



nyda

NATIONAL YOUTH DEVELOPMENT AGENCY
OUR YOUTH. OUR FUTURE.

**ANNUAL
REPORT**
2024
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OUR YOUTH. OUR FUTURE





NATIONAL YOUTH DEVELOPMENT AGENCY
OUR YOUTH. OUR FUTURE.



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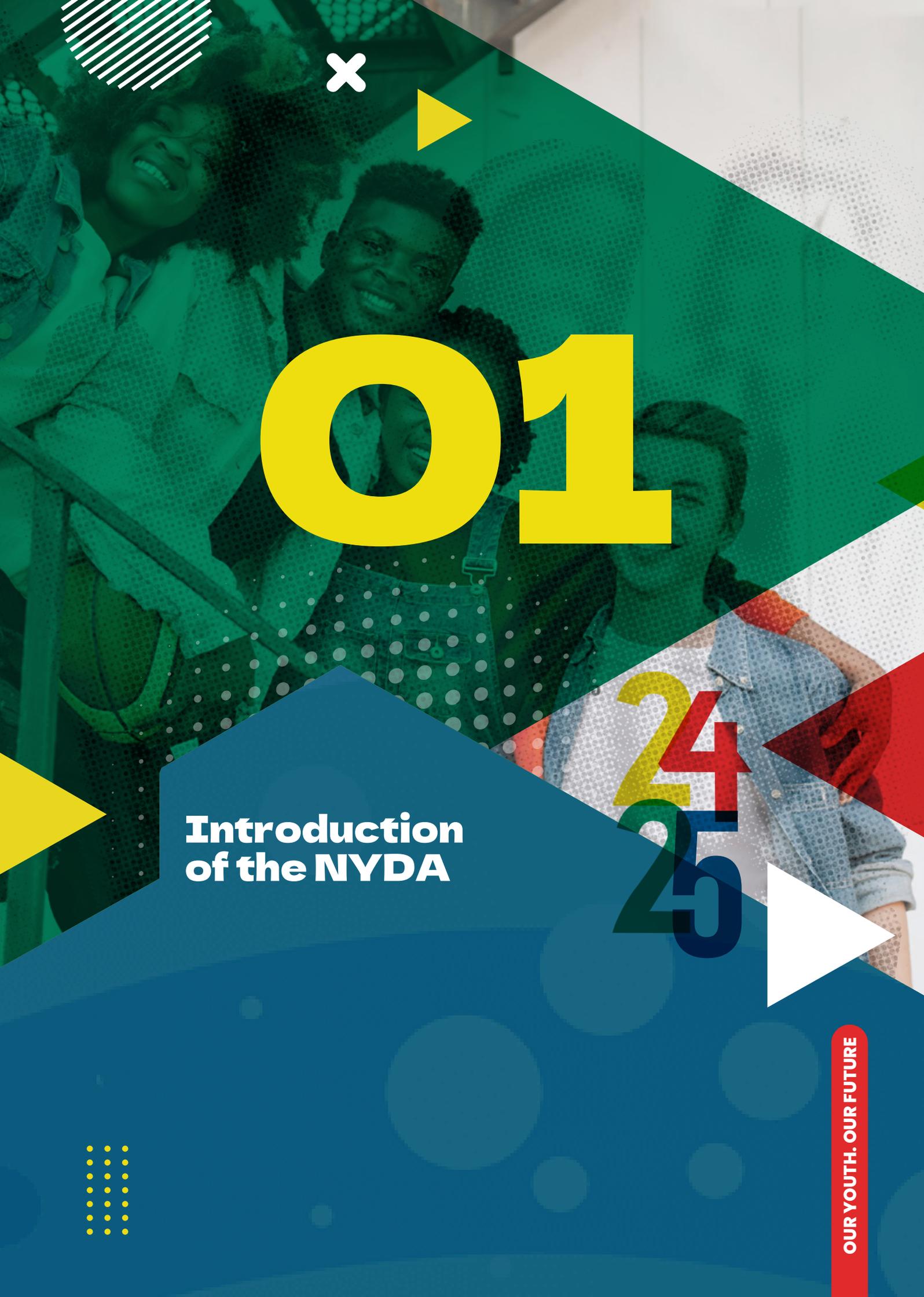
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OUR YOUTH. OUR FUTURE



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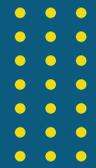
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**Introduction
of the NYDA**

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OUR YOUTH. OUR FUTURE



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 (Amendment Act 11 of 2024). The institution was established to be a single, unitary structure to address youth development issues at the National, Provincial and Local Government levels. 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, 2024 (Amendment Act 11 of 2024) (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 National Youth Development Agency (NYDA) Amendment Act 11 of 2024 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 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 mobilise youth for active participation in civil society engagements..

Organisational environment

The NYDA's suite of products and services reaches young people and enables them to access 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 who 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 (NYS) programme has both skills development and 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 Amendment Act 11 of 2024 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, promote urban and rural development, combat crime and substance abuse, and address 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 mobilise youth for active participation in civil society engagements. The NYDA has rationalised its work and has a renewed focus towards youth entrepreneurship and the creation and facilitation of jobs as well as the revitalised National Youth Service Programme across all sectors of government and society.

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-governmental 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 maximise 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.

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 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

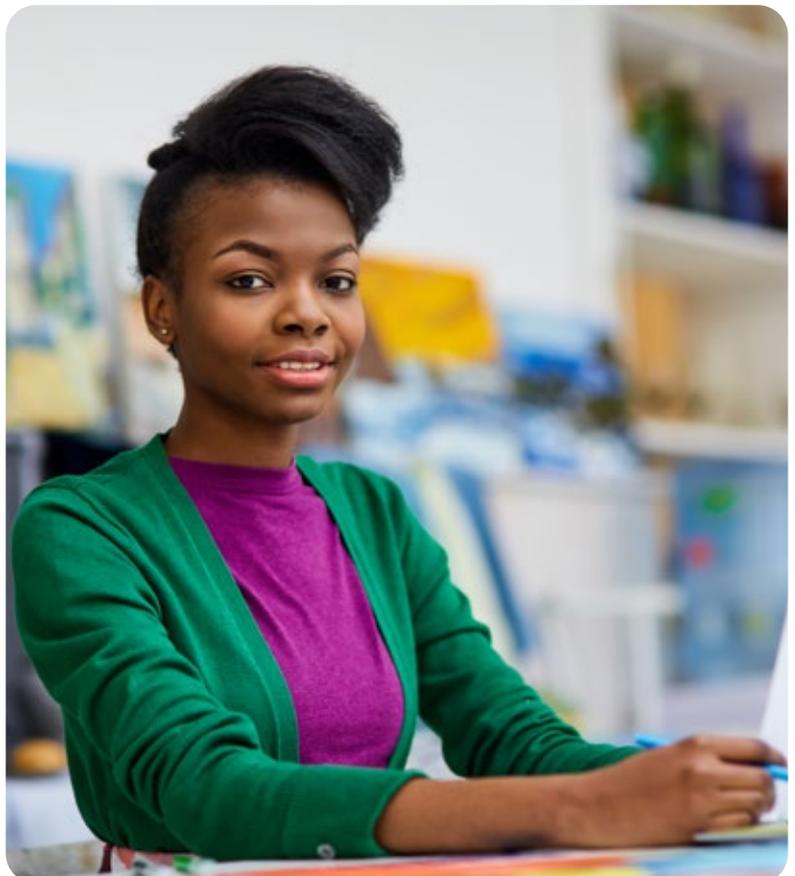
The purpose focuses on fostering a mainstreamed, evidencebased, integrated and resultoriented youth development approach, through monitoring and evaluation services, lobbying and advocacy to bring on board key stakeholders to implement youth development programmes.

Implementation is at the following Strategic Outcome:

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

The National Youth Development Agency derives its mandate from the NYDA Act (54 of 2008). Section 3 of the Act mandates the Agency to develop policy and an “Integrated Youth Development Strategy”. 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, guide efforts and facilitate economic participation and empowerment, and the achievement of education and training”. In short, the role of the NYDA can be summarised as follows:

- Lobby and advocate for integration and mainstreaming of youth development programmes in all spheres of government, the private sector and civil society.
- Initiate, implement, facilitate and coordinate youth development programmes.
- Monitor and evaluate youth development interventions across the board and mobilise youth to actively participate in civil society engagements.



NYDA Mandate, Vision, Mission and Values

MANDATE

Creating and promoting coordination in youth development matters.



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 organisation and inform how we interact with our valuable stakeholders especially young people.

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

MISSION

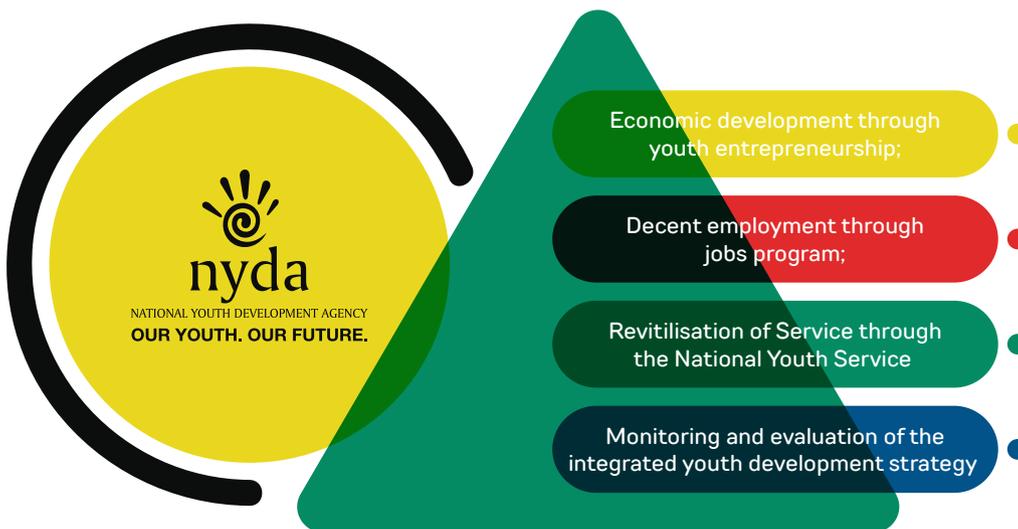


- To mainstream youth issues into society through stakeholder coordination
- To facilitate and champion development with all sectors of society



Strategic Pillars:

The NYDA Strategy is based on 4 strategic pillars:



Presidential Youth Employment Intervention



PRESIDENTIAL YOUTH EMPLOYMENT INTERVENTION

The Presidential Youth Employment Intervention (PYEI) is a part of the Presidential Employment Stimulus Programme. PYEI is a multi-sector action plan/programme directed at addressing South Africa’s chronic youth unemployment challenge.

Of the 1.2 million young people entering the labour market each year, more than 65% remain outside of employment, education, and training. Those young people who manage to access opportunities tend to zigzag on often broken pathways, falling in and out of education and short-term work so that they cannot realise their potential to participate in the economy.

The PYEI has identified several priority interventions to accelerate youth pathways into the economy over the next five years, including the establishment of a

National Pathway Management Network, delivery of agile workforce development, support for youth self-employment and enterprise in the township and rural economy, the strengthening of workplace experience, and the Presidential Youth Service programme.

Given the devastating impact of COVID-19 on the economy and employment, there is an even more urgent need to implement these priority interventions – particularly in a context where existing approaches have failed to halt the rise of youth unemployment. Implementing the PYEI will form an integral part of the post-COVID-19 recovery agenda and will help put South Africa on a path towards “a new economy and a new society.” Various partners across government will be responsible for implementing the different components of the PYEI.

The National Department of Employment and Labour (DEL) is responsible for the National Pathway Management Network, the NYDA is responsible for the National Youth Service (NYS) programme and the Government Technical Advisory Centre (GTAC) / Jobs Fund is the Fund Manager for PYEI.





1. Pathway Management Network:

To view and access available learning and work opportunities and provide a range of support services.

2. Workforce Solutions for Growing Jobs:

Implementing demand-led skills development programmes that allows 500 000 young people to develop the capabilities in growth sectors.

3. Enabled Youth Self-employment and Township Enterprise:

Stimulate economic activity in marginalised communities.

4. Workplace-Based Experience:

Providing opportunities for workplace experience through the Youth Employment Service.

5. Opportunity to do Service:

Expanding a Presidential Youth Service to provide 250 000 young people over five years with publicly funded opportunities to engage in service.

Delivery model of the Presidential Youth Employment Intervention

The Presidential Youth Employment Intervention is cross cutting across government leveraging the strengths of various government departments while bringing in the creativity and innovation of the private sector and civil society.

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Overall custodian of the PYEI giving oversight, and strategic direction over all aspects of the intervention



Supported by other spheres of government, development partners, private sector and civil society



The National Pathway Management Network of Networks seeks to pathway young people into aggregated opportunities. Below is a graphical representation of the National Pathway Management Network:



The national Pathway Management Network is a central component of the PYEI designed to supports the country's PSET system.



**PRESIDENTIAL
YOUTH
EMPLOYMENT
INTERVENTION**



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 Recognised 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



**Foreword by
Minister Sindisiwe
Chikunga**

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

Foreword by Minister Sindisiwe Chikunga,

Minister in the Presidency: Women, Youth and Persons with Disabilities.

I am pleased to present the 2024/2025 Annual Report for the National Youth Development Agency (NYDA). In the Financial Year, the NYDA achieved an Unqualified Audit outcome report from the Auditor-General of South Africa. As the Department, we are pleased with the ongoing commitment of the NYDA to adhering to good governance and consistently achieving its targets. I am also impressed that the NYDA was able to clear the qualification incurred in the financial year 2023/2024, which is commendable.

We are fully behind the NYDA Board, led by Dr Sunshine Myende 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.

The NYDA within the youth sector is considered as a nodal point to promote the creation of jobs and ownership of enterprises that benefit young men, women, and youth with disabilities.

Over and above the previous financial year, the NYDA has presented several milestones and it has been at the forefront and has achieved a number of milestones, which are as follows:

- A total of 2069 youth-owned enterprises were supported with financial interventions, and targets were met and exceeded due to the interest that young people have shown in the grant programme and the NYDA's willingness to assist and support these young people.
- A total of 57490 young people were supported with non-financial business development interventions, and targets were met and exceeded due to collaborations with local municipalities and provinces that we have MOU's in place.
- A total of 48230 young people were capacitated

with skills to enter the job market, through Life Skills and Job Preparedness, and this was as a result of a number of young people who showed interest in life skills and job preparedness offered by NYDA.

- Jobs that were created and sustained through supporting entrepreneurs and enterprises were 7 100, and this was as a result of the Grant programme that was oversubscribed by young people and the interest shown by them.
- A total of 1 520 beneficiaries supported with business Development Support Services offered to young people by NYDA due to a partnership with FASSET, which assisted in implementing the voucher programme and the demand for vouchers by young people across provinces.
- A total of 26 583 young people were placed in jobs that met and exceeded, due to a partnership established because of the intensive focus on partnerships which increased the number of jobs for young people to be placed.
- By the end of March 2025, a total number of 20095 young people participants had obtained paid service opportunities, and among them, 18,876 participants had finished community service, while 6,215 young people had successfully transitioned into further work, education, other income-generating opportunities or enterprise pathways. These targets were met and exceeded due to the dire unemployment state of young people and relentless focus on transitioning young people into opportunities post-service.

The opportunity to influence what other Departments are doing in the youth development space must be driven quite strongly by both the NYDA and its partners. I remain committed to providing the necessary support to the entity by ensuring that young people are supported across the country, especially the rural youth and persons with disability.

Ms Sindisiwe Chikunga, MP Minister: Department of Women, Youth and Persons with Disabilities

Date: 31/03/2025



**Statement by
Deputy Minister
Mmapaseka Steve Letsike**

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

Statement by the Deputy Minister

Deputy Minister in The Presidency for Women, Youth and Persons with Disabilities.

The Annual Report (AR) of the National Youth Development Agency (NYDA) identifies the performance indicators and targets the agency achieved during the period under review, financial year 2024/25.

This Annual Report 2024/25 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 and men, youth with disabilities, and youth residing in deep rural areas and townships.

Through this annual report, the NYDA aims to demonstrate accountability, highlight key achievements and challenges, and also provide a transparent account of progress made towards the delivery of its strategic objectives and youth development mandate.

The impact of the Presidential Youth Employment Initiative (PYEI) through the National Pathway Management Network shows how young people are engaging with opportunities, how organisations are partnering with the NYDA and the scale of results achieved.

The NYDA has registered over 4.7 million young people on SA Youth, and this demonstrates the scale and reach of the platform and confirms that youth are actively seeking pathways into work and skills.

Opportunity Holders

Currently, there are an average of 537 organisations offering opportunities through the NPWN. This shows strong and growing partnerships with employers, training providers, and government departments.”

Opportunities Secured

Most importantly, over 1.6 million earning opportunities have been secured by young people. This means tangible jobs, internships, and income-generating work have been accessed through this platform.

Women Accessing Opportunities

A critical highlight is that 70% of these opportunities

were accessed by young women. This is significant because it shows progress in addressing gender inequalities in access to work.”

Demand-led Skilling

On skills development, 177,000 workplace experiences and learning opportunities have been created. These are demand-led and aligned with what the labour market requires.

Local Ecosystem Enablement

We also see the strengthening of local ecosystems, with 244,000 enterprise support opportunities. These range from funding and training for small businesses to local service opportunities, building resilience in communities.”

NYS brings opportunity to the most marginalised communities, reaching young people where they are and giving them skills, experience, and hope. Through service in their own communities, participants grow, contribute, and open doors to a better future. NYS is more than a programme – it’s a pathway out of marginalisation.”

The revitalised National Youth Service Programme has proven to be a catalyst for skills development and community upliftment. Through NYS, thousands of young people have been engaged in structured community service activities, gaining critical work exposure while addressing societal needs.

Lastly, over the past three years, the NYS has created more than 80 000 service opportunities, and nearly 90 000 young people have proudly worn the NYS badge. We celebrate a 94 percent completion rate and applaud the more than 21 000 participants who have already transitioned into further learning or earning opportunities.

I am confident that the NYDA will continue to create partnerships with other government departments, public sector, and will continue to invest substantially by providing support to our youth with all opportunities available to sustain their lives.

**Ms Mmapaseka Steve Emily Letsike,
MP, Deputy Minister in The Presidency for Women,
Youth and Persons with Disabilities**

Date: 31/03/2025





**Statement by
Asanda Luwaca**

NYDA Board Executive Chairperson

Statement by NYDA Board Executive Chairperson

“The child who is not embraced by the village will burn it down to feel its warmth.”

This African proverb sits at the heart of this moment where the future of our country stands on the shoulders of its young people, yet so many remain on the margins, still waiting to be seen, heard, and included.

This Annual Report is presented at a time of profound renewal for the National Youth Development Agency (NYDA). The appointment of Mr Ndumiso Kubheka as Chief Executive Officer has brought with it a sense of clarity, experience, and steadiness. On 22 July 2025, President Cyril Matamela Ramaphosa appointed the Fifth NYDA Board of Directors, under the leadership of Executive Chairperson Dr Sunshine Minenhle Myende and Executive Deputy Chairperson Mr Bonga Siphesihle Makhanya.

We have full confidence in their bold leadership and in their early efforts to reignite vision across the Agency. Their arrival coincides with a shifting national landscape in the Government of National Unity, which requires collaboration, shared purpose, and ethical leadership.

We also stand at the edge of multiple turning points: the final year of the Integrated Youth Development Strategy (2022–2025), and the fast-approaching deadlines for the National Youth Policy (NYP) 2030, Development Plan (NDP) 2030 and the UN Sustainable Development Goals.

These aren't distant objectives; they are imminent tests of our national resolve. Opportunely, the recently enacted NYDA Act of 2024 has repositioned the Agency as more agile, better governed, and more sharply focused on empowering young South Africans. Yet, even as we speak of progress, the weight of persistent realities cannot be denied.

When this Fourth Board was appointed in 2021, the official youth unemployment rate stood at 46.3%. Today, it remains similarly stark, at 46.1% for youth aged 15–24, with NEET (Not in Education, Employment, or Training) rates climbing to 37.1%. These are not just numbers. They are indictments. They are lives suspended in waiting.

While young people represent the majority, their share of opportunity remains disproportionately small. Poverty

and inequality are the other terrible twins. This is not merely an economic concern; it is a socio-economic crisis. It is a warning.

We speak often of the demographic dividend. But what is less often said is that dividends expire. If we do not invest wisely and urgently in the health, education, skills, employment pathways, and character of our youth, we will squander this fleeting window. The cost of that failure will be steep and irreversible.

This, then, is the truth of our moment: South Africa's youth lie at the intersection of promise and peril. This report is both a record of progress and a reminder of what remains undone. As the Fourth Board of Directors closes its term, we do so with the clarity that comes from both experience and reflection. We entered our tenure amid deep national urgency and exit having contributed to a stronger, more capable NYDA.

In our time, we sharpened governance, strengthened institutional systems, resolved on cost containment measures and deepened oversight, ensuring that performance, accountability, and ethical leadership became non-negotiable at every level, especially among senior executives and board members. We pursued an intentional culture shift, guided by a human-centred ethos and the imperative to reposition the Agency as a credible force within the public service.

Over the years, our performance has steadily improved. Annual targets have not only been met but, in many cases, exceeded. Yet we measure our success not just in statistics, but in the lives touched and pathways opened for young South Africans, especially women and young people with disabilities, from the township and rural areas.

Education and skills development remained our cornerstone in youth development. Through the Thusano and Solomon Kalushi Mahlangu Scholarship Fund, we invested in thousands of students from rural and working-class backgrounds, enabling them to study across disciplines critical to South Africa's future.

In June 2025, we launched Phase 4 of the Revitalised National Youth Service (NYS), another milestone within the Presidential Youth Employment Intervention (PYEI). The NYS is not simply a work opportunity; it is a bold call to earn, learn, serve, and lead. More than 40 000 young people now participate in this programme, building communities, gaining work experience, and reimagining their futures with dignity. Through partnerships like the Labour Activation Programme (LEAP), we are connecting these youth to real job opportunities,

proving ng that public employment can be a bridge, not a dead end.

Our international engagements reflect the same vision: South African youth must not only benefit from global cooperation, but they must shape it. From BRICS to the G20, from the World Youth Development Forum to multilateral youth summits, we have positioned South African youth as both contributors and conveners. Our leadership in establishing the BRICS Youth Council, with endorsement from Heads of State, is one of the great milestones of our generation.

The hosting of the 11th BRICS Youth Summit in 2025 in Brasilia earlier this year, against the backdrop of an expanded BRICS family and a transition to a multipolar world, reinforced the strategic role of the Global South's young people. Through these platforms, our youth are building coalitions, exchanging knowledge, and pushing for justice on issues such as climate, inequality, hunger, and technology.

Equally, with the G20 meeting in Africa for the first time, and Africa being the youngest continent, this is a key moment to use the Youth20 (Y20) platform to amplify African youth voices and shape global policy in their favour.

On behalf of the outgoing Board, I extend our deepest gratitude to Minister Sindisiwe Chikunga, Deputy Minister Steve Letsike, and all the Ministers and Deputy Ministers we have served under; to the officials of the Department of Women, Youth and Persons with Disabilities; the members of the Portfolio Committee; the NYDA Board of Directors, Executive and staff; and every partner who has walked this journey of youth development with conviction and care.

History will render its verdict on our time here. What we can say now, with honest conviction, is that we leave behind an institution more grounded in purpose, more fortified in structure, and more resolute in its mission. We do not claim perfection, but we do claim progress. And we are proud to hand over a NYDA more certain of its voice, steadier in its walk, and awake to the urgency of the present.

As our term draws to a close, this is not a farewell; it is a reckoning. It is a final act of accountability, and a charge to those who follow to resist the allure of empty gestures when the moment demands hard, necessary change. Lead with courage. Lead with clarity. Lead with and among the youth, not above them.

Because youth development is not an act of charity -

it is a constitutional, economic, and moral imperative. Mindful of the African proverb, let us continue to build a village that does not leave its children cold, but one that protects, listens, empowers, and acts.



Ms. Asanda Luwaca

Executive Chairperson: National Youth Development Agency

Date: 31/03/2025



**Statement by
Karabo Mohale**

NYDA Board Deputy Chairperson

Statement by NYDA Board Deputy Chairperson

As we close the chapter on 2024, I find myself reflecting on what has been an extraordinary journey with the National Youth Development Agency (NYDA). This marks my final year in office since being appointed by President Ramaphosa in 2021. It is a bittersweet moment, as I bid farewell to an organisation that has not only shaped me as a leader but has also reaffirmed my faith in the boundless potential of South Africa's youth.

The NYDA is more than an organisation; it is a movement, a vessel for change, and a testament to the resilience and ingenuity of our country's young people. Over the past three years, we have witnessed this agency evolve and adapt to the ever-changing landscape of youth development. Together, we have confronted pressing challenges while celebrating hard-won victories.

In 2024, we proudly celebrated three decades of democracy, a poignant reminder of the struggle and sacrifice that paved the way for today's opportunities. This year, we chose to honour this legacy by investing in the arts—unveiling the immense power of culture, creativity, and storytelling as drivers of economic empowerment and social cohesion. From bustling urban centres to the quiet resilience of rural villages, we have seen young artists and entrepreneurs break barriers and redefine what is possible.

As we celebrated 30 years of democracy, we were compelled to confront the question: How do we create a future where young people are not just beneficiaries of economic growth but are drivers of it? The answer lies in rethinking and transforming how we approach youth development, inclusion, and the future of work.

The solutions to youth unemployment must be bold, innovative, and sustainable. We must champion policies and programmes that:

- **Build Skills for the Future:** The rapid evolution of industries demands a workforce equipped with skills aligned to the Fourth Industrial Revolution. Emphasizing technical and digital literacy, entrepreneurship training, and vocational education must be central to our youth development agenda. Initiatives such as free coding classes, digital hubs, and sector-specific upskilling programmes can bridge the gap between education and employability.
- **Create Economic Opportunities:** Economic participation cannot thrive without access to opportunities. We continue to advocate for a 40% quota in government procurement for youth, women, cooperatives, and persons with disabilities. This policy ensures that small and medium enterprises have a fair chance to compete and grow. Furthermore, fostering access to international markets, particularly for youth-led enterprises, remains critical to expanding their reach and impact. Promote Youth Representation: The inclusion of young voices in decision-making spaces is not negotiable. From boardrooms to parliamentary committees, the presence of young people ensures that policies are reflective of the realities they face. Advocacy for intergenerational co-leadership must be amplified to ensure youth representation is prioritized in all sectors.
- **Leverage Strategic Partnerships:** The scale of youth unemployment cannot be tackled by the NYDA or government alone. Partnerships with private sector players, civil society, and international bodies are crucial to creating a comprehensive approach. Collaborative initiatives such as mentorship programmes, internships, and access to startup capital can help propel youth into the workforce.
- **Address Barriers to Market Entry:** The systemic barriers that prevent young people from entering the economy—such as lack of access to funding, limited market information, and exclusion from formal value chains—must be addressed. A robust, inclusive ecosystem that lowers these barriers will enable young people to unlock their full potential.
- **Foster a Culture of Innovation:** We must create environments where young people can innovate freely. Supporting youth in the arts, technology, and sciences is key to building a diverse and resilient economy. This year's focus on investing in the arts showcased the transformative power of creativity, demonstrating how young South Africans can redefine industries with bold, imaginative ideas.

The future of work will be shaped by how well we prepare the youth today. It requires embracing inclusive and intersectional approaches that create room for all—irrespective of gender, race, geography, or ability. As the NYDA, we remain committed to fostering this future, knowing that youth development is the foundation for building a just and equitable society.

While the road ahead is undoubtedly challenging, the resilience, creativity, and determination of South Africa's youth inspire hope. They remind us that the solutions to our greatest challenges lie within the energy and ingenuity of young people. As a nation, we must continue to invest in this potential, ensuring that no one is left behind in the journey toward a thriving, inclusive economy.

With gratitude to our partners, stakeholders, and the youth we serve, this report is not just a reflection of the past year—it is a call to action for all of us to work together toward a brighter, more equitable future.

Always remember, there is no time like the present than to be limitless



Ms. Karabo Mohale

Executive Deputy Chairperson: National Youth Development Agency

Date: 31/03/2025



**Statement by
Mafiki Duma**

NYDA Acting Chief Executive Officer

Statement by Acting Chief Executive Officer

The NYDA, through its mandate, continues to implement youth development programmes that are aimed at changing the livelihoods of all young people for the better. Despite some of the challenges that we still face as a country, we have also seen hope through the many young people who have benefited from our government and NYDA programmes. Through the NYDA's enlarged footprint with full-service branches in all nine (9) provinces and district offices in various municipalities, young people have been able to access socio-economic opportunities and viable business opportunities, and this has enabled the youth to participate in the economy of our country.

The Agency understands that ultimately its judgement lies in the impact it makes in the lives of young people.

The NYDA works closely with municipalities to ensure young people can easily access our services. We conduct regular outreach in rural communities and continue to expand our presence in underserved areas.

Through our financial and non-financial support programs, the agency has trained over 50,000 young people, provided mentorship to young people across the country, funded 2,069 businesses, linked businesses to market opportunities, and offered access to business consultancy services to more than 1,500 entrepreneurs. Job placements remain a critical program for the NYDA, with 26,583 placements reported in the year under review through private and government partnerships. In addition, young people receive training to prepare for job interviews and develop essential life skills.

The agency continues to prioritise inclusivity among persons with disabilities supported across all products and services. This area remains a key focus for improvement each year, and much more focus will be dedicated to young people from rural areas and persons with disabilities.

Finally, the National Youth Service Program reported over 80,000 service opportunities across Phases 1 to 3, attracting high demand with over 500,000 applications for 33,000 opportunities. Overall, the program, along with the Presidential Employment Stimulus, has created meaningful pathways to employment—an achievement the NYDA is proud to contribute to.

The NYDA entrepreneurship programme and National Youth Service are not just standalone initiatives, but complementary pathways: NYS builds a foundation of discipline, skills, and experience. Entrepreneurship programmes provide opportunities for enterprise development and self-reliance. This dual approach ensures that young people are not only participants in the economy but also creators of jobs and agents of change in their communities.



Ms. Mafiki Duma
Acting Chief Executive Officer

31/03/2025

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 the 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 2025.

Yours faithfully



Ms. Mafiki Duma
Acting Chief Executive Officer
NYDA
31/03/2025

02

**NYDA
Board
Members**

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OUR YOUTH. OUR FUTURE



Board Members

Asanda Luwaca
Executive Chairperson



Karabo Mohale
Executive Deputy Chairperson



Pearl Pillay
Board Member



Alexandria Procter
Board Member



Thulisa Ndlela
Board Member



Lebogang Mulaisi
Board Member



Asanda Luwaca began her activism whilst pursuing her qualification, wherein she participated in the life of Youth Organisations. She completed her BA Politics qualification; later pursued her Honours qualification in Politics and is currently completing a Postgraduate Diploma in Management with the intention of enrolling for a Master of Business Management in the following year.

Over the years, she has obtained additional qualifications in the following areas:

Evidence-Based Policy Making and Implementation at the Nelson Mandela School of Government at the University of Cape Town and Policy Research Training at the University of Stellenbosch. 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 is currently working on a chapter in a book titled 'Mother of the Nation: Remembering Winnie Madikizela-Mandela', where she focuses on how Winnie's memory shapes youth struggle in post-democratic South Africa.

Some of her current roles include:

- EXCO Member for the Human Resource Development Council (HRDC), which 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;
- Chairperson of the BRICS Youth Council, which 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 are to maintain a high public profile by publicising 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 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, which leverages their individual and collective leadership experience and global reach to strengthen inclusive democratic practice and improve the well-being of people around the world.
- Chairperson of the National Skills Authority (NSA), an entity tasked with advising the Minister of Higher Education and Training on national skills policy, strategy, and implementation.



Asanda Luwaca
Executive 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 Honours Degree in Marketing, achieved with distinction. She is currently studying 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 characterised by significant contributions to various sectors.

Notably, she served 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 serves 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 serves 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 changes at both strategic and operational levels.



Karabo Mohale
Executive Deputy Chairperson

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 titled "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 the Wildlife and Environmental Society of South Africa (WESSA).



Pearl Pillay

Board Member



Thulisa Ndlela

Board Member

Thulisa Ndlela 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 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.



Alexandria Procter

Board Member



Lebogang Mulaisi

Board Member



Lebogang Mulaisi 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.



