for issue after the discovery by management by;

- restating the comparative amounts for the prior period(s) presented in which the error occurred; or
- if the error occurred before the earliest prior period presented, restating the opening balances of assets, liabilities and equity for the earliest prior period presented.

However, if it is impracticable to determine the period-specific effects of an error on comparative information for one or more prior periods presented, the entity must restate the opening balances of assets, liabilities and equity for the earliest period for which retrospective restatement is practicable.

Further, if it is impracticable to determine the cumulative effect, the beginning of the current period, of an error on all prior periods, the entity must restate the comparative information to correct the error prospectively from the earliest date practicable.



## Notes to the Annual Financial Statements

<b>2. Receivables from exchange transactions</b>		<b>Restated</b>
	<b>2024</b>	<b>2023</b>
	<b>R'000</b>	<b>R'000</b>
Sundry debtors	2 728	1 931
Prepaid expenses	1 507	1 849
Fixed asset receivables	174	81
Insurance Asset Control	430	68
Interest receivable banks	582	367
Less: Allowance for impairment	(1 492)	(1 492)
	<b>3 930</b>	<b>2 803</b>
<b>3. Receivables from non-exchange transactions</b>		<b>Restated</b>
	<b>2024</b>	<b>2023</b>
	<b>R'000</b>	<b>R'000</b>
FoodBev SETA	1 175	-
W&R SETA	6 883	-
GTAC - Jobs Fund	-	13 393
INSETA	1 223	300
AGRISETA	650	250
FASSET - UKZN	868	865
PSETA	4 049	446
Unemployment Insurance Fund (UIF)	22 556	10 956
ETDP SETA	-	126
Sedibeng	255	255
CHIETA	380	280
Flanders	1 361	1 361
Staff loans	1 185	1 335
Department of Cooperative Governance	10 858	39 202
Department of Sports, Arts and Culture	677	1 720
Services Sector Training Education Authority	4 984	6 433
	<b>57 105</b>	<b>76 921</b>
Less: Allowance for impairment	(460)	(460)
	<b>56 645</b>	<b>76 461</b>



## National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2024

### Receivables allowance for impairment reconciliation 2024

	Allowance for impairment 2023	Impairment expense	Allowance for impairment 2024
Allowance for impairment	1 952	-	1 952

### Receivables allowance for impairment reconciliation 2023

	Allowance for impairment 2022	Impairment expense	Allowance for impairment 2023
Allowance for impairment	1 952	-	1 952

### 4. Cash and cash equivalents

2024  
R'000

2023  
R'000

Cash and cash equivalents consist of:

#### Unrestricted cash

Cash at bank on hand:	25 455	43 964
-----------------------	--------	--------

#### Restricted cash

CIPC	220	220
------	-----	-----

<b>Cash and cash equivalents</b>	<b>25 675</b>	<b>44 184</b>
----------------------------------	---------------	---------------

Restricted cash represent funds earmarked for specific projects where the NYDA is in partnership with third parties, hence such funds are restricted and cannot be used for any purpose other than the purpose as stipulated in the partnership agreement.

### 5. Property, Plant and Equipment

	2024			2023		
	Cost	Accumulated depreciation and impairment	Carrying value	Cost	Accumulated depreciation and impairment	Carrying value
	R'000	R'000	R'000	R'000	R'000	R'000
Motor vehicles	8 613	(5 799)	2 814	10 328	(7 017)	3 311
Office equipment	9 004	(5 752)	3 252	10 845	(7 320)	3 525
Leasehold improvements	29 025	(22 668)	6 357	24 996	(18 435)	6 561
Furniture	21 196	(11 571)	9 625	19 623	(9 756)	9 867
Computer equipment	51 776	(37 790)	13 986	50 870	(32 165)	18 705
	<b>119 614</b>	<b>(83 580)</b>	<b>36 034</b>	<b>116 662</b>	<b>(74 693)</b>	<b>41 969</b>

\*Repairs and Maintenance costs incurred to property, plant and equipment has been disclosed under Note 18 and Note 25







## National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2024

### Reconciliation of equipment – 2024

	Opening balance R'000	Additions R'000	Disposals R'000	Depreciation R'000	Impairment loss & Write offs R'000	Total R'000
Motor vehicles	3 311	939	(210)	(1 177)	(49)	2 814
Office equipment	3 525	1 192	(9)	(882)	(574)	3 252
Leasehold improvements	6 561	4 029	-	(4 233)	0	6 357
Furniture	9 868	1 744	-	(1 749)	(238)	9 625
Computer equipment	18 705	4 686	(313)	(8 230)	(862)	13 986
	<b>41 970</b>	<b>12 590</b>	<b>(532)</b>	<b>(16 271)</b>	<b>(1 723)</b>	<b>36 034</b>

### Reconciliation of equipment – 2023

	Opening balance R'000	Additions R'000	Disposals R'000	Depreciation R'000	Impairment loss & Write offs R'000	Total R'000
Motor vehicles	3 863	743	-	(1 295)	-	3 311
Office equipment	3 368	1 290	(19)	(1 061)	(53)	3 525
Leasehold improvements	9 509	1 513	-	(4 461)	-	6 561
Furniture	9 321	2 482	(2)	(1 612)	(321)	9 868
Computer equipment	10 114	19 582	(72)	(10 898)	(21)	18 705
	<b>36 175</b>	<b>25 610</b>	<b>(93)</b>	<b>(19 327)</b>	<b>(395)</b>	<b>41 969</b>





## National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2024

### 6. Intangible assets

	2024			2023 - Restated		
	Cost	Accumulated amortisation and impairment	Carrying value	Cost	Accumulated amortisation and impairment	Carrying value
	R'000	R'000	R'000	R'000	R'000	R'000
Software developed in house	18 387	(5 863)	12 524	13 855	(3 337)	10 518
Computer software purchased	14 091	(11 205)	2 886	10 435	(7 954)	2 481
Software under development	-	-	-	4 532	-	4 532
<b>Total</b>	<b>32 478</b>	<b>(17 068)</b>	<b>15 410</b>	<b>28 822</b>	<b>(11 291)</b>	<b>17 531</b>



## National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2024

### Reconciliation of intangible assets – 2024

	Opening balance R'000	Additions R'000	Disposals R'000	Transfers R'000	Amortisation R'000	Impairment loss R'000	Total R'000
Software developed in house	10 519	-	-	4 531	(2 526)	-	12 524
Software purchased	2 481	11 451	-		(11 047)	-	2 886
Software under development	4 531	-		(4 531)	-	-	-
	<b>17 531</b>	<b>11 451</b>	<b>-</b>	<b>-</b>	<b>(13 573)</b>	<b>-</b>	<b>15 410</b>

### Reconciliation of intangible assets – 2023 - Restated

	Opening balance R'000	Additions R'000	Disposals R'000	Transfers R'000	Amortisation R'000	Impairment loss R'000	Total R'000
Software developed in house	12 495	-	-	-	(1 976)	-	10 519
Software purchased	363	9 624	-	-	(7 439)	(67)	2 481
Software under development	91	4 440	-	-	-	-	4 531
	<b>12 949</b>	<b>14 064</b>	<b>-</b>	<b>-</b>	<b>(9 415)</b>	<b>(67)</b>	<b>17 531</b>





## National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2024

	2024	2023
	R'000	R'000
<b>7. Loans receivable from exchange transactions</b>		
Small Medium Enterprise	258 336	258 336
Micro loans, direct lending and intermediaries	114 705	114 705
Co-operatives	11 233	11 233
<b>Gross advances</b>	<b>384 274</b>	<b>384 274</b>
<b>Add: Interest Receivables</b>	<b>116 482</b>	<b>116 482</b>
Small Medium Enterprise	81 237	81 237
Micro loans, direct lending and intermediaries	28 681	28 681
Co-operatives	6 564	6 564
<b>Less: Loans written off</b>	<b>(270 117)</b>	<b>(258 842)</b>
Small Medium Enterprise	(179 943)	(179 943)
Micro loans, direct lending and intermediaries	(76 285)	(65 010)
Co-operatives	(13 889)	(13 889)
<b>Less: Cumulative capital repayment</b>	<b>(230 642)</b>	<b>(230 642)</b>
Small Medium Enterprise	(159 631)	(159 631)
Micro loans, direct lending and intermediaries	(67 103)	(67 103)
Co-operatives	(3 908)	(3 908)
Less: Transfer from loans receivables	-	-
<b>Sub-totals</b>	<b>-</b>	<b>11 275</b>
Small Medium Enterprise	-	-
Micro loans, direct lending and intermediaries	-	11 275
Co-operatives	-	-
Allowance for impairment	-	(11 275)
Small and medium enterprise	-	-
Micro, loans , direct lending and intermediaries	-	(11 275)
Co-operatives	-	-
<b>Net loans receivable from exchange transactions</b>	<b>-</b>	<b>-</b>
Due within one year	-	-
Due within more than one year	-	-

The loans receivables disclosure has been disclosed at a gross level approach to provide more information about the loans advances from inception to show the total loans granted and the subsequent cumulative interest earned, collections and write-offs. The current Board of the NYDA took a decision to write off the remainder of the loan book in April 2023. The R11 million write off is seen by the organisation as a significant transaction and action towards the South African youth which is the main stakeholder of the NYDA and this decision is aimed at lessening the burden on







## National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2024

young people with the already existing many challenges they face. The loan book is a legacy matter, and the history of these loans is of significance as it is the final write-off of the loan book and final departure from the loan-based financing era of the organisation, thereby removing the burden of debt from the youth enterprises and continuing with the new methodology of providing funding with no obligation to repay the funds for the youth business owners.

### Loans written off were written off after the following criteria had been met:

The loan holders had no recoverable assets as surety against which to recover loans; the legal process was exhausted against loan holders; loan holders were not traceable through debt recovery procedures.

#### Loans receivable allowance for impairment reconciliation 2024

	Allowance for impairment 2023 R'000	Impairment change in provision R'000	Impairment reversal R'000	Allowance for impairment 2024 R'000
Small and medium enterprises	-	-	-	-
Micro, loans, direct lending and intermediaries	11 275	-	(11 275)	-
Co-operatives	-	-	-	-
	<b>11 275</b>	<b>-</b>	<b>(11 275)</b>	<b>-</b>

#### Loans receivable allowance for impairment reconciliation 2023

	Allowance for impairment 2022 R'000	Impairment change in provision R'000	Impairment reversal R'000	Allowance for impairment 2023 R'000
Small and medium enterprises	31 692	-	(31 692)	-
Micro, loans, direct lending and intermediaries	11 275	-	-	11 275
Co-operatives	13 698	-	(13 698)	-
	<b>56 665</b>	<b>-</b>	<b>(45 390)</b>	<b>11 275</b>

In assessing its loan book for any indicators of impairment, the NYDA considered the following factors over and above the amount in excess of 90 days:

- Whether the borrower was trading or not;
- The age of the debt;
- Progress of the attorneys in recovering the debt and their opinion on the recoverability;
- The reliance of the borrower on the few customers and the loss of this customer base;
- The cash flows of the business as shown on the bank statement and or management accounts;
- Defaults on expected repayments of interest and principal amounts by the borrower.

#### Range of interest rates

	2024 R'000	2023 R'000
Small and medium enterprise	6 – 18%	6 – 18%
Microloans, direct lending and intermediaries	6 – 24%	6 – 24%
Co-operatives	3.5 – 10%	3.5 – 10%





## National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2024

8. Finance lease obligation	2024 R'000	2023 R'000
Minimum lease payments due		
- Within one year	272	470
- In second to fifth year inclusive	146	147
	<b>418</b>	<b>617</b>
Less: Future finance charges	(35)	(29)
Present value of minimum lease payments	383	588
Present value of minimum lease payments due:		
- Within one year	272	470
- In second to fifth year	146	147
	<b>418</b>	<b>617</b>
Non-current liabilities	146	147
Current liabilities	272	470
	<b>418</b>	<b>617</b>

The NYDA has leased photocopiers from Konica Minolta for a period ranging from 31-36 months for fixed monthly rental payable in arrears with no residual value. Ownership of these machines will not pass to the end of the lease term.

9. Trade and other payables from exchange transactions	2024 R'000	2023 R'000
Trade payables	-	2 011
Accruals	59 552	54 411
	<b>59 552</b>	<b>56 421</b>

The NYDA trade payables generally do not exceed a maturity of four months and the fair value is considered to be a reasonable approximation of the carrying value.

### 10. Employee cost provisions

#### Reconciliation of employee cost provisions 2024

	Opening balance	Additions	Utilised during the year	Reversed during the year	Total
	R'000	R'000	R'000	R'000	R'000
Provision for leave	7 091	7 908	(7 091)	-	7 908
Provision for performance bonus	9 748	7 792	(9 748)	-	7 791
Other employee provisions	(32)	53	-	-	21
	<b>16 807</b>	<b>15 752</b>	<b>(16 839)</b>	<b>-</b>	<b>15 720</b>



## National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2024

### Reconciliation of employee cost provisions 2023

	Opening balance	Additions	Utilised during the year	Reversed during the year	Total
	R'000	R'000	R'000	R'000	R'000
Provision for leave	6 297	7 091	(6 297)	-	7 091
Provision for performance bonus	8 915	9 748	(8 366)	(549)	9 748
Other employee provisions	2 623	-	(2 655)	-	(32)
	<b>17 835</b>	<b>16 839</b>	<b>(17 318)</b>	<b>(549)</b>	<b>16 807</b>

Staff bonuses are paid during the new financial year, the leave pay accrual is expected to be utilised when employees take leave or resign.

### 11. Deferred income

	2024	2023
	R'000	R'000
Flemish government – donor funding	773	773
Department of Sports, Arts and Culture - TYPP	1 750	-
Independent Development Trust	3 359	3 359
Industrial Development Corporation	2 267	2 267
Kwa-Zulu Natal Department of Social Development	923	628
Service SETA	1 016	1 016
CHIETA	1 320	1 320
PSETA/DPSA/DGF	854	1 482
Jobs Fund - National Pathway Management Network(EMP)	1 484	644
Ekurhuleni (Fetola )	54	54
FoodBev SETA	-	314
Limpopo - OPT	846	5 000
W&R SETA	3 957	-
	<b>18 602</b>	<b>16 858</b>

Deferred income is comprised of the following:

- Flemish government: Donor support for conferencing, research, development and implementation of a National Youth Service volunteer programme.
- Independent Development Trust: Donor support for the implementation of the youth component of the Expanded Public Works Programme.
- Industrial Development Corporation: Donor support for the voucher programme of the Agency.
- KZN government through the Department of Social Development contributes to the NYDA Grant Program.
- The Young Patriots Programme: Donor support by the Department of Arts and Culture for the implementation of a National Youth Service programme.
- Services SETA and CHIETA: Technical skills training and learnerships.
- PSETA – internship and learnership programme at NYDA and Government Departments, including learners with living with disabilities
- Jobs Fund - National Pathway Management Network Innovation hub at Empangeni
- Ekurhuleni (Fetola ) - Grant Program





## National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2024

- FoodBev SETA – Skills development programme
- Limpopo Office of the Premier (OTP) – Youth Development Fund
- Wholesale & Retail SETA - Skills development programme

12. Deferred expenses	2024 R'000	2023 R'000
Operating lease deferred expense - current portion	0	3 088
Operating lease deferred expense - non-current portion	630	629
Tenant Installation Allowance – current portion	-	435
Tenant Installation Allowance – non-current portion	-	278
	<b>630</b>	<b>4 430</b>
Current portion	0	3 523
Non-current portion	630	907
	<b>-</b>	<b>4 430</b>

## 13. Financial Instruments

2024	Financial assets at amortised cost R'000	Financial assets at fair value through surplus / (deficit) R'000	Financial liabilities at amortised cost R'000	Total R'000
<b>Assets</b>				
Rental deposit	5 611	-	-	5 611
Receivables from exchange transactions	3 930	-	-	3 930
Receivables from non-exchange transactions	56 645	-	-	56 645
Cash and cash equivalents	25 675	-	-	25 675
	<b>91 860</b>	<b>-</b>	<b>-</b>	<b>91 860</b>
<b>Liabilities</b>				
Finance lease obligation	-	-	272	272
Trade and other payables from exchange transactions	-	-	59 552	59 552
	<b>-</b>	<b>-</b>	<b>59 824</b>	<b>59 824</b>





## National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2024

### 13. Financial Instruments (continued)

2023	Financial assets at amortised cost	Financial assets at fair value through surplus / (deficit)	Financial liabilities at amortised cost	Total
	R'000	R'000	R'000	R'000
<b>Assets</b>				
Rental deposit	5 611	-	-	5 611
Receivables from exchange transactions	2 803	-	-	2 803
Receivables from non-exchange transactions	76 461	-	-	76 461
Cash and cash equivalents	44 184	-	-	44 184
	<b>129 059</b>	-	-	<b>129 059</b>
<b>Liabilities</b>				
Finance lease obligation	-	-	470	470
Trade and other payables from exchange transactions	-	-	56 421	56 421
	-	-	<b>56 891</b>	<b>56 891</b>

The primary risks associated with the financial instruments held by the NYDA are credit, liquidity, market, interest rate and portfolio risk

#### Credit risk

One of the NYDA's core business activities was to invest in small and medium enterprises. Consequently, the Agency was exposed to credit risk, which refers to the risk that loans made to third parties will not be repaid. The objective of credit risk management was to minimise financial losses that may arise as a result of third parties failing to discharge their obligations. The credit risk at the investment stage of any potential investment was researched and assessed by means of a due diligence process, whereby the entrepreneur was evaluated, the viability of the enterprise was considered, and various other indications were established and verified. In addition, the NYDA implemented a credit policy which assisted in managing credit risk. It comprises the following key elements:

- Approval process
- Cash flow-based lending methodology
- Attaching protective covenants to funding arrangements
- Collections policy and procedures
- Delinquency management
- Monitoring
- Mentorship

There have been no changes in the exposure, or the policy used to manage credit risk.





# National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2024

## 13. Financial Instruments (continued)

### Maximum exposure

During the period that the NYDA has exposure to a borrower or investee company, the Agency conducts an ongoing evaluation of the business. The NYDA places its cash reserves, which are in the form of cash and cash equivalents and rental deposits with the South African Reserve Bank and local financial institutions which have a minimum rating of AAA. Loans were previously advanced to individuals, small and medium enterprises and co-operatives located in rural areas.

Financial assets are loan receivables from small and medium enterprises located in rural areas, as well as funds invested in local financial institutions, which have a minimum rating of AAA. Changes in credit exposure and the maximum credit exposure for all financial assets are detailed in the table below:

	2024 R'000	2024 R'000
<b>Loans receivable from exchange transactions</b>		
Small Medium Enterprise	-	-
Micro loans, direct lending and intermediaries	-	-
Co-operatives	-	-
	-	-
<b>General</b>		
Rental deposit	5 611	5 611
Receivables from exchange transactions	3 930	2 803
Receivables from non-exchange transactions	56 645	76 461
Cash and cash equivalents	25 675	44 184
	<b>91 860</b>	<b>129 059</b>

### Collateral and other credit enhancement on loans receivable

The nature of the NYDA's target market is township and rural youth owned enterprises who have not accumulated assets which are significant, in relation to the loans advanced to them. Therefore, the value of tangible security offered is not adequate. For loans less than R100 000, a third party stands as surety and co-principal debtor for a portion (10 to 50%) of the loan. The surety provider must be in salaried employment with no record of defaulting on loans. During the year under review, the NYDA did not take possession of any collateral in respect of loans.

There is no collateral held for other classes of financial assets. The NYDA does not take possession of collateral for use in its own operations.