03

**NYDA
Operations
Executive
Committee**

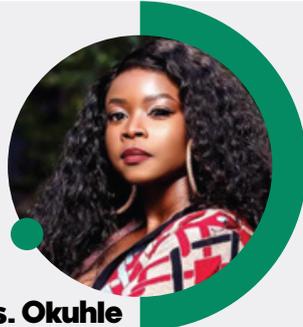
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LEADERSHIP

NYDA SENIOR



Ms. Mafiki Duma
Acting
Chief Executive Officer



Ms. Okuhle Sidumane
Chief Financial Officer



Ms. Dimakatso Masiteng
Chief Information Officer/
Acting ED: Corporate Services



Ms. Nontsikelelo Makaula
Executive Director:
Operations



Ms. Ikanyeng Masinamela
Senior Manager: Corporate Investments
& International Relations



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



Ms. Jabulile Mkhwanazi
Senior Manager:
NYS



Ms. Nelisiwe Nzimande
Senior Manager:
Programme Design
and Development



Mr. Senzeni Mphila
Senior Manager:
Office of the Executive
Chairperson



Mr. Tshepo Manyama
Senior Manager:
Business Performance



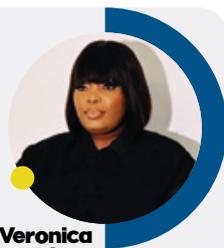
Mr. Abbey Nkabinde
Senior Manager:
Internal Audit



Ms. Amanda Ndlovu
Senior Manager:
Finance



Mr. Monray Hardnick
Senior Manager:
NYS Implementation



Ms. Veronica Mkhize
Company Secretary





Ms. Nonhlanhla Dhlamini

Acting Manager:
Public and Private
Corporate Investments



Ms. Mamosebetsi Nkalane

Manager:
Performance M&E



Ms. Masibi Mofokeng

Acting Manager:
Learning and Development



Mr. Prince Motloung

Manager: ICT Business and
Applications Support



Ms. Selaelo Ramusi

Manager: SCM



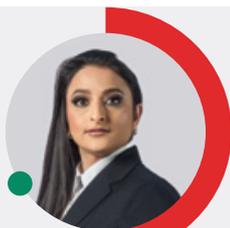
Mr. Lehlohonolo Dikotsi

Manager: Facilities
and Security



Mr. Kabelo Boca

Manager:
ICT Infrastructure



Ms. Rookaya Ballim

Manager:
Legal Services



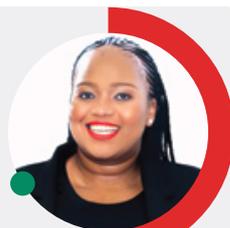
Mr. Dumisane Sithole

Manager:
Products and Services



Ms. Sihle Shabalala

Manager: National Pathway
Management Network



Ms. Thozama Mdala

Manager:
EVP and Special Projects



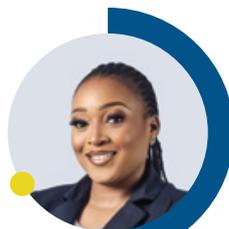
Dr. Ayanda Ntanda

Manager: Organisational Risk



Ms. Lwaphesheya Khoza

Manager:
Communications



Ms. Nomsa Mbatha

Manager:
Customer Services

MANAGERS



Ms. Mandisa Ngwenze

Acting Regional Manager:
Eastern Cape



Mr. Boitumelo Dithebe

Regional Manager:
Free State



Ms. Rebone Majola

Regional Manager:
Gauteng

MANAGERS

NYDA REGIONAL



Ms. Gladys Mahlangu

Acting Regional Manager:
Mpumalanga



Mr Alpheus Mosoma

Acting Regional Manager:
Limpopo



Mr Nhlanhla Shibe

Acting Regional Manager:
KwaZulu-Natal



Mr. Michael Phokela

Regional Manager:
North West



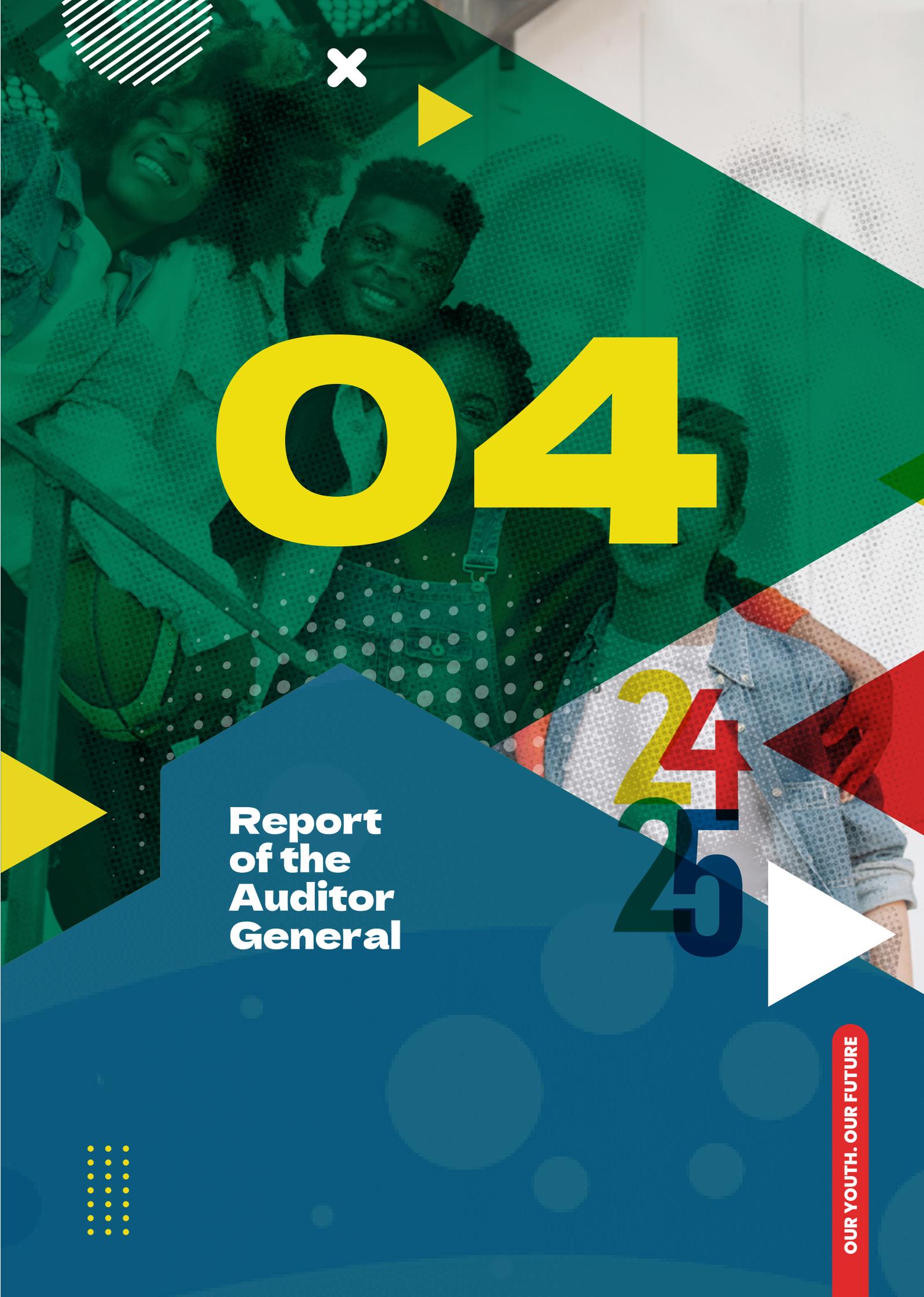
Mr. Buhle Ntsenge

Regional Manager:
Northern Cape



Mr. Micarlo Malan

Regional Manager:
Western Cape



x

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**Report
of the
Auditor
General**

OUR YOUTH. OUR FUTURE



Report of the auditor-general to Parliament on National Youth Development Agency

Report on the audit of the financial statements

Opinion

1. I have audited the financial statements of the National Youth Development Agency set out on pages 186 to 229, which comprise the statement of financial position as at 31 March 2025, 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, the financial statements present fairly, in all material respects, the financial position of the National Youth Development Agency as at 31 March 2025 and its financial performance and cash flows for the year then ended in accordance with the General Recognised Accounting Practice (Standards of GRAP) and the requirements of the Public Finance Management Act 1 of 1999 (PFMA).

Basis for opinion

3. 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.
4. I am independent of the public 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.
5. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Material uncertainty relating to going concern

6. I draw attention to the matters below. My opinion is not modified in respect of this matter.
7. I draw attention to note 32 to the financial statements, which indicates that a net loss of R69.7 million was incurred during the year ended 31 March 2025 and, as of that date the current liabilities exceeded its current assets by R78.6 million. Furthermore, in the last month of the year, the agency was unable to settle its short-term obligations due to cashflow challenges experienced. As stated in note 32, these events or conditions, along with other matters as set forth in the note indicate that a material uncertainty exists that may cast significant doubt on the public entity's ability to continue as a going concern.

Responsibilities of the accounting authority for the financial statements

8. The accounting authority is responsible for the preparation and fair presentation of the financial statements in accordance with the 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.
9. 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

10. 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.
11. 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 43, forms part of my auditor's report.

Report on the annual performance report

12. 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.
13. I selected the following material performance indicators related to Programme 2 – Operations presented in the annual performance report for the year ended 31 March 2025. 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
 - Number of youth supported with non-financial business development interventions
 - Number of jobs created and sustained through supporting entrepreneurs and enterprises
 - Number of Business development Support Services offered to young people

- Number of young people capacitated with skills to enter the job market
- Number of young people placed in jobs
- Number of government departments implementing NYS programmes in partnership with NYDA
- 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
- Number of government departments and organisations capacitated to implement NYS programmes.

14. 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.

15. 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 is 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.

16. I performed the procedures to report material findings only; and not to express an assurance opinion or conclusion.

17. I did not identify any material findings on the reported performance information for the selected indicators.

Other matter

18. I draw attention to the matter below.

Achievement of planned targets

19. The annual performance report includes information on reported achievements against planned targets and provides explanations for over- or under- achievements.

Material misstatements

20. I identified material misstatements in the annual performance report submitted for auditing. These material misstatements were in the reported performance information for Programme 2 Operations. Management subsequently corrected all the misstatements, and I did not include any material findings in this report.

Report on compliance with legislation

21. 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.
22. 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.
23. 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, 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.
24. The material findings on compliance with the selected legislative requirements, presented per compliance theme, are as follows:

Annual financial statements performance and annual report

25. 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.
26. The financial statements submitted for auditing were not prepared in accordance with the prescribed financial reporting framework as required by section 55(1) (b) of the PFMA. Material misstatements of disclosure items identified by the auditors in the submitted financial statements were corrected, resulting in the financial statements receiving an unqualified audit opinion.

Other information in the annual report

27. The accounting authority is responsible for the other information included in the annual 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.
28. My opinion on the financial statements and my reports on the audit of the annual performance report and 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.
29. 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.
30. 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

31. 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.
32. The matters reported below are limited to the significant internal control deficiencies that resulted in the material findings on compliance with legislation included in this report.
33. Management did not implement adequate internal controls to ensure the preparation of accurate financial statements, as material misstatements were identified.
34. Management did not implement internal controls in a timely manner to facilitate the preparation and submission of the annual financial statements by the legislated deadline.

Auditor-General

Pretoria

31 October 2025



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	Section, regulation or paragraph
Public Finance Management Act 1 of 1999	Section 51(1)(b)(i); 51(1)(b)(ii); 51(1)(e)(iii); 53(4); 54(2)(c); 54(2)(d); 55(1)(a); 55(1)(b); 55(1)(c)(i); 56; 57(b); 66(3)(c); 66(5)
Treasury Regulations, 2005	Regulation 16A3.2; 16A3.2(a); 16A6.1; 16A6.2(a); 16A6.2(b); 16A6.3(a); 16A6.3(a); 16A6.3(b); 16A6.3(c); 16A6.3(e); 16A6.4; 16A6.5; 16A6.6; 16A.7.1; 16A.7.3; 16A.7.6; 16A8.3; 16A8.4; 16A9.1(b)(ii); 16A.9.1(d); 16A9.1(e); 16A9.1(f); 16A9.2; 16A9.2(a)(ii); 30.1.1; 31.1.2(c); 30.1.3(a); 30.1.3(b); 30.1.3(d); 30.2.1; 31.2.1; 31.2.5; 31.2.7(a); 31.3.3; 32.1.1(a); 32.1.1(b); 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)
National Treasury Instruction No. 5 of 2020/21	Paragraph 4.8; 4.9; 5.3
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. 1 of 2021/22	Paragraph 4.1
National Treasury 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; 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
National Treasury Practice Note 5 of 2009/10	Paragraph 3.3
National Treasury 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; 6.6; 6.8; 7.1; 7.2; 7.3; 7.6; 7.8; 8.2; 8.5; 9.1; 10.1; 10.2; 11.1; 11.2
Prevention and Combating of Corrupt Activities Act 12 of 2004	Section 34(1)



05

**Annual
Performance
Information
2024/25**

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OUR YOUTH. OUR FUTURE



Summary of Annual Performance Information for the Year 2024/25

In the period under review the NYDA had a total of 29 Key Performance Indicators in the APP of which 100% of its targets for the year 2024/2025 were achieved. 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. Recent statistics paint a grim picture, however, there remains slight encouraging signs such as the overall increase of jobs and a movement of discouraged work seekers to active work searchers. Only through a social compact of all sectors of society can our ambitious goals be achieved. The NYDA doors remain open to any individual or institution who is committed to giving young people the hand up they crave.

A. Programme 1: Administration

- Produced 4 Quarterly Management Report
- A total of R413 060 935 million funds was sourced from the public and private sectors to support youth development programmes and target met and exceeded due to partners willing to work with the NYDA and an intensive focus on partnerships.
- A total of 5 SETA partnerships were established
- 17 Intergovernmental relations activities facilitated met and exceeded due to more engagements that took place with some of the government departments which yielded positive results.
- A total of 4 partnerships were signed with technology companies
- Implemented 100% Integrated Communication and Marketing Strategy
- Implemented 100% of the organizational culture strategy
- Implemented customer service plan indicating 100% achievement
- Produced and approved the NYDA Strategic Risk register
- 10 partnerships established with companies listed on the JSE
- Reviewed and implemented ICT strategic plan indicating 95% achievement of ICT targets in the plan by end of the financial year.
- Percentage preferential procurement spend on enterprises that are Youth owned: (39% youth owned, 75% women owned and 6% persons with disability were met and exceeded on youth-owned, women-owned and persons with disability spend, and this was attributed by the procurement plan that the finance department developed and implemented
- 15 Youth month outreach events implemented
- 2 Innovation initiatives facilitated

B. Programme 2: Programme Design, Development and Delivery

- A total of 2069 youth owned enterprises were supported with financial interventions and target met and exceeded due to the interest that young people have shown in the Programme and the NYDA willing to assist and support these young people
- A total of 57490 young people were supported with non-financial business development interventions and target met and exceeded due to collaborations with local municipalities and provinces that we have MOU's in place.
- A total of 48230 young people were capacitated with skills to enter the job market, through Life Skills and Job Preparedness and target met and exceeded due to a number of young people who showed interest in life skills and job preparedness offered by NYDA.
- Jobs that were created and sustained through supporting entrepreneurs and enterprises were 7100 and the target met and exceeded due to the Grant programme that was oversubscribed by young people and the interest shown by them.
- A total of 1520 beneficiaries supported with business Development Support Services offered to young people by

NYDA and the overachievement was due to partnership with FASSET which assisted to implement the voucher programme and the demand for vouchers by young people across provinces.

- A total of 26 583 young people placed in jobs met and exceeded due to partnership established because of the intensive focus on partnerships which increased the number of jobs for young people to be placed.
- A total of 5 government departments had partnered with the NYDA to implement NYS programmes
- A total of 53 government departments and organisations were capacitated to implement NYS programmes and a target was met and exceeded due to government departments and organisations willing to work with the NYDA
- By the end of March 2025, a total number of 20095 of young people participants had obtained paid service opportunities and among them, 18,876 participants had finished community service, while 6,215 young people had successfully transitioned into further work, education, other income-generating opportunities or enterprise pathways. These targets were met and exceeded due to the dire unemployment state of young people and relentless focus on transitioning young people into opportunities post service.

C. Programme 3: Intergrated Youth Development

- A total of 7 evaluations were conducted target was met and exceeded due to evaluations that were conducted on the implementation of the revitalized National Youth Service Programme
- Produced Annual Report on Integrated Youth Development Strategy, NYS and Disability
- Produced 8 Youth Status Outlook reports.
- Developed a youth research report in the country.

A. 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 2022/2023	Audited Actual Performance 2023/2024	Planned Annual Target 2024/2025	Actual Achievement 2024/2025	Deviation from planned target to Actual Achievement for 2024/2025	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	4	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 the youth development programmes.	R219 818 061,48 million	R420 771 275 million	R300 000 000 million	R413 060 935 million	R 113 060 935 million	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.	7 SETA partnerships established	9 SETA partnerships established	5 SETA partnerships established	5 SETA partnerships established.	N/A	Annual target met
	Partnerships signed with technology companies	Number of partnerships signed with technology companies.	3 partnerships signed with technology companies	3 partnerships signed with technology companies	4 partnerships signed with technology companies	4 partnerships signed with technology companies	N/A	Annual target met
	Implemented ICT Strategic Plan and produce quarterly reports	Review and implement ICT Strategic Plan	CT Strategic Plan reviewed and implemented indicating 75% achievement of ICT targets 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	Review and implement ICT Strategic Plan indicating 95% achievement of ICT targets in the plan by end of the financial year	Reviewed and implemented ICT strategic plan indicating 95% achievement of ICT targets in the plan by end of the financial year	N/A	Annual target met
	Implement the Intergrated Communication and Marketing Strategy	Review and implement Integrated Communication and Marketing Strategy	Integrated Communication and Marketing Strategy reviewed and implemented	Reviewed and implemented Integrated Communication and Marketing Strategy	Implement 100% Integrated Communication and Marketing Strategy	Implemented 100% Integrated Communication and Marketing Strategy	N/A	Annual target met
	NYDA strategic Risk Register produced and approved	Produce and approve NYDA Strategic Risk Register by OPS EXCO	NYDA Strategic Risk Register produced and approved by OPS EXCO	Produced and approved NYDA Strategic Risk Register by OPS EXCO	Produced and approved NYDA Strategic Risk Register	Produced and approved NYDA Strategic Risk Register	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	Percentage preferential procurement spend on enterprises that are Youth-owned (43% youth-owned, 73% women-owned and 5% persons with disability)	Percentage preferential procurement spend on enterprises that are Youth owned: (35% youth-owned, 45% women owned and 5% persons with disability)	Percentage preferential procurement spend on enterprises that are Youth owned: (39% youth owned, 75% women owned and 6% persons with disability)	4% youth-owned, 30% women-owned 1% persons with disability	Annual target met and exceeded on youth-owned, women-owned and persons with disability spend, and this was attributed by the procurement plan that the finance department developed and implemented

Develop and implement organizational culture strategy	Implement organizational culture strategy	New indicator	Developed and implemented organizational culture strategy indicating 50% of the plan	Implement 100% of the organizational culture strategy	Implemented 100% of the organizational culture strategy	N/A	Annual target met
Develop and implement customer service plan	Implement customer service plan	New indicator	Developed and implemented customer service plan indicating 50% achievement	Implement customer service plan indicating 100% achievement	Implemented customer service plan indicating 100% 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	10 partnerships established with companies listed on the JSE	10 partnerships established with companies listed on the JSE	10 partnerships established with companies listed on the JSE	N/A	Annual target met
Inter-governmental relations activities facilitated	Number of Intergovernmental relations activities facilitated	New indicator	New indicator	10	17	7	Annual target met and exceeded due to more engagements that took place with some of the government departments which yielded positive results.
Youth month outreach events implemented	Number of Youth month outreach events implemented	New indicator	New indicator	15	15	N/A	Annual target met
Youth innovation initiatives facilitated	Number of Youth Innovation initiatives facilitated	New indicator	New indicator	2	2	N/A	Annual target met

Strategy to overcome areas of under performance

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

Changes to planned targets

None

B. 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:

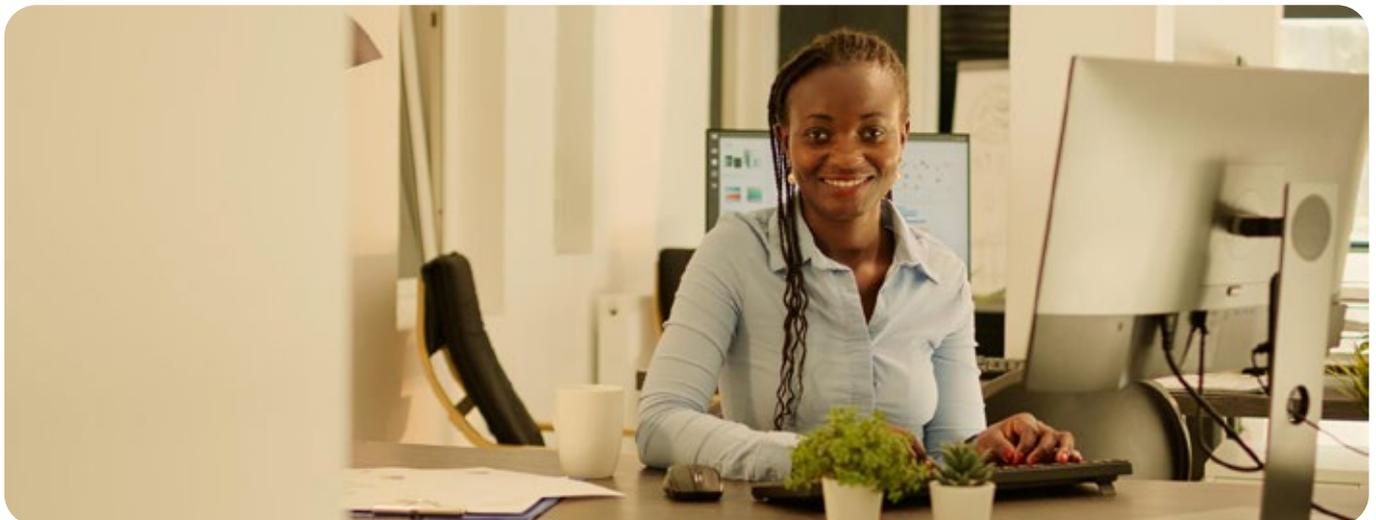
Sub-programme 1: Economic Development through Youth Entrepreneurship

Purpose:

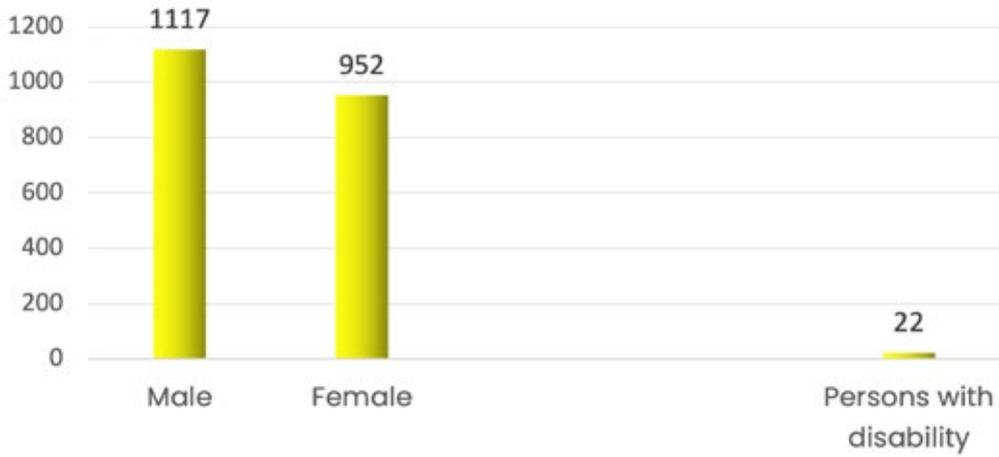
Facilitating and providing business development services to young people and to enhance their socio-economic well-being.

Outcomes, Outputs, Output Indicators, Targets and Achievements:

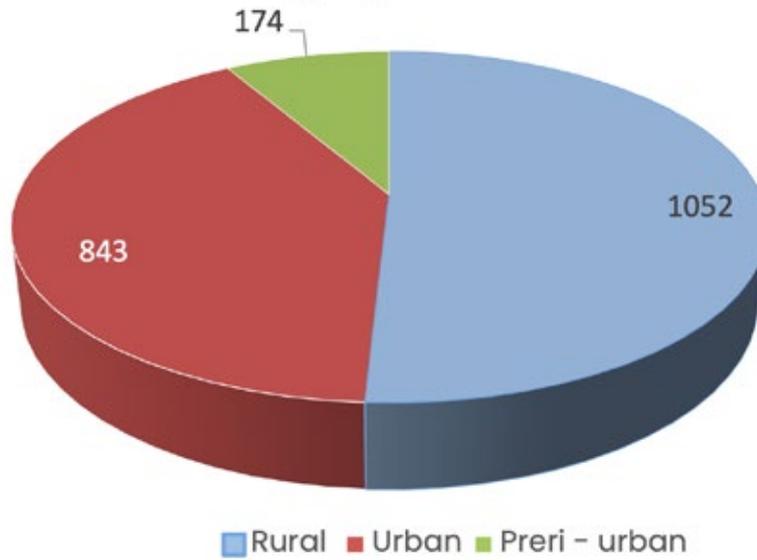
Outcome	Output	Output Indicator	Audited Actual Performance 2022/2023	Audited Actual Performance 2023/2024	Planned Annual Target 2024/2025	Actual Achievement 2024/2025	Deviation from planned target to Actual Achievement for 2024/2025	Reasons for deviations
Increased access to socio-economic opportunities, viable business opportunities and support for young people to participate in the economy	Enterprises developed and supported through financial and non-financial business development support services offered by the NYDA	Number of youth and youth owned enterprises supported with financial interventions	2320	2200	2050	2069	19	Annual target met and exceeded due to the interest shown by young people to start their own businesses
		Number of youth supported with non- financial business development interventions	34 209	43163	22 500	57490	34990	Annual target met and exceeded because of collaborations with local municipalities and provinces that we have MOU's in place that allowed for greater training interventions.
		Number of jobs created and sustained through supporting entrepreneurs and enterprises.	6796	7319	7000	7100	100	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	1010	1203	1500	1520	20	Annual target met and exceeded because of partnership with FASSET to implement the voucher programme and the demand for vouchers by young people across provinces.



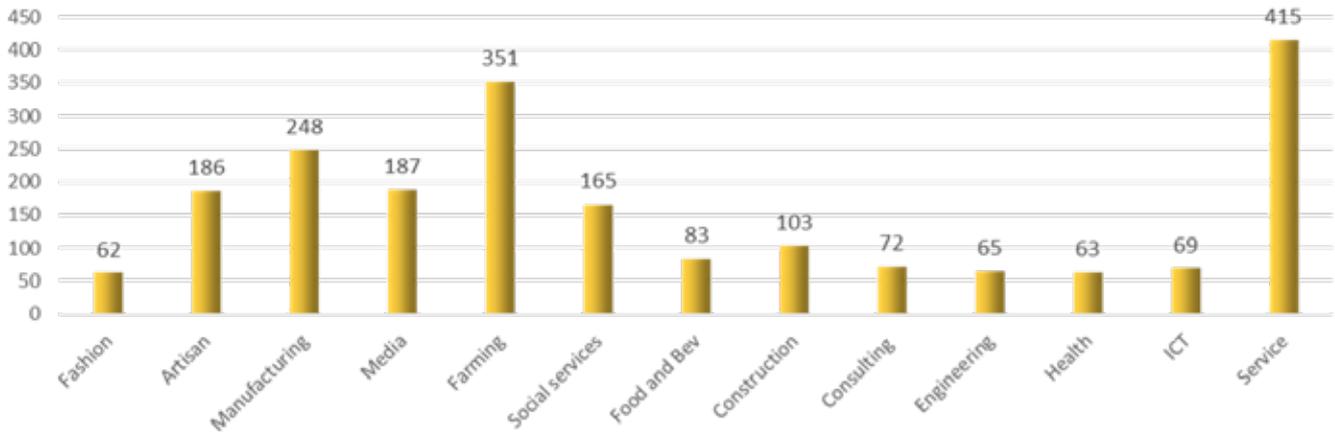
Grant - Gender and persons with disability



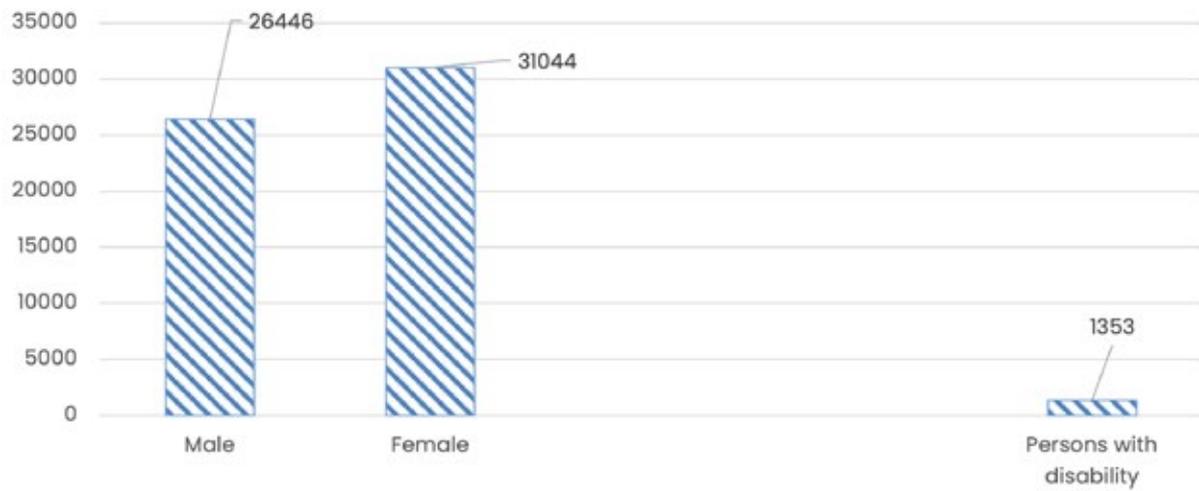
Grant - Geographical location



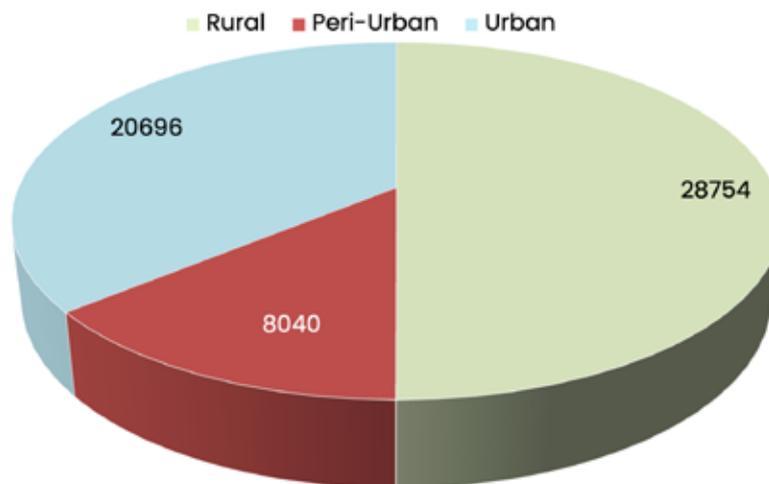
Grant Sectors



Non-Financial - Gender and persons with disabilities



Non-Financial - Geographical location



Sub-programme 2: Decent Employment through Jobs Programme

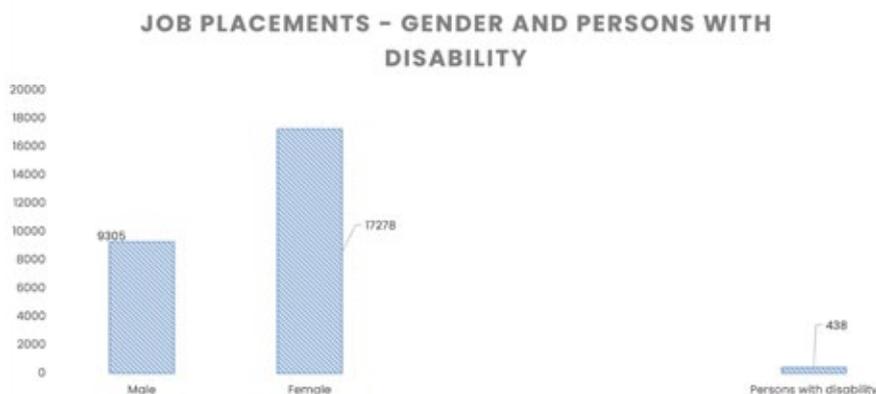
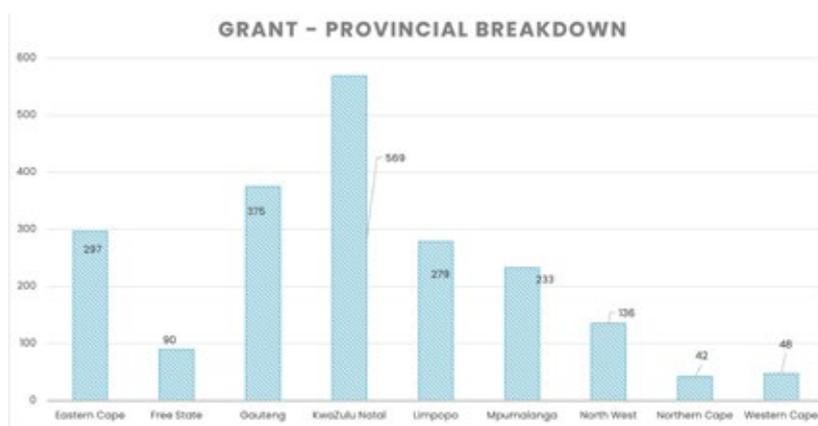
Purpose:

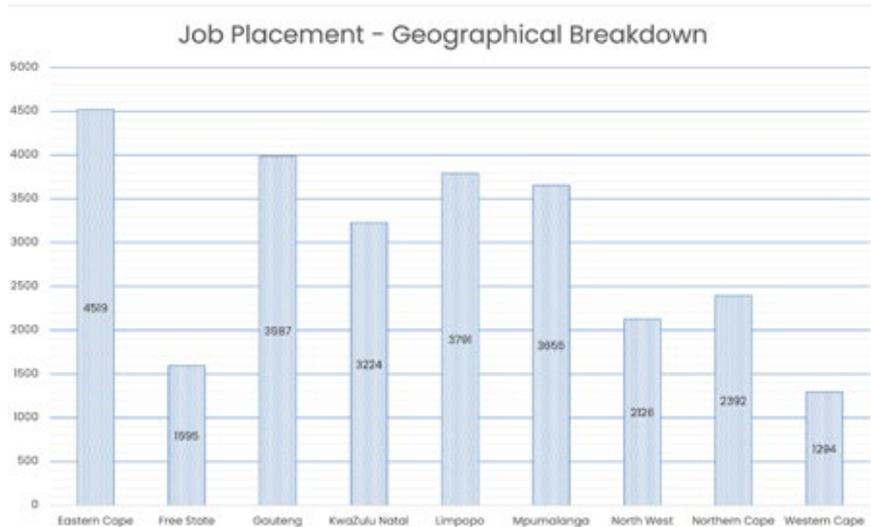
To facilitate and provide employment opportunities for young people, geared at increasing sustainable livelihoods.