2024	Neither past due nor impaired	Value in arrears for 1 – 30 days	Value in arrears for 31 – 60 days	Value in arrears for 61 – 90 days	Value in arrears for >90 days	Total
<b>Assets</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>
Rental deposit	5 611	-	-	-	-	5 611
Receivables from exchange transactions	-	-	-	3 930	-	3 930
Receivables from non-exchange transactions	-	-	-	56 645	-	56 645
Cash and cash equivalents	25 675	-	-	-	-	25 675
	<b>31 286</b>	-	-	<b>60 574</b>	-	<b>91 860</b>





## National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2024

### 13. Financial Instruments (continued)

2023	Neither past due nor impaired	Value in arrears for 1 – 30 days	Value in arrears for 31 – 60 days	Value in arrears for 61 – 90 days	Value in arrears for >90 days	Total
	R'000	R'000	R'000	R'000	R'000	R'000
<b>Assets</b>						
Rental deposit	5 611	-	-	-	-	5 611
Receivables from exchange transactions	-	-	-	2 803	-	2 803
Receivables from non-exchange transactions	-	-	-	76 461	-	76 461
Cash and cash equivalents	44 184	-	-	-	-	44 184
	<b>49 795</b>	<b>-</b>	<b>-</b>	<b>79 264</b>	<b>-</b>	<b>129 059</b>

#### Loans past due but not impaired (loans renegotiated)

During the year under review no loans were renegotiated.

#### Liquidity risk

Liquidity risk refers to the risk that the NYDA will not be able to meet its funding commitments and other financial obligations, as and when they fall due. The funding provided to small and medium enterprises is usually characterised by fixed maturities of up to five years, scheduled repayments and a limited moratorium on capital repayments and interest. One of the cornerstones of the lending practice adopted is consideration of the certainty of cash flows, and the ability of the borrower to absorb and service debt. The NYDA has adopted a conservative cash-flow management policy to manage the risk of investment made in instruments which are not readily realisable, in order to keep a healthy liquidity position.

The NYDA has the following mechanisms in place to ensure that it has the funds available to meet its commitments:

- A strategic plan and a three-year budget are prepared and approved by the Board of Directors prior to the start of the financial year
- At half-year, the NYDA conducts a revision of its annual budget and reassesses its liquidity needs. In addition, an application for recapitalisation is made to its Executive Authority and National Treasury.
- On a quarterly basis, the strategic plan and budget are reviewed by a committee comprised of divisional heads, the Chief Financial Officer and Chief Executive Officer
- Once a commitment has been made, NYDA keeps record of all gross commitments and drawn-down commitments or cancelled commitments and undrawn commitments.
- A distinction is made between encumbered and unencumbered cash resources of the NYDA.
- Three-year projections of cash flow, undrawn commitments brought forward, new commitments, cancelled commitments and undrawn commitments carried forward are prepared.
- Disbursements on commitments are made in several tranches, based on individual project needs.

#### Expected maturity dates: financial liabilities

The NYDA's short-term liabilities are mainly comprised of debts arising in the ordinary course of business and commitments to making grants for the implementation of National Youth Service and Skills Development projects. Debts arising in the ordinary course of business are normally settled over a period of not more than two months from the date of invoice.

Grant commitments are usually made over a period of 12 to 18 months and finance leases over a period of 31 to 36 months.





## National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2024

### 13. Financial Instruments (continued)

#### Expected maturity dates: financial assets

The NYDA's financial assets comprise mainly cash in current accounts with local financial institutions and loans due from small businesses. Except for loans due from small businesses and restricted cash, other financial assets are very liquid and not subject to any notice periods for draw down. The NYDA's exposure to illiquid assets is comprised of investments in restricted cash flows. This accounts for less than 7% of the carrying value of financial assets

The NYDA manages its liquidity risk by placing funds in short-term, highly liquid investments and ensuring that the maturities of financial assets match those of its financial liabilities.

2024	Due immediately or within one month	Due later than one month but not later than twelve months	Due later than twelve months	Total
	R'000	R'000	R'000	R'000
Receivables from exchange transactions	-	3 930	-	3 930
Receivables from non-exchange transactions	-	56 645	-	56 645
Rental deposit	-	-	5 611	5 611
Cash and cash equivalents	25 675	-	-	25 675
<b>Total current assets</b>	<b>25 675</b>	<b>60 574</b>	<b>5 611</b>	<b>91 860</b>
Finance lease obligation	-	(272)	(146)	(418)
Trade and other payables from exchange transactions	-	(59 552)	-	(59 552)
<b>Total current liabilities</b>	<b>-</b>	<b>(59 824)</b>	<b>(146)</b>	<b>(59 970)</b>
<b>Net liquidity of continuing operations</b>	<b>25 675</b>	<b>751</b>	<b>5 465</b>	<b>31 891</b>

2023	Due immediately or within one month	Due later than one month but not later than twelve months	Due later than twelve months	Total
	R'000	R'000	R'000	R'000
Receivables from exchange transactions	-	2 803	-	2 803
Receivables from non-exchange transactions	-	76 461	-	76 461
Rental deposit	-	-	5 611	5 611
Cash and cash equivalents	44 184	-	-	44 184
<b>Total current assets</b>	<b>44 184</b>	<b>79 264</b>	<b>5 611</b>	<b>129 059</b>
Finance lease obligation	-	0	(618)	(618)
Trade and other payables from exchange transactions	-	0	-	0
<b>Total current liabilities</b>	<b>-</b>	<b>0</b>	<b>(618)</b>	<b>(618)</b>
<b>Net liquidity of continuing operations</b>	<b>44 184</b>	<b>79 263</b>	<b>4 993</b>	<b>128 440</b>







## National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2024

### 13. Financial Instruments (continued)

#### Market risk

Market risk is defined as the risk that the fair value of future cash flows of a financial instrument will fluctuate, because of changes in market prices and includes currency risk, interest rate risk and other price risk (which are factors other than currency and interest rate risk that may influence fair value of the financial asset). The entity is primarily exposed to interest rate risk. Its objective is to ensure that it minimises losses of interest income as a result of utilising cash which attracts interest at a variable rate, to invest in other financial assets bearing interest at fixed rate. Hence, not all its loans granted are variable rate loan.

The NYDA is not directly exposed to currency risk as it does not enter into foreign currency transactions.

There have been no changes in the exposure, or the policy used to manage market risk.

#### Interest rate risk

Changes in interest rates will affect the revenue stream of the NYDA, as most of the financial assets' returns are linked to the prime rate.

#### Sensitivity analysis

At 31 March 2024, if interest rates had been 100 basis points higher, with all other variables held constant, interest income would have increased by approximately R256 751 (2023: R441 852). Consequently, income and accumulated reserves would have increased accordingly. If interest rates had been 100 basis points lower, with all other variables held constant, interest income would have decreased by approximately R256 751 (2023: R441 852). Consequently, income and accumulated reserves would have decreased accordingly.

The change would have occurred because of variable rate interest which NYDA earns from its financial assets which include cash and loans.

The NYDA's exposure to interest rate risk is as follows:

	2024 R'000	2023 R'000
Small Medium Enterprise	-	-
Micro loans, direct lending and intermediaries	-	-
Cash and cash equivalents	25 675	44 184
	<b>25 675</b>	<b>44 184</b>

#### Fair values

Fair value hierarchy of financial assets at fair value through surplus or deficit

The NYDA measures fair values using the following fair value hierarchy that reflects the significance of the inputs used in making measurement:

Level 1: Quoted market prices (unadjusted) in active markets for identical assets

Level 2: Inputs other than quoted prices included in Level 1 that are observable for the financial assets either directly (as prices) or indirectly (derived from prices)

Level 3: Inputs which are not based on observable market data.

#### Portfolio risk

Portfolio risk arises as a result of loans and advances being concentrated in any particular industry, location or stage of development. The risk is managed through the steering committee which sets limits of exposure to the various industries. The portfolio allocation is reviewed on a quarterly basis, at meetings of the steering committee.





National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2024

13. Financial Instruments (continued)

The NYDA recognises that it may face the risk of over-exposing itself in certain situations and considers the following in determining concentration:

- Overconcentration of loans to a particular industry
- Overconcentration of loans to business controlled by common shareholders or grants to a single service provider
- Overconcentration of funding in illiquid equity investments.

Industry	2024	2023
Building and construction	20%	20%
Health	10%	10%
Manufacturing	4%	4%
Printing	1%	1%
Retail	18%	18%
Services	18%	18%
Transport	6%	6%
Hospitality and leisure	23%	23%
	100%	100%

Capital management

The NYDA considers the annual government grant it receives as its capital and obtains its capital by making annual applications to the National Treasury. The funds which are received are held in money market instruments with local financial institutions which have a minimum AAA rating.

NYDA has a formalised budgeting and forecasting process in place, which allows for monitoring monthly, of the cash reserves and commitments of the Agency. It maintains cash on demand, to meet forecasted monthly cash outflows with the residual being maintained on call accounts. The NYDA conducts rolling forecasts to anticipate its cash requirements to meet operating expenses, capital expenditure and draw-down requests, in respect of commitments made regarding grants and loans. The NYDA tracks loan and grant approvals, commitments and undrawn commitments on a continuous basis, to provide a basis for anticipating capital calls.

The NYDA makes commitments from its existing capital base, notwithstanding that it has an expectation that the National Treasury will recapitalise the NYDA on an annual basis. The NYDA continuously keeps record of reserves which are encumbered and restricted, to avoid deficits arising from the over commitment of funds.



## National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2024

<b>14. Interest income</b>	<b>2024 R'000</b>	<b>2023 R'000</b>
Cash and cash equivalents	8 503	16 527
Loans receivable – impaired	-	521
	<b>8 503</b>	<b>17 048</b>

<b>15. Other income</b>	<b>2024 R'000</b>	<b>2023 R'000</b>
Project Management Fees	1 659	184
Other income	123	80
Bad debt and legal fee recovery	-	121
	<b>1 783</b>	<b>385</b>

<b>16. Grants Income - Department of Women, Youth and Persons with Disabilities</b>	<b>2024 R'000</b>	<b>2023 R'000</b>
Grant Income – General allocation	453 066	481 265
Grant Income - Presidential Youth Employment Intervention	250 000	200 000
	<b>703 066</b>	<b>681 265</b>

The Agency received a special allocation of R250 million from Department of Women, Youth and Persons with Disabilities (DWYPD) in terms of section 6(1)(b) of the Appropriation Act, 2021 for the National Youth Service (the Presidential Youth Employment intervention).