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

Outcomes, Outputs, Output Indicators, Targets and Achievements:

Outcome	Output	Output Indicator	Audited Actual Performance 2022/2023	Audited Actual Performance 2023/2024	Planned Target 2024/2025	Actual Achievement	Deviation from planned target to Actual Achievement for 2024/2025	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	83 923	55549	40 000	48230	8230	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	15 434	24307	25 000	26583	1583	Annual target met and exceeded because of intensive focus on partnerships which increased the number of jobs for young people to be placed.





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 2022/2023	Audited Actual Performance 2023/2024	Planned Target 2024/2025	Actual Achievement	Deviation from planned target to Actual Achievement for 2024/2025	Reasons for deviations
Increased co-ordination 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 government departments implementing NYS programmes in partnership with NYDA	73	100	5	5	N/A	Annual target met
		Number of young people securing paid service opportunities	46320	22306	20000	20095	95	Annual target met and exceeded because of the dire unemployment state of young people
		Number of young people who have completed planned service activities	34445	18115	18 000	18 876	876	Annual target met and exceeded because of the dire unemployment state of young people
		Number of young people transitioning out of the National Youth Service (NYS) into other opportunities	7546	4357	6 000	6 215	215	Annual target met and exceeded because of a relentless focus on transitioning young people into opportunities post service.
		Number of government departments and organisations capacitated to implement NYS programmes	0	0	50	53	3	Target met and exceeded due to government departments and organisations willing to work with the NYDA

Strategy to overcome areas of under performance

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

Changes to planned targets

None.

Notably, provinces such as Limpopo, Northern Cape, North West, Free State, and Mpumalanga demonstrated improved performance in Phase 3 compared to their results in Phase 2. This improvement can be attributed to the targeted Roadshows conducted by the NYDA in these provinces, which were specifically aimed at addressing the need for more opportunities in underserved communities that have long been job deserts for young people.

Geographical spread of participants

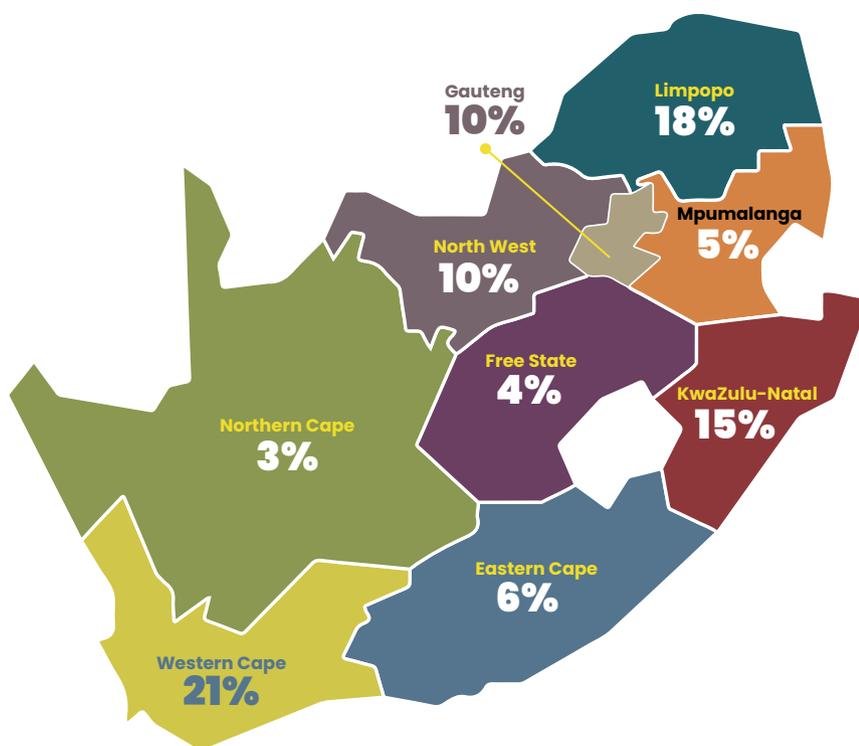


Figure 1: The geographical spread of participants in percentages

Number of Participants per Province:

Province	Number of Participants	%
Eastern Cape	1 117	6
Free State	624	4
Gauteng	3 910	21
Kwazulu Natal	2 961	15
Limpopo	3 574	18
Mpumalanga	992	5
North West	2 009	10
Northern Cape	529	3
Western Cape	4 180	21
Totals	20 095	100

Gender Lense

The below graph gives a depiction of the number of males (30%) and females (70%) involved in paid community service work throughout South Africa.

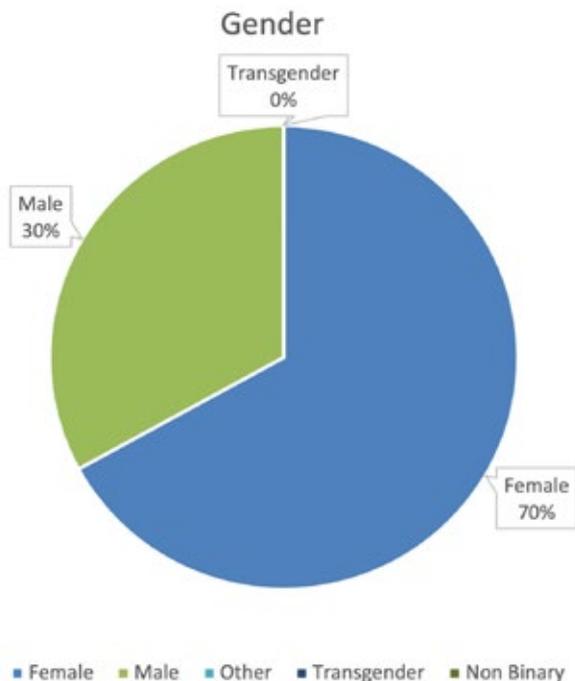


Figure 2: Gender Distribution

Gender					
Female	Male	Other	Transgender	Non-Binary	Total
14 340	5 903			-	20 095

Race

The majority of the participants are Black/African, while indian participants constitute the smallest demographic group

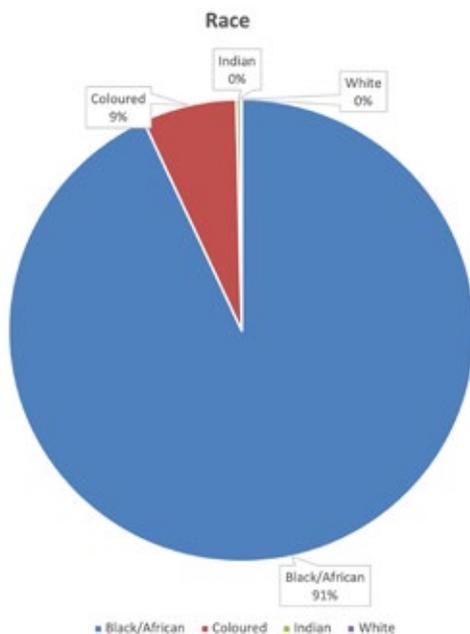


Figure 3: Race Breakdown



Race				
Black/African	Coloured	Indian	Total	Non-Binary
18411	1784	48	20095	-

Age

The majority of the participants are between the ages of 22 and 25, while the smallest group falls within the 34 to 35 age range.

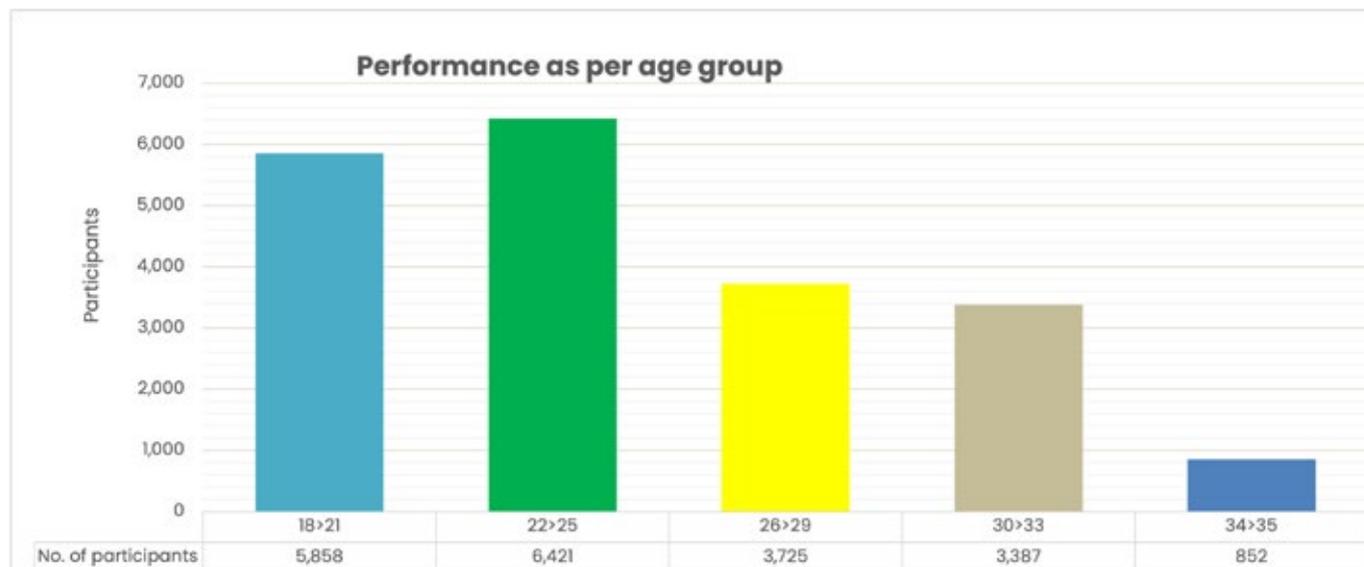


Figure 4: Age Distribution

Age	
Age	No. of participants
18>21	5 858
22>25	6 421
26>29	3 725
30>33	3 387
34>35	852

Disability

Only 1.3% of the participants are individuals with disabilities. As outlined below, a concerted effort must be made to increase participation from this demographic as part of the recruitment drive.

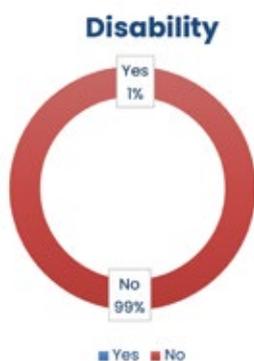


Figure 5: Disability Breakdown

With Disability		
Yes	No	Total
257	19986	20343



Service Sector

This service sector category breakdown gives an indication of the number of participants involved in each sector with most youth participating in community works and sports and recreation.

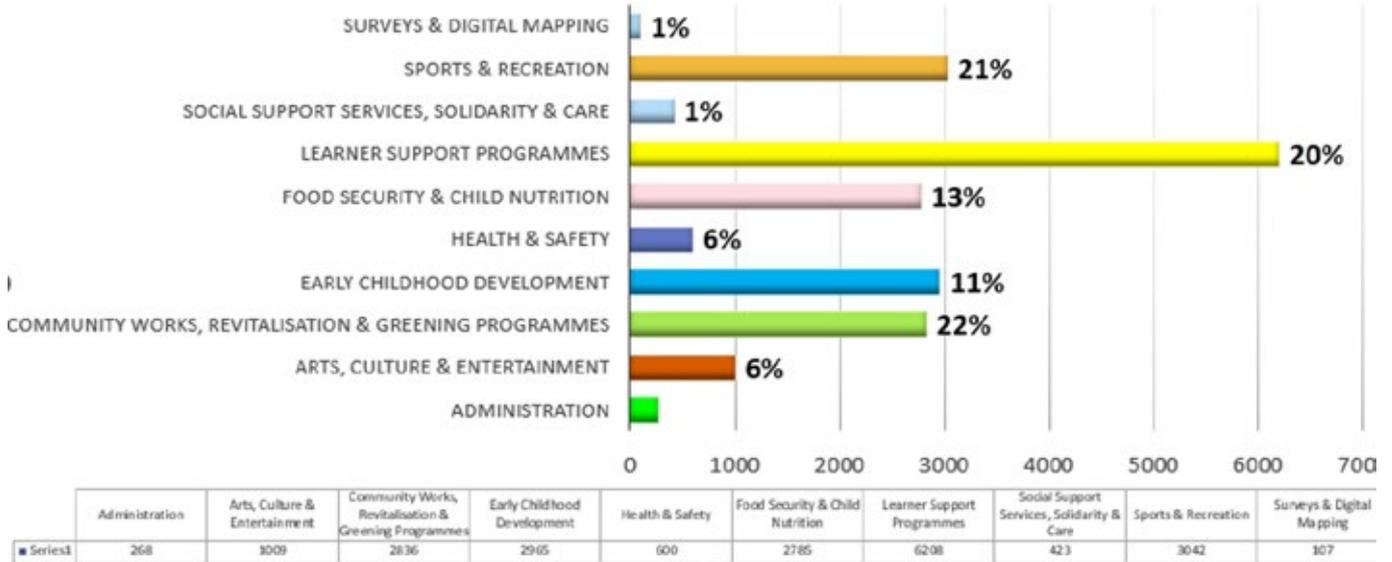


Figure 6: Participation by Sector

Sector		
Service Sectors Breakdown	No. of participants	%
Administration	268	2%
Arts, Culture & Entertainment	1009	6%
Community Works, Revitalisation & Greening Programmes	2836	17%
Early Childhood Development	2965	18%
Health & Safety	600	4%
Food Security & Child Nutrition	2785	17%
Learner Support Programmes	6208	37%
Social Support Services, Solidarity & Care	423	3%
Sports & Recreation	3042	18%
Surveys & Digital Mapping	107	1%

Strategy to overcome areas of under performance

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



C. 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 2022/2023	Audited Actual Performance 2023/2024	Planned Target 2024/2025	Actual Achievement 2024/2025	Deviation from planned target to Actual Achievement for 2024/2025	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	13	6	7	1	Annual target met and exceeded due to evaluations conducted on PYEI programme implementation on the revitalised National Youth Service Programme
		Develop a youth research report in the country	Developed Status of the youth report in the country	Develop a youth research report in the country	Develop a youth research report in the country	Developed a youth research report in the country	N/A	Annual target met
		Produce Annual report on Integrated Youth Development Strategy	Annual Report on Integrated Youth Development Strategy produced	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	9	8	8	N/A	Annual target met

Strategy to overcome areas of under performance:

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

Changes to planned targets:

None.





06

**Integrated
Youth
Development
Strategy
IYDS**

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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.



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**Disability
Strategy**

OUR YOUTH. OUR FUTURE



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 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 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.





08

**Corporate
Investments**



24
25



OUR YOUTH. OUR FUTURE

Corporate Investments

The purpose of the Corporate Investments unit is to undertake the following:

Partnership Development and Management

- To pursue partnerships with SETAs, private companies and government departments, SEOs, agencies & civil society, and
- Lobby and advocacy in the public & private sectors for increased investment in youth development programmes in South Africa.

Fundraising & Resource Mobilisation

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

Support SA Youth Development Agenda in The International Arena

Overall Stakeholder Relations and Management

MOU/MOA Register

2024/25 Targets/Deliverables

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	R300 million	-	R50 Million	R100 Million	R150 Million
Number of SETA partnerships established	5	-	-	2	3
Number of partnerships signed with technology companies	4	-	-	2	2
10 partnerships established with companies listed on the JSE	10	-	2	3	5
Number of Youth Innovation initiatives facilitated	2	-	-	1	1
Number of Inter-governmental relations activities facilitated	10	2	3	3	2

MOU/MOA Register	Annual register	1	1	1	1





APP 2024/2025 Performance

SETAs Pipeline:

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

SETA	Project description	STATUS
AGRISETA	Learnership Programme	Agreement signed
PSETA	Internship for unemployed graduates	MoU signed
FASSET	Learnership (Entrepreneurship programme)	MOA signed
MERSETA	Internship/learnership opportunities	MoU signed
FoodBev	Special Projects	MoU signed
EWSETA	Artisan training	Proposal submitted
BANKSETA	Internship/learnership opportunities	Proposal being drafted
CATHSETA	Internship/learnership opportunities	Draft MOU/funding proposal submitted
SASSETA	Internship/learnership opportunities	Draft MOU Submitted
LGSETA	Internship/learnership opportunities	Preliminary meetings
PF&M SETA	Internship/learnership opportunities	Preliminary meetings
MICT SETA	Internship/learnership opportunities	Draft MOU

ICT Companies Pipeline:

Our partnerships with technology companies are focused on ensuring that we 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
ALX	Online Soft Skills/Computer Literacy/Digital Skills short courses and long –term programme courses	MoU signed
Project Y	Digital Skills for Jobs & Job Matching	MoU signed
Mentec Foundation	Digital skills development and training	MoU signed
Digify	Digital Skills training / Hardware donation	MoU signed
DISCONNECT.COM	Digital Entrepreneurship and Digital literacy courses	MoU in process
Gijima Technologies	Youth Diigital skills and jobs programme	MoU being signed
Google	Digital skills transfer, career certificates, hustle academy/Google for Startups Black Accelerator Fund	Discussions on-going
Adapt IT	Digital skills with Institutions of Higher Learning	On-going discussions
AMAZON	Launching a Campus in Cape Town	Follow-up
Dell Foundation	Youth and Education	Follow-up
CISCO	Youth Digital Skills and Employment Initiative	Draft MoU

Ten (10) partnerships established with companies listed on the JSE

The following companies were identified: SAFCOL, MTN, African, Mr Price, Air Liquide, Shoprite Group, The Foschini Group, Attacq, Bridgestone, PPC and Broll Properties.

Companies Listed on the JSE	Project description	STATUS / ACTIVITIES
SAFCOL	Partner in the implementation of a specialised plan to introduce and implement the Integrated Youth Development Strategy in the forestry sector.	MoU signed
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
TFG	Youth Development Training Programmes, Venture Creation and Job opportunities	Signed Expression of interest letter
Mr Price Foundation	Retail Early Careers Skills Development Programme	Signed MoU
Pingo/Shoprite		Signed MoU
Air Liquide	For Youth development programmes for engineering and artisans	Concept note submitted
Attacq	For Property Management Programmes	Concept note submitted
Bridgestone	Collaboration for Youth Development Programmes in the tyre and retail sector	Concept note submitted
Broll Properties	Collaboration for Internship & Graduate Programmes in Property Management	Concept note submitted
PPC	Youth Development programmes	Concept note submitted

Number of Youth Innovation initiatives facilitated

The indicator seeks to measure the number of Youth innovation initiatives that bring together researchers, creators and innovators to nurture ideas into industry-changing products and services.



Name	Programme/Project/	STATUS / ACTIVITIES	Status/Progress
UNISA	Innovation Festival	<ul style="list-style-type: none"> Showcase innovative research, solutions, and enterprises that have measurable societal impact. Foster collaboration between academia, government, civil society, and the private sector. Strengthen youth innovation, entrepreneurship, and employability. Facilitate knowledge exchange, networking, and skills development. for participants to pitch their innovative ideas for funding support. 	The Innovation Festival was successfully hosted from the 25th to the 29th of November 2024.
MTN Foundation	Women in Digital Business Challenge	<ul style="list-style-type: none"> Support young Black women entrepreneurs in the ICT sector. Provide financial and non-financial support to accelerate business growth. Strengthen ecosystem linkages between private sector actors and youth development agencies. Promote inclusive digital participation and sustainable entrepreneurship 	The Pitching Session took place on the 19th and 21st of August 2024, in preparation for the final leg of the programme held in Johannesburg on the 28th of August 2024. 10 Businesses received R100 000 each

Number of Inter-governmental relations activities facilitated

This indicator seeks to measure the number of Inter-governmental departments facilitated based on the principle of cooperation between the three spheres of government – local, provincial and national to support youth development programmes. This includes the North West Office of the Premier, Municipalities in Limpopo (those who were interested in establishing a youth fund), The DTI Ministerial Regulations on Preferential Market Access for Women and Youth, FS DESTEA, FS Social Development, SASSA and DALRRD.

Name	Programme/Project/ Activity	Objectives/Impact/outcome	Status/ Progress
North West office of the Premier	Youth Fund and Revitalised National Youth Service Y20 Host Province Proposal	<ul style="list-style-type: none"> MoU signed to formalise the cooperation between the parties by determining the scope and extent of such cooperation in respect of those areas of cooperation as contained in this MoU, in order to ensure that the parties derive mutual benefit and advantages from such cooperation, so as to attain a better life for the youth of North West. The objective of this MoU is to provide a process for collective decision-making on issues relating to youth development. Establishment of the North West Youth Development forum Create a conducive environment for access to markets in the agricultural, tourism and mining sectors provision of scholarship opportunities, establishment of North West Youth Fund. Collaboration on the implementation of the National Youth Service Programme 	MOU signed Y20 engagement are ongoing, awaiting feedback

<p>The Department of Trade and Industry</p>	<p>The DTI Ministerial Regulations on Preferential Market Access for Women and Youth</p>	<ul style="list-style-type: none"> • To review the application of Customs procedures and facilitate flexible practices in a predictable, consistent and transparent manner; • To implement programmes aimed at continuously modernising and simplifying Customs procedures and practices; • To provide of all the necessary information regarding Customs laws, regulations, administrative guidelines, procedures and practices; • To adopt modern techniques such as digital communication, online complaint forms as a quicker redress mechanism; • To facilitate co-operation with other national authorities, other Customs administrations and the trading communities; and, • The implementation of relevant international standards. 	<p>Draft Regulations</p>
<p>Free State Department of Economic, Small Business Development, Tourism and Environmental Affairs</p>	<p>Business start-up grant funding</p>	<ul style="list-style-type: none"> • To create an enabling environment for youth owned enterprises and cooperatives to participate in the economy of South Africa mainly providing start up funding through a youth grant programme • To guide and mentor youth and women owned enterprises and cooperatives to the extent that they grow their client bases, improve profitability and create additional jobs • To create a culture of entrepreneurship that would go beyond government tenders • To provide entrepreneurs with business kick-start support • To develop and support youth and women entrepreneurs through structured grant funding joint initiative • DESTEA to contribute R1,2 million to the NYDA grant funding programme in the FS in 2024/25 FY 	<p>MoU Signed. Funds disbursed into the NYDA account</p>
<p>Free State Department of Social Development</p>	<p>The Unemployed Youth Graduates Fund Partnership Programme</p>	<ul style="list-style-type: none"> • To create an enabling environment for Youth owned Enterprises and Cooperatives to participate in the economy of South Africa mainly providing the start-up funding through a Youth Fund for Young Persons with Disabilities. • To guide and mentor Youth/women owned enterprises and co-operatives to the extent that they grow their client bases, improve their profitability and create additional jobs; • To create a culture of entrepreneurship that would go beyond government tenders; • To provide Youth Entrepreneurs with a business kick-start support; • To develop and support Youth and women entrepreneurs through structured grant funding partnership. • DSD to contribute R1 million to the NYDA grant funding programme in the FS in 2024/25 FY 	<p>Draft MoU still in process</p>

<p>Department of Agriculture, Land Reform and Rural Development</p>	<p>National Rural Youth Service Corps (NARYSEC)</p>	<ul style="list-style-type: none"> • The DALRRD and the NYDA are entering into this Memorandum of Understanding (MOU or Agreement) recognising that the Skills Development Act, No. 97 of 1998, the Skills Development Levies Act, No. 9 of 1999 and the Public Finance Management Act, No. 1 of 1999, lay the basis for the delivery of skills development in South Africa, with the aim of equipping unemployed rural youth with appropriate skills in order to enable them to gain enhanced access to economic opportunities. • The DALRRD, through the National Rural Youth Service Corps (“NARYSEC”) programme, is responsible for the training and development of rural youth in order to transition them into positions where they can utilise economic opportunities. • This MOU defines the general obligations of the DALRRD and the NYDA, thereby establishing the roles and responsibilities of the Parties in the operation, management and delivery of training and employment in terms of the MOU. • The MOU furthermore establishes the targets the DALRRD and the NYDA will seek to achieve and also prescribe the project start and end dates, reporting and monitoring process. • The MOU also establishes the governance structure and mechanisms for training, skills development and enterprise development for NARYSEC participants. 	<p>Draft MoU</p>
<p>SASSA</p>	<p>Generating Better Livelihoods for Grant Recipients Programme</p>	<p>The NYDA, SASSA and FINMARK Trust entered into an agreement to implement a pilot project titled Generating Better livelihoods for Grant Recipients, Aimed at developing pathways for social grant recipients to attain sustainable livelihoods through access to employment and/or entrepreneurship opportunities or skills development.</p>	<p>MoU signed, two beneficiaries received grant funding to expand their businesses</p>
<p>DPME</p>	<p>Integrated Youth Development Forum</p>	<p>The NYDA, DPME & DWYPD collaborative partnership to develop a coordinated approach to address youth unemployment</p>	<p>The engagements are ongoing</p>
<p>SANPARKS</p>		<p>SANPARKS endeavors to assist the youth of South Africa to attain sustainable livelihoods through business support, skills development and access to opportunities/market.</p>	<p>MoU drafted and in process</p>
<p>Department of Transport: (DOT KZN)</p>	<p>Provincial Youth Development Programmes</p>	<p>To empower youth with business management development programmes within the KZN Department of Transport with relevant entrepreneurship and education skills, and knowledge, values for them to participate in the South African economy through the NYDA’s products and services.</p>	<p>MoU effective for three years</p>

Department of Corporative Governance (DCOG)	CWP-Agri - Capacitating and creating exit pathways for CWP Youth participants	The objective of the co-operation is to empower and equip youth in CWP with skills development, enterprise and economic empowerment, artisan skills to mitigate against socio-economic impacts. Promote job creation, supported to start their own businesses as well as placement where the opportunity arises.	MoU signed
Department of Public Works and Infrastructure (DPWI)	Provincial Youth Development Programmes	Establish and continue a partnership between the NYDA and DPWI to collaborate on providing life skills capacity-building training to 45 000 EPWP participants. Collaborate on a non-accredited train-the-trainer course to empower 60 EPWP Officials	MoU drafted in process
Department of Forestry Fisheries and Environment DFFE	EPWP NYS Programme	To contribute to the improvement of the quality of life of local inhabitants, with special focus on youth; To build a knowledge base among communities as a foundation for the successful implementation of EPWP and the revitalised National Youth Service by the parties; To establish and maintain a pool of participants to form the backbone for the successful implementation of successful EPWP and revitalised National Youth Service programmes; To build partnerships with communities in the implementation of DFFE and NYDA programmes. This would make communities appreciate government efforts and contribute to the advancement of government efforts towards building pacts with stakeholders.	MoU in process
Limpopo Office of the Premier	Y20 Host Province Proposal	Engagements are ongoing to partner for the Y20 Provincial activities, Pre-summit and Main Summit.	Ongoing
Gauteng Office of the Premier	Y20 Host Province Proposal	Engagements are ongoing to partner for the Y20 Provincial activities, Pre-summit and Main Summit.	Commitment to support the Y20 in kind. Engagements are ongoing,
Free State Office of the Premier	Y20 Host Province Proposal	Engagements are ongoing to partner for the Y20 Provincial activities, Pre-summit and Main Summit.	Ongoing
KwaZulu-Natal Office of the Premier	Y20 Host Province Proposal	Engagements are ongoing to partner for the Y20 Provincial activities, Pre-summit and Main Summit.	Ongoing



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:

The data presented reflects the cumulative achievements of the NYDA between December 2021 and July 2025. During this period, the Agency made significant progress in strengthening partnerships across the public and private sectors to advance youth development programmes. The achievements highlight the NYDA's efforts to foster collaboration with SETAs, technology companies, JSE-listed entities, and disability organizations, contributing to an efficient and effective Agency characterised by good corporate governance and ethical leadership.