<b>17. Auditor's remuneration</b>	<b>2024 R'000</b>	<b>2023 R'000</b>
External audit fees	7 038	6 266
	<b>7 038</b>	<b>6 266</b>





## National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2024

18. The nature of operational expenses is as follows:	2024	Restated 2023
	R'000	R'000
Admin costs	8 585	12 103
Amortisation	13 573	9 415
Audits	7 038	6 266
Capacity building	3 580	3 223
Communications	16 325	8 439
Depreciation	9 220	10 097
Employee costs	70 339	68 628
Human Resources costs	2 718	4 274
ICT	16 456	18 440
Impairment loss	(11 021)	(44 477)
Legal Fees	4 139	3 638
Printing	-	158
Rental	10 264	9 925
Repairs and Maintenance	16	255
Risk	1 780	1 946
Staff Training	695	1 069
Travel	4 975	25 641
Workshops	2 106	7 120
Write offs	11 992	45 458
	<b>172 779</b>	<b>191 619</b>

\*Note 18 consolidates Notes 17 to 22, these notes have been separately disclosed in compliance with GRAP 1.

19. Depreciation and amortisation	2024	Restated 2023
	R'000	R'000
<u>Depreciation</u>		
Depreciation – Computer equipment	7 758	10 604
Depreciation – Office Equipment	882	1 061
Depreciation – Furniture	1 749	1 612
Depreciation – Leasehold improvements	4 509	4 462
Depreciation – Motor Vehicles	1 177	1 295
<b>Total depreciation</b>	<b>16 076</b>	<b>19 034</b>
Less: Depreciation attributable to project disbursements	(6 856)	(8 937)
<b>Depreciation attributable to operating expenses</b>	<b>9 220</b>	<b>10 097</b>
<u>Amortisation</u>		
Intangible assets	13 573	9 415
Less: Attributable to project disbursements	-	-
<b>Attributable to operating expenses</b>	<b>13 573</b>	<b>9 415</b>







## National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2024

<b>20. Employee related costs</b>	<b>2024</b>	<b>2023</b>
	<b>R'000</b>	<b>R'000</b>
Salaries and allowance	220 398	192 890
Provident fund: Defined contribution plan	12 356	11 184
Termination Benefits	2 318	-
Internship programme and temporary staff	421	42
Travel and reimbursed expenditure	5 954	6 322
<b>Total employee cost – Non Donor funded</b>	<b>241 447</b>	<b>210 437</b>
Attributable to Project disbursements	171 107	141 960
Attributable to Donor funding	7 375	14 363
<b>21. Allowance for impairment of assets</b>	<b>2024</b>	<b>2023</b>
	<b>R'000</b>	<b>R'000</b>
Small and medium enterprises	-	-
Micro loans, direct lending and intermediaries	-	521
Co-operatives	-	-
	<b>-</b>	<b>521</b>
Equipment impairment	770	395
Intangibles impairment		-
Trade and other receivables		-
	<b>770</b>	<b>395</b>
<b>Reversals of impairment</b>	<b>2024</b>	<b>2023</b>
	<b>R'000</b>	<b>R'000</b>
Small and medium enterprises	-	30 342
Micro loans, direct lending and intermediaries	11 275	-
Co-operatives	-	13 698
	<b>11 275</b>	<b>44 040</b>
Loans receivable from exchange transactions	11 275	44 561
	<b>11 275</b>	<b>44 561</b>
<b>Write-off assets</b>	<b>2024</b>	<b>2023</b>
	<b>R'000</b>	<b>R'000</b>
Loans receivable from exchange transactions	11 275	45 390
Equipment written off	987	68
Intangibles written off	-	-
Trade and other receivables written off	-	-
	<b>12 262</b>	<b>45 458</b>





## National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2024

<b>22. Operating lease</b>	<b>2024 R'000</b>	<b>2023 R'000</b>
Buildings	26 392	25 263
Less: Attributable to project disbursements	(16 125)	(15 275)
	<b>10 267</b>	<b>9 988</b>
Future minimum rentals under non-cancellable operating leases within one year	5 466	21 541
After one year but not more than five years	7 797	10 726

The leases relate to the buildings occupied by the NYDA and the average terms vary from 5 - 7 years and the escalation rates range from 7 - 10%. The NYDA does not implement automatic renewals on the leases as it is guided by the PFMA, SCM policy and Treasury regulations on procurement.

<b>23. Donor funding income and disbursements</b>	<b>2024 R'000</b>	<b>2023 R'000</b>
The respective donor funding disbursements are as follows:		
Department of Cooperative Governance- CWP	1 901	77 714
Department of Sports Arts and Culture -TYCP	9 590	10 411
Flemish government	-	50
Department of Women, Youth & Persons with Disabilities - 40 under 40 Awards	500	-
Kwa-Zulu Natal Department of Social Development	672	968
Services SETA Apprenticeship Programme	-	2 226
SEDA - BRICS	250	-
AGRISETA - BRICS & NMYD	400	250
Gauteng Office of the Premier - BRICS	70	-
Construction SETA - BRICS	500	-
CHIETA - BRICS	100	-
W&R SETA	3 476	-
PSETA-NYDA	2 943	1 970
PSET- DPSA NYDA	1 947	1 550
Ekurhuleni - Fetola Funding	-	1 146
FOODBEV SETA - BRICS & Skills Development	5 890	3 427
INSETA (BRICS & Skills Development)	3 240	300
FASSET	1 432	865
PSETA DISABILITY GRANT	3 323	446
JOBS FUND - NATIONAL PATHWAY ( NPM) Empangeni Site	201	1 316
Limpopo Office of the Premier	4 154	-
Unemployment Insurance Fund (UIF) - Grants & NYS	23 436	10 956
	<b>64 024</b>	<b>113 595</b>



## National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2024

Donor funds were disbursed as follows:	2024	2023
	R'000	R'000
Capacity building	34 601	60 625
KZN DSD Grants - Individuals and Groups	672	968
Grants - Individuals	20 446	12 706
Media Products	665	391
Travel	41	6 268
Salaries & Wages - Normal	7 399	14 363
Administration and overheads	201	17 845
Workshops	-	429
	<b>64 024</b>	<b>113 595</b>

24. Grant disbursements	2024	2023
	R'000	R'000
The respective grant disbursements are as follows:		
Grant disbursements – individuals and cooperatives	61 187	89 085
	<b>61 187</b>	<b>89 085</b>





## National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2024

<b>25. Project disbursements</b>	<b>2024</b>	<b>2023</b>
	<b>R'000</b>	<b>R'000</b>
The respective disbursements are as follows:		
Programme Design, Delivery and Development	236 590	215 966
Corporate Partnerships and International Relations	26 270	17 202
National Youth Service	217 844	547 085
Research and policy	4 462	4 805
Executive Directors Projects	30 471	9 322
<b>Total project disbursements</b>	<b>515 638</b>	<b>794 380</b>

<b>The nature of project expenses is as follows:</b>	<b>2024</b>	<b>2023</b>
	<b>R'000</b>	<b>R'000</b>
Admin costs	19 542	16 231
Capacity building	2 722	10 016
Communication	785	955
Depreciation	6 856	8 937
Employee costs	171 107	141 810
Rental	16 125	15 275
Repairs and Maintenance	61	224
Sponsorship	7 735	8 574
Travel	44 855	21 198
Vouchers	10 360	10 495
Workshops	21 937	11 992
PYEI NYS Projects	187 029	525 863
Project Disbursements	26 525	22 809
	<b>515 638</b>	<b>794 380</b>





## National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2024

26. Net cash flows from operating activities	2024	2023
	R'000	R'000
Surplus / (Deficit)	(36 163)	(377 992)
<b>Adjusted for:</b>		
Gain on sale of assets and liabilities	(142)	(113)
Interest income	(8 504)	(17 048)
Interest received	8 504	16 527
Write-off assets	12 226	(45 458)
Reversal of impairment loss	(11 275)	-
Impairment loss	770	44 477
Movements in provisions	(1 087)	1 028
Depreciation and amortisation	29 844	23 195
Unapproved surplus to Treasury	(8 881)	(10 222)
<b>Changes in working capital</b>		
Increase / (decrease) in receivables from exchange transactions	(1 126)	(831)
Increase / (decrease) in receivables from non-exchange transactions	19 816	132 756
Increase / (decrease) in deferred expenses	(3 800)	(2 669)
Increase / (decrease) in trade and other payables	3 131	6 123
(Increase) / decrease in rental deposit	-	(218)
Increase / (decrease) in deferred income	1 744	8 968
	<b>5 056</b>	<b>(221 476)</b>





## National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2024

### 27. Director's emoluments

2024	Remuneration	Bonus	Allowances	Defined contribution plan	Termination	Total
	R'000	R'000	R'000	R'000	R'000	R'000
<b>Board of Directors</b>						
Chairperson of the Board – Ms Asanda Luwaca	1 277	-	117	71	-	1 465
Deputy Chairperson of the Board – Ms Karabo Mohale	991	-	136	153	-	1 280
Member of the Board – Mr Thulisa Ndlela	540	-	30	-	-	570
Member of the Board – Mr Avela Mjajubane	9	-	39	-	-	48
Member of the Board – Ms Lebogang Mulaisi	116	-	36	-	-	152
Member of the Board – Ms Pearl Pillay	329	-	21	-	-	350
Member of the Board – Ms Alexandria Procter	291	-	24	-	-	315
Chief Executive Officer – Mr Waseem Carrim CA (SA)	2 382	414	384	243	-	3 423
<b>Audit Committee</b>						
Mbusiswa Ngcobo CA (SA) (Audit Committee Chairperson - Appointed 1 August 2023)	141	-	18	-	-	159
Advocate RM Rosey (Interim Audit Committee Chairperson - 1 October 2022 - 31 July 2023)	195	-	30	-	-	225
<b>Board Committee Specialist</b>						
Venisha Nayagar	50	-	15	-	-	65
Zephirus Molewa	23	-	3	-	-	26
<b>Executive Directors</b>						
Chief Financial Officer – Ms Khuthadzo Mbedzi CA (SA) (Appointed - 18 May 2022)	1 485	214	131	151	743	2 724
Acting Chief Financial Officer – Ms Culita Mhlongo CA (SA) (1 April- 18 May 2022)	482	-	-	-	-	482
<b>Executive Directors</b>						
Mr Siyabonga Mbambo (Executive Director Operations - Term ended 31 August 2023)	480	273	128	177	-	1 058
Ms Palesa Notsi (Term ended 30 April 2023)	43	253	7	19	1 124	1 446
Ms Mafiki Duma	2 091	274	144	131	-	2 640
Mr Tshepo Manyama (Acting Executive Director Operations - 01 August 2023 - 31 October 2023)	187	-	-	-	-	187
Ms. Nontsikelo Makaula (Executive Director)	628	-	17	155	-	800



# National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2024

Operations - Appointed 01 November 2023)

	11 740	1 428	1 280	1 100	1 867	17 415
--	--------	-------	-------	-------	-------	--------

2023	Remuneration	Bonus	Allowances	Defined contribution plan	Termination	Total
	R'000	R'000	R'000	R'000		R'000
<b>Board of Directors</b>						
Chairperson of the Board – Ms Asanda Luwaca	1 145	-	43	62	-	1 250
Deputy Chairperson of the Board – Ms Karabo Mohale	880	-	72	143	-	1 095
Member of the Board – Mr Thulisa Ndlela	550	-	36	-	-	586
Member of the Board – Mr Avela Mjajubane	61	-	33	-	-	94
Member of the Board – Ms Lebogang Mulaishi	439	-	36	-	-	475
Member of the Board – Ms Pearl Pillay	441	-	36	-	-	477
Member of the Board – Ms Alexandria Procter	333	-	36	-	-	369
Chief Executive Officer – Mr Waseem Carrim CA (SA)	2 253	332	199	223	-	3 007
<b>Audit Committee</b>						
Ms GT Ramaphaka CA (SA) ( Term ended - 31 March 2022)	13	-	-	-	-	13
Ms TF Tukisi ( Term ended - 31 March 2022)	8	-	-	-	-	8
Ms Reabetswe Kungwane Audit Committee Chairperson (Appointed May 2022, Resigned 1 October 2022)	150	-	-	-	-	150
Advocate RM Rosey (Interim Audit Committee Chairperson - 1 October 2022)	208	-	-	-	-	208
<b>Board Committee Specialist</b>						
Sibusisiwe Xulu	65	-	3	-	-	68
Venisha Nayagar	43	-	3	-	-	46
<b>Executive Directors</b>						
Chief Financial Officer – Ms Khuthadzo Mbedzi CA (SA) (Appointed - 18 May 2022)	1 359	-	34	145	-	1 538
Acting Chief Financial Officer – Ms Culita Mhlongo CA (SA) (1 April- 18 May 2022)	111	-	-		-	111
<i>Executive Directors</i>						



## National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2024

Mr Siyabonga Mbambo	1 404	253	69	487	-	2 213
Ms Palesa Notsi	1 467	258	109	219	-	2 053
Ms Mafiki Duma	1 556	274	47	129	-	2 006
	<b>12 486</b>	<b>1 117</b>	<b>756</b>	<b>1 408</b>	<b>-</b>	<b>15 767</b>

\* Allowances comprise of expense re-imbursements, travel reimbursements

<b>28. Commitments</b>	<b>2024</b>	<b>2023</b>
	<b>R'000</b>	<b>R'000</b>
<b>Capital Commitments</b>		
Office Equipment	-	5 534
Leasehold Improvements	3 402	305
Computer equipment	-	5 823
Vehicles	992	5 637
Office Furniture and Fittings	987	1 693
	<b>5 382</b>	<b>18 992</b>
	<b>R'000</b>	<b>R'000</b>
<b>Contractual Commitments</b>		
Software Licence - Microsoft	17 761	-
PYEI - NYS Project disbursements	58 237	-
NYDA-UIF Job creation funding partnership	-	3 816
NYDA - INSETA skills development partnership	-	3 709
NYDA - Jobs Fund Mentorship partnership	-	5 000
	<b>75 998</b>	<b>12 525</b>

### 29. Contingent liability

A contingent liability is an existing condition or situation involving uncertainty as to possible loss to an organisation, which will ultimately be resolved when one or more future event occur or fail to occur. A contingent liability is recognised by the NYDA when that uncertainty will ultimately be resolved, if one or more future events occurs, not wholly within the agency's control, or fail to occur. Resolution of the uncertainty may confirm the loss or the incurrence of a liability.

The NYDA has the following contingent liabilities which meets the definition as provided above:

- **Litigations:** R 1 113 998 consisting of Employment contractual disputes and service provider contractual disputes.
- **Vouchers:** R 5 281 685 The Agency has in issue R5.3 million vouchers which have not been finalised as at the end of the reporting period.

Section 53 (1) of the PFMA, requires public entities not to retain cash surpluses that were realised in the previous financial year without prior written approval from National Treasury.







## National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2024

National Treasury partly approved the utilisation of the surplus funds for 2022-23 financial year amounting to R31 689 000 and the NYDA surrendered R8 881 000 to the National Revenue fund. The adjusted cash surplus for 2022-23 is R22 808 000

As at 31 March 2024 the NYDA did not have cash surpluses to be surrendered to the National Treasury.

### 30. Contingent Assets

#### Contingent Assets

A contingent asset is a possible asset that arises from past events, and whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the entity. i.e., a possible asset that may arise because of a gain that is contingent on future events that are not under an entity's control. The NYDA did not have contingent assets during the year under review.

31. Irregular Expenditure and Fruitless and Wasteful Expenditure	2024 R'000	2023 R'000
Irregular expenditure	-	-
Fruitless and wasteful expenditure	-	93
<b>Closing Balance</b>	<b>-</b>	<b>93</b>

During 2022/23 the Agency identified fruitless and wasteful expenditure of R93 000 wherein the supplier failed to deliver goods paid for by the Agency on behalf of two grant beneficiaries. As of 31 March 2024 the matters were under the Legal investigation and no funds have been recovered from the suppliers.

### 32. Going Concern

The National Youth Development Agency (NYDA) prepares its annual financial statements in terms of Generally Recognised Accounting Practice (GRAP).

**GRAP 14, Paragraph 14** requires the entity to determine whether the going concern assumption is appropriate at the reporting dates. Management has determined that the entity is a going concern due to the following:

**GRAP 14, Paragraph 15** states that "An entity shall not prepare its financial statements on the going concern basis if management determines after the reporting date either that there is an intention to liquidate the entity or to cease operating, or that there is no realistic alternative but to do so. There is no intention by the shareholder to liquidate the entity, cease operations or transfer the functions and activities of the entity.

The National Youth Development Agency (NYDA) is considered to be a going concern after consideration of the following factors:

- The Agency's total assets exceeds total liabilities.
- The Agency has accumulated equity surplus reserves.
- The Agency holds enough cash reserves to meet debt obligations as they become due and payable.

The Agency has received an allocation of R704 million from the Department of Women, Youth and Persons with disabilities which will fund operations and projects for the 2024 / 2025 financial year.

The NYDA is established by an Act of Parliament with an aim to achieve a specific government mandate of youth development. Parliament has not given any indication of changing the delivery method on youth development and there are no indications that suggest they will do so in the foreseeable future.

The NYDA holds within its budget R4.5 million as a contingency reserve which can aid in respect of unforeseen budget deficits.





# National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2024

The financial statements of the NYDA for the year ended 31 March 2024 have therefore been prepared on a going concern basis after the above factors have been considered.

## 33. Events after the reporting date

There were no events that occurred after the reporting date

## 34. Budget against actual expenditure for the period 2023-2024:

### Material variance analysis:

Variances above 10% are considered material by the NYDA and thus should be explained.

The reason for material variances in budget against actual expenditure are the following:

**Interest Income:** is earned based on available cash balances in the bank throughout the year. Decrease due to budget cuts

**Other Income:** Increase due to project management fees earned from implementation of donor projects.

**Prior year approved rollover:** In line with the budget processes and approval of the retention of prior year surplus, the rolled-over funds are brought into the books through the adjustment budget as income once National Treasury has approved. These funds would have been accrued and recognised as revenue in the statement of financial performance in the prior year and they are thus not accrued for again in the current year. However, they form part of the funds that are utilised (expenditure raised against the budgeted income) in the current year, hence the reported deficit in the statement of financial performance in 2021-22 when compared to the statement of Comparison of Budget and Actual amounts.

**Audits:** The additional work required on the external audit process incurred slightly higher than expected fees.

**Interest paid:** Not budgeted for as the amount is not material

**Depreciation, amortisation and impairment:** These items are not budgeted for because they are non-cash in nature.

**Project disbursements - PYEI: NYS:** Young people who have not completed service at financial year end and service rolls into the new financial year.

## 35. Related Parties

The NYDA is established within the Department of Women, Youth and Persons with Disabilities (DWYPD) which is the transferring Department of the Agency and represents the Executive Authority. The related parties of the NYDA consist mainly of directors, key management personnel and Department of Women, Youth and Persons with Disabilities (DWYPD).

There were no related party transactions between the NYDA and DWYPD other than the revenue from transfers.

There were no related party transactions between the NYDA, the board and key management personnel, other than the grants income disclosed in note 16 and the directors' emoluments which has been disclosed in note 27.

All transactions with the related parties are concluded on an arms-length basis.

## 36. Accounting by Principals and Agents

GTAC-JOBS FUND implementation of the PYEI project on behalf of NYDA		2024	2023
Assets		R'000	R'000
Receivables from non-exchange transaction		-	13 393
Expenditure			
Project Disbursement - National Youth Service (PYEI) project		6 793	480 567





## National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2024

The National Youth Development Agency (NYDA) received a special allocation from Department of Women, Youth and Persons with Disabilities (DWYPD) in terms of section 6(1)(b) of the Appropriation Act, 2021 for the establishment and operationalisation of the National Youth Service (the Presidential Youth Employment intervention (PYEI)) as well as the Youth Employment Challenge Fund. In line with the MoU agreement between the Department of Employment and Labour, National Youth Development Agency, and the Presidency, they have appointed a project manager - Government Technical Advisory Centre (GTAC) to monitor the delivery of the project through different partnerships and intermediaries with other organisations and entities that also aim at promoting the Presidential Youth Employment Fund (PYEI fund). There were no significant risks and benefits associated with the relationship.