Output	Output Indicator	Achievement
An efficient and effective agency characterised by good corporate governance and ethical leadership	Value of funds sourced from the public and private sectors to support the youth development programmes	R1 720 587 385,61
	Number of SETA partnerships established	17
	Number of partnerships signed with technology companies	10
	Produce Annual Report on partnerships established with Disability organisations to promote youth development	Annual report on partnerships established with Disability organisations to promote youth development
Partnerships established with companies listed on the JSE	Partnerships established with companies listed on the JSE	18

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
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
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
FASSET	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
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
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
MerSeta	R35 475 000	Learnership Programme: train 500 learners as automotive sales advisors
PSETA	R 4 902 160.00	Graduate programme
FASSET	R 11 200 000	Entrepreneurship Programme where 500 Learners from cooperatives and enterprises on sector & national priority occupations or trained on entrepreneurship programmes
UNDP	R 2 400 000	Graduates Internship programme
TOTAL	R1 720 587 385,61	

Current Proposals

Proposal	Outcome
North West Youth Fund: R10 000 000	MoA signed
CATHSETA:	Proposal submitted
MICT SETA – Digital Skills Programme	Concept Developed

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
Free State Department of Economic, Small Business Development, Tourism and Environmental Affairs	Additional Business start-up grant funding
Free State Department of Social Development	The Unemployed Youth Graduates Fund Partnership Programme
SASSA	Generating Better Livelihoods for Grant Recipients Programme
DPME	Integrated Youth Development Forum
SANPARKS	Learnerships and or internships to bridge the work experience gap programme
Department of Forestry Fisheries and Environment DFFE	EPWP NYS Programme
North West Office of the Premier	Y20 Host Province
Department of Employment and Labour	National Youth Service and New Venture Creation programmes
Mpumalanga Department of Economic Development & Tourism	Mpumalanga Youth in Tourism and related Industries Development Fund

Other Strategic Partnerships: Private Sector

Partner	Purpose
MTN Foundation	Women in Digital Business Challenge
MTN ESD	The Program is intended to accelerate the growth and development of Black-Owned SMME's in South Africa by providing business opportunities
TFG	Youth Development Training Programmes, Venture Creation and Job Opportunities
Mr Price Foundation	Retail Early Careers Skills Development Programme
Pingo/Shoprite	Retail Readiness Training programme
Air Liquide	Youth development programmes for engineering and artisans
Attacq	Property Management Programme
Bridgestone	Collaboration for Youth Development Programmes in the tyre and retail sector
Broll Properties	Collaboration for Internship & Graduate Programmes in Property Management
PPC	Youth Development programmes in the construction and engineering space
M & Associates	Internship Programme. MoA signed

Hollywood Foundation	Construction and Renovation of Verulam ECD Project centre – MoU signed
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	Outcome
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 and 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	Outcome
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
Dept of Labour	Labour Activation Programme

Civil Society

Partner	Outcome
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 with disability
Tshilwavhusiki Rzwamisani Special School	Collaboration on youth development programmes with young people with disability
South African Blind Youth Organisation	Collaboration on youth development programmes with young people 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

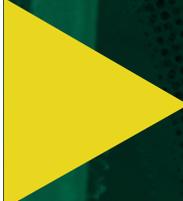
Partner	Outcome
PSETA	Internship programme and Learnership: End-User Computing & New Venture Creation and internship for unemployed graduates
W&RSETA	Entrepreneurship Development Programme
FoodBev SETA	Skills development program in the FoodBev Sector, Special projects
TETA	Last-mile delivery programme
FASSET	800 Learners from cooperatives and enterprises on sector & national priority occupations or trained on entrepreneurship programmes
Services SETA	Apprentice programme in KZN
CETA	Apprenticeship programme
AGRISETA	Learnership: Skills Development Programme
MQA	Internship/learnership programme
MICT SETA	Tech and & Digital Internship/learnership programme
SASSETA	Internship/learnership opportunities
CATHSETA	Internship/learnership opportunities
EWSETA	Internship/learnership opportunities
AgriSETA	Learnership Programme
MerSETA	Learnership Programme: train 500 learners as automotive sales advisors

EWSETA	Artisan training
BANKSETA	Internship programme
LGSETA	Internship/learnership opportunities
PF&M SETA	Internship/learnership opportunities
MICT SETA	Internship/learnership opportunities





09



**International
Relations**

OUR YOUTH. OUR FUTURE

International Relations

The NYDA's international relations portfolio is a critical enabler of the National Youth Policy 2030, ensuring South Africa's youth are meaningfully integrated into global development agendas. This work supports the advancement of the following national policy objectives:

- Inclusive Economic Participation and Transformation
- Future-fit Education, Skills Development, and Second-Chance Pathways
- Universal Access to Health and Substance Abuse Prevention
- Nation Building, Social Cohesion, and Global Citizenship
- Agile, Responsive, and Impact-Driven Youth Development Institutions

In 2024, the NYDA continued to position South African youth as global contributors, driving innovation, sustainability, and leadership across international platforms. The Agency plays a pivotal role in facilitating South Africa's active participation in multilateral youth structures and in ensuring feedback loops through implementation reports, action plans, and youth-driven policy input.

The NYDA also coordinates and amplifies international youth work across government departments, state entities, civil society, and the private sector, with a focus on:

- Global skills exchange and mobility
- Strategic resource mobilisation
- Knowledge transfer and innovation
- Cultural diplomacy and people-to-people cooperation

Background

- The NYDA's international relations work is rooted in its statutory mandate and aligned with South Africa's foreign policy priorities, particularly in multilateral youth diplomacy and South-South cooperation.
- The NYDA provides a centralised coordination mechanism for international youth programmes, ensuring alignment, impact measurement, and value-add across all spheres.
- Since its inception, the Agency has been instrumental in enabling a unified, country-level response to international youth development imperatives.



Strategic Objectives

1. Integrated Coordination and Knowledge Management. To document and coordinate international youth development programmes across all sectors of society.
2. Global Skills Development and Exchange. To facilitate access to international learning, training, and leadership opportunities for South African youth.
3. Showcasing Youth Excellence. To provide platforms for young South Africans to exhibit innovation, creativity, and social impact globally.
4. Resource Mobilisation and Strategic Partnerships. To secure financial, technical, and in-kind resources to scale youth development programmes through international cooperation.
5. Thought Leadership and Policy Influence. To position South Africa as a leading voice in international youth development policy, programming, and governance.
6. Cultural Exchange and Global Solidarity. Promote intercultural learning and foster strong youth-to-youth relationships between South Africa and its international partners.

Key Functions

- **Strategic Representation and Participation:**

Facilitate youth engagement and participation in platforms such as:

- African Union (AU) Youth
 - SADC Youth Council
 - Y20 and G20 Youth Engagement Groups
 - Commonwealth Youth Forums
 - BRICS Youth Summits and BRICS Plus dialogues
 - United Nations ECOSOC Youth Forums
 - Other international Forums
- **Bilateral and Multilateral Alignment:** Ensure youth development initiatives are aligned with South Africa's foreign policy instruments, bilateral cooperation frameworks, and global development agendas such as the SDGs and AU Agenda 2063.
 - **Programme Monitoring and Evaluation:** Track, evaluate, and report on the implementation of international youth programmes to ensure sustainability, equity, and measurable impact.
 - **Barrier Analysis and Policy Reform:** Identify systemic barriers to youth internationalisation and advocate for responsive policy and institutional reforms.
 - **Youth Development Planning:** Support the development of structured pathways and reintegration plans for youth who have participated in international opportunities, ensuring knowledge transfer and local impact.



Name	Programme/ Project/Activ- ity	Purpose/Objectives	Status/Progress	Partici- pants	Outcomes
BRICS Youth Council (BYC)	The newly es- tablished BRICS Youth Council (BYC) under the Chairship of South Africa in 2023 was established to serve as a co-ordinating body for youth affairs within BRICS countries.	The objectives of the council collectively reflect The strate- gic vision of the BRICS Youth in advancing youth empowerment, cooperation, and development within the BRICS framework. The objectives further seek to: Pro- mote the sharing of experiences in youth policy and youth work amongst BRICS countries and to prioritize youth development in member countries; Respond to the advocacies made by BRICS Youth Summit by designing or promoting the implementation of relevant youth projects and events; Establish communica- tion channels for dissemination of information in relation to BRICS Youth; 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; Promote the consolida- tion of youth cooperation issues on the agenda of meetings of leaders and ministers of BRICS countries; To provide advisory assistance to interested state and non-governmental youth organi- zations of BRICS countries. Five priorities area's were proposed by the BYC and proposed that each country Chair the Working Groups as follows: 1.Brazil - Health and Sports, 2.Russia Higher Educa- tion, 3.India -Entrepreneurship, 4.ChinaScience,Technology and Innovation, 5.South Africa Youth Community Service and Volunteer Work.	The Council is to establish a web- site which would house the con- tent of the BRICS Youth Council. The Council to develop a BRICS Youth Calendar of events that can be shared with BRICS countries.	BRICS Youth Represen- tatives	Appointment of BRICS Youth Council repre- sentatives, Two BYC Meetings held in Russia and South Africa.

Brazil, India, China, Iran, UAE, Indonesia, and Egypt	BRICS Youth Plus	Engage in bilateral discussions among BRICS Plus countries to strengthen economic ties, increase trade, and enhance collaborative influence in global decision-making. These engagements allow for the addressing of mutual challenges, such as poverty and infrastructure development, by sharing strategies and pooling resources. Furthermore, these bilateral aim to promote regional stability through cooperative efforts in security and peacebuilding. By building these connections, BRICS Plus nations can support each other's growth and work towards achieving shared development and geopolitical goals.	Communique has been sent, waiting for meeting dates	Phetole Seodi	MoUs developed for Bilateral partnerships
Ethiopia	BRICS Youth Plus / EYC	Bilateral discussion	Ongoing engagements/ Mou developed	Phetole Seodi	Partnership in process of being finalised
Russia	Student Exchange Programme	The goal is to establish a partnership with the University of Plekhanov's school of finance. This collaboration could foster academic exchanges, joint research initiatives, and capacity building in areas such as technology, innovation, and sustainability, contributing to the broader goals of youth development.	Draft MoU	Lufuno Raphulu	Partnership in process of being finalised
Ethiopia	Ethiopian Youth Council	The NYDA and the EYC seek to establish a bilateral agreement to foster cooperation on youth initiatives such as capacity building workshops, cultural exchange programmes, entrepreneurship and Innovation Hackathons and Community-based environmental and Social impact projects. An invitation has been extended to participate in the African Leadership Youth Forum from the 3rd to the 5th April 2025	MoU in process	Online engagement Lufuno Raphulu Nonhlanhla Dhlamini	MoU - ready for signing, to arrange an Online signing Ceremony

Pan African Youth Union	Endorsement – Technical Advisor And Funding Partner For Y20 2025 In South Africa	The PYU’s role as Technical Advisor and Funding Partner includes: Fundraising: Identifying and securing financial support from diverse sources, including corporate sponsors, philanthropic organizations, and governmental grants. Technical Guidance: Providing strategic advice and expertise to ensure the successful planning and execution of the Y20 Summit. Stakeholder Engagement: Collaborating with various stakeholders to foster partnerships that enhance the Summit’s impact and reach.	Partnership un-locking potential funders in the UN and AU. Ongoing	Ikanyeng Masinamela	Signed commitment letter – Technical Advisor and Resource Mobilisation partner
Russian University for Economics	Bilateral exchange programme	The purpose of the agreement is to promote cooperation between the two Parties in the field of education and research Development of joint fundamental and applied research and innovative activities. Development and implementation of joint educational programs in the form of network alliances, namely: programs of student mobility Double Degree Programs Exchange of faculty, researchers and administrative staff. Joint organization of seminars, conferences, symposia and other academic and scientific events. Exchange of educational and scientific materials.	MoU developed and shared with partner for inputs	Lufuno Raphulu Ikanyeng Masinamela	MoU – prepared and shared with the University
Commonwealth Youth Council	CYC Exchange programme	To prioritise youth empowerment, recognizing that young people aged 15–29 make up over 60% of the population in many member countries. To amplify their voices, for young people across the Commonwealth. Key opportunities include skills development through access to Commonwealth funded vocational training, digital literacy programs, and entrepreneurship initiatives. Additionally, Commonwealth scholarships for tertiary education and exchange programs provide educational advancement. Youth leadership programs such as the Commonwealth Youth Forum	Two young people are currently engaged in the activities as per the Commonwealth Calendar	Lufuno Raphulu Lethabo Ratlhogo	The nominated participants are currently engaged in Commonwealth Calendar Activities – they will participate in an upcoming 1st EYC Consultative Dialogue (4–8 August 2025)

<p>Botswana, Gaborone, Youth Peace and Security Agenda</p>	<p>National Action Plan – Capacity Building</p>	<p>Capacity building on the NAPs strategic frameworks that outline specific actions, goals, and timelines for implementing the YPS agenda at the national level. Promote Collaboration and Support, the development and implementation of YPS NAP need to be supported by various stakeholders, including the African Union, regional economic communities like SADC, development partners, and civil society organisations. Importance of Youth Ownership, a key aspect of successful YPS NAPs is ensuring that young people themselves are involved in the development and implementation process, taking ownership of the plan and its objectives. Focus on Prevention and Participation: The YPS agenda in Botswana, as in other countries, aims to prevent conflict, promote social inclusion, and ensure that young people have the opportunity to contribute to a more peaceful and prosperous future.</p>	<p>The meeting was held on from the 4th to the 6th March 2025 in Botswana Recommendations: Countries work on their own YPS NAP to address the unique challenges and opportunities related to youth, peace, and security within the country. Focus on empowering young people, promoting their meaningful participation in decision-making processes, and ensuring their safety and well-being.</p>	<p>Nonhlanhla Dhlamini – Specialist CI</p>	<p>Dirco is championing the process of developing the YPS NAP for South Africa in partnership with ACCORD.</p>
<p>Burkina Faso, Ouagadougou – Pan African Youth Union</p>	<p>PYU Extraordinary Meeting</p>	<p>Participation in Pan-African Cultural Festival and the Extraordinary Meeting of Heads of National Youth Councils and Coordinating Mechanisms for the comprehensive reform agenda of the Pan-African Youth Union in alignment with the commitment to institutional excellence and transformative leadership</p>	<p>The meeting was held from the 3rd to 5th May 25 A Consensus was reached for the extension of the term of office of the Executive leadership and to allow for the finalisation of the reforms and the AU partnership</p>	<p>Nonhlanhla Dhamini – Specialist CI</p>	<p>The resolution reached was the extension of the PYU Executive Leadership Term.</p>
<p>Namibia</p>	<p>President's inauguration in Namibia</p>	<p>The Namibian President's inauguration coincided with the country's 35th Independence Day, in which the first female president was inaugurated. The inauguration provided the NYDA with the opportunity to engage in critical discussions that could lead to collaborations aimed at advancing skills development in South Africa. This will also enable the NYDA to build relationships and establish partnership agreements.</p>	<p>Attended the Namibian President's inauguration 17th Mar 24 – 24th Mar 24</p>	<p>Karabo Mohale - EDC</p>	<p>Engaged with stakeholders within the region.</p>

Ethiopia	Addis Ababa Com 25	Attended the Fifty-seventh session of the Economic Commission for Africa: Conference of African Ministers of Finance, Planning and Economic Development, Advancing the implementation of the Agreement Establishing the African Continental Free Trade Area: proposing transformative strategic actions.	The objective was to lobby for strategic and funding partnerships for Y20. 13th Mar 25- 18th Mar 25	Ikanyeng Masiname-la – SM Dumisile Happygirl LeRoux	Engagements to lobby and mobilise resources initiated
Ethiopia, Addis Ababa	African Youth Forum	Promote continental collaboration through strengthened networks between youth organisations, governments, and development partners across African states and youth advocacy, to amplify youth voices in decision-making spaces at regional and global levels	26 Apr 24- 27 Apr 24	Thulisa Ndlela - BM	Gained exposure to international donors, development agencies
London	London Festival	Recognizing the importance of supporting our youth within this burgeoning genre, we have collaborated in this Balcony Mix to provide an opportunity for young artists to showcase their talents. • Artists received international exposure and showcased their talent in a global stage by being exposed to an international market of entertainment to gain visibility among thousands of attendees and music lovers, enhancing brand awareness and recognition. Understanding of best practices and innovative approaches, which can inform future initiatives and strategies in South African arts. Establishing strategic alliances and explore potential collaborations that will benefit the South African arts sector	29 May 24 - 6 June 24	Karabo Mohale - EDC	South African artists exposed to international artists, which resulted in collaborations and other opportunities to perform on other major stages



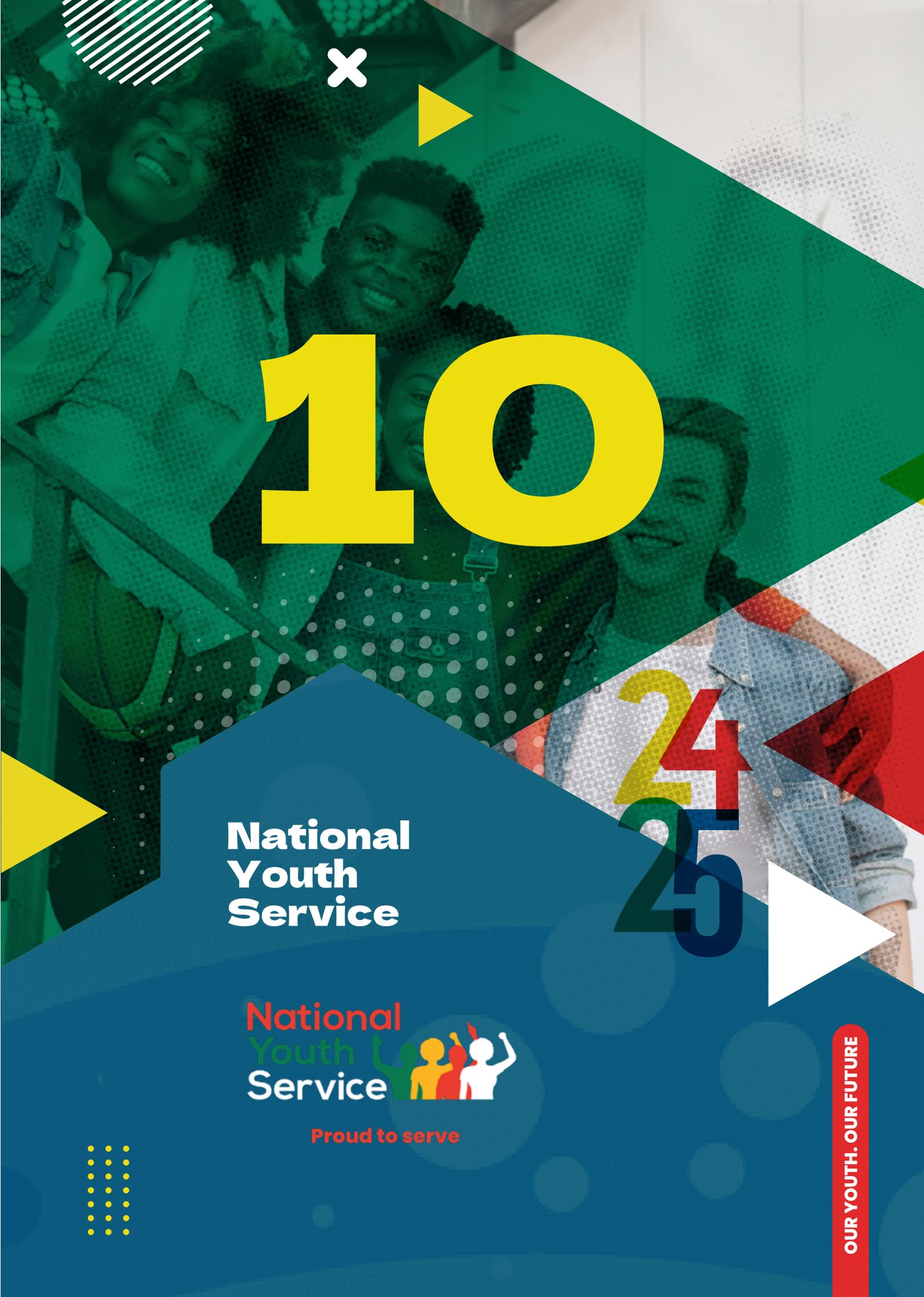
Brazil, Sao Paulo	Tropical Biobased Production System	Youth participation in Tropical Biobased Production System is an international school program focused on agricultural practices in tropical regions. It provides a comprehensive overview of technologies, economics, and environmental aspects of Brazilian agriculture, forestry, and livestock farming. The program combines theoretical classes with practical field visits, aiming to equip participants with knowledge and skills applicable in their respective countries	15 July 24- 26 July 24	Thulisa Ndlela – BM Veronica Mkhize – CS Phemelo Sathekge	Youth in agriculture equipped with biobased production skills and credited with the modules attended and awarded with certificates of attendance.
Brazil, Sao Paulo	Y20 Summit, Brazil	Participated to represent South Africa in the Youth engagement group of the G20, which brings together young leaders in a platform for youth voices in global policy-making.	Leverage partnerships with international organisations, private sector, academia, and civil society. 11 Aug 24- 16 Aug 24	Thulisa Ndlela –BM Nozizwe Mabaso	Solicited input to the BRICS Youth Council
Zimbabwe, Harare	Young women of Africa East Africa Regional Launch	Attended Young women of Africa East Africa Regional Launch. The aim of attending was to participate in key discussions from a wide range of themes such as; • Advancement of women's rights and equality in our society. • Exchanging of ideas on projects that can impact change in Southern Africa. • Possible collaborative efforts of young women in Southern Africa from different sectors in advancing interests of young women Working towards creating an inclusive and equitable environment where every woman has the opportunity to thrive and succeed	27 Aug 24- 30 Aug 24	Karabo Mohale - EDC	The Zimbabwe region of Young women of Africa was launched
Kigali, Rwanda, AFCFTA Business Forum	AFCFTA Business Forum	Foster cross-border business partnerships and leverage from new investment initiatives to boost intra-African trade, removing barriers to participation and unlocking the potential of youth and women entrepreneurs in the AfCFTA ecosystem	06 Oct 24- 13 Oct 24	Karabo Mohale	Information gathered to assist youth to access business opportunities and Funding through the Africa Trade Corridor

Rwanda, Kigali	7th Youth Connekt Africa (YCA) Summit	Participated in the event that brought together over 4,000 delegates. These included youth entrepreneurs, leaders, innovators, artists, students, Heads of State, Ministers of Youth, government officials, AU Commission leaders, heads of development partners, international organisations, business leaders, innovation and incubation labs, academia, sports and creative industry leaders, and media representatives from 33 African Member States.	08 Nov 24 - 10 Nov 24	Ayanda Ntanda - RM	Network opportunities
Nigeria, Lagos	CIO Africa Awards 28th Nov 24 - 02nd Dec 24 Award	Attend an awards ceremony		Dimakatso Masiteng - CIO Ayanda Ntanda - RM	CIO received an award
Ethiopia, Addis Ababa	Young Women of Africa 4th Annual Convention	Young Women of Africa 4th Annual Convention on gender sensitive leadership. The aim was, to participate in key discussions from a wide range of themes such as; <ul style="list-style-type: none"> • Advancement of women's rights and equality in our society Possible collaborative efforts of young women in Southern Africa from different sectors in advancing interests of young women. • Working towards creating an inclusive and equitable environment where every woman has the opportunity to thrive and succeed. • Opportunities for young women in Southern Africa. • Lack of representation of young women in decision making bodies and governments on the continent. • Mobilising young women and civil society towards becoming a radical progressive cognitive united voice on the continent. 	09 Dec 24- 12 Dec 24	Karabo Mohale - EDC Sebolaisi Pheeha	The Continental leadership was elected and the plan to vote in regional structure was set in motion
United States of America, New York	ECOSOC 2025 13 Apr 25- 19 Apr 25	Participate to represent national Interests to amplify the voice of its youth in international development, strengthen Youth Leadership and Diplomacy, and promote South-South Cooperation.	Side Meetings with UN representatives.	Ikanyeng Masinamela - SM	Side event to mobilise resources for Y20

<p>Tanzania, Dar es Salaam</p>	<p>14th African Internet Gov- ernance Forum (ALGF)</p>	<p>Attended the 14th African Internet Governance Forum (ALGF). The aims and outcomes of attending the AFIGF 2025 were that through the NYDA, the South African youth will be represented on a regional level, to participate in key discussions from a wide range of themes such as; • Digital Public Infrastructure (DPI) and Data Governance. • Cybersecurity, Resilience, and Trust. • Artificial Intelligence and Emerging Technologies. • Universal Access and Meaningful Connectivity. Enhancing Digital Cooperation (including the Global Digital Compact, WSIS+20, Open-Ended Working Group (OEWG), and the 2030 Sustainable Development Goals). • AFIGF will bring together leading figures from governments, international organizations, academia, civil society, and the private sector. Engaging with these stakeholders provides an unparalleled opportunity to strengthen existing partnerships and build new relationships that are crucial for the NYDA's future initiatives in the digital space. • Offering a dynamic platform for dialogue between the global leaders of the public and the private sectors around the challenges and opportunities for building regional and continental value chains on the continent.</p>	<p>27 March 25- 02 June 25</p>	<p>Karabo Mo- hale - EDC</p>	<p>Engaged with stakeholders within the region</p>
<p>Brazil, Brasilia</p>	<p>VII BRICS Youth Energy Summit</p>	<p>Participated in the BRICS Youth Energy was held in Brasilia.</p>	<p>09 June 25 – 10 June 25</p>	<p>Mbalenhle Precious Bakuza, Veronica Mkhize – CS, Pheme- lo Sathikge, Lufuno Raphulu – Officer CI, Nondumiso Zwane</p>	<p>Engaged Stakeholders in the ener- gy space for information exchange and training</p>

Brazil	11th BRICS Youth Summit	Corporation of the 10 BRICS countries with a focus two priorities: (i) Global South Cooperation and (ii) BRICS Summit to leverage Partnerships for Social, Economic and Environmental Development Strengthening Global South Cooperation for More Inclusive and Sustainable Governance.	9 to 10 June 2025	Ayanda Luwaca Thulisa Ndlela Ayanda Khonzi Mafiki Duma Nonhlanhla Dhlamini Walter Bango Milton Makgothoma	South Africa led the commencement of bilateral engagements BRICS and its new member countries Follow up meetings on Bilateral engagements with the BRICS countries Led the Youth community and social and Volunteer Work discussion stream Made inputs on Palestine during the meeting of the Ministers and the finalization and signing of the BRICS MoU.
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10

**National
Youth
Service**



Proud to serve

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OUR YOUTH. OUR FUTURE





The year under review has been difficult year because for the first time in history no single political party succeeded to attained 50 % +1 of electorates votes.

Election results of the 29th of May 2024 had inadvertently new ways of governing South Africa. Undoubtedly this eventuality poses serious implications in youth development sector. National Youth Service is a progressive youth programme and we already know, it has one way or another been affected by the results outcomes of the recent past elections. This calls for new strategies in methods of implementation knowing that, currently, the country is facing unimaginable of youth unemployment.

Youth unemployment is indeed intolerable and we still believe that is where the National Youth Service Programmes (NYSP) should intervene, despite the prevailing challenges. It is for this reason that collaborating with other sectors becomes sacrosanct. Despite all these challenges, the NYDA has been unwavering in its support for the programme. It is therefore important that we encourage and build relationships with all sectors of society. This is in line with the integrated and mainstream approach to youth development, which we have adopted as a country.

We take this opportunity to thank all the sectors of society for supporting the programme and we also appeal to those not participating yet to do so. In addition to creating opportunities for young people and developing communities, the NYSP incorporates social cohesion. With gender-based violence and femicide (GBVF) persistent and on the rise, persistent racism and ethnicity, discrimination against the LGBTQ+ community, and all other forms of political and socioeconomic discrimination, the NYS programme has encompassed these issues as part of a broad government programme to foster social cohesion. Importantly, programmes must

always be responsive to societal priorities.

Working with communities is another important leg of the NYS programme. It is through communities that we can identify their needs and prioritise the needs identified. It is also important that communities feel that they are owners of these programmes rather than experiencing the programmes as an imposition from external role players. Mobilisation of young people also becomes easy with strong links with communities. Building strong relationships with communities is therefore very important for the success of the NYS programme.

The NYDA has traversed the length and breadth of the country, meeting with communities. We can only build on the foundation that has been laid over the years of implementing the NYSP and incorporating lessons learned along the way. We extend our gratitude to all stakeholders that participated in ensuring that the NYDA through Jobs Fund is entrusted with the enormous task of delivering the Revitalized National Youth Service programmes.

Ms. Asanda Luwaca
Executive Chairperson of the NYDA Board



(ii) FOREWORD

CHIEF EXECUTIVE
OFFICER

This report is intended to catalogue and document the work done by National Youth Service Unit (NYSU) in partnership with other stakeholders to implement NYSP in the financial year 2024/2025.

The report is partly to inform the public and the stakeholders about the achievements and challenges experienced in the implementation of National Youth Service Programme (NYSP). Reporting is also an accountability tool to showcase the work done and to document how resources mobilized from the public and private sectors were used. Most importantly, reporting helps us to reflect and learn from how we implemented the programme and to use the lessons to catapult the programme forward.

As the custodian of the National Youth Service in South Africa, the NYDA consolidate annual report on collaborated intervention for strategic partners. The report can be used to lobby institutions that are still not in the fold to come on board. Given the multiple stakeholders involved in the implementation of NYSP, its success therefore hinges on competent and effective coordination, the task which the NYSU has executed with great diligence. The task of coordination was made easier by great working relations with all the stakeholders - for which we are very grateful. The uptake of the NYS programmes by young people was also impressive and commendable. Such responses by the youth are not only important for the success of the NYSP, but they also dispel the myth that young people are apathetic and do not want to participate in civic and community activities.

The strategic role of NYSP in the current political and socio-economic context facing young people cannot be emphasized enough. Eloquent accounts of the challenges facing young people in this country are in abundance.

The scope and reach of the programme provides hope for youth development. The strength of the programme is that it targets multiple areas of youth development and its benefits accrues to the broader society through community work. Without a doubt, the future of the National Youth Service Program looks bright in South Africa. Under the banner of the Presidential Youth Employment Intervention, a key policy and programmatic decision to revitalize the National Youth Service, has been the obsession of NYS.

By re-establishing service as the core component of the programme, there is a clear view of impacting not only on the youth participants in the programme but rather catalysing change across communities across South Africa to ensure social cohesion and nation building. As the host for the NYSU and overseer of the implementation of NYSP, the NYDA has done all in its power to create an enabling environment for supporting implementation of the programme.

Ms. Mafiki Duma

Acting Chief Executive Officer of the NYDA

(iii) ACRONYMS

Acronyms	
4IR	Fourth Industrial Revolution
BEEI	Basic Education Employment Initiative
BIG	Basic Income Grant
CCSA	Collins Chabane School of Artisan
COED	Cooperatives and Enterprise Development
COGTA	Cooperative Governance and Traditional Affairs
CRDP	Comprehensive Rural Development Programme
CWP	Community Work Programme
DALRRD	Department of Agriculture, Land Reforms and Rural Development
DBE	Department of Basic Education
DPME	Department of Planning, Monitoring and Evaluation
DPWI	Department of Public Works and Infrastructure
DSAC	Department of Sports, Arts and Culture
EAs	Education Assistants
EPWP	Extended Public Works Programme
ERRP	Economic Recovery and Reconstruction Plan
GBVF	Gender-Based Violence and Femicide
GDP	Gross Domestic Product
GDS	Growth Development Summit
GEM	Global Entrepreneurship Monitor
GESI	Global Entrepreneurship Spirit
GTAC	Government Technical Advisory Centre
HIV	Human Immuno-Deficiency Virus
HRDS	Human Resource Development Strategy
HSRC	Human Science Research Council
IDT	Independent Development Trust
IPID	Independent Police Investigative Directorate
IYDS	Integrated Youth Development Strategy
LGBTQ+	Lesbian, Gay, Bisexual, Transgender and Queer or questioning +
LGSETA	Local Government Sector Education and Training Authority
LSEN	Learners with Special Education Needs
NARYSEC	National Rural Youth Service Corps
NDA	National Development Agency

NDP	National Development Plan
NEET	Not in Education, Employment, or Training
NPO	Non-Profit Organisation
NQF	National Qualification Framework
NSA	National Skills Authority
NSDS	National Skills Development Strategy
NYC	National Youth Commission
NYDA	National Youth Development Agency
NYP	National Youth Policy
NYS	National Youth Service
NYSC	National Youth Service Challenge
NYSP	National Youth Service Programme
NYSPPF	National Youth Service Policy Framework
NYSU	National Youth Service Unit
PPP	Public Private Partnerships
PES	Presidential Employment Stimulus
PSET	Post-Schooling Education and Training
PYEI	Presidential Youth Employment Initiative
PYS	Presidential Youth Service
QLFS	Quarterly Labour Force Survey
RDP	Reconstruction and Development Programme
RPL	Recognition of Prior Learning
SAAYC	South African Association of Youth Clubs
SAYC	South African Youth Council
SDF	Skills Development Fund
SETA	Sector Education and Training Authority
Stats-SA	Statistics South Africa
TVET	Technical and Vocational Education and Training
TYPP	The Young Patriots' Programme
YARD	Youth in Agriculture and Rural Development
YES	Youth Employment Service

Background and introduction

The National Youth Service (NYS) report for the 2024/25 financial year reflects on the story of the many young people in democratic South Africa. It aims to capture the lived experiences of young girls like Tintswalo, who was born in a time of great struggle, yet also during a momentous period in the nation's history—a time of profound change and hope. Her story mirrors the lives of many other South African youth, each navigating the complexities of a new democracy and the challenges that come with it.

Through Tintswalo's journey, the report sheds light on the realities faced by youth in South Africa—struggles rooted in economic disparity, gender inequality, and limited opportunities. Yet, it also underscores the resilience, ambition, and determination of youth, especially young women, as they continue to overcome obstacles and contribute to the growth of their communities and country.

By telling this story, the report seeks to ignite a true sense of the importance of the National Youth Service Programme (NYSP). It highlights the role the program plays in offering young people like Tintswalo the support they need to achieve their potential, develop essential skills, and engage meaningfully in the economy and society. The NYSP serves as a vital platform, empowering youth to shape their futures while contributing to the broader goals of nation-building and social transformation.

In the 2024 South African general elections, for many young South Africans like Tintswalo, it marked their second opportunity to vote in a national election. With 27.8 million youth having registered to vote, it was clear that there was a significant interest in engaging in the democratic process. However, despite the high registration numbers, less than 42% of these registered youth participated in the elections, pointing to a critical disconnect between intent and action. While the increase in voter registration was an encouraging sign, this enthusiasm did not fully translate at the polls. This gap highlights several challenges that still exist in motivating and encouraging youth to actively take part in the foundational processes of democracy. Many factors, such as disillusionment, lack of trust in political systems, or personal circumstances, contributed to the disappointing turnout. For young voters like Tintswalo, who were born in a time of great change and hope,

this missed opportunity to shape the country's future signifies the ongoing struggle for deeper engagement in democratic processes. The youth's potential as the driving force for change in South Africa remains strong, but more needs to be done to convert their enthusiasm into tangible action at the polls. This also presents an important lesson for civic engagement initiatives and political campaigns in the future. Key elements of the National Youth Policy align with the goal of creating a unified society by supporting young people's involvement in nation-building and ensuring they have opportunities to influence the country's political landscape. One of the key strategies that have successfully advanced the agenda to have an engaged youth is realized through the Revitalized NYS.

We further note challenges faced by girls and the LGBTQIA+ community. Young girls in South Africa face significant health challenges, which have lasting effects on their well-being and future opportunities. These challenges are compounded by socio-economic disparities, access to education, and cultural norms, and they disproportionately affect girls in rural and underprivileged communities.

Challenges faced by girls and the LGBTQIA+ such as HIV, family planning, gender-based violence, mental health, and substance abuse—represent significant barriers to achieving gender equality and empowering the next generation of South African women. Addressing these issues requires a multi-faceted approach that includes education, better healthcare access, supportive policies, and community-driven interventions.

The National Youth Service Programme (NYSP) stands as a pivotal instrument for empowering girls and the LGBTQIA+ community in South Africa. The program provides young people, especially from marginalized communities, with the tools, resources, and opportunities to actively engage in the nation-building process while addressing their unique challenges. It plays a critical role in promoting inclusivity, social cohesion, and youth empowerment by creating spaces where young people can contribute to social, economic, and political transformation.

In conclusion, Tintswalo's story embodies the experiences of many young South Africans who, born into a new democratic era, face the opportunities and challenges of navigating a rapidly changing society. For Tintswalo, a young girl growing up in South Africa, the National Youth

Service Programme (NYSP) is more than just a developmental tool—it is a lifeline to the future. It provides her with opportunities to engage in civic education, develop leadership skills, and gain access to health resources, such as HIV prevention and family planning education, empowering her to make informed decisions about her life. For LGBTQIA+ youth, like Tintswalo and others, the NYSP offers a platform for inclusivity and empowerment, where they can embrace their identity, participate in advocacy, and receive tailored support in the areas of mental health and sexual health. The program fosters a culture of acceptance and respect, helping reduce discrimination and stigma, ultimately creating safer spaces where youth from all backgrounds can thrive.

As we reflect on youth participation, especially voting, Tintswalo's age signifies the second opportunity for her and many like her to engage in the democratic process. Despite challenges like disillusionment and apathy, the NYSP continues to play an essential role in shaping a new generation of engaged citizens. By educating young people on the importance of voting, civic duty, and democracy, the program positions youth, including marginalized communities, at the forefront of nation-building and social change.

Most importantly, the National Youth Service Programme (NYSP) stands as a critical tool in the development agenda of our society. It goes beyond simply addressing youth unemployment or educational gaps; it is an integral part of creating an active, informed, and empowered youth populace. By equipping young people with leadership skills, life skills, and civic responsibility, the program fosters social cohesion, patriotism, and sustainable development.

In a nation facing growing economic inequality, gender-based violence, and youth disillusionment, the NYSP remains a cornerstone in the vision for South Africa's future. It is through initiatives like this that young people—whether girls, LGBTQIA+ individuals, or others—are empowered to overcome challenges, break barriers, and make meaningful contributions to the growth and prosperity of our nation. By investing in youth through the NYSP, we are not only shaping the future of individual lives but also laying the foundation for a more inclusive, equitable, and democratic society.

The South African National Youth Service Model

The NYSP is a global programme where its framework is based on the local political and socio-economic challenges and anomalies. In South Africa the NYS model

framework is designed in consideration of the diverse composition of the youth.

The programme's objectives are 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;

1. Application of accredited and structured learning programmes,
2. Community service,
3. Exit opportunity streams.

Additionally, in appreciation of the diverse youth South Africa hosts, the NYSP targets different groupings of young people to empower them with skills and civic education. The framework allows for transformative and inclusive to the NEET youth cohort and soon-to-be professionals in higher education, youth in conflict with the law and those located in institutions of higher training. The civic education aspects offer an opportunity for youth to give back to communities and gain practical experience.



VISION	MISSION	VALUES
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.	<p>To contribute to reconstruction of the South African society by developing the abilities of young people through service and learning.</p> <p>The desired outcome of the NYSP is to promote a culture of patriotism, civic awareness, nation-building, and fostering social cohesion.</p>	<ul style="list-style-type: none"> The promotion of a common sense of nationhood Inclusiveness An integrated and holistic approach to youth development

NYSP Objectives and Goals

The envisioned objective by government is to reinforce efforts of skilling youth and building an active youth through different stakeholders. The core pillars of the NYSP Model are meant to remedy the socio-economic challenges faced by young people regardless of their geographical location. Moreover, to cultivate the habit of service to society and amalgamate youth in the business nation-building.

NYSP Focus Area:

1. Youth Participation in nation building.
2. Social Cohesion
3. Improve employability
4. Inculcate the spirit patriotism

Some of the policies of the NYS that shape the implementation of the NYSP are but not limited to;

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



NYS REPORTING STRUCTURES

The NYS is located in the Programme, Design, Development and Delivery (PDDD). The PDDD is a specific division within NYDA responsible for managing various youth development programs, including the National Youth Service Programmes (NYSP). The NYS Unit has two sub-units, namely Coordination and Implementation. The system's reporting structure ensures high levels of accountability and transparency to key stakeholders with Executive leadership providing direction and strategic oversight to make sure the program meets national objectives for youth development.

The NYS Unit is divided into two main cohorts:

- Coordination Sub-Unit: This team is tasked with identifying potential partners for the NYSP and working on capacity building for those who will implement the NYS programmes.
- Implementation Sub-Unit: This cohort is responsible for the actual management and implementation of the Revitalised NYS.

Reporting Structure:

The NYS reports directly to various entities:

- Department of Women, Youth and Persons with Disabilities (DWYPD).
- The Presidency.
- Parliament
- National Steering Committee

NYS National Steering Committee

The establishment of the National Steering Committee for the NYSP has been a pivotal development in ensuring the effective coordination and repositioning of the program. The Steering Committee acts as a central coordinating body that ensures all stakeholders are aligned, and the program remains on track toward its goals.

The success and effectiveness of the NYSP are largely attributed to deliberate collaborative efforts from different role players within the broader NYSP ecosystem. These collaborations helped build a cohesive, multi-stakeholder approach to the program's design, implementation, and monitoring.

The 2023/24 recommendations for the NYSP highlight the importance of strengthening partnerships through capacity building and improving data management systems to drive program success. By reinforcing partnerships, this process has ensured that all stakeholders are equipped to contribute to its goals. Meanwhile, the move toward digitalization and centralized data management will improve efficiency, transparency, and decision-making, ultimately enhancing the program's impact on youth development in South Africa.



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 of the Premier Northwest
- Office of the Premier Kwa-Zulu Natal
- Office of the Premier Limpopo
- Office of the Premier Free State
- 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. (NYDA serves as the chairperson and secretariat of all sittings. The Committee was able to sit twice for the 2024/25 financial year).

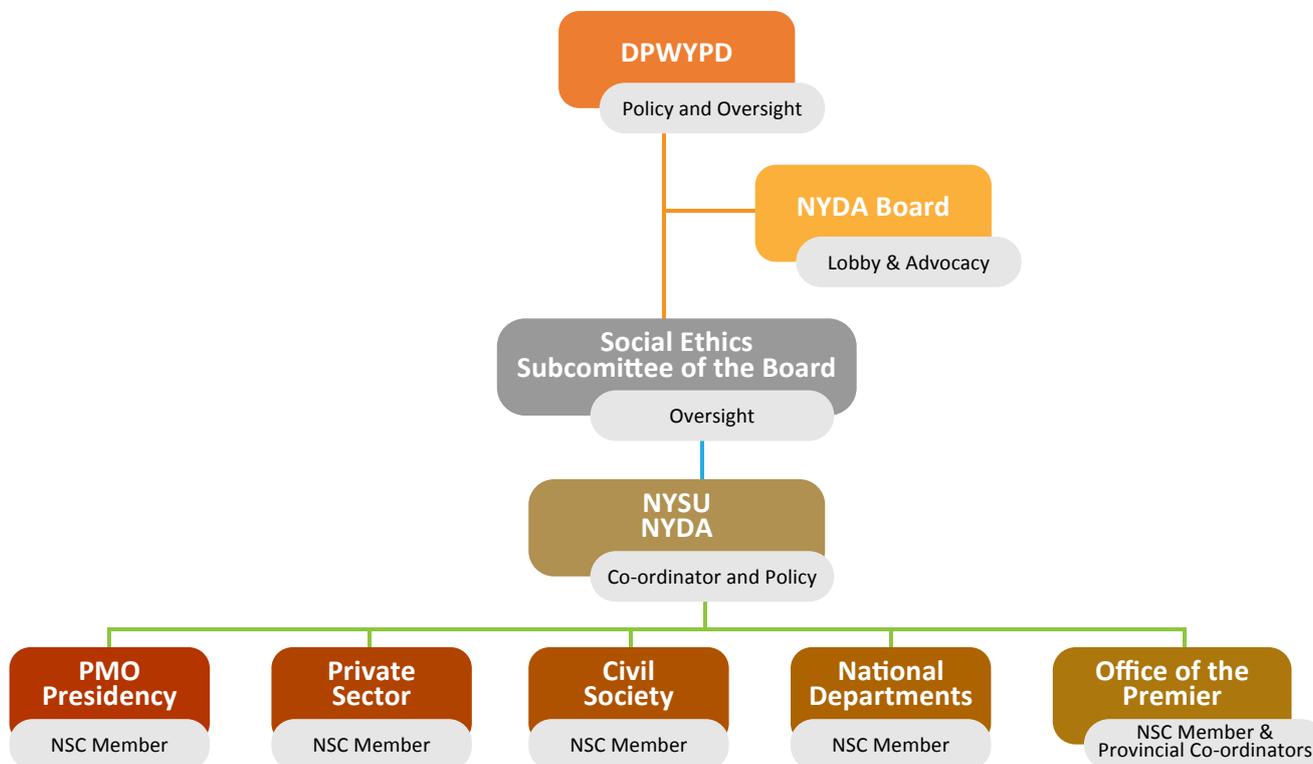


Figure 2: NYS Steering Committee Structure

Implementing Partnerships

Partnerships have been pivotal in expanding the reach and impact of the National Youth Service Programme (NYSP). Collaborative efforts with civil society, government, and the private sector have enabled the program to scale rapidly, ensuring its presence across South Africa. These partnerships have not only enhanced the program’s visibility but also strengthened its ability to mobilize resources, improve service delivery, and create sustainable opportunities for youth development, thereby solidifying the NYSP as a powerful force for positive change., See Annexure A, the last page of this report.

Additionally, to further enhance the effectiveness and reach of the National Youth Service Programme (NYSP), it is recommended that provinces be supported in localizing and optimizing the use of municipalities in the implementation of structured NYS initiatives. By engaging municipalities in this process, the program can be better tailored to meet local needs, fostering greater community involvement and ensuring more impactful youth development outcomes at the grassroots level.



NYS Implementation Stories

Office of the Premier, Northwest Province and NYS Programme

DEPARTMENTS	INTERVENTION	OUTPUTS
<ul style="list-style-type: none"> Public Works (650) Human Settlement (300) Social Development (300) Arts, Sports, Culture, Recreation (35) 7 NGOs partnered with in Agriculture, Social, Education, Health, Sport 	Departments and Organizations lobbied to implement NYS	1285
Presidential Youth Employment Intervention (PYEI)	Young people participating in NYS expanded volunteer projects	3577
Departments and Organisations	Young people transitioning into the Revitalised NYS paid services	1735

Economic development as one of the key performance areas, has played an important role in ensuring that young people are transitioned into entrepreneurship and job creation opportunities as a vehicle to reduce youth unemployment in the province. Entrepreneurship catalyses innovation and unblocks pathways to self-employment through business skills training and youth enterprise financial and non-financial support to enable them to establish or grow their businesses.

National Department of Human Settlements

HS NYS Programme				
Pillar: Quality Education, Skills and Second Chances	Annual Target	Training Budget	Stipend Budget	Implementer
Short Technical Skills Training	2000	NHBRC	Nil	Province / Municipality
Artisan Development	600	NHBRC	Nil	Province / Municipality
Challenges	<ul style="list-style-type: none"> Lack of stipend Short lifespan of rural Projects COIDA 			
Points to ponder	<ul style="list-style-type: none"> Disaster response using Youth Brigades Dedicated employment programme Partnerships/ Collaboration 			

In conclusion, the Human Settlements sector holds significant potential for the economic empowerment of youth and designated groups, but this potential can only be fully realized if youth programs such as the NYSP are adequately funded. By prioritizing funding for Youth Empowerment, particularly in the context of human settlements, South Africa can foster a generation of young, skilled professionals ready to contribute to the country's housing delivery and overall economic development.

City Year South Africa Youth Service Program

Background

Founded in 2005 in Johannesburg, City Year South Africa was inspired by the late President Nelson Mandela's vision of youth service as a force for national transformation. Celebrating 20 years of youth service, the organisation continues to advance youth development through voluntary service in schools and communities.

Mission:

To support youth development by:

- Developing a generation of young leaders
- Meeting educational needs in schools
- Enhancing employment and educational opportunities for young South Africans

City Year South Africa is a registered not-for-profit youth development organisation that believes youth service is a powerful vehicle for social and economic change.

Nature of Service

Flagship Program: We Serve

A 10-month structured youth service program, engaging participants for four days per week in community-based service and learning.

Program Themes:

- Young people as community role models
- Transformation and revitalisation of communities
- Creation of local opportunities for youth
- Development of "side hustles" contributing to the informal economy

Partner Service Activities:

- Food Gardens
- Learner Support
- Revitalisation Projects
- Cleaning Campaigns
- Feeding Programs

Community Service Projects:

- Community Needs Assessments
- Community Interviews
- Clean-Up Campaigns
- Food Collection and Distribution

Number of Young People in Service

City Year South Africa engages hundreds of young people annually across multiple communities. The organisation receives over 5,000 applications per intake, with an average of 100 service leader positions available per cycle. Participants represent diverse gender and educational backgrounds, reflecting South Africa's rich youth demographics.

Exit Opportunities

City Year equips participants for life beyond service through comprehensive leadership and employability development initiatives:

- Individual Development Plans
- Individual & Group Coaching
- Monthly Reflection Sessions
- Training in CV Writing, Interview Skills, and Side Hustle Coaching
- Continuous Learning and Personal Growth

Post-Service Transitions (2023–2024):

75% of service leaders transitioned within three months after graduation into Employment, Entrepreneurship, or Further Studies.

Examples of Side Hustles:

Food vending, DJ services, after-school tutoring, blanket washing, plumbing, clothing printing, internet cafés, hair & nail salons, and fashion design.

Partnerships

City Year South Africa collaborates with a wide network of stakeholders, including:

- Schools & Early Childhood Development Centres (ECDs)
- Youth Development Organisations
- Community Service Organisations
- Local Non-Profits and Civil Society Partners

Key Networks & Affiliations:

- SAYouth.mobi
- YDCo-Lab
- National Youth Service Steering Committee
- Obama Leaders Africa Network

Champions & Partners:

City Year's success is supported by a collective of community stakeholders, learning networks, funders, and institutional partners who share a commitment to youth empowerment.

Funding Model for the Program

City Year South Africa sustains its operations through a diverse funding mix:

- 80% Foundations (local and international)
- 10% Individual Donations
- 5% Corporate Sponsors (team sponsorships)
- 5% Corporate Service Day Paid Projects

The organisation continues to call for multi-year partnerships with local government, corporate partners, and philanthropic supporters to expand its reach and serve more youth and communities.

Stories of Impact



City Year alumni demonstrate the long-term power of youth service through leadership, enterprise, and community change:



Surveys and digital mapping with a focus on data that is relevant to improving service delivery for young people.

1%



Sports, recreation, arts and entertainment, especially in support of activities that are available to young people in communities served.

29%



Learner support programmes that provide services such as teaching or after-school and homework support to school children.

17%



Social support and care services, including those with special relevance for young people, such as activities addressing substance abuse or gender-based violence.

3%



Food security and child nutrition, for instance through food gardening or preparation and delivery of food to vulnerable community members.

13%



Community works and greening programmes with a focus on revitalising, maintaining or creating community green spaces and public facilities.

26%



Early childhood development with activities such as playgroups, storytelling and reading.

12%

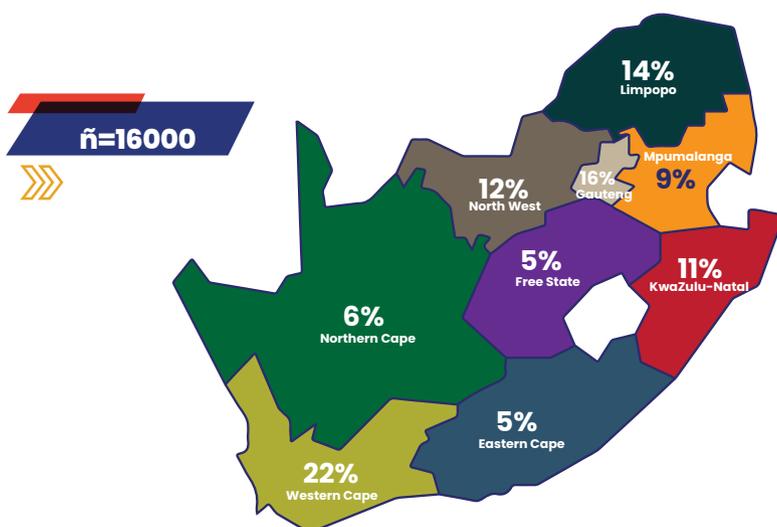


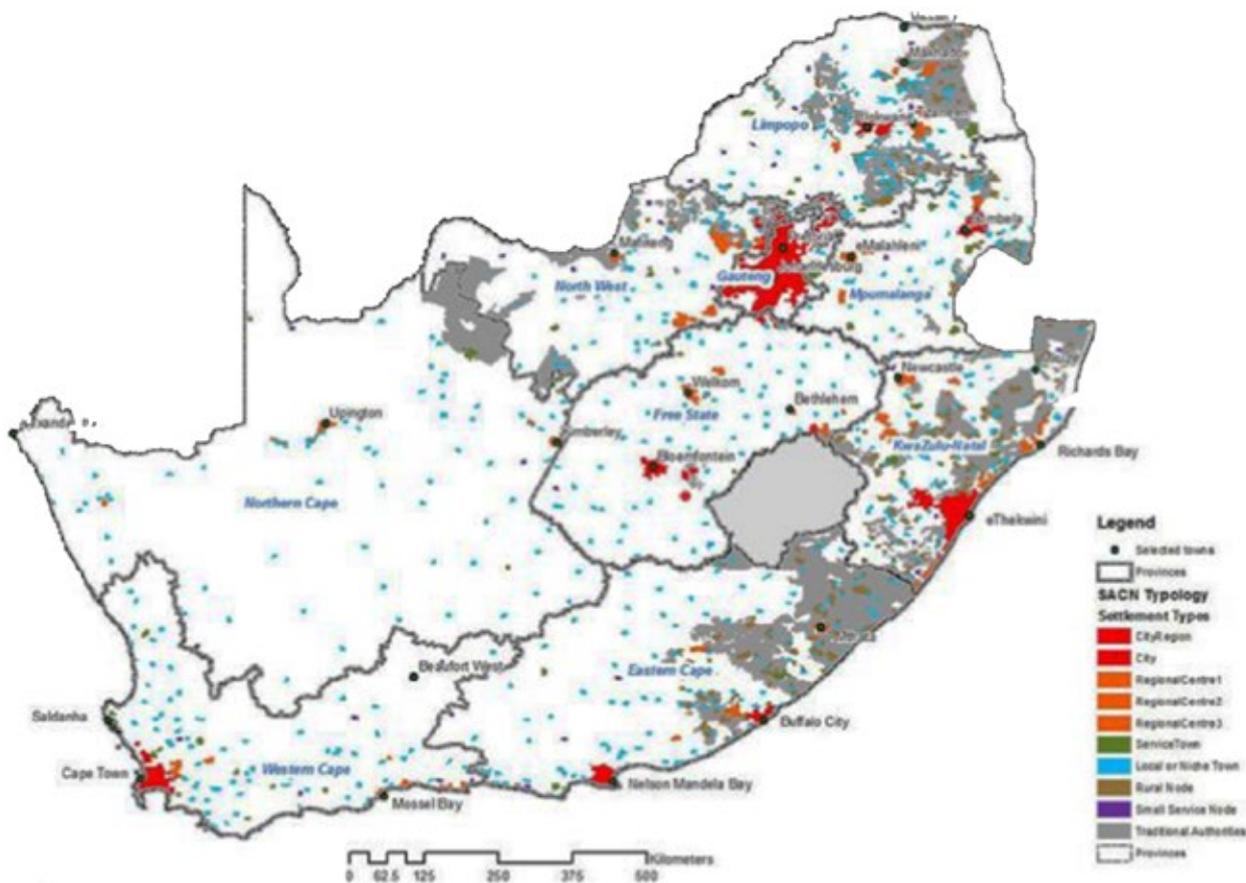
Figure 1: -The geographical spread of participants in percentages.

Number of Participants per Province:

Province	Percentages	Number of Participants
Eastern Cape	5%	827
Free state	5%	855
Gauteng	16%	2560
KwaZulu Natal	11%	1810
Limpopo	14%	2230
Mpumalanga	9%	1440
North West	12%	1825
Northern Cape	6%	885
Western Cape	22%	3568
	100%	16000

Table 2: Number of participants per province

For most young people, the greatest dimension of their exclusion is geographic or demographic. If we are to bridge the gap between informal earnings and more structured employment, we must bring opportunity to their door. This is exactly what the NYS is doing. The diagram below depicts the areas where NYS is implemented, proving that NYS is reaching the most marginalised areas in South Africa.



The graph below gives a depiction of demographics based on the predictive data.

Gender

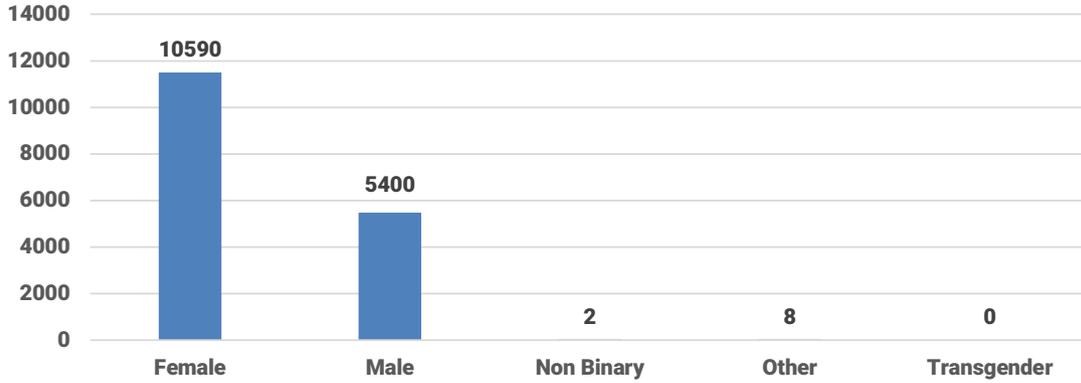


Figure 2: - Gender aggregation of NYS participants.

Representation of Race

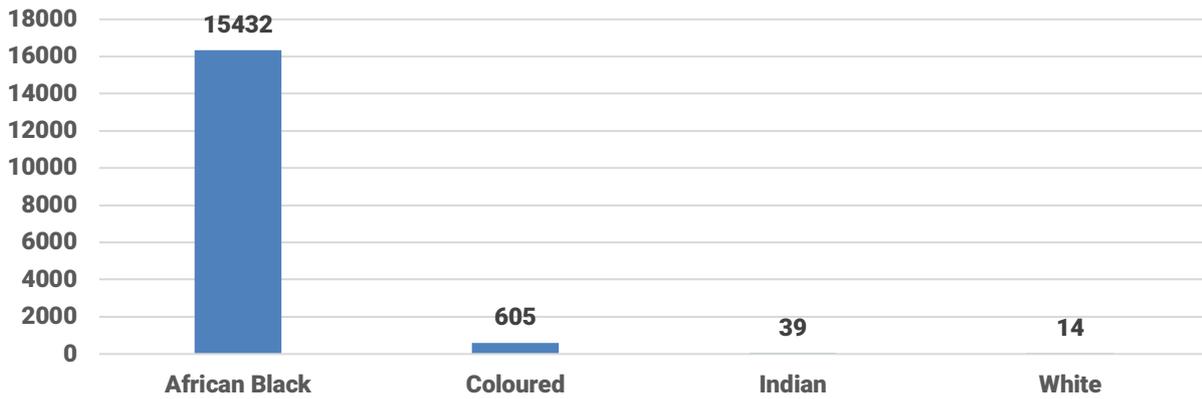


Figure 3:- Race aggregation for NYS participants.

Age Representation

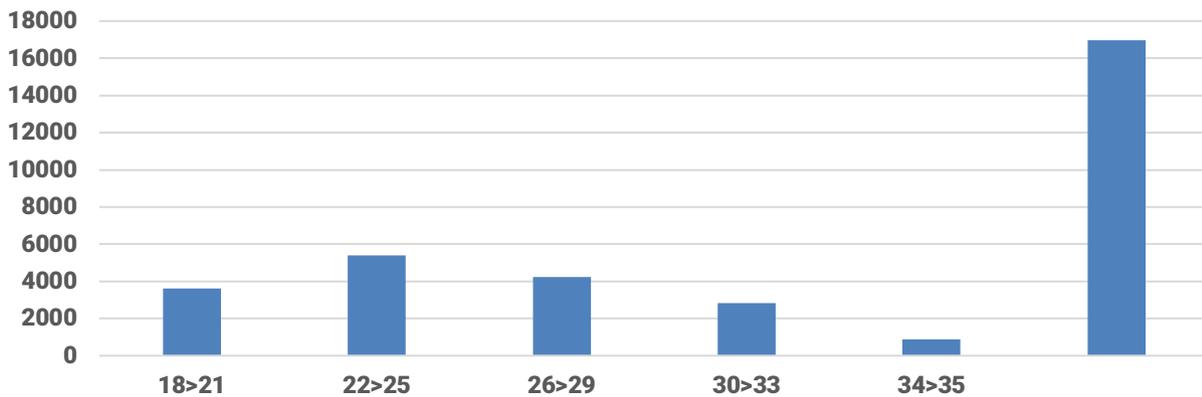


Figure 4: - aggregation of NYS participants according to age.



Disability Representation

4% of the participants are participants with a disability.

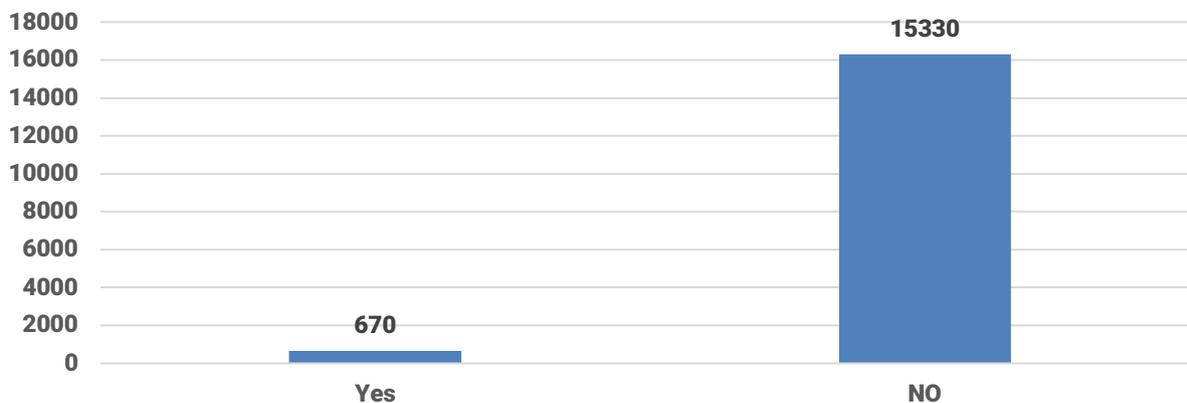


Figure 5: Disability aggregation.

Service sectors

This services sector category breakdown indicates the number of participants involved in each sector with most youth participating in community works and sports and recreation.

Service Sector	Percentages	Number of Participants
Learner Support Programmes	17%	2739
Sports, recreation, Arts & Culture and Entertainment	29%	4560
Community Works, Revitalisation & Greening Programmes	26%	4162
Early Childhood Development	12%	2019
Food Security & Child Nutrition	12%	1940
Social Support Services, Solidarity & Care	3%	480
Surveys & Digital Mapping	1%	100
	100%	16000

Table 2: - Number of participants per sector

National Youth Service Roadshows Report

In partnership with key implementing partners, community-based organizations, and SA Youth (the National Pathway Network Manager), the NYDA hosted a series of roadshows in underserved communities across six provinces. The goal was to raise awareness and highlight the opportunities available to young people, especially in areas where unemployment and job opportunities are limited.

The main objectives of the NYS Roadshows were to:

- Raise awareness about the NYS Programme among young people and community stakeholders.
- Increase youth participation in the NYS Programme, particularly in underserved communities.
- Connect young people with opportunities for community service, skills development, and future employment.
- Strengthen partnerships between the NYDA, local municipalities, and community organizations.



Roadshow Roadmap



Each roadshow included a variety of activities designed to engage both youth and community members:

- Awareness Campaigns: We engaged local municipalities to promote the NYS Programme, discussing the benefits and opportunities for young people and exploring partnerships to help mobilize youth and deliver the programme effectively.
- Registration Drives: On-site registration was made available for youth interested in joining the NYS Programme, with additional support provided for online registration via the SAYouth.Mobi platform to ensure broader access.
- Community Engagement: Partnerships were formed with local organizations and stakeholders to showcase additional opportunities for young people in their respective areas.

Roadshow Objectives:

- Increased Awareness: There was a noticeable increase in awareness and understanding of the NYS Programme among both youth and community stakeholders.
- Higher Enrolment Rates: The roadshows contributed to a significant boost in enrolment in the NYS Programme, particularly from underserved communities, highlighting a strong demand for initiatives that address youth unemployment.
- Strengthened Partnerships: Stronger relationships were established between the NYDA, SA Youth, local municipalities, and community organizations, laying the foundation for future collaboration on youth development projects.

The roadshows were successfully held in partnership with local municipalities across six provinces throughout September 2024. Initially, we aimed to engage 3,000 young people, however we interfaced with at least 4000 young people. This overwhelming turnout highlights the critical need for programs like the National Youth Service, especially in communities where opportunities are scarce.

Participants left the roadshows feeling encouraged and motivated, ready to embark on community service opportunities that not only uplift their local areas but also offer stipends to support their livelihoods. The energy and optimism from the attendees reflect the positive impact the program is having on the lives of young people.

NYS NSF Skills Programme

The National Skills Fund (NSF) and the Unemployment Insurance Fund (UIF) Labour Activation Programme are two of the initiatives the NYDA embarked on to develop skills which are required to address the needs in various sectors. Through this initiative, we aim to place 7,000 youth in employment opportunities after they have been trained in different skills programmes. The NYDA has shifted from a supply-driven paradigm to demand-led interventions. Our primary focus as the NYDA is "JOBS FIRST" and thus we are relentless in our pursuit to fund job opportunities first. We do this through a demand-led skills taxonomy methodology, which entails interacting with employers, industry initiatives and employment-directed programmes and takes some time to understand the skills requirements that are fit for purpose, industry aligned to ensure that youth move from learning to earning.

Through our engagement with employers and various industry bodies, over 9,000 employment opportunities have been identified, and youth will be developed in the identified skills so that after the learning intervention, they will be able to transition into earning opportunities

The NSF initiative is a skills development programme which seeks to train young people across the 9 provinces of South Africa and the programme is set to benefit 8295 beneficiaries for a period of 21 months.

The skills development programme seeks to provide demand led initiatives which includes providing education and training (including an accredited skills component through learnerships and short learning programmes), engaging young people in service activities that add value to their communities and are aligned to the national development objectives and facilitate exit opportunities after completion of the programme.

Under the NSF programme, NYDA will cover the cost of the training component, which spans a period of between two to twelve months. Additionally, participants will receive a monthly stipend dependent on the programme type further supporting their journey towards employment. The organization must commit to absorbing the participants for a minimum of 12 months (fixed employment contract).