During the financial year under review, The GTAC and the NYDA agreed following the First Call for Proposals for the NYS, the Fund Management function held by the Jobs Fund will be transitioned back to the NYDA and that an exit strategy for the Jobs Fund from its obligations as set out in the MOA will be agreed upon in this Agreement. The GTAC agreed to cede and assign the Fund Management Functions performed by the Jobs Fund to the NYDA, including all its rights and responsibilities, liabilities, obligations, and duties under the MOA effective 1 July 2023.

### 37. Prior Period Error

In the current year some line items of the financial statements disclosed in the prior year (2021/22) were restated due to the error which were identified. The error was as a result of transactions erroneously accounted for. The restatements were done retrospectively in line with the GRAP standard. Below are classes of transactions, account and disclosure notes which were restated as a result of error:

37.1 Reclassification of Microsoft licence costs from ICT expenditure to Intangible Assets due to the nature and term of the contracts being over the period of 12 months

37.2 Reclassification of classification of ERP research and training costs from intangible assets to expenditure.

<i>Effects of Statement of financial position</i>	2024 R'000	2023 - Restated R'000	2022 - Restated R'000
---	---------------	-----------------------------	-----------------------------

#### Current Assets

Receivable from exchanges - Note 2	3 930	2 803	-
------------------------------------	-------	-------	---

#### Non-Current Assets

Intangible Assets - Note 6	15 410	17 531	12 949
----------------------------	--------	--------	--------

<i>Effects of Statement of financial performance</i>	2024 R'000	2023 - Restated R'000	2022 - Restated R'000
--	---------------	-----------------------------	-----------------------------

#### Expenditure

Operating Expenses - Note 18	172 779	191 619	162 279
------------------------------	---------	---------	---------

<i>Effects on the notes</i>	2024 R'000	2023 - Restated R'000	2022 - Restated R'000
-----------------------------	---------------	-----------------------------	-----------------------------

#### Note 2 - Receivables from Exchange

Prepaid Expenses	1 507	1 849	-
------------------	-------	-------	---

#### Note 18 - Operating Expenses

Amortisation	13 573	9 415	1 930
ICT Expenses	16 456	18 440	36 251



## National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2024

### Note 19 - Depreciation & Amortisation

Amortisation 13 573 9 415 1 930

### Note 6 – Intangible Assets

#### Intangible assets

	2024			2023 - Restated		
	Cost	Accumulated amortisation and impairment	Carrying value	Cost	Accumulated amortisation and impairment	Carrying value
	R'000	R'000	R'000	R'000	R'000	R'000
Software developed in house	18 387	(5 863)	12 524	13 855	(3 337)	10 518
Computer software purchased	14 091	(11 205)	2 886	10 435	(7 954)	2 481
Software under development	-	-	-	4 532	-	4 532
<b>Total</b>	<b>32 478</b>	<b>(17 068)</b>	<b>15 410</b>	<b>28 822</b>	<b>(11 291)</b>	<b>17 531</b>

#### Reconciliation of intangible assets – 2024

	Opening balance	Additions	Disposals	Transfers	Amortisation	Impairment loss	Total
	R'000	R'000	R'000	R'000	R'000	R'000	R'000
Software developed in house	10 519	-	-	4 531	(2 526)	-	12 524
Software purchased	2 481	11 451	-	-	(11 047)	-	2 886
Software under development	4 531	-	-	(4 531)	-	-	-
	<b>17 531</b>	<b>11 451</b>	<b>-</b>	<b>-</b>	<b>(13 573)</b>	<b>-</b>	<b>15 410</b>

#### Reconciliation of intangible assets – 2023 - Restated

	Opening balance	Additions	Disposals	Transfers	Amortisation	Impairment loss	Total
	R'000	R'000	R'000	R'000	R'000	R'000	R'000
Software developed in house	12 495	-	-	-	(1 976)	-	10 519
Software purchased	363	9 624	-	-	(7 439)	(67)	2 481
Software under development	91	4 440	-	-	-	-	4 531
	<b>12 949</b>	<b>14 064</b>	<b>-</b>	<b>-</b>	<b>(9 415)</b>	<b>(67)</b>	<b>17 531</b>





## National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2024

Reconciliation of intangible assets – 2022 - Restated							
	Opening balance R'000	Additions R'000	Disposals R'000	Transfers R'000	Amortisation R'000	Impairment loss R'000	Total R'000
Software developed in house	761	-	-	13 855	(1 651)	- 470,00	12 495
Software purchased	695	-	-	-	(279)	(53)	363
Software under development	10 098	3 848	-	- 13 855	-	-	91
	<b>11 554</b>	<b>3 848</b>	<b>-</b>	<b>-</b>	<b>(1 930)</b>	<b>(523)</b>	<b>12 949</b>



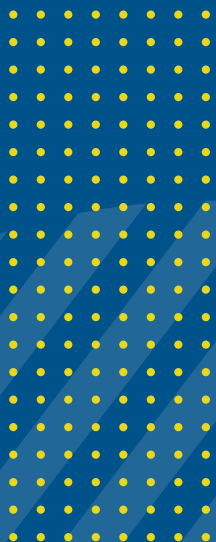


# 24

+ + +  
+ + +  
+ + +  
+ + +



**Annexures**





# Annexure A

## Expenditure – Annual Report Reconciliation

Irregular Expenditure and Fruitless and Wasteful Expenditure	2024 R'000	2023 R'000
Irregular expenditure	-	-
Fruitless and wasteful expenditure	-	93
<b>Closing Balance</b>	<b>-</b>	<b>93</b>

Reconciliation of irregular expenditure		
Description	2024 R'000	2023 R'000
Opening balance	281 107	281 107
Add: Irregular expenditure confirmed	-	-
Less: Irregular expenditure condoned	-	-
Less: Irregular expenditure not condoned and removed	-	-
Less: Irregular expenditure recoverable	-	-
Less: Irregular expenditure not recovered and written-off	-	-
<b>Closing Balance</b>	<b>281 107</b>	<b>281 107</b>

### Details of current and previous year irregular expenditure (under assessment, determination, and investigation)

Description	2024 R'000	2023 R'000
Irregular expenditure under assessment	-	-
Irregular expenditure under determination	-	-
Irregular expenditure under investigation	-	-
<b>Total</b>	<b>-</b>	<b>-</b>

Reconciliation of Fruitless and Wasteful expenditure		
Description	2024 R'000	2023 R'000
Opening balance	6 043	5 950
Add: Fruitless and Wasteful expenditure confirmed	-	93
Less: Fruitless and Wasteful expenditure condoned	-	-
Less: Fruitless and Wasteful expenditure not condoned and removed	-	-
Less: Fruitless and Wasteful expenditure recoverable	-	-
Less: Fruitless and Wasteful expenditure not recovered and written-off	-	-
<b>Closing Balance</b>	<b>6 043</b>	<b>6 043</b>

### Details of current and previous year Fruitless and Wasteful expenditure (under assessment, determination, and investigation)

Description	2024 R'000	2023 R'000
Fruitless and Wasteful expenditure under assessment	-	-
Fruitless and Wasteful expenditure under determination	-	-
Fruitless and Wasteful expenditure under investigation	-	93
<b>Total</b>	<b>-</b>	<b>93</b>

During 2022/23 the Agency identified fruitless and wasteful expenditure of R93 000 wherein the supplier failed to deliver goods paid for by the Agency on behalf of two grant beneficiaries. As of 31 March 2024 the matters were under the Legal investigation and no funds have been recovered from the suppliers.





# Annexure B

## Procurement by other means



NATIONAL YOUTH DEVELOPMENT AGENCY  
OUR YOUTH. OUR FUTURE.

Deviation Report as at April 2023 - March 2024

Name of Service Provider	Sub-Unit	Date of Deviation Memo	Value of Deviation	Submitted by	Explanations for deviation
Microsoft Ireland Operations Limited	ICT	22-Jun-23	R25,941,441.95	ICT	Request for approval to deviate from the normal SCM process for the appointment of Microsoft as a sole provider.
University of Venda, University of the Free State and Wits University	PDDD	28-Feb-24	R 3 674 500.00	PDDD	The FASSET only considers public universities to be the implementing partners for the programme. Given that participants will not be receiving stipend, the 3 Universities are located closer to 500 targeted beneficiaries who are in Thohoyandou, Johannesburg and Free Bloemfontein. Therefore, it become easy for the participants to attend without the need to relocate or travel long distances to get this training.
SAGE	ICT	Monday, 25 March 2024	R275,027.70	ICT	The Agency must submit the SARS annual tax employer reconciliations, submissions are due to be made on or by the 31st of May at each calendar year. The Sage system will be required to be available by that time to make the necessary tax employer submissions, and to send through the employees their IRP5s for the period 01 March 2023 to 29 February 2024. The submissions can only be completed on the SAGE system which owned by SAGE as it was the system that was utilized during the last financial year.
Ernst & Young Advisory Services (Pty) Ltd	HR	Thursday, 28 March 2024	R2,092,880.00	HR	In 2022, the GIZ appointed EY to support NYDA's contribution to the PYEI in adapting their processes, strategies, structures, or organizational cultures to suit and best address their challenges. the NYDA wishes to continue the work with EY for the following reasons: <ul style="list-style-type: none"> <li>•The significant knowledge and insight EY has gained of the NYDA over the initial three phases of the institutional strengthening support under the GIZ programme.</li> <li>•The presence of well-established and effective relationships between the consultants and leadership and staff across the NYDA that are critical to an effective change management process.</li> <li>•The implementation of an existing methodology and approach to the organisational culture journey which requires continuity in order to achieve impact</li> </ul>







# Annexure C

## Risk Management Report

### 1. Introduction

The 2023/24 financial year marked a pivotal period for the National Youth Development Agency (NYDA), the Agency continued to fortify the risk management to be a cornerstone of the Agencies governance framework amidst an evolving landscape of economic, social, and technological challenges playing a critical role in ensuring that the Agency effectively manages risk. Management's commitment to proactive risk management, upholding accountability, and complying with all relevant regulations has been integral in safeguarding the Agency's objectives and ensuring the sustainable delivery of its mandate to empower the youth of South Africa. The risk management framework is aligned with the Public Sector Risk Management Framework, developed in accordance with the prescripts of the Public Finance Management Act (PFMA).