NYS UIF Skills Programme

The UIF initiative is a Support for Work Seekers (SFWS) programme, which aims to facilitate the successful transition of 4000 participants into gainful employment. The SFWS programme is rooted in the principle of providing work seekers with interventions that are driven by the demands of the job market, thereby ensuring that the skills and experiences they acquire are directly applicable to available earning opportunities. Under the LAP programme, NYDA will cover the cost of the training component, which spans a period of six months.

Additionally, participants will receive a monthly stipend of R2,000.00 for the duration of the programme, further supporting their journey towards employment. The organization must commit to absorbing the participants for a minimum of 24 months (fixed employment contract).



NPO Incubation Programme



Learning Forum

- The Learning Forum took place from 1-4 October 2024 at a prestigious hotel in Johannesburg, gathering over

170 delegates from Government, Private and Civil Society.

- The event spanned four days and featured a diverse lineup of activities and presentations aimed at strengthening NPO capacities and fostering collaboration.

Community Service Initiative

- The first day, 1 October 2024, was dedicated to community service.
- Delegates visited three Youth-Led Organisations in the Boksburg area, providing a platform for these NPOs to share their journeys through the Incubator Programme.
- This initiative highlighted the practical impact of the programme and inspired other delegates by showcasing real-life examples of community work.

Expert Presentations and Sector Engagement

- The main programme took place over two days, 2-3 October 2024, and featured esteemed experts from Government, Private Sector, and Civil Society.
- Notable presentations included:
 - The Former Statistician who set a powerful tone for the event.
 - Presentations from key stakeholders such as the Department of Social Development and its Agency The National Development Agency.
 - Insights from the Presidential Youth Employment Initiative
 - NYS Lead Implementers of the 2nd Phase sharing their Journey and success of handling NYS at the larger scale.
 - A roundtable discussion facilitated active dialogue between stakeholders and NPOs.
 - Testimonials from NPOs showcased the tangible benefits they have gained from the Incubator Programme.

Capacity Building and Support Services

The Forum provided practical services to support NPO growth, including:

- SARS: Tax Compliance workshops.
- DSD: Guidance on NPO Registration Processes and Governance.
- GIZ-DEZ Advisory Services: Proposal Writing and Compliance coaching
- These sessions empowered NPOs with the knowledge and tools to enhance their operational effectiveness.

Networking and Collaboration Opportunities

- The Forum created a valuable platform for NPOs to network with prospective funders, donors, and partners.
- Several organisations initiated discussions for future collaborations, laying the foundation for impactful partnerships.

Series of NPO support interventions: Presidential Youth Employment Initiative- GIZ

- Fifteen NPOs from the Incubator attended the NPO Branding and Marketing Masterclass facilitated by the TEE Agency course sponsored by GIZ.
- NPO Branding and Marketing Masterclass 28 November
- Ten NPOs representatives also participated in the Western Cape -Monitoring, Evaluation, Reflection and Learning (MERL) Workshop by Impact Consulting sponsored by GIZ
- Hundred and Fifty NPOs participated in the Proposal Writing Webinar and Compliance Workshop facilitated by DEZ advisory services sponsored by GIZ
- Thirty NPOs attended the Revitalized NYS webinar- Small NPOs Support for the 4th Phase intake.

Job Creation and Funding Opportunities

- A major highlight of the quarter was the success stories of NPOs who have secured funding amounting to R 3 millions of rands.
- The programme also contributed to 580 job creation, reinforcing its commitment to addressing youth unemployment and promoting sustainable livelihoods.

Conclusion

The October-December quarter was marked by impactful engagements, capacity-building initiatives, and notable successes in job creation and funding. The Learning Forum not only provided a space for knowledge sharing and networking but also strengthened the capacity of NPOs to drive meaningful change in their communities. As we move forward, we aim to build on these achievements and continue to support youth-led organisations in their journey towards sustainability and impact.

November 28, 2024 · 🌐
GIZ is sponsoring a Branding and Marketing Masterclass for 15 National Youth Service Non-Profit Organisations! 🎉 This comprehensive session will be facilitated by The E... See more



FEDERAL REPUBLIC OF SOUTH AFRICA
PRESIDENTIAL YOUTH EMPLOYMENT INTERVENTION

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This is to certify that
Kabelo Mosibi
From The Mother Nature
participated in
A Branding and Digital Marketing
Masterclass for Non-Profit Organisations

Skills Earned:
Fundamentals of a communication strategy. Introduction to branding, Canva basics, AI basics

Blanca Peters
Implementation Manager,
SDP121, GIZ

Brett Jefferson Stott
CEO, The Ethical Agency

28 November 2024
Date

On behalf of the German Federal Ministry for Economic Cooperation and Development (GIZ), the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) implements the project "Support to the Presidential Youth Employment Intervention (SDP121)". The project supports the Programme Management Office (PMO) at the Presidency of the Republic of South Africa in the coordination and implementation of the PMO.

#ProudToServe #BuildingCommunities #chooseday
#tuesdaymotivations #SouthAfrica #SouthAfricans #Mzansi



#NYRI #YouthLedNPOs



National Youth Development Agency
October 4, 2024 · 🌐
🎉 Congratulations to the National Youth Service Incubator 2024 Pitching Competition Winners! 🎉
W... See more



The Young Creatives Programme

Background

The Programme for the 2023/24 Financial Year commenced in April 2023, with the Department of Sports, Arts and Culture Provinces recruiting Young Creatives. The contract between NYDA and the Department has always been that of the NYDA having a project management role of the stipends with program support (scoping and induction) on any NYS activities the young creatives are involved in and the Department is responsible for recruitment, contracting of the young people and placements in various sites.

The Department of Sports, Arts, and Culture (DSAC) and the National Youth Development Agency (NYDA) signed a cooperation agreement where the commitment to implement the Young Creatives Programme (TYCP) was established with the NYDA being the implementing partner agency.

The cooperation agreement clarifies the roles of the two entities as follows:

- The DSAC is to allocate and timeously transfer funds to the NYDA for the implementation of project activities.
- The Department is also responsible to mobilize and activate its institutional structures in provinces to allow for the seamless rollout of the activities.
- The NYDA is to assume overall coordination of the project and account for all the funds dispersed to it.
- The NYDA is also expected to provide narrative reports to give an account of the work done with challenges and recommendations.

Recruitment of young creatives is the sole responsibility of the Department in provinces, with NYDA participating in the selection phase. The DSAC in provinces facilitated the recruitment process, which was to be completed by the end of April 2024. Since we only had 10 months for 2023, it was then agreed that the 2023 Young Creatives will be given another 12 months to participate in the programme. The plan was to re-recruit 30 Creatives in all 9 provinces. The global recruitment target was set at 270 Creatives. As of December 2024, the total number of Creatives recruited is 258 across the country. At the time of this report, we received 12 resignations from the young creatives, this is a result of better offers and other opportunities.

The other provinces have managed to recruit 30 Young Creatives and sustain them.

No	PROVINCE	# OF YOUNG CREATIVES	RESIGNATIONS
1	Eastern Cape	28	2
2	Free State	29	1
3	Gauteng	26	4
4	Kwa Zulu-Natal	29	1
5	Limpopo	30	-
6	Mpumalanga	29	1
7	North West	30	-
8	Northern Cape	29	1
9	Western Cape	28	2
TOTAL		258	12

The Induction Workshop could not be held due to cost-cutting measures being implemented across the public sector. The only workshop that took place at the beginning of November 2024 was the Personal Mastery Course facilitated and sponsored by the National School of Governance.



Challenges

- Lack of project communication plan –e.g. no project steering committee established for communicating progress, challenges and reporting purposes.
- No Induction conducted at the beginning of the project to outline the project’s objectives, expectations from learners, clarify roles and responsibilities for each partner.
- We have no information on the work that the participants are involved in daily. We only know of the organised and planned NYS activities that efforts were made to involve the Young Creatives.

Recommendations

- It is highly recommended that an Induction Workshop be considered to outline roles, and responsibilities and address all the expectations of the programme.
- Planned and scheduled site visits be conducted by both project teams from DSAC and NYDA on a quarterly basis.
- Continue to engage the NSG to sponsor the training and further engage other partners such as CATHSETA to support other structured training in the industry.

The TYCP remains a key NYS Project for both the DSAC. This offers an opportunity for the NYDA in to leverage on the untapped potential and opportunities for development for young people. The challenges experienced in the reporting period are surmountable, with the outcome being, better support for youth who want to participate in nation-building.

The National Youth Development Agency values the partnership with the Department of Sports, Arts and Culture, as it addresses one of the core sectors in the country which, if given sufficient attention, can be transformed to be among other driving sectors of the economy.

The national youth policy also speaks to the untapped cultural and creative industries, which states that the sector has the potential to develop and grow skills, provide employment and entrepreneurship opportunities, and contribute to nation-building among young people.



Unemployment Insurance Fund - Skills Development project

The NYDA and UIF partnered in the implementation of a Skills Development Project, aimed at equipping unemployed youth who were mainly UIF beneficiaries. The target number of 1000 youth has been trained on three skills areas namely, Plumbing Skills, Welding Skills, and Telecommunication and Network Operations Skills. The said skills programs have been for a duration of 6 months.

The NQF levels 2 and 4 accredited programs have equipped participants with theory and work-based / experiential learning. The aim is to, at the end of each skills program, expose the youth to exit opportunities which are either studying further, being employed, or self-employment / entrepreneurship, whilst inculcating active citizenry and building responsible young adults.



Seven provinces have been identified to implement these skills programs. These are KwaZulu Natal, Gauteng, Free State, Northern Cape, Western Cape, Eastern Cape and Limpopo. The initial plan was to further foster a work relationship with the Department of Correctional Services, where we could access free training venues at the skills centres, and also use the centres for practical training.

Due to the inaccessibility of Correctional facilities, the NYS Unit has had to source alternate venues from different stakeholders.

Our programs have also included parolees referred by the Department of Correctional Services.

Program allocations for the provinces, as adopted from inception, have been as follows:

PHASE 1

Province	Plumbing	Welding	Telecomms
KwaZulu Natal	70	70	75
Eastern Cape	65	65	30
Western Cape	65	0	0
Northern Cape	65	65	0
Limpopo	65	65	20
Gauteng	70	70	75
	400	400	200

Dropouts per program on Phase 1:

Program	Total number of dropouts
Plumbing	133
Welding	143
Telecomms	26

PHASE 2

Program	Province	Recruited	Drop outs	Transitioned to practical training/work-based exposure
Plumbing	Eastern Cape	78	36	42
Plumbing	Limpopo	55	10	45
Welding	Gauteng	143	25	118 + 14
Telecomms	Not applicable	0	0	0

Dropouts per program on Phase 2:

Program	Total number of dropouts
Plumbing	46
Welding	11
Telecomms	26

PHASE 3

Program	Province	Recruited	Drop outs	Transitioned to practical training/work based exposure
Plumbing	Free State	46	1 resignation in February 2025	45 exiting on 31st March 2025
Telecomms	Phomolong, Gauteng	14	1 resigned to go back to school	13 exiting on 31st March 2025
Welding	Kempton Park, Gauteng	11	0	11 exiting on 31st March 2025
Telecomms	Ratanda, Gauteng	12	1 found employment	11 exiting on 31st March 2025

- Stipend paid per learner for each program is R1050 per month for the 6 months.
- These have been administered through accredited contracted training providers.
- Participants are provided with PPEs; boots, gloves and overalls.

RECOMMENDATIONS

- Programs implemented should be based on community needs.
- Appointed training providers should be properly screened for financial stability.
- Focus should be more on participants from the NYDA database.
- Additional human resources should be budgeted for.
- Training providers appointed should do both theory and practical training.
- Stipends should be better negotiated for the learners.
- More support from supporting units. Turnaround times should be faster to prevent delays.
- SETAs to be engaged early in the program for learnership opportunities and absorption of the participants. Increase learning credits.

Attached below are a few of our participants' memorable moments:



Coordination activities

NYDA-NDHS had a collaborative meeting to implement the NYS Programme through the Youth Brigades across the country, a follow-up meeting will be facilitated soon to finalise the way forward.

DWYPD through its Economic Empowerment Unit hosted a Capacity Building Workshop focusing on available Opportunities within the Sanitary Dignity Programme (SDP) Economic Value Chain, this provides tangible opportunities for the NYSU to engage further to establish areas of collaboration with other government entities and participating organisations.

A concerted effort is being made to approach provincial government departments through the office of the Premier to establish areas of collaboration to implement the NYSU. The Free State Province has been one province that has shown interest in engaging to implement NYSU across the province.

The DWYPD's Economic Empowerment Unit Capacity Building Workshop focusing on Opportunities within the Sanitary Dignity Programme (SDP) Economic Value Chain, highlighted various opportunities that will further build on the state's collaborative capacity to deliver transformative access and opportunities for Women, Youth and Persons with Disabilities.

This workshop further exposed the NYSU to other government departments that we may start engaging as they elaborated on various products and services they offer within the youth development sector for people with disability and young people in general.

The NYSU attended the launch of the New loveLife Trust – Gauteng Region Youth Centre Clinic in Orange Farm. This engagement has further opened doors for potential partnerships to facilitate NYS Programme activities in Gauteng Province.

YES One App is also interested in extending its partnership with the NYDA to the NYSU which will see the NYS Programme participants benefiting.

Talks are in the moderate to advanced stage with the Health and Welfare SETA (HWSETA) to collaborate with the NYDA and support the NYSU implementation across the country. Various skills programmes have been proposed to support the NPO Incubator Programme.

Heavenly Culture, World Peace, Restoration of Light (HWPL) is an international peace organization registered as an NGO under the Seoul Metropolitan Government

according to the regulations on non-profit organizations under the Ministry of Foreign Affairs of the Republic of Korea, and it is associated with the UN Economic and Social Council (ECOSOC) and the UN Department of Global Communications (DGC).

This organisation transcends differences in cultures, beliefs, and religions, working with leaders and the youth to pursue inclusive and sustainable solutions for peace, and it is interested in collaborating with the NYDA through the NYSU to implement various programmes that will promote social cohesion, nation building and patriotism across the country. A draft MOU has been received for the NYDA NYSU to review and comment.

Ongoing engagements with the North West Department of Public Works - The NYDA has not returned the signed MOU to the Office of the Premier. The agreed date for the finalization of this matter is the 30th of August 2024. In terms of output, the training team is on standby to start EDP training in ALL four districts

The objectives of the North West Public Works programme will be as follows:

- Promotes the participation of young people in community service, fostering a sense of collective responsibility.
- Promote environmental awareness by engaging volunteers and the community in gardening to emphasize the importance of sustainable living and environmental care.
- Enhancing the community's infrastructure by improving the community living environment through painting and beautification of selected facilities.



Performance update:

	KPI	Unit Target	Number reported to date
Increase the number of young people participating in National Youth Service (NYS) programmes across all sectors of society	Number of government departments implementing NYS programmes in partnership with NYDA	5 departments lobbied to implement NYS	5 Target Met DSAC DEDET (MP) Office of the Premier (NW) DCoG DOEL (UIF)
	Number of government departments and organisations capacitated to implement NYS programmes	50 organizations and departments	53 Targets Met
	Number of government departments implementing NYS programmes in partnership with NYDA	5 government departments lobbied to implement NYS programs	5 • DSAC (TYCP) • UIF (NYS Skills Development Programme) • DEDET: MP (Youth in Tourism Fund) • SANPARKS- Horticulture/ Landscaping Skills Development Programme (Kruger National Park) • Hollywood Foundation (ECD Support and NPO capacity building)



Recommendations and Conclusion

Recommendation

It is important to highlight that several NPOs have successfully partnered with the National Youth Service (NYS) to accelerate youth development in South Africa. The contributions of government and civil society in driving youth empowerment are evident, but we strongly urge the private sector—both large and small—to step forward and collaborate with NYS. By doing so, we can leverage resources to address financial backlogs and enhance the impact of the program. It is, therefore, recommended that the private sector actively engage with the NYSP to create and sustain social entrepreneurship opportunities, making it more fashionable and accessible for the youth. This collaboration will enable the NYSP to have a broader and more sustainable impact in addressing the socio-economic challenges facing young South Africans.

In conclusion, previous reports have identified key areas for the continued improvement of the NYSP, which have been categorized into Knowledge Management, Policy and Regulatory Issues, Service Delivery Models, and Partnership Development. These categories have shaped the approach to implementing the program more effectively. Additionally, they serve as a framework for evaluating areas of improvement and strengthening the program's foundational pillars. The recommendations outlined below are aligned with these categories:

Knowledge Management:

Persistent challenges remain in the areas of monitoring and evaluation, data management, and communication management. These areas are critical indicators of the program's progress and impact. The National Steering Committee (NSC) was established to address these challenges and has already developed a communication strategy and templates to streamline the process. The revitalized NYSP, specifically the second cohort, has implemented more effective approaches to managing communication and data. Digitalizing data management will significantly improve the program's capacity to centralize and streamline the sharing of information, making it easier to track progress and measure impact effectively. This shift will enhance the program's ability to evaluate successes and address any shortcomings in real-time.

Policy and Regulatory:

Youth-related social challenges are dynamic, requiring continuous legislative review and adaptation. As emerging economies face new challenges—such as rising

graduate unemployment—it's crucial for the Youth Policy to remain future-focused and responsive to the evolving needs of young people in South Africa. Policies must be designed to meet both immediate and long-term demands, ensuring they stay relevant and are able to support the country's youth through periods of economic and social change.

Service Delivery Models:

Efficient skills development delivery remains a central service of the NYSP. Although finding competent service providers has been a challenging process, delays in service delivery have significant consequences on timeframes and budgets. Proper planning, monitoring, and communication across all stakeholders must be reviewed to ensure more effective and timely delivery of projects. Furthermore, NYSU should strengthen its relationships with municipalities and communities, leveraging their support to provide regular venues for programs at no cost. This collaboration will help reduce operational costs and facilitate more seamless program delivery.

Partnership Development:

The success of the NYSP hinges on the strength of its partnerships. The NSC has played a pivotal role in scaling the program's reach and impact. However, as the demand for NYSP continues to grow, it is essential to engage provinces more effectively, ensuring their full participation. The NYSU has worked to establish working committees in provinces, partnering with local government youth units and NPOs, with notable successes in Free State and Mpumalanga. The ongoing efforts to create a footprint in all provinces, along with the continuous education of departments on Norms and Standards, must remain a priority. This will ensure that existing partners continue to be engaged and informed, creating a unified approach to youth empowerment and program implementation across the nation.



Annexure A: NYS Partnership List

Name of the organisation/Department Lobbied 2024/2025	Organisation/Department	Province
Good Hope Youth Development Centre	NPO	EC
Ithemba Youth Development	NPO	EC
Improved Gender Acts and Discrimination of Children Initiatives	NPO	EC
Elam Igugu Leli	NPO	EC
God Cares	NPO	EC
Mind Creation NPO	NPO	FS
#WomenUP Community Organisation	Organisation	FS
Imbumba Youth Development	NPO	GP
Patch Up South Africa	NPO	GP
Start Small Foundation	NPO	GP
Tshwaranang Youth Development	NPO	GP
Manendze Foundation	NPO	GP
The South African Learner	NPO	GP
Bright Future Community Development Centre	NPO	GP
African Ground Workers	NPO	GP
Isa Mithiva Foundation	NPO	GP
Ithole ICT Foundation	NPO	GP
Moeletsi Foundation	NPO	GP
Inspiration Of All Nation	NPO	GP
Change With Elevation	NPO	GP
Tukiso Children Programme	NPO	GP
Living Hope Foundation	NPO	GP
DEDT	Department	KZN
National Heritage Council	Organisation	National
Department of Agriculture	Department	National
Malusi Foundation	Organisation	National
Wholesale and Retail SETA	Organisation	National
Mining Qualification Authority	Organisation	National
Central University of Technology	University	KZN
Sinakhokonke Organisation	Organisation	KZN

I Am A Testimony Development	NPO	KZN
Isipho Esihle Foundation	NPO	KZN
KZN New Beginners Foundation	NPO	KZN
Next Level Organisation	Organisation	KZN
Valuta Center	NPO	KZN
Department Of Agriculture	Department	LP
University Of Venda	University	LP
Tsebanong	NPO	LP
OJS Foundation	NPO	LP
Unlimited Innovation Youth Development	NPO	LP
Fighting Against Unemployment	NPO	LP
Empowerim Youth Development	NPO	LP
A HI Akanani Youth Development	NPO	LP
Kuhlase Disability Center	NPO	MP
Native Eye Creation	NPO	MP
Phakama Youth Service Center	NPO	MP
Office of The Premier	Department	NW
Department Of Public Works and Roads	Department	NW
Starshine Initiatives	NPO	NW
Asavela Peko Foundation	NPO	WC
Vissionaries Watch NPO	NPO	WC
DASAC	MOU	
Holly Wood Foundation	MOU	
Dignify	MOU	



Implementing partners

Implementing Partner: Sports for Social Change (SSCN)
Website: www.sscn.org.za
Location: National
Project Partners: Special Olympics South Africa (SOSA)
Sectors: Sports and Recreation



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.

Expected results:

Securing paid service opportunities – 4 000
 Transitioning into other opportunities – 1 200

Implementing Partner: Cricket South Africa (CSA)
Website: 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 county. 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 - 3 800
 Transitioning into other opportunities – 1 140

Implementing Partner: Charisma Music Foundation (CMF)
Website: www.charisamusicfoundation.co.za
Location: GP, MP, KZN, EC, LIM, NW and FS
Project Partners: Building Your Future Production NPO, Sibusisiwe Community Development NPO, South African Arts and Culture Youth Forum, O8 Thirty Productions
Sectors: Arts ,Culture and Heritage



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 - 4 000
 Transitioning into other opportunities - 1200

Implementing Partner: Community Chest Western Cape (CCWC)
Website: www.communitychest.co.za
Location: Eastern Cape & Western Cape
Project Partners: None
Sectors: Learner Support, Social Support and Care, Community Works



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 - 4000
 Transitioning into other opportunities - 1200



Implementing Partner: LULWAZI LWETHU
Website: Under Construction
Location: Western Cape
Project Partners: Embekweni Youth, Changing Lives, Bitamile, Uzuko LukaBawo, Eziko, MMG, Bismuth Holdings
Sectors: Food Security and Community Works



Partner Profile

Lulwazi is an empowerment organisation that works with rural and township youth, women and persons with disabilities supporting them and encouraging their participation in the growth of the economy. They implement projects in Community Works, Food security & Nutrition and Social Support and others in relation to skills development, employment pathways and entrepreneurship incubation across multiple sectors. Lulwazi and their partners strive to create opportunities for unemployed youth to create social networks, find employment and generate an income.

Project Model

The project will recruit and train young people from townships within the Western Cape province and empower them to contribute to their communities through service work. Participants will learn and render services in waste management, recycling, social awareness programmes (e.g. GBV), and food preparation for community kitchens. Participants will be placed in recycling and waste management projects, community kitchens, public schools and community centres. Participants will further be provided with mentorship support and skills development to become entrepreneurs.

Expected results:

Securing paid service opportunities - 4 000
 Transitioning into other opportunities - 1 200

Implementing Partner: Kwetso Foundation
Website: www.kwetsofoundation.org.za
Location: Gauteng, Mpumalanga, North West
Project Partners: Golden Youth Club
Sectors: Learner Support, Community Works, Revitalization and Greening



Partner Profile

Kwetso is a development foundation that works in partnership with community-based organisations to address socio-economic challenges in rural and township areas in the country. They implement various initiatives that seek to empower marginalized and vulnerable communities to restore their self-worth and reliance.

Project Model

The project will recruit unemployed young people and place them in Learner Support and Community Revitalization programmes. Through their Reading Ambassador Programme (RAP), which encourages a reading culture among learners, the project aims to supplement the work of educators during and after school to improve literacy rates in local schools. They will also implement the We Clean and Green Our Education and Public Centres (WECGEC), which focuses on cleaning public spaces and promotes a healthy environment for living and recreation, while promoting nature conversation. The project aims to overall create awareness of public education on environmental cleanliness, greening, and conversation.

Expected results:

Securing paid service opportunities - 4 000
 Transitioning into other opportunities - 1200

Implementing Partner: Spotlite Education Foundation
Website: www.spotliteeducation.co.za
Location: KwaZulu-Natal and Gauteng
Project Partners: Working Solutions International
Sectors: Digital Mapping and Surveys, Community Works and Greening



Partner Profile

Spotlite is an education foundation that works with under-resourced schools to improve teaching and learning through teacher development and science lab interventions. They implement literacy programmes for the Senior and FET phases to address learner challenges and school completion rates. The foundation also offers training and support to build skills in critical sectors to facilitate the participation of young people in the economy.

Project Model

SEF will target unemployed youth to participate in the phase 2 of the NYS programme. The participants will be trained in the following sectors namely; digital mapping and surveys and community works and greening activities. The participants in the digital mapping and survey will be placed in communities to map out social and economic services and other opportunities. The surveys will be used to identify community needs for service delivery improvement and local enterprise development. The participants in the community works and greening will be involved in cleaning the community and doing recycling initiatives. As a result, the participants will gain experience which will unlock employment opportunities and other business opportunities.

Expected results:

Securing paid service opportunities - 4000
 Transitioning into other opportunities - 1200

Implementing Partner: Seriti Institute NPC / NPO
Website: www.seriti.org.za
Location: National
Project Partners: None
Sectors: Early Childhood Development



Partner Profile

Seriti, a development facilitation agency, collaborates for positive socioeconomic impact. They provide social solutions, support, and foster community-driven change. They focus on job creation, poverty reduction, and strengthening parents and caregivers, and fostering stronger, more food-secure, and resilient township economies.

Project Model

The project integrates work activity design, training, and skills development across various sectors, focusing on early childhood development, community engagement, environment, nutrition, and agriculture. The project aims to equip NYS participants to support parents and caregivers of young children in disadvantaged communities with content, skills, tools, and resources for children's educational stimulation and growth. Participants will also engage in community surveys, digital mapping, gardening, and raising awareness about nutrition. Furthermore, participants will learn to recycle waste into toys for ECD centres and repurpose it for beautification. The project connects work activities, training, skills development, exposure opportunities, and job creation to these sectoral themes, providing participants with a competency framework and diverse pathway options.

Expected results:

Securing paid service opportunities - 4000
 Transitioning into other opportunities - 1200



Implementing Partner: South African Associations of Youth Clubs (SAAYC)
Website: www.saayc.co.za
Location: EC, NC, NW, GP, LIM, KZN, MP, and FS
Project Partners: Youth Built South Africa (YBSA)
Sectors: Food Security, Learner Support and Youth Voter Education



Partner Profile

SAAYC is youth development organisation that facilitates and implements integrated development programmes through collaboration with strategic partners for the benefit of young people in Southern Africa. They provide training and support services to youth leaders, youth clubs, individuals, youth practitioners and youth organizations.

Project Model

The project to be implemented with Youth Build (YB), will identify and recruit young people from rural and township areas to engage on community building activities that focus on income generation, skills development, food security and greening services. Young people will be trained and supported to establish food gardens to feed their local communities and turn them into viable business ideas that can be commercialized; while others will support the environment through cleaning and greening open spaces. There will also be opportunities for NYS participants to run after school programmes for homework support and for extra-curricular activities for creative arts and cultural programmes

Expected results:

Securing paid service opportunities - 4000
 Transitioning into other opportunities - 1200

Implementing Partner: Youth Life
Website: www.youthlife.org.za
Location: GP, NW, KZN, MP, NC, LIM, FS and EC
Project Partners: None
Sectors: Digital Mapping and Survey, Early Childhood Development, Sports and Recreation, Arts, Culture, and Entertainment.



Partner Profile

society and the economy. They implement skills development, career mentorship and job creation initiatives. Youth Life also engages young people in sustainable livelihood programmes, which focuses on various aspects of supporting income generation, food security and nutrition.

Project Model

Through the phase 2 of the NYS programme, Youthlife will recruit and train 2 000 young people in the digital sector, Early Childhood Development (ECD) and; Sports and Recreation, Arts, Culture, and Entertainment. Young people will participate in the grassroots development model for coding, digital mapping and technology access programmes in dedicated community spaces. Participants will also be trained as sports coaches and recreation facilitators. Furthermore, participants will also be involved in skill-building workshop and local mentorship programmes. At the end of the programme participants will gain skills which will assist them in applying for paid work opportunities and unlock other business opportunities.

Expected results:

Securing paid service opportunities - 4000
 Transitioning into other opportunities - 1200





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**NYDA
Operations**

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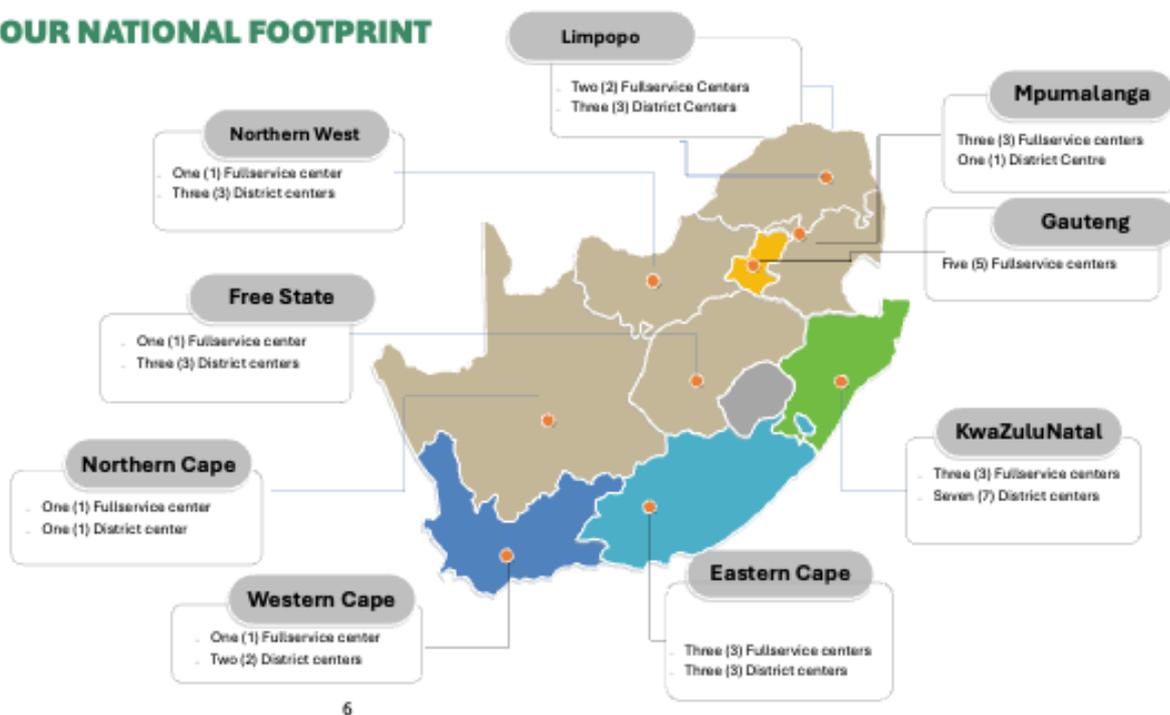
OUR YOUTH. OUR FUTURE



Operations

Through its national footprint of 43 service centres, supported by an integrated Enterprise Resource Planning (ERP) system, the NYDA delivers services to young people across all 52 districts in South Africa's nine provinces. This extensive reach ensures equitable access to youth development programmes, regardless of geographic location.

OUR NATIONAL FOOTPRINT



Economic Development through Youth Entrepreneurship

The NYDA continues to drive youth participation in the economy through targeted and integrated economic programmes, including skills development, education initiatives, and the National Youth Service Programmes (NYSP). These efforts are designed to boost the socioeconomic well-being of young people and foster sustainable livelihoods.

FINANCIAL SUPPORT

Grant Funding
For youth-owned enterprises

NON-FINANCIAL SUPPORT

Business Development Services

Business Consultancy Services
(Voucher)

Market Linkages

Training & Information Sharing

Business Management Training

Cooperative Governance Training

B-BBEE Awareness & Information

Sales Pitch Coaching

The Grant Programme

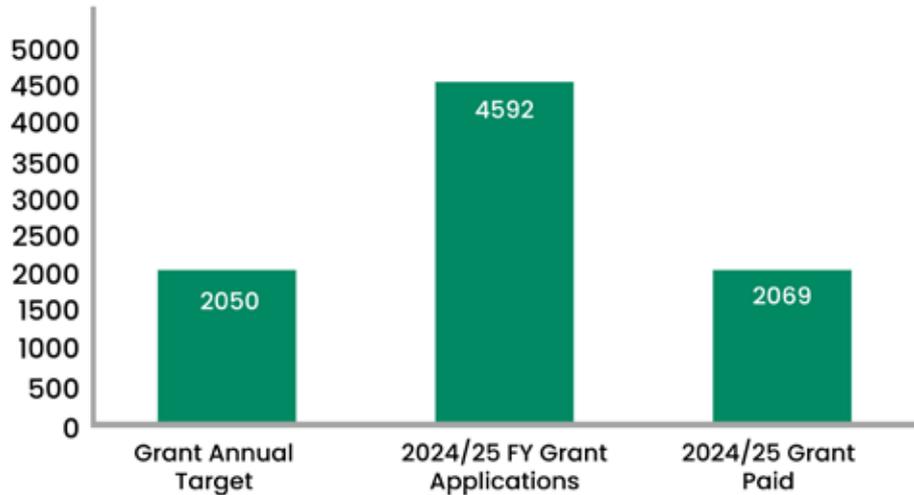
Through its Grant Programme, the Agency provides both financial and non-financial business development support. These services aim to empower young entrepreneurs and enhance their capacity to create and sustain businesses. Despite persistent challenges, particularly the limited economic participation of youth, especially in rural areas, the NYDA has continued to expand access to business support and information. By intensifying efforts around youth development communication and outreach, the Agency seeks to close the gap in accessing information and services that hinders rural youth from accessing economic opportunities.

Grant Funding Programme Performance

The NYDA Grant Programme exceeded its 2024/2025 target of supporting 2,050 youth-owned enterprises, ultimately funding 2,069 enterprises. This reflects not only strong demand but also the Agency's capacity to deliver under pressure.



Interest in the programme remains high, with a total of 4,592 new grant applications submitted via the NYDA ERP portal during the financial year. Despite budgetary constraints, the NYDA met and surpassed its targets by the end of Quarter 4; demonstrating resilience, operational efficiency, and a deep commitment to youth economic empowerment.



Strategic partnerships remain a key driver in expanding support for youth-owned enterprises. In 2022, the NYDA secured R117 million from the Unemployment Insurance Fund (UIF) as part of an NYDA New Venture Creation (NVC) Programme. This fund aimed to support 2,200 youth-owned businesses over three years. In the 2024/2025 financial year; marking the third year of implementation; the programme supported 958 youth-owned enterprises, demonstrating the sustained impact and long-term value of this collaboration.

Additionally, through ongoing collaboration with the Department of Social Development in KwaZulu-Natal (KZN), a total of 159 youth-owned enterprises received support, further strengthening NYDA's reach at the provincial level.

Non-Financial Business Support Services

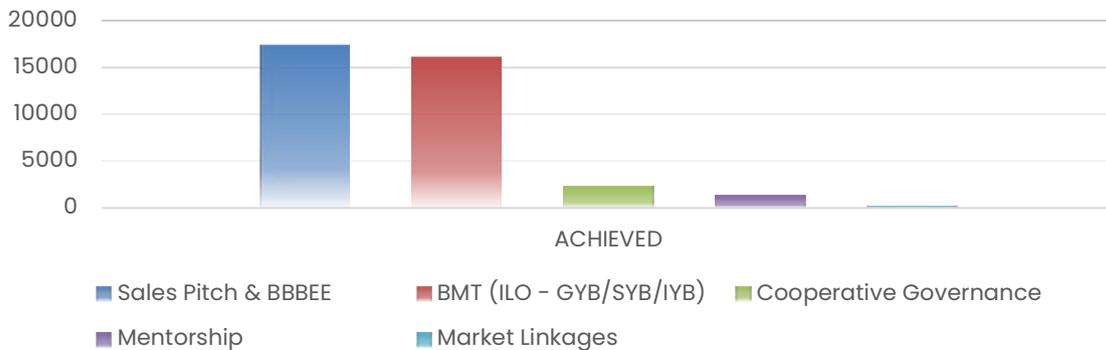
The NYDA provides a range of non-financial support services to assist young entrepreneurs in building and sustaining their businesses. These services include Business Management Training, Sales Pitch Coaching, B-BBEE Information Sessions, Cooperative Governance Training, Mentorship, and Market Linkages (access to market).

For the 2024/2025 financial year, the Key Performance Indicator (KPI) target was set at 22,500 young people. This target was not only met but significantly exceeded, with a total of 57,490 young people supported by the end of financial year, demonstrating the scale, effectiveness, and relevance of the NYDA's interventions.

The Agency remains committed to ensuring the long-term viability and sustainability of youth-owned enterprises by continuing to offer holistic, accessible, and high-impact support that strengthens both entrepreneurial capacity and market competitiveness.



NON FINANCIAL SUPPORT SERVICES



Voucher Programme: Business Development Support Services

The Voucher Programme, also known as Business Development Support Services, offers young entrepreneurs access to specialised support from a panel of service providers. The programme’s goal is to empower young people to participate meaningfully in the mainstream economy through sustainable business development support interventions.

In the first quarter of the financial year, the NYDA was finalising the appointment of a new panel of service providers to deliver a revitalised voucher programme. The programme was realigned to meet evolving youth business needs and advancements in technology. To ensure continuity and maintain service delivery during this transitional period, the Agency leveraged a strategic partnership with Finance and Accounting Services Sector Education and Training Authority (FASSET). This partnership was critical in bridging the gap and ensuring that young entrepreneurs continued to receive essential business development support. By Quarter 4, the programme had fully met its annual target, reaching 1,520 beneficiaries.

The NYDA’s Grant Programme, through its combined financial and non-financial components, played a significant role in driving job creation and economic inclusion. The programme contributed to the creation and sustained employment of 7,100 jobs, directly supporting the growth and resilience of youth-owned enterprises.

In total, these interventions reached over 30,000 young people, underscoring the NYDA’s commitment to impactful, scalable, and future-focused youth economic empowerment.

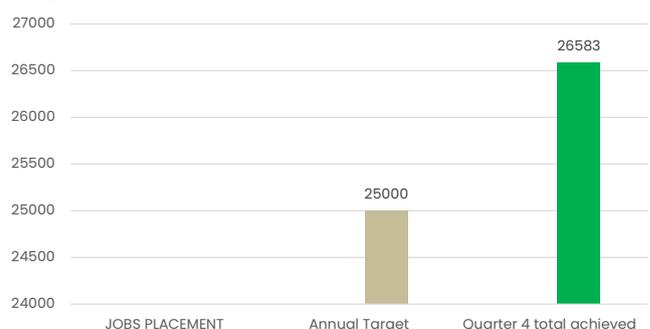
Decent Employment through the Job Programme

The NYDA is entrusted with assisting young people to attain jobs through participating in employment opportunities for young people, geared at increasing sustainable livelihoods. This is achieved through interventions focused on empowering young people with personal development skills and preparing them for the world of work through life skills and job preparedness training. The target was set to capacitate 40,000 young people and to attain skills to enter the job market. The NYDA was able to reach 48,230 young people in attaining skills to enter the job market.

Job placements

South Africa’s job market continues to face structural challenges, including job shortages and a persistent mismatch between the skills young people acquire and the demands of the economy. These challenges also present an opportunity—to reimagine education, training, and placement systems to better prepare youth for meaningful participation in the economy.

During the Financial Year, a total of 26,583 were successfully placed through the NYDA jobs placement programme.



Province and city	Qualification	# of learners
Northern Cape, Kimberly	End User Computing & New Venture Creation	50
Gauteng, Merafong Local Municipality & Emfuleni Local Municipality	New Venture Creation	50
Limpopo, Lebowakgomo	New Venture Creation	50

The Northern Cape learnership specifically targeted to benefit youth with disabilities. As a result, they gained valuable entrepreneurial skills to enhance their chances of getting employment or start their own businesses and exposure to support services.

PSETA: Future of Work Ambassadors Internship Programme

The NYDA, together with PSETA and the Department of Public Service and Administration, implemented the Future of Work Ambassadors Internship Programme, placing 33 unemployed graduates in internship roles for a duration of 24 months.

Launched in July 2022, the programme secured funding of R4,890,000.00 from PSETA. Interns were placed in various government departments and Offices of the Premier in Limpopo, KwaZulu-Natal, and Mpumalanga. The programme was successfully executed, with a number of interns transitioning into permanent employment within the public sector.

W&RSETA: Wholesale and Retail Sector Youth Enterprise Support

The NYDA, in partnership with the Wholesale and Retail SETA (W&RSETA), successfully implemented an entrepreneurial support programme for 300 young people operating informal businesses in the wholesale and retail sector across five provinces, with a special focus on township and rural areas.

Participants received training in six unit standards under New Venture Creation (NQF Level 2), covering:

- Entrepreneurship
- Sales and Marketing
- Customer Service
- Business Ethics
- Financial Requirements
- Drafting a Business Plan

The programme also included coaching and mentorship, and culminated in the formalisation of businesses through registration with CIPC and SARS. In the final phase, youth-owned enterprises were linked to government and private sector support services, including:

- NYDA Development Finance
- SEDA Support Services
- Department of Small Business Development initiatives
- Respective Provincial Enterprise Development Programmes

This multi-phase approach ensured not only skills development but also long-term sustainability and integration of youth businesses into the formal economy.



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**Human
Resources
and Legal
Services**

OUR YOUTH. OUR FUTURE



HUMAN RESOURCES REPORT FOR 2024/25

1. Introduction

During the 2024/25 financial year, the National Youth Development Agency (NYDA) focused on strengthening its Human Resources Management (HRM) function to support organisational effectiveness and service delivery. Guided by the Human Resources Strategy (2023–2026), the Agency prioritised initiatives such as training and development, Induction, recruitment, organisational culture, job evaluation and benchmarking, organisational structure implementation, performance management, HR policy review, employee wellness, bursary and internship programmes, and occupational health and safety. These priorities were aimed at building a skilled, motivated, and high-performing workforce, fostering a culture of accountability, inclusivity, and wellbeing, and ensuring that the Agency's human capital remains a key enabler in achieving its strategic objectives and mandate for youth development.

1.1. Overview of Human Resources (HR) Matters at the Public Entity

The HR function plays a pivotal role in ensuring that the NYDA's human capital management systems, structures, and policies effectively support service delivery and the achievement of strategic objectives. During the year under review, the Agency implemented the Human Resources Strategy (2023–2026), which provides a roadmap for aligning workforce planning, employee development, and organisational performance. This strategic approach ensures that HR interventions remain responsive to both current and future operational needs while fostering an inclusive and equitable workplace culture.

A key focus area for 2024/25 was workforce planning and capability enhancement. Through targeted interventions, the Agency improved its ability to attract, recruit, and retain qualified professionals. Programmes such as the Induction, Graduate Internship Programme, Employee Bursary Scheme, and Training and Development Initiatives contributed to the creation of a learning organisation committed to continuous improvement. A total of 263 employees benefited from structured learning opportunities, reflecting the Agency's investment in professional development and compliance with the Workplace Skills Plan. In terms of employee wellbeing, the NYDA continued to deliver holistic wellness programmes addressing physical, mental, and emotional health. The Employee Assistance Programme (EAP), provided in partnership with Workforce Healthcare, offered psychosocial support to employees and their families,

while wellness campaigns such as the Men's Indaba and Organisational Wellness Day promoted awareness of key health and lifestyle issues. These efforts contributed to a supportive, resilient, and productive workforce.

The Agency also strengthened its performance management framework through revised policies and enhanced compliance mechanisms. The 2023/24 performance moderation process was finalised, and 2024/25 performance contracting completed within stipulated timelines. The revised framework promotes accountability, fairness, and performance excellence, while enabling the early identification and management of underperformance through Performance Improvement Plans (PIPs). Overall, HR initiatives during the reporting period reinforced a culture of high performance, inclusivity, and employee engagement across the organisation.

1.2. Set HR priorities for the year under review and the impact of these priorities

The following were priorities identified the reporting period:

- a. Human Resources Strategy (2023–2026 financial year)
- b. Training and Development
- c. Organisational culture
- d. Recruitment
- e. Job Evaluation and salary Benchmarking
- f. Implementation of the Organisational Structure
- g. Performance Management
- h. Reduction of Vacancy Rate
- i. Prioritisation of People with disabilities.
- j. Review of HR Policies
- k. Employee Bursary
- l. Internships
- m. Human Resources Risk
- n. Occupational Health and Safety
- o. Employee Relations
- p. Employee Wellness (Employee Assistance Program)

1.3. Workforce planning framework and key strategies to attract and recruit a skilled and capable workforce.

The National Youth Development Agency (NYDA) has implemented a comprehensive workforce planning framework supported by key strategies designed to attract, develop, and retain a skilled, capable, and high-performing workforce. These strategies are anchored in the Agency's Employee Value Proposition (EVP), which encompasses initiatives such as the Internship and Graduate Programme, Training and Development, Payment of Professional Memberships, Policy on Working Remotely, Remuneration and Benefits Policy, Reward and Recognition Framework, Employee Assistance

Programme (EAP) for employees and their immediate family members, and the Employee Bursary Programme. Collectively, these initiatives contribute to building an enabling environment that promotes employee wellbeing, professional growth, and long-term organisational sustainability.

In pursuit of a future-ready workforce, the NYDA continued to implement targeted capacity-building initiatives during the 2024/25 financial year. A total of 263 employees participated in diverse learning and development programmes aimed at enhancing organisational performance, regulatory compliance, and leadership excellence. Over 20 unique training programmes were facilitated across critical areas such as safety and compliance, governance, professional development, information technology, and public administration. Participation trends reflected strong representation by African females (71%), demonstrating the Agency's ongoing commitment to inclusivity, equity, and broad-based empowerment across all occupational levels.

The Agency further invested approximately R1.09 million in employee training and R142,240.52 in professional memberships and certifications to ensure that staff maintain relevant qualifications and remain abreast of evolving industry standards. The Human Resource Management (HRM) function continues to align technical and competency-based training with employees' Individual Development Plans (IDPs), ensuring focused skills development and measurable impact. Through these structured interventions, the NYDA continues to strengthen its employee value proposition, enhance organisational capability, and cultivate a competent, motivated, and agile workforce aligned with its strategic objectives.

1.4. Employee performance management framework

The National Youth Development Agency (NYDA) continued to strengthen its performance management system during the 2024/25 financial year through the implementation of the revised Performance Management and Recruitment and Selection Policies, which include provisions relating to the employment probation period. These enhancements promote a culture of high performance, accountability, and continuous improvement, while enabling the early identification and management of underperformance through targeted Performance Improvement Plans (PIPs). The majority of employees finalised and submitted their performance agreements within the prescribed timelines. Employees who did not enter into signed performance agreements

with their line managers were not eligible for performance-related rewards or recognition, in line with policy provisions.

The 2023/24 performance moderation process was successfully concluded during the period under review, ensuring equitable and consistent performance evaluations across the Agency. Furthermore, the 2024/25 performance contracting process was finalised, with performance agreements uploaded onto the ERP system within the required timeframe. Performance assessments for the 2024/25 financial year have commenced, and the moderation process is scheduled for completion in Quarter 3 of the 2025/26 financial year. The Agency continues to effectively manage this process to ensure full compliance with the Performance Management Policy and alignment with organisational objectives.

The enhanced performance management system strengthened accountability and alignment between individual and organisational goals, enabling proactive management of underperformance and improved data-driven decision-making. These measures reinforce a high-performance culture that supports employee growth and organisational effectiveness.

1.5. Employee wellness programmes

The National Youth Development Agency (NYDA) continues to prioritise the holistic wellbeing of its employees through an integrated Employee Wellness Programme (EWP) that promotes physical, mental, and emotional health. Psychosocial support services are provided through an external service provider, Workforce Healthcare, and are accessible to both employees and their immediate family members. During the 2024/25 financial year, employees and their families made use of these services, reflecting ongoing engagement with the programme.

In the 2024/25 financial year, 105 employees and their families accessed psychosocial support services, resulting in a programme utilisation rate of 17.50%, compared to 83 cases in 2023/24, with a utilisation rate of 13.83%. This increase reflects enhanced engagement with the Employee Wellness Programme and underscores that NYDA employees have confidence in, understand, and feel comfortable using the EWP services.

A series of wellness awareness and educational campaigns were implemented, focusing on topics such as financial wellness, men's health, alcohol and drug abuse, prostate cancer, marriages and relationships. A Men's Indaba session was successfully held to encourage

dialogue on men's wellbeing. In addition, the Agency conducted an Organisational Wellness Day, which included activities such as HIV testing, eye testing, diabetes screening, aerobics, and financial wellness sessions. These initiatives aimed to enhance awareness, promote preventative healthcare, and foster a supportive and inclusive organisational culture.

Throughout the reporting period, the Employee Assistance Programme (EAP) maintained steady participation, with an average quarterly utilisation rate of 2.17%. Services included face-to-face and telephonic counselling, group workshops, and targeted interventions addressing personal and work-related challenges. The most prevalent presenting issues were stress, relationship and family difficulties, mental health concerns, bereavement, and childcare responsibilities. The upward trend in stress-related cases highlighted the need for continued focus on mental health and resilience-building initiatives. Through these sustained efforts, the NYDA demonstrates its commitment to fostering a healthy, motivated, and productive workforce, consistent with its organisational values and strategic objectives.

1.6. Policy development

The entity conducted a review of key human resource policies to strengthen internal controls, ensure compliance with applicable legislation, and align with best practices. The policies reviewed during the period included the Leave Policy, Performance Management Policy, Remuneration and Benefits Policy, Learning and Development, and Bursary Policy. These review enhance governance, accountability, and the effective management of human resources, supporting the entity's strategic objectives.

1.7. Highlight achievements

During the 2024/25 financial year, the NYDA achieved significant progress in professionalising its workforce and strengthening its human resource systems. The successful implementation of the Human Resources Strategy (2023–2026) provided a clear framework for managing talent, and employee development. The successful facilitation of four induction sessions ensured that new employees were effectively integrated into the organisational culture. Furthermore, the Culture Change Project led to tangible improvements in internal communication, leadership development, and staff engagement, fostering a values-driven environment that positions the NYDA as an employer of choice within the public sector committed to transformation, empowerment, and continuous growth. The Agency invested over R1.09 million in employee training and an

additional R142,240.52 in professional memberships and certifications to ensure staff maintained relevant qualifications and industry standards. Strategic partnerships, such as the collaboration with the General Public Service Sector Bargaining Council (GPSSBC), further enhanced capacity building through the NQF Level 5 and 6 learnerships, resulting in upskilling and career advancement opportunities for employees.

The NYDA also achieved measurable progress in promoting wellness and workplace safety, equipping 70 staff members with emergency response and first aid skills, and improving employee engagement through continuous communication and awareness initiatives. The enhanced Performance Management System, improved HR Information Systems, and updated HR policies collectively contributed to stronger governance, accountability, and service delivery. These achievements reflect the Agency's commitment to fostering a high-performing, healthy, and inclusive organisational culture that drives sustainable human capital development and supports the NYDA's strategic mandate.

The organisation also strengthened employee participation and engagement through the establishment of various committees, including the Employee Benefits Committee, Occupational Health and Safety Committee, Skills Development and Employment Equity Committee, Rewards and Recognition Committee, Performance Moderation Committee, Consultation Forum (in terms of Sections 84–85 of the Labour Relations Act), and Bargaining Forum. These structures, coordinated by the Office of the CEO through Corporate Governance and chaired by the Executive Director: Corporate Services, ensured robust consultation, collaboration, and representation of staff interests.

The 2024/25 Salary and Wage Collective Agreement was signed with the recognised labour union and successfully implemented, reflecting the Agency's commitment to fair labour practices, collaboration with employee representatives, and equitable remuneration. Furthermore, the NYDA introduced staff dialogue sessions, where the Board and Executives engage directly with employees to provide updates on strategic matters, organisational performance, and key initiatives. This platform has enhanced transparency, strengthened communication, and deepened employee engagement reinforcing a culture of openness, inclusion, and shared accountability across all levels of the organisation. The Human Resources function played a significant role in contributing to the unqualified audit outcome achieved by the Agency for the 2024/25 financial year, marking a major improvement from the qualified audit opinion received in 2023/24. This achievement underscores HR's



commitment to effective governance, compliance, and the continuous strengthening of institutional systems and controls.

1.8. Challenges faced by the public entity

a) Limited Utilisation of the HR Information Systems (HR Premier and SAGE):

The entity is not fully utilising all available system functionalities, limiting automation and data integration. Mitigation: Ongoing system optimisation and user training initiatives are being implemented to enhance functionality and improve data accuracy and reporting efficiency.

b) Budget Constraints:

Limited financial resources have resulted in a moratorium on the filling of vacant positions and delays in the procurement of tools of trade such as laptops and computers.

Mitigation: The entity continues to prioritise critical positions, engage with Finance for resource reallocation, and explore cost-effective procurement options to support operational efficiency.

c) Employment Equity Targets:

Challenges remain in achieving Employment Equity targets, particularly in the recruitment and retention of persons with disabilities.

Mitigation: Targeted recruitment initiatives, reasonable accommodation measures, and collaboration with disability organisations are being strengthened to enhance representation.

d) High Vacancy Rate:

The vacancy rate remains above the best practice benchmark of 10%, affecting overall service delivery capacity.

Mitigation: Recruitment plans are being prioritised and aligned to budget availability, with continuous monitoring to ensure progressive reduction in the vacancy rate.

e) Fit-for-Purpose Organisational Structure:

The current organisational structure requires realignment to ensure efficient service delivery and responsiveness to strategic objectives. **Mitigation:**

A review of the organisational structure is underway to streamline functions, eliminate duplications, and ensure alignment with the entity's mandate and strategic priorities.

1.9. Future Human Resource Plans/Goals

In the 2025/26 financial year, the National Youth Development Agency (NYDA) will focus on advancing

its vision of being the heartbeat of a high-performance culture and fulfilling its mission to deliver integrated, innovative, and sustainable human resource solutions. The following strategic priorities will guide the Human Resource Management (HRM) function:

1. Provide strategic, value-added, and timeous HRM services that support the Agency's operational and strategic objectives.
2. Review and align the Human Resources Strategy (2023–2026) with the NYDA Strategic Plan to ensure strategic coherence and responsiveness.
3. Review and update HR policies (including the Remuneration and Reward Policy, Sexual Harassment Policy) to align with best practices, relevant legislation, and organisational needs.
4. Enhance talent attraction, acquisition, and retention strategies to ensure a capable, motivated, and high-performing workforce.
5. Strengthen and expand the Graduate Internship Programme to support youth development and skills transfer.
6. Enhance the Human Resource Information System (HRIS) (HR Premier and SAGE) to improve data management, analytics, and operational efficiency.
7. Promote employee engagement and strengthen Occupational Health, Safety, and Wellness Programmes to support holistic employee wellbeing.
8. Implement the Employment Equity and People with Disabilities Acquisition Plan to advance transformation and inclusivity within the Agency.
9. Review the organisational structure (mid-year), conduct adhoc job evaluation, grading, and salary benchmarking to ensure equity and alignment with evolving operational demands.
10. Embed a high-performance culture by strengthening employee engagement, accountability, learning, and professionalisation through effective performance management, learning and development, bursary implementation, and the Workplace Skills Plan.
11. Enhance compliance with applicable legislation and the Code of Good Practice governing employment and labour relations.
12. Conduct a targeted skills audit within selected departments or divisions (e.g., Finance) to identify capacity gaps and inform development planning.
13. Support professional registration and membership renewals to advance professionalisation and uphold ethical and technical standards across the organisation.
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15. Review HR and Occupational Health and Safety (OHS) risks, strengthen existing control measures, and implement targeted actions to enhance risk management across both operational and strategic levels.
16. Enhance data integrity within the HR Premier System by updating employee engagement records, job grades, occupational information, and workstation details.
17. Through the implementation of these priorities, the NYDA seeks to strengthen its human capital management, promote organisational excellence, and sustain a capable, high-performing, and future-ready workforce.
18. Implement comprehensive Talent Management initiatives, including leadership development, succession planning, mentoring, and coaching programmes.
19. Professionalisation of the organisation through the institutionalisation of the Code of Conduct, HR and Employee Relations policies, ethical culture, and supporting governance policies (e.g., Finance, Supply Chain Management, and Delegations of Authority policies).

Through the implementation of these priorities, the NYDA seeks to strengthen its human capital management, promote organisational excellence, and sustain a capable, high-performing, and future-ready workforce.

2. Human Resources Oversight Statistics

The following tables provide a detailed overview of the National Youth Development Agency's HR statistics:

2.1. Personnel cost by Programme/activity/objective

Programme/activity/objective	Total Expenditure for the entity (R'000) 1	Personnel Expenditure (R'000)	Personnel exp. as a % of total exp.	No. of employees	Average personnel cost per employee (R'000)
Executive Chair and Deputy Chairs Office	36 166	8 394	23%	12	700
CEO's Office	32 363	21 301	66%	26	819
HR and Legal Services	17 514	12 687	72%	16	793
ICT and Comms	99 752	18 143	18%	31	585
Finance	92 341	21 624	23%	52	416
Operations & NYS	582 423	164 844	28%	394	418
Temps & Jobs Fund	8 011	8 011	100%	25	320
Leaverships	8 233	8 233	100%	185	45
Interns	4 988	4 988	100%	69	72
Total	881 792	268 225	30%	810	331

2.2. Personal cost by salary band

Level	Personnel Expenditure (R'000)	% of personnel exp. to total personnel cost (R'000)	No. of employees	Average personnel cost per employee (R'000)
Top Management	9 794	4%	5	1 959
Senior Management	19 504	7%	17	1 147
Professional qualified	76 467	29%	113	677
Skilled	92 893	35%	212	438
Semi-skilled	55 032	21%	377	146
Unskilled	14 535	5%	86	169
Total	268 225	100%	810	4 536

2.3. Performance Rewards

Programme/activity/objective	Performance rewards	Personnel expenditure (R'000)	% of performance rewards to total personnel cost (R'000)
Top Management	610	9 794	6%
Senior Management	1 109	19 504	6%
Professional qualified	2 949	76 467	4%
Skilled	1 213	92 893	1%
Semi-skilled	567	55 032	1%
Unskilled	319	14 535	2%
Total	6 767	268 225	20%

2.4. Training Costs

Programme / activity / objective	Personnel Expenditure (R'000)	Training Expenditure (R'000)	Training Expenditure as a % of Personnel Cost.	No. of employees trained	Avg training cost per employee
Training Programme		1 087 814,37		244	4 458,26
Professional membership		142 240,52		19	7 486,34
Internship (NYDA Top-up)		1 248 450,00		67	18 635,82
Employee Bursaries		3 059 243,31		67	45 662,57

2.5. Reason for staff leaving for 2024/2025 financial year

Reason	Number	% of Total No. of Staff Leaving
Death	0	0
Resignation	22	4
Dismissal	3	1
Retrenchment	0	0
Retirement	0	0
Ill Health	0	0
Voluntary Severances Package	0	0
Other	0	0
Total	36	6

Note: Staff movement for 2024/2025 financial year

During the 2024/2025 financial year, a total of 36 employees (representing 6% of total staff) left the organisation, primarily due to resignations (22 employees, 4%) and the expiry of contracts (11 employees, 2%), with a smaller number of dismissals (3 employees, 1%). No staff departures were recorded due to death, retirement, retrenchment, ill health, voluntary severance, or other reasons.

The resignations were mainly attributed to career advancement opportunities, personal circumstances, and relocation, while contract expiries were in line with project timelines and fixed-term agreements. To mitigate the impact of these departures, the organisation initiated timely recruitment processes, reallocated duties where feasible, and prioritised the filling of critical vacancies to ensure continuity of operations and service delivery.

2.6. Labour Relations: Misconduct and Disciplinary Action

Nature of the Disciplinary Hearing	Number
Corrective Counselling	0
Verbal Warning	0
Written Warning	1
Final Written Warning	0
Dismissal	2
Total	3

2.7. Employment Equity Status

Occupational Levels									Foreign Nationals		Total
	Male				Female				MALE	FEMALE	
	A	C	I	W	A	C	I	W			
Executive	0	0	1	0	7	0	0	0	0	0	8
Senior Management	4	0	0	0	4	0	0	0	0	0	8
Professionally qualified	10	1	0	0	11	0	1	0	0	0	23
Skilled Technical	104	5	0	0	159	4	0	0	0	0	272
Semi – Skilled	17	0	0	1	50	4	0	0	0	0	72
Unskilled	14	0	0	0	50	3	0	0	0	0	67
Total Permanent	149	6	1	1	281	11	1	0	0	0	450
Temporary Employees & Jobs Fund	17	2	0	0	31	1	0	0	0	0	51
Interns	47	0	0	0	88	1	0	0	0	0	136
GRAND TOTAL	213	8	1	1	400	13	1	0	0	0	637

Note: NYDA Employment Equity Information As At 31 March 2025



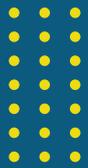


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Special
Projects

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OUR YOUTH. OUR FUTURE



Thusano Fund and Sponsorships

Chairperson Remarks

Thusano Fund, meaning a helping hand, is an intervention aimed at benefiting young people and Non-Profit Organisations (NPOs), including non-governmental and community-based organisations, as well as educational organisations and students. It provides one-off funding for social challenges that may not be addressed through the mainstream or available products of the National Youth Development Agency (NYDA). This intervention is designed to make a significant positive impact on the lives of young people, with minimal contribution from the NYDA. The Sponsorship, Outreach, and Thusano Fund Committee meetings are held every two weeks, resulting in a turnaround time of approximately two weeks for the Thusano Fund.

The Thusano Fund was also considering the students' applications who needed assistance with academic debts. It is worth noting that the Thusano Fund is intervention-based, not a bursary, and young people from disadvantaged backgrounds and the middle class should not be marginalised. The funding crisis or financial support for students' post-matriculation is a severe crisis, which is worsened by the economic condition which affects other parents who used to manage to fund the education from their own means.

This situation has taken a significant toll on the mental health of young people. Mental health is one of the key areas overseen by the NYDA board and is also promoted through the NYDA Integrated Youth Development Strategy. The Agency calls upon all relevant stakeholders to contribute to expanding the limited resources of the fund to reach more communities that need support for their development.

Approved Students

Name & Surname	Course	Institution	Financial implications
Amanda Mayinje	BCom (Hons) (Finance)	University of Johannesburg	R29 299.10
Nemah Chulabantu	Diploma Business Management	Richfield	R39 840.00
Ntokozo Jempe	BA Hons Public Management and International Relations	University of Pretoria	R42 251.50
Siphesihle Sowazi	LLM Maritime and Environmental Law	University of Cape Town	R80 000.00
Zanele Masilela	B Ed	UNISA	R19 315.00
Zewande Ngubane	Paralegal Studies	University of Johannesburg	R15 564.56

Approved Donations and Sponsorship

Name	Province	Project	Amount	Budget
Amagcina Amahle Day Care owned by young person with disability	Gauteng	Skills development and employment creation	R150 000.00	Thusano
Career Care NPC	Gauteng: Windmill Park, Villa Liza, Thokoza, Phumula	3 months programme Empowering young people township communities through career development, civic education, and effective outreach programming	R200 000.00	Thusano
Lebone Multipurpose/Aids Project Centre	Gauteng	Crime patrol teams, Unemployment, teenage drugs and alcohol abuse: T	R100 000.00	Thusano
Shakamara Heritage and Development Institute	Gauteng	Engagement/Lecture: Inculcation of self-consciousness, spirit of self-reliance, self-respect, self-esteem and self-help post-colonial based on African values.	R195 000.00	Thusano
The Creatives Gathering	Gauteng	Four- days intensive creative skills workshops in fashion design, beaded jewellery, leather craftsmanship, and patternmaking at our Tembisa-based studio.	R100 000.00	Thusano
Tshwahanang	Gauteng	Operations assist community providing cooked meals, food parcels and helping children with school work, Campaign to educate about dangers of substance abuse and living a healthy life-style	R200 000.00	Thusano
Fountain Skills Development Centre	Mpumalanga	Programme to empower persons with disabilities	R130 000.00	Thusano

Solomon Mahlangu Scholarship Fund



Turning
Dreams
Into reality

“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.

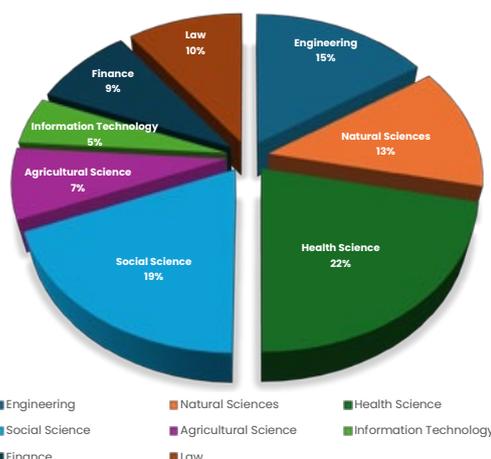
Objectives of The Solomon Mahlangu Scholarship Fund:

- 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

Field of Study	No of Graduates
Engineering	66
Natural Sciences	54
Health Science	94
Social Science	86
Agricultural Science	31
Information Technology	21
Finance	37
Law	43

No of Graduates



Gender Split	
Male	195
Female	237



Youth Month Overview

The purpose 2024 Youth Month and Youth Day is to promote the Sport for Youth Development (S4YD) Arts and Culture agenda as tool for social cohesion and solidarity in South Africa.