In line with Section 51 (1) (a) (i) of the Public Finance Management Act, the Accounting Authority bears ultimate responsibility for risk management. The Audit and Risk Committee, appointed by the Accounting Authority, plays a vital role in providing oversight of the risk management process. Throughout the year, risk management activities were rigorously monitored and reported monthly and quarterly at the Operations Executive Management Committee (OpsExco) meetings.

### 2. Risk Management Framework

During the year under review, NYDA enhanced its risk management framework by aligning it with the latest international best practices and national guidelines. These activities included the approval of several crucial guiding documents by the Accounting Authority, reflecting the Agencies dedication to robust governance and compliance:

Key developments included:

- **Policy Revision:** A comprehensive review and update of the Risk Management Policies were conducted to ensure alignment with the changing regulatory environment and the strategic objectives of the NYDA. The Board approved the updated policies in Quarter 4 of the financial year.
- **Compliance Management Policy:** A framework to ensure the Agency's adherence to all applicable laws, regulations, and internal policies, thereby safeguarding its integrity and reputation of the Agency.
- **Enterprise Risk Management (ERM) Policy and Framework:** A comprehensive approach to identifying, assessing, managing, and monitoring risks across the (44) NYDA offices, ensuring that risk management is integrated into all strategic and operational processes.
- **Annual Risk Management Implementation Plan:** A detailed plan outlining the specific risk management actions and initiatives to be undertaken within the financial year, tailored to address the Agency's evolving risk landscape.
- **Fraud and Corruption Prevention Policy:** A policy aimed at preventing, detecting, and responding to fraudulent and corrupt activities within the Agency, promoting an ethical organisational culture.
- **Fraud and Corruption Prevention Strategy:** A strategic approach designed to strengthen the Agency's defences against fraud and corruption, ensuring transparency and accountability in all the Agency's operations.

**Annual Ethics Management, Fraud, and Corruption Prevention Plan:** An action-oriented plan focusing on ethical conduct and the prevention of fraud and corruption, reinforcing the Agency's commitment to high ethical standards and integrity.

These activities form the backbone of the agency's risk management framework, guiding management efforts in protecting the Agency's assets, reputation, and mission. They also serve as a testament to the ongoing efforts to enhance risk maturity and build a resilient NYDA capable of achieving its strategic objectives.

### 3. Key Risk Areas and Mitigations

Throughout the year, the Risk Management Unit identified, assessed, and mitigated several key risks that could impact the Agency's operations. These include:

#### 3.1 Strategic Risks

- **Financial Instability:** The ongoing economic volatility posed a threat to the financial sustainability of the





Agencies programs. Mitigation strategies included scenario planning and diversifying funding sources to reduce dependency on single income streams.

- Digital Transformation: As NYDA continued its digital transformation journey, cyber risks and data privacy concerns were paramount. The Agency strengthened its cybersecurity protocols, implemented multi-factor authentication, and conducted regular audits to safeguard digital assets.

### 3.2 Operational Risks

- Program Delivery: To address the risk in relation to programme delivery, the Agency implemented stricter project management protocols and enhanced oversight mechanisms.
- Human Resource Management: The retention of skilled personnel remained a challenge. The Agency responded by revising its talent management strategy to include better employee engagement practices and succession planning.
- Risk Appetite and Tolerance Levels: Clear risk appetite and tolerance levels were defined and communicated across the Agency. This has enabled better decision-making and risk-taking that aligns with the strategic goals.
- Risk Culture: Efforts to embed a risk-aware culture within the NYDA were intensified through Risk Training and awareness programs. These initiatives aimed to empower employees at all levels to recognise and manage risks within their areas of operations.
- Fraud and Corruption: In a proactive effort to mitigate fraud and corruption risks, the Agency conducts targeted fraud risk assessments, focusing on high-risk areas identified within its operations. This approach ensures that potential vulnerabilities are addressed before they can impact the organization.

## 4. Fraud and Corruption

In alignment with the Prevention and Combating of Corruption Activities Act, 2004 (Act 12 of 2004), the Agency has thoroughly reviewed and implemented the Fraud and Corruption Prevention Policy, Strategy and Plan. The Agency has adopted a Zero-tolerance stance on fraud and corruption, actively fostering of integrity and accountability among employees.

Through targeted awareness campaigns, employees are continually encouraged to report any fraud and corruption. The Agency provides a dedicated toll-free hotline number (0800 733 477) used to report any suspicious and corrupt unethical activities against the Agency, ensuring that all allegations received are followed up, and if necessary, investigations are conducted. To proactively safeguard against fraud and corruption, the Agency conducts regular fraud risk assessments, particularly focusing on high-risk areas. This proactive approach allows the NYDA to identify potential vulnerabilities early and implement measures to mitigate risks effectively.

## 5. Minimizing Conflict of Interests

To uphold ethical standards and ensure transparency, the NYDA has implemented stringent measures to manage and mitigate conflicts of interest among its employees. All employees are required to declare their financial interests annually, including any donations, gifts, or other benefits received, in accordance with the NYDA Code of Conduct and Ethics Policy.

In addition, employees must submit declaration forms and seek the CEO's approval before engaging in any private work outside of their official duties with the Agency. During the 2023/24 disclosure period, all employees submitted their declaration of interest forms, and no conflict identified. Thus, no consequence management instituted.

The Agency also employs a thorough verification process to identify any potential conflicts of interest. If any suspected conflicts arise, they are escalated to the Fraud Investigation Unit for further transaction analysis and, if required, a detailed investigation is launched. When an employee is found to be engaged in business activities that conflict with the Agency's mandate, they will be formally notified and required to make a choice: either to cease their involvement in the conflicting business activities or to resign from their position within the Agency. This measure ensures that the integrity and objectives of the Agency are upheld without compromise.

## 6. The effectiveness of internal control

The NYDA's system of internal controls is meticulously designed to deliver cost-effective assurance that assets are safeguarded, and that liabilities and working capital are efficiently optimised. The system of internal controls applied by the Agency over financial and risk management is effective, efficient and transparent, it ensures that the Agency consistently meets its obligations, with a robust mechanism in place for accurate and timely reporting of performance information against planned targets. This system not only reinforces accountability but





also supports the achievement of strategic objectives by providing a reliable foundation for decision-making and resource management.

## 7. Insurance Risk

The Risk Management Unit has diligently ensured that the insurance requirements of the Agency are consistently met. Over the past three years, the Agency had contracted Quintosys (Pty) Ltd to provide comprehensive insurance brokerage service; however, the term of this contract ended on the 30th of November 2023. Effective February 1st, 2024, the Agency entered into a new agreement with Aris Insurance Brokers as a service provider for insurance brokerage, to render insurance broking services and claims services, in ensuring that the Agency, its assets, possible liabilities, and employees are always adequately and economically insured. The insurance renewal process is conducted annually to assess any operational changes that might impact existing insurance covers and claims continue to be processed timeously.

As part of the Agency's commitment to digital transformation, special attention has been given to securing cyber insurance coverage. This inclusion is crucial in safeguarding against cyber threats and data breaches, which are increasingly significant risks in today's digital landscape. The cyber security coverage is vital for protecting the Agency's digital assets, ensuring business continuity, and maintaining stakeholder trust as the Agency continues to embrace digital advancements.

## 8. Risk Governance

The Risk Management Unit reported directly to the Audit and Risk Committee, ensuring independent oversight of the Agency's risk management activities. Key governance activities during the year included:

- Quarterly Risk Reviews: These reviews were conducted to evaluate the effectiveness of risk mitigation strategies and to update the risk register accordingly.
- Internal Audits: The internal audit function played a critical role in providing assurance on the adequacy and effectiveness of the risk management processes. All audit findings were addressed promptly, and corrective actions were implemented where necessary.

## 9. Business Continuity Management

The Risk Management and Information and Communication Technology (ICT) Units are actively engaged in the ongoing enhancement and implementation of the Agency's Business Continuity Plans. This collaborative effort ensures that the Agency remains resilient and prepared to respond effectively to any disruptions, safeguarding critical operations and minimising potential impacts on service delivery. Continuous updates to these plans reflect the evolving nature of risks, enabling the Agency to maintain operational continuity and uphold its commitments under all circumstances.

## 10. Compliance with Laws and Regulations

The Agency is committed to a philosophy of Integrated Compliance Risk Management as a core managerial capability. The Agency has an approved Compliance Management Policy which is aligned to the principles of the King IV Report, the standards set by the Compliance Institute of South Africa and the legislative requirements of the PFMA. The Agency has a Regulatory Universe in place, detailing all pieces of legislation that might have an impact on the operations of the Agency and this Regulatory Universe is reviewed annually in consultation with Legal Services Unit, Risk and Compliance Champions and Ops Exco.

## 11. Broad-Based Black Economic Empowerment (B-BBEE)

**Financial Year Period Measured 01 April 2023 – 31 March 2024**

The Broad-Based Black Economic Empowerment (B-BBEE) verification audit for the financial year 2023/24 commenced on 6 May 2024. This audit served to evaluate the Agency's adherence to B-BBEE requirements, as stipulated by the B-BBEE Act, No. 53 of 2003. This process is a critical measure to ensure that the NYDA continues to meet its empowerment objectives, contributing to the economic inclusion of historically disadvantaged groups.

### Audit Process

To facilitate the audit, information-gathering sheets were distributed across all key units within the Agency. These sheets requested detailed input on various B-BBEE elements, including management control, skills development, enterprise and supplier development, and socio-economic development. Each unit was responsible for providing comprehensive data, ensuring that all relevant aspects of the scorecard were covered.





Following this initial submission, specific samples of supporting evidence were requested from the respective units. This evidence is crucial for validating the data provided, confirming its accuracy, and ensuring compliance with B-BBEE codes. The verification agency conducted a thorough review of the information, which is critical for determining the Agency’s overall B-BBEE score.