The following specific objectives of the 2024 Youth Month and Youth Day are to:

- Mobilize, sensitize, empower, and inspire the youths to use sports as an effective response to social and economic issues;
- Foster participation, social inclusion, and a sense of belonging;
- Promote healthy living and reduce risky behaviours amongst youths;
- Allow young people to be active and have fun;
- Strengthen sports platforms that build common interests;
- Bring individuals and communities together to participate in sports, thus broadening young people's social networks in concrete ways that stretch beyond the sports field;
- Develop and promote young talent;
- Share success stories of youth who achieved through sports interventions; and
- Celebrate South Africa's achievements in sports as part of 30 years of democracy.

Target Overview

The Youth Month and Youth Day targeted youth in school youths (13 – 18 years); Youth out of school (18 – 35 years); Unemployed Graduates; Unemployed & Unskilled Youth; Youth in public service; Young women with disabilities; Youth with Disabilities; Youth in conflict with the law etc. As this year's Youth month was anchored around the role of sport as a transformative tool to build an inclusive and socially cohesive society, the proposed intervention is for government across all spears to identify various

disability sporting codes that will feature in programmes and projects planned to commemorate the Youth Month. Every province should aim to host games and or tournaments of disability sporting codes, and encourage and support the involvement of everyone, in particular families and relatives of persons with disabilities.

The 2024 Youth Month falls during quite an opportune time, where the country will be ushering in a new administration and this poses great platform for the amplification of the youth agenda but also great challenges, should there be changes in leadership. As all parties plan for the commemoration of youth month, they are exercising great caution of potential risks as well as unfavorable election timelines. There is a great possibility that the country might not have a cabinet by through ought the month of June.

Looking at the previous election cycle, dates were as follows:

- South African General Elections: 8 May 2019
- Presidential Inauguration: 25 May 2019
- Announcement of Cabinet: 29 May 2019

Guide by these timelines, which were evidently longer, it was important that the 2024 Youth Month is anchored on high impact community-based programmes with the leadership of the NYDA Board at the helm.

The studied risks for Youth Day are as follows:

Crowd Management- Given the political season, this poses as the first government event and it could potentially be compromised by being viewed as an outlet. Great engagement with community leaders will be needed to study the sentiments of host community and ensure that their topical challenges are addressed prior to the event.

Late Appointment of Service Providers- This risk is informed by the previous year and ought to be mitigated by DSAC ensuring that all procurement processes are concluded as soon as YM2024 is approved.

Youth Participants- Without the appointment of leadership structures across provinces and national government, it could be difficult to mobilise young people under one banner because government will be undergoing changes and there might not be “messengers” by the 16th of June.

Targeted Impact Through Engagement

The Youth Month and Youth Month targeted young people across various sectors and industries, to highlight various opportunities available. Understanding the state of government at the time, it was important to increase the footprint of the agency through presenting about its products and services at all engagements held.

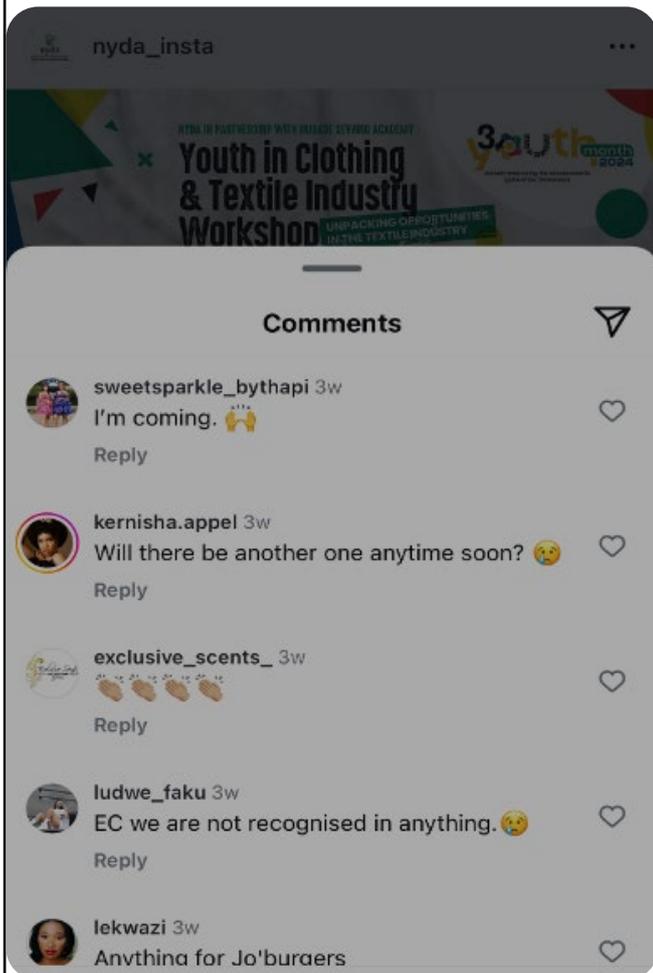
Ordinarily, the agency would use social media to keep young engaged however this youth month, the agency, through its partners, went into various communities to highlight impactful projects and programmes in youth development.

All programmes were live shared to grow interest in the agency as well as its partners, products and services.

I would also like to extend my gratitude to the [National Youth Development Agency](#) staff members; @LwaphesheyaKhoza who facilitated the event with such passion and enthusiasm. Their ability to break down complex concepts into understandable terms, making business compliance accessible to start-up businesses like ours; [Langa Bicycle Hub](#).

Overall, the event was a testament to the power of collaboration and knowledge sharing. I left feeling inspired, motivated, and equipped with new insights to tackle the challenges of entrepreneurship. Thank you to everyone involved for an unforgettable experience!

#JustStart #UpStart #Startup #YouthMonth #YouthMonth2024 #WesternCape #FridayFeeling #fridaydaymorning #Langa #CapeTown #Kasi #KasiBusiness #BusinessTips #BusinessAdvice #SouthAfrica #SouthAfricans #Mzansi



NYDA

ACTIVITIES ROADMAP

JUNE 2024



8 JUNE

- City of Johannesburg Youth Summit

10 JUNE

- Online Career Guidance from NSFAS and opportunity providers.

12 JUNE

- Youth in the Textile Industry Workshop in partnership with Nubase Sewing Academy, Constantia Park, Pretoria

13-14 JUNE

- NYS: Youth in Service, Limpopo
- Certification and UIF Handover

18 JUNE

- ECD Handover Barberton - Verulam, Mpumalanga

15 JUNE

- SA Youth Games Thohoyandou, Limpopo
- Youth In The Arts Workshop, Limpopo (DSAC)

20 JUNE

- JUST START Entrepreneurship & Social Entrepreneurship Masterclass Western Cape

16 JUNE

- National Youth Day Commemoration Polokwane, Limpopo

22 JUNE

- Wellness Hike Kibler Park Recreation Centre

25 JUNE

- NextGen Launch Vaal, CBD Full Spectrum

27 JUNE

- Mail & Guardian Top 200 Summit

28 JUNE

- NYDA Gqeberha New Branch Launch

OUR YOUTH. OUR FUTURE



NATIONAL YOUTH DEVELOPMENT AGENCY
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National Youth Development Agency National Youth Development Agency
www.nyda.gov.za



NYDA youth month programmes all programmes were anchored on impact

Programme	Audience	Partners & Speakers
8 June 2024	Youth in all 8 Regions of Johannesburg	City of Johannesburg NYDA NYS Partners
10 June 2024 Online Career Expo Facebook & IG Live	Youth in School and seeking academic support	South African Union of Students NSFAS KHETHA - a division of DBE DHET DALRR Harambe Vul'amathuba empumelelo Bursary Fund NYDA
12 June 2024 Youth in Textile Workshop	Young people in the Textile industry	Gauteng Enterprise Propeller Proudly SA CIPC NYDA
13 - 14 June 2024 (Youth Day Build Up) NYS & UIF Plumbing and Welding Certification Handover Fhulufhelo Special School, Pundamaria Road, Thohoyandou	Young people interested in the arts	DSAC NSA NYDA Creative Industry Partners



27 June 2024 ECD Handover Verulem Mpumalanga	NYDA NYS Participants Local Civil Society organisations	Hollywood Bets NYDA NYS Ward Cllr
20 June 2024 JUST START- Entrepreneurship & Social Entrepreneurship Masterclass Langa, Western Cape	Youth in kwaLanga Western Cape Youth Owned SMME's	BBBEE Commission CIPC NYDA SARS
22 June 2024 Wellness Hike about constructive coping mechanisms amongst youth	Youth in Gauteng	Mpumi Ledwaba Zola 7 Love Live Foundation
25 June 2024 Next Gen Cannabis Project Launch Vaal, Gauteng	Participants of the NextGen Project	NYDA CBD Full Spectrum Harambe
27 June 2024 Mail & Guardian Top 200 Summit Johannesburg, Gauteng	Youth in the following sectors: Academia Health Business Energy Civil Society	NYDA M&G YFM Primedia
28 June 2024 Mpumalanga Poultry Mentorship Engagement	Youth in the following sector: Poultry and Farming Food Processing	NYDA City of Mbombela
28 June 2024 Launch of the NYDA Gqeberha branch Gqeberha, Eastern Cape	Youth in Gqeberha Civil Society	EC Office of the Premier EC MEC of Education NYDA Nelson Mandela Bay Municipality

National Youth Day

TARGET:

7500 young people in Limpopo
(Mobilisation to be concluded on Monday, 10 June 2024)

VENUE:

Old Peter Mokaba Stadium

TIME:

Gates open at 08h00

The day is scheduled to take place in three folds, the sports program, formal program and the exhibitors engagement for opportunities.

Exhibitors confirmed:

111 (7 June 2024)

The opportunity providers to be invited are within multiple sectors of society to provide both, youth in school and youth out of school, with access to opportunities.

There is a heavy focus on opportunity providers from in and around the Limpopo region, such as NYS partners, Development Partners, TVET Colleges, Universities.

Government Services will also be present and there will be a Health Hub for participants to check their health status, this is informed by the theme and the need for conversations around a health and wellness



National Youth Day Opportunity Providers - 110



YOUTH DAY CULTURAL PROGRAMME:

3youth day 2024
Actively embracing the socioeconomic gains of our Democracy

NATIONAL YOUTH DAY CAREERS & OPPORTUNITIES EXPO

16 JUNE 2024 08:00 TO 16:00

OLD PETER MOKABA STADIUM
POLOKWANE, LIMPOPO

Live broadcast on major media channels and streaming on the South African Government social media channels.

PERFORMANCE BY
KHANYISA

#48THCOMMEMORATION #YOUTHDAY2024

@GovernmentZA GovernmentZA @GovernmentZA

3youth day 2024
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PERFORMANCE BY
BLAQ DIAMOND

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MAKKADZI

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Youth Day 2024 Assets



Youth Day 2024 Assets

The Communications Department believes that this was indeed a short, yet impactful and successful youth month. The challenges faced by the division were met with the greatest of attention from other departments. Two challenges we had were anchored on the changes of suppliers and time frames as well as human recourse limitations however they were duly addressed.

The department is fully conscious that it should've done more to increase participation internally through minor competitions and an internal focused event, however it saw it fit to postpone the internal engagement for the new office to be occupied, as a "Launch" once the move has been concluded.

Changes of suppliers due to the lapse of the previous contract, meant that SCM needed to source SP's for branding and collateral, this delayed delivery and the Unit then changed the designs to the generic NYDA designs, to repurpose the collateral for all branches to use.

The department will be repurposing all Youth Month and Youth Day branding to generic NYDA branding, as a cost saving exercise.

Where expectations were not met, the division believes that through continued internal and external collaboration, it will continue to grow the brand of the agency, its visibility and its impact.





5 April 2024 - Scholar Wellness & Community Outreach in Thembalethu, George, Western Cape.

The Executive Chairperson of the NYDA held a Scholar Wellness & Community Outreach in Thembalethu, George, in the Western Cape. The programme took a holistic approach to wellness, addressing the physical, emotional, social and academic needs of learners. The overall purpose was to recognise that well-being is interconnected and that supporting scholars in all areas of their lives leads to better outcomes. The Executive Chairperson visited Mzoxolo Primary School, St. Boniface and Fynbos Primary School, where school shoes and educational gadgets for the learners of the respective schools were donated.



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

The NYDA Executive Chairperson, in partnership with the Minister of Small Business Development, Hon. Stella Ndabeni-Abrahams, attended the launch of the Gibela Business Incubator (GBI) in Kwa-Thema, Gauteng. Established by the Gibela Rail Transport Consortium and SEDA, the incubator provides business and technical support to entrepreneurs and small enterprises in Nigel, Springs, and the Greater Ekurhuleni area. The initiative aims to reduce start-up failure rates, promote youth-

led enterprise growth, and strengthen collaboration between public and private sectors to drive local economic development and job creation.



26-27 April 2024 - Africa Youth Consultative Forum on UN Summit of the Future, Addis Ababa, Ethiopia.

The African Youth Consultative Forum on the United Nations (UN) Summit of the Future was a preparatory event designed to galvanise 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.



3-4 May 2024 BRICS Youth Council South Africa Working Group (BYC – SAWG), Johannesburg, Gauteng.

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.





8 May 2024 - Young Women in Cooperatives Summit, Umzinto Community Hall, KwaZulu-Natal

The Executive Chairperson hosted the Inaugural Young Women’s Cooperatives Summit to create a forum aimed at boosting networking and collaboration among youth cooperatives. The Summit also honoured the late Ms Bavelile Hlongwa, former Deputy Minister of Mineral Resources and Energy, and NYDA Deputy Chairperson, appointed by President Cyril Ramaphosa in 2017. The Summit’s goals were to establish a youth cooperative forum for better support and bring together stakeholders for dialogue and collaboration.



15 - 16 May 2024 - 2nd BRICS+ Youth Innovation Summit 2024, Gauteng

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.



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

The Office of the Executive Chairperson co-organised a panel discussion on “The 2024 National Government Elections: 30 Years into Democracy,” in partnership with the Independent Electoral Commission (IEC), the Office of the Gauteng Premier, Wits Student Representative Council, and the City of Johannesburg. The event engaged students and first-time voters on the importance of democracy, elections, and active civic participation. By promoting voter education, the initiative empowered youth to embrace democratic values, educate peers, and strengthen a culture of civic responsibility nationwide.



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

The Sedibeng District Agricultural and Critical Skills Careers Exhibition, held at Evaton Community Hall, was a partnership between the NYDA, the Offices of the Deputy Ministers of Higher Education and Basic Education, AgriSETA, and the Department of Agriculture, Land Reform and Rural Development. The initiative exposed over 450 learners and unemployed youth to diverse career and skills development opportunities across key economic sectors. The programme featured motivational talks, career guidance, exhibitions by higher education institutions and businesses, and on-site assistance with online applications for tertiary studies and business funding. The event empowered young people in Sedibeng with information, resources, and pathways to pursue education, entrepreneurship, and employment.



14 June 2024 - Youth20 Meetings, Fortaleza, Brazil

The Executive Chairperson was invited to the Y20 Meetings in Fortaleza, Brazil, which were held in preparation for this year’s G20 Summit. Young people from all over the globe discussed key issues affecting us, including climate change, energy transition, sustainable development, and innovation in the future of work.

Fortaleza City Hall’s Youth Secretariat hosted the event in collaboration with the Institute for Youth Innovation (IJI) and the Institute of Culture, Art, Science, and Sport (IC Fortaleza). It was marked by intense debates that promoted meaningful youth participation in the G20 through a Communiqué. This Communiqué outlines youth priorities and will be widely disseminated and formally presented at the G20 Leaders’ Summit later this month in Rio de Janeiro.

The Y20 serves as a vital channel for integrating youth voices into global dialogue, ensuring that G20 policies are comprehensive, progressive, and resilient.



15 June 2024 - Youth Day Build-Up: Career Expo-Creatives Industries University of Limpopo

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.



27 June 2024 - ECD Launch Barberton, Mpumalanga

Ms Asanda Luwaca visited several schools in Mpumalanga, including the Verulam ECD Centre in Ward 43, to assess renovation efforts aimed at improving children’s safety and learning environments. The initiative sought to strengthen early childhood development, increase compliant ECD centres in disadvantaged communities, and expand employment opportunities for youth within the ECD sector. Guided by statutory frameworks, the NYDA Executive Board prioritised partnerships with key stakeholders to create sustainable collaborations that mainstream youth development across all sectors of the economy.



22–26 July 2024 - BRICS Youth Summit June 2024, Ulyanovsk, Russia

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’. About 200 young leaders, diplomats, and public figures from BRICS countries engaged with BRICS experts in international cooperation and intercultural communication. Present were new members of the BRICS family, which included Egypt, Ethiopia, Iran, Saudi Arabia, and the United Arab Emirates.

The Summit provided a platform for discussions on the critical challenges of 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 Summit provided a platform for dialogue and knowledge exchange to enhance youth empowerment and skill development across key sectors in BRICS Plus countries, guided by priority and thematic areas. Delegates explored exhibitions on youth innovation, participated in cultural exchange programs, and took part in interactive workshops and panels. These sessions, led by experts, academics, and policymakers from various countries, addressed a wide range of topics.

The programme included the Meeting of BRICS Youth Ministers, which took place on Thursday, 25 July 2024. The South African Minister responsible for Women, Youth and Persons with Disabilities joined the meeting virtually, where they participated in the discussion on experiences, practices from our country and potential areas of cooperation. This meeting also aided in the development of the Declaration of the Summit. The programme included meetings of the BRICS Youth Council alongside the Summit.

The Summit concluded with various members from BRICS Plus countries reading out the Declaration for the Summit. The 10th BRICS Youth Summit 2024 concluded with a commitment to ongoing collaboration and the development of actionable plans to address global challenges, as outlined in the adopted Declaration of the Summit. The South African Delegation believes that the BRICS Youth Council should be institutionalised to effectively advance and consolidate the youth development agenda across BRICS Plus countries.



30 August 2024 - Women of Firsts High Tea' Second Edition, Johannesburg, Gauteng

The NYDA Executive Chairperson, Ms Asanda Luwaca, hosted the second annual 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." The event celebrated pioneering women who have broken barriers and advanced gender equality across sectors. A panel of changemakers from government and business reflected on progress made and the ongoing challenges facing women's empowerment. Attendees also pledged continued support for initiatives led by the Office of the Executive Chairperson to advance women's socio-economic development.



19-20 September 2024 International Day of Democracy (Conference Brussels, Belgium)

The Executive Chairperson was invited to the 10th International Democracy Day (IDD) in Brussels, held under the theme "A Year of Elections," in her capacity as both Executive Chairperson of the NYDA and a member of the Club de Madrid's Young Decision-Makers Network. The Conference was organised by the European Endowment for Democracy (EED), the European Partnership for Democracy (EPD), the International Institute for Democracy and Electoral Assistance (IDEA), the European Network of Political Foundations (ENoP), and Carnegie Europe.

The Chairperson participated in the session titled "Mobilising Young People at the Ballot Box: Good Practices and Challenges," where she reflected on the electoral year across Africa and globally, examining the decline in electoral registration and turnout among young people. The discussions emphasised the critical role of youth in upholding democracy and its institutions, as well as the importance of their representation and active participation in decision-making bodies within the state, civil society, and the private sector.



09 October 2024 - Jobs and Economic Opportunities Expo, Germiston, Gauteng

The NYDA Executive Chairperson, Ms Asanda Luwaca, in partnership with the Deputy Minister of Employment and Labour, Hon. Phumzile Mngcina, hosted a Jobs Expo in Germiston, Ekurhuleni.



The event responded to South Africa's 45.5% youth unemployment rate, highlighting the gap between available skills and labour market demands. As the country's industrial hub, Ekurhuleni provided an ideal setting to expose youth to diverse career and training opportunities. Over 500 young people were registered on the Department of Employment and Labour's database through its mobile unit, while the NYDA assisted with ERP registrations. The City of Ekurhuleni, through the Mayor's Office, showcased local employment and development opportunities to connect youth with potential employers and skills pathways.

10 October 2024 - Parliamentary Community Outreach and Mental Wellness Programme, Atteridgeville, Pretoria, Gauteng

The NYDA Executive Chairperson, Ms Asanda Luwaca, and Honourable Meagan Chauke-Adonis, Whip of the Portfolio Committee on Women, Youth and Persons with Disabilities, hosted a Community Outreach and Opportunities Expo in Atteridgeville. The programme aimed to address youth unemployment and related socio-economic challenges while promoting mental wellness. It also aligned with the 16 Days of Activism for No Violence Against Women and Children campaign, highlighting the fight against gender-based violence and the need for safer, more inclusive communities. As part of the outreach, the leaders donated equipment to Zodwa Special School, which supports children with special educational needs. The programme also served as an opportunity for the Executive Chairperson and the Member of Parliament to donate equipment to Zodwa Special School, a school that caters specifically for children whose needs cannot be met with the provision and support provided by a mainstream school.



21 November 2024 - Parliamentary Outreach Programme: Opportunities Expo Kannaland, Ladismith, Western Cape

The Kannaland Outreach Programme emerged from discussions between Honourable Bouw-Spies and the NYDA Chairperson's Office during the PCWYPD Induction.

Under the theme "Unlocking Potential, Building Futures: Strengthening Youth and Communities in Kannaland," the initiative focused on empowering rural youth by addressing barriers to opportunity and promoting economic inclusion. The event brought together government, private sector, NGO, and community stakeholders to strengthen collaboration on youth development. Located in the Klein Karoo, Kannaland faces challenges such as limited infrastructure and low-skilled employment, yet it holds strong potential for growth. Through engagements with partners like AgriSETA, Harambee, and Higher Health, youth were exposed to education, business development, and NYDA opportunities, fostering innovation and sustainable empowerment.



10-14 March 2025 - Sixty-Ninth Session on the Commission on the Status of Women (CSW69), United Nations Headquarters, United States of America

From 10-14 March 2025, the Office of the NYDA Executive Chairperson formed part of the South African delegation to the 69th Commission on the Status of Women (CSW69), led by the Minister of Women, Youth and Persons with Disabilities, Honourable Ms Sindiswa Chikunga. The session marked the 30th Anniversary of the Fourth World Conference on Women and the adoption of the Beijing Declaration and Platform for Action.

On 12 March, South Africa co-hosted a side event assessing national progress on gender equality and women's empowerment, engaging G20 member states, civil society, and UN representatives. The event highlighted best practices, lessons learned, and strategies to address ongoing challenges. On 14 March, the NYDA Executive Chairperson participated in Beijing @30: A Dialogue with Youth Representatives, delivering a statement on behalf of South African youth and reaffirming their commitment to gender equality. The engagement positioned South Africa's youth voice within global gender discourse. CSW69 concluded with reflections on progress, persistent barriers, and emerging priorities in advancing women's rights.



Office of Executive Deputy Chairperson Special Projects 2024/2025

Democracy and Development Dialogue

The Democracy and Development Dialogue (DDD) 2024 convened at the Pan-African Parliament (PAP) to commemorate South Africa's 30th anniversary of democracy, marking a pivotal moment in the nation's journey toward inclusive governance and development. This flagship event, collaboratively hosted by the National Youth Development Agency (NYDA) and the African Peer Review Mechanism (APRM), served as a platform to celebrate democratic milestones, address enduring societal challenges, and elevate youth engagement in democratic processes.

The dialogue focused on reflecting on the progress achieved since the watershed 1994 democratic transition, while reaffirming South Africa's dedication to eradicating inequality, unemployment, poverty, and systemic social injustices. It further sought to cultivate a deeper understanding among youth of the nation's democratic evolution, fostering their active participation in governance and policy-making.



A Call to Action: Empowering The Youth to Shape Africa's Future

The Dialogue emphasized the critical role of young people as active participants and architects in Africa's democratic and developmental journey. Recognizing the challenges of inequality, unemployment, and social injustice, the event called for a collective commitment to empower youth to drive transformative change.

June 16 Commemoration

This year's Youth Day Commemoration, held under the theme "Actively Embracing the Socioeconomic Gains of Our Democracy," served as a profound reflection on the progress made since South Africa's democratic transition while addressing the persistent challenges facing the youth. This year's theme called for a proactive embrace of the tangible socioeconomic gains achieved since the birth of democracy.



Minister Sindisiwe Chikunga and Deputy Minister Steve Letsike visit the National Youth Development Agency (NYDA)

The Honourable Minister Sindisiwe Chikunga and Deputy Minister Steve Letsike in the Presidency responsible for Women, Youth, and Persons with Disabilities, visited the National Youth Development Agency (NYDA) for an engagement with the NYDA Board, executive team, and personnel. These meetings reaffirmed the government’s steadfast commitment to aligning the NYDA’s programs and activities with national development priorities.



Young Women’s Professional Network

Women’s Month in South Africa serves as a powerful reminder of the courage, resilience, and achievements of women in the ongoing journey toward freedom, equality, and social justice. While progress has been made in advancing women’s rights, substantial economic barriers persist. Women still face unequal access to opportunities, wage disparities, and chronic underrepresentation in leadership positions across sectors. Recognizing the urgent need to address these disparities, the Office of the Executive Deputy Chairperson hosted the Young Women’s Professional Network under the theme, “Building an Inclusive Economy.” The event was a landmark gathering of young women leaders, professionals, and changemakers, aimed at fostering dialogue, building networks, and advancing tangible solutions to empower women economically.



Saapam Annual Conference: Reflecting on 30 years of democracy and charting a vision for the future

The Executive Deputy Chairperson participated in the annual conference of the South African Association of Public Administration and Management (SAAPAM), held under the theme “Post-Apartheid South Africa at 30: Making Sense of the Past, Understanding the Present, and Charting the Future of the Administration of the State.” This critical gathering brought together academics, practitioners, policymakers, and stakeholders from various sectors to reflect on South Africa’s journey over the past three decades of democracy. The conference provided an opportunity to critically analyze the progress made since the end of apartheid, as well as the challenges that continue to confront the state.

While reflecting on the past and analyzing the present, the conference underscored the imperative to chart a clear and actionable vision for the future. Delegates were challenged to think beyond the status quo, reimagining a public administration system that is responsive, accountable, and inclusive. The SAAPAM Annual Conference served as a critical platform for dialogue, knowledge-sharing, and collective introspection. As South Africa marks 30 years of democracy, the conference reinforced the importance of continuous engagement and innovation in public administration to address persistent inequalities, improve service delivery, and uphold democratic values.



Mzansi Young Farmers Indaba

The participation of the Office in the Mzansi Young Farmers Indaba, hosted by Food for Mzansi, underscored a critical conversation about the future of agriculture and the role of young farmers in securing South Africa's food systems. The event brought together 550 young agriculturalists, industry leaders, and policymakers over three dynamic days, celebrating the unsung heroes who work tirelessly to sustain the nation's agricultural economy.



Empowering The Next Generation Of Black Businesses

The Financial Sector Transformation Council (FSTC) hosted an event held at the University of Johannesburg, under the theme "Empowering the Next Generation of Black Businesses." This impactful gathering focused on equipping entrepreneurs, small business owners, and aspiring professionals with the tools, knowledge, and opportunities necessary to thrive in the financial sector. The event was part of the FSTC's ongoing commitment to fostering entrepreneurship and accelerating the growth of small and medium enterprises (SMMEs), with a particular focus on advancing economic transformation within the financial industry.



Youth Workshop on Illicit Trade, Peace & Security in Southern Africa

The Independent Continental Youth Advisory Council on AfCFTA (ICOYACA) and the United Nations Office on Drugs and Crime (UNODC), with support from the African Union African Peer Review Mechanism (APRM), convened a workshop in Johannesburg. The event brought together 50 youth participants from 10 Southern African countries to discuss the challenges posed by illicit trade, crime, and corruption, and their implications for continental trade, peace, and security.



Job Shadowing

The Department of Women, Youth and Persons with Disabilities, in partnership with TechnoGirl Trust, Sibanye Stillwater, Agape Youth Movement, and the National Youth Development Agency (NYDA), launched the Job Shadowing Programme on 12 August 2024 in Rustenburg, North West. TechnoGirl, a transformative initiative in South Africa, empowers young women—especially those from disadvantaged backgrounds—to pursue careers in Science,

Technology, Engineering, and Mathematics (STEM). Central to this initiative is the Job Shadowing Programme, designed for girls in grades 9 to 11. Over five days, participants gain practical exposure to STEM careers, with the program running three times annually during school holidays. It focuses on girls from quintile 1 to 3 schools, addressing the underrepresentation of women in STEM fields.





14

Beneficiaries Stories

24 25



Kefilwe Mathebe Dithebe

Kefilwe Mathebe Dithebe is a proud Civil Engineering graduate who completed her studies through the Solomon Kalushi Mahlangu Scholarship Fund. Fuelled by her passion for seeing things rise from the ground up, Kefilwe chose Civil Engineering to turn her love for infrastructure into impact. She is thriving in a predominantly male-dominated industry, working at an engineering company in the Eastern Cape, where she contributes to real-world projects shaping communities. Kefilwe is not just breaking ground. She is breaking barriers. Her journey is not only one of academic achievement, but also of courage, stepping boldly into a predominantly male-dominated industry, where she continues to defy stereotypes.



Kwena Mmamaro

Kwena Mmamaro from Limpopo is the proud founder of Naum Kwena (Pty) Ltd, a youth-owned business making a difference in the cleaning industry! With support from the NYDA Grant Funding, Kwena was able to purchase essential business equipment, propelling her business forward. Naum Kwena (Pty) Ltd specialises in manufacturing and supplying high-quality cleaning detergents including Pine Gel, Dishwashing Liquid, Laundry Liquid, and more, ensuring that your home and business stay spotless and fresh! Kwena's objective is to inspire the next generation of women to step into business leadership.



Seneath Mothai

Free State's very own Seneath Mothai is now cooking beats in his dream studio! Thanks to the Central Music Awards and NYDA, this young producer is turning passion into purpose, one track at a time. "I am going to be able to fulfil my dream. To my fellow producers, keep on chasing your dreams until they became a reality," he said. Our creative economy needs young minds, bold ideas, and fresh beats like Seneath's.



Luyanda Mzobe

Meet Luyanda Mzobe from Pietermaritzburg! He is a passionate young entrepreneur whose determination and skill are shaping his future in the welding industry. Through the support of the NYDA and the Msunduzi Municipality Youth Centre, Luyanda was able to access funding that enabled him to purchase specialised welding tools. This is a crucial investment that has significantly boosted his production capacity and improved the overall quality of his work. With this equipment, Luyanda's business has expanded, allowing him to take on more projects, meet customer demands efficiently, and contribute to local economic activity.



Lindokuhle Coka

Lindokuhle Coka from Saul Mkhizeville in Mpumalanga started a piggery farming business with her own savings 5 years ago. She is grateful to the NYDA Secunda Branch for both the financial and non-financial business support she recently received. The funding from NYDA was used by Lindokuhle to expand her business by acquiring gilts pigs, pig feeds and a boar. Mandicors Solutions has grown from 9 to 17 pigs. The Secunda Branch provided the non-financial support through the Voucher Programme, to develop a website for Mandicors Solutions.



20 young space explorers

The NYDA offered a sponsorship to 20 young enthusiasts eager about space exploration, to visit the South African National Space Agency (SANSA) Space Operations Satellite site in Hartebeesthoek, Krugersdorp. Congratulations to the youth who applied for this opportunity. They spent the day at SANSA Space Operations where they learned more about the history of Space in South Africa as well as the opportunities available to them in the space economy.



Five Young South Africans travelled to Brazil

Five Young South Africans travelled to Brazil for International Biobased Production Systems Programme in July 2024. They had the opportunity of a lifetime when they attended the International School on Tropical Biobased Production Systems at the University of São Paulo in Brazil. The programme brought together young researchers and professionals from across the world to explore sustainable production systems, renewable resources, and innovation within the bioeconomy. It provided participants with exposure to advanced research methods, global collaboration, and hands-on learning experiences in one of the leading institutions in agricultural and environmental sciences. Thanks to the support of the NYDA, the selected participants had their travel and accommodation costs fully covered. This investment ensured that the young South Africans could focus entirely on learning, networking, and contributing meaningfully to global conversations on sustainability and green innovation.



117 youth workplace training

The NYDA in partnership with Edu-Power, has made strides toward empowering young people with disabilities by supporting the appointment