Identified Areas of Improvement and Strategic Response

As part of the continuous improvement process, a gap analysis was conducted, revealing key areas where the Agency’s performance did not meet the desired compliance levels. Below are the identified areas of improvement and the strategic approach to address these gaps:

Improvement Plan Development:

The development of an improvement plan became imperative to identify gaps across all B-BBEE elements. The process involved a comprehensive review of the scorecard, particularly focusing on elements where the Agency underperformed. The analysis highlighted areas such as supplier and enterprise development as opportunities for improvement. As a result, targeted strategies were formulated, with a key goal of advancing the Agency’s compliance from a Level 7 B-BBEE status to a Level 4. This improvement plan had set measurable targets and timelines for the respective units to implement corrective actions.

Capacity-Building Sessions:

A key part of the improvement strategy involved hosting focused sessions with different units within the Agency. The primary objective of these sessions was to equip units with an in-depth understanding of B-BBEE scorecard elements. These sessions ensured that unit managers and staff were not only aware of their roles in achieving compliance but also provided clarity on the verification process. The interaction with the verification agency allowed for the resolution of queries and ensured the submission of more accurate, aligned, and compliant data.

Enhanced Training and Knowledge Sharing:

On 17 April 2024, the Risk Management unit coordinated an Enhancement Training session, presented by the Office of the B-BBEE Commissioner. The training covered critical updates on B-BBEE policies, strategies for improving the Agency’s performance in key areas, and best practices to optimise overall compliance. This session was instrumental in providing staff with the knowledge required to navigate the complexities of B-BBEE, improving their capacity to implement initiatives that foster empowerment. The training also emphasized the importance of alignment with national targets for economic transformation.

Scorecard Overview of the Four (4) Elements

SCORECARD LEVELS			NYDA ACHIEVED SCORE/LEVEL
Level One Contributor	<100 points on the Generic Scorecard	135%	
Level Two Contributor	Greater than 95 but <100 points on the Generic Scorecard	125%	
Level Three Contributor	Greater than 90 but <95 points on the Generic Scorecard	110%	
Level Four Contributor	Greater than 80 but <90 points on the Generic Scorecard	100%	81.63 Points Achieved
Level Five Contributor	Greater than 75 but <80 points on the Generic Scorecard	80%	Discounted to Level 5
Level Six Contributor	Greater than 70 but <75 points on the Generic Scorecard	60%	
Level Seven Contributor	Greater than 55 but <70 points on the Generic Scorecard	50%	





Level Eight Contributor	Greater than 40 but <55 points on the Generic Scorecard	10%	
Non-Compliant Contributor	Less than <40 points on the Generic Scorecard	0%	

Actual points achieved by NYDA for the financial year 2023/24 as per the four elements depicted below:

B-BBEE Element	Weighted Score/Points	Achieved Score	Shortfall for improvement
Management Control	20	17.89	2.11
Skills Development	30	23.60	6.4
Enterprise Supplier Development	54	38.13	15.87
Socio Economic Development	5	2	3
Total	109	81.63	27.37

## Scorecard Summary

Below is a table that depicts the NYDA's B-BBEE compliance status:

### Management Control

Sub-Element	Indicator	Weighting Points	Compliance Target	Actual	Score
Board Participation	Exercisable voting rights of black board members as a percentage of all board members	2	50.00%	100.03%	2.00
	Exercisable voting rights of black female board members as a percentage of all board members	1	25.00%	85.74%	1.00
	Black persons who are executive directors as a percentage of all executive directors	2	50.00%	100.00%	2.00
	Black female executive directors as a percentage of all executive directors	1	25.00%	85.71%	1.00
Other Executive Management	Black Other Executive Management as a percentage of all	4	60.00%	100.00%	4.00
	Other Executive Management	2	30.00%	44.44%	2.00
Middle Management	Black female Other Executive Management as a percentage of all Other Executive Management	2	75.00%	69.96%	1.87
	Black female Employees in Middle Management as a percentage of all Middle Management	1	38.00%	34.27%	0.90





Junior Management	Black Employees in Junior Management as a percentage of all Junior Management	2	88.00%	75.85%	1.72
	Black female Employees in Junior Management as a percentage of all Junior Management	1	44.00%	41.01%	0.93
Disabled	Black Employees with disabilities as a percentage of all employees	2	2.00%	0.47%	0.47
					<b>17.89</b>

## Skills Development

Sub-Element	Indicator	Weighting Points	Compliance Target	Actual	Score
Skills Development Expenditure	Skills Development Expenditure on Learning Programmes specified in the Learning Programme Matrix for black people as a percentage of Leivable Amount	9	6.00%	3.98%	5.96
	Skills Development Expenditure on Learning Programmes specified in the Learning Programme Matrix for black employees with disabilities as a percentage of Leivable Amount	4	0.30%	0.97%	4.00
Learnerships	Number of black people participating in Learnerships, Apprenticeships and Internships as a percentage of total employees	6	2.50%	2.19%	5.25
Unemployed Learners	Number of black unemployed people participating in training specified in the Learning Programme Matrix as a percentage of total employees	6	2.50%	2.46%	5.90
Bonus Points	Number of black people absorbed by the Measured and Industry Entity at the end of the Learnerships programme	5	100.00%	50.00%	2.50
					<b>23.60</b>

- The overall performance in this element was strong, as the required expenditure targets were fully met without any shortfall.

Total Leivable amount for the financial period (EMP201)	<b>R 329 201 000</b>
Shortfall Expenditure on Skills Development	<b>R 0</b>





## Enterprise Supplier Development

Sub-Element	Indicator	Weighting Points	Compliance Target	Actual	Score
Preferential Procurement	B-BBEE Procurement Spend from all Empowering Suppliers based on the B-BBEE Procurement Recognition Levels as a Percentage of Total Measured Procurement Spend	5	80.00%	62.72%	3.92
	Procurement	4	15.00%	7.46%	1.99
	that are Qualifying Small Enterprises based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	5	15.00%	42.96%	5.00
	B-BBEE Procurement Spend from Exempted Micro Enterprise suppliers based on the applicable B-BBEE	11	40.00%	47.63%	11.00
	Procurement Recognition Levels as a percentage of Total	5	12.00%	39.75%	5.00
Bonus Points	B-BBEE Procurement Spend from Designated Group Suppliers that are at least 51% Black owned based on the BBEE Recognition Level	2	2.00%	5.35%	2.00
Supplier Development	Annual value of all Qualifying Supplier Development Contributions made by the Measured Entity as a percentage of the target	15	2.00%	0.56%	4.22
Enterprise Development	Annual value of Enterprise Development Contributions and Sector Specific Programmes made by the Measured Entity as a percentage of the target	5	1.00%	1.03%	5.00
Bonus Points	Bonus point for graduation of one or more Enterprise Development beneficiaries to graduate to the Supplier Development level	1	Yes	No	0.00
	Bonus point for creating one or more jobs directly as a result of Supplier Development and Enterprise Development initiatives by the Measured Entity	1	Yes	No	0.00
					<b>38.13</b>

## Reasons for Not Achieving Full Points in B-BBEE Compliance

The NYDA's total procurement spend for the period was R 619,952,000, of which the B-BBEE procurement spend target was set at 80%, equating to R 495,961,600. However, the total B-BBEE procurement spend, based on supplier ratings, amounted to R 388,860,764, resulting in a shortfall of R 107,100,836. This indicates that the Agency fell short of its preferential procurement target by approximately 21.6%, highlighting an area for improvement in terms of engaging with B-BBEE-compliant suppliers.

In terms of enterprise development, the spending target was set at 1% of the taxable amount, which totaled R 349,015,745. The NYDA exceeded this target, spending R 3,584,923, with no shortfall in expenditure.





For supplier development, the target was set at 2% of the tax amount, equating to R 6,980,315. However, the total value spent on supplier development was R 1,963,766, resulting in a significant shortfall of R 5,016,549. This indicates that the Agency did not meet its supplier development target and will need to increase support to suppliers to improve its B-BBEE score in this area.

Total Procurement Spend	R 619 952 000
B-BBEE Procurement Spend Target	R 495 961 600
Total B-BBEE Procurement Spend (based on Supplier Ratings)	R 388 860 764
Shortfall Expenditure on Preferential Procurement	R 107 100 836

Indicative Net Profit After Tax	R 349 015 745
Enterprise Development Spend Target	R 3 490 157
Total Value of Enterprise Development Spend	R 3 584 923
Shortfall Expenditure on Enterprise Development	R 0
Supplier Development Spend Target	R 6 980 315
Total Value of Supplier Development Spend	R 1 963 766
Shortfall Expenditure on Supplier Development	R 5 016 549

## Socio-Economic Development

Sub-Element	Indicator	Weighting Points	Compliance Target	Actual	Score
SED Contributions	Annual value of all Socio-Economic Development Contributions made by the Measured Entity as a percentage of the target	5	1.00%	0.40%	1.998
					<b>1.998</b>

<b>Development Spend Target</b>	<b>R 3 490 157</b>
Total Value of SED Spend	R 1 394 753
Shortfall Expenditure on Socio-Economic Development	R 2 095 405

To Achieve full points the Agency had to spend R 3,490,157 on the socio-economic development (SED) spend which is 1% of its net profit after tax to projects that benefit black communities. However, the actual spend on socio-economic development initiatives amounted to only R 1,394,753, resulting in a shortfall of R 2,095,405. This indicates that the Agency fell significantly short of its SED target by approximately 60%. To meet its B-BBEE compliance goals, the NYDA will need to increase its investment in socio-economic development programs, ensuring better alignment with the framework's objectives.

<b>TOTAL BEE SCORE POINTS</b>	<b>81.63</b>
<b>BROAD BASED CONTRIBUTION LEVEL</b>	<b>4</b>
<b>Less: Discounted score level due to Supplier Development not meeting 40% of targeted points</b>	<b>(1)</b>
<b>DISCOUNTED BROAD BASED CONTRIBUTION LEVEL</b>	<b>5</b>









**nyda**

NATIONAL YOUTH DEVELOPMENT AGENCY  
**OUR YOUTH. OUR FUTURE.**

# 2023 24 ANNUAL REPORT

Toll Free No: **0800 58 58 58**

 **064 758 5058**

 @nyda\_insta

 @NYDARSA

 @nydarsa

 @NYDASouthAfrica

 National Youth Development Agency

 National Youth Development Agency

[www.nyda.gov.za](http://www.nyda.gov.za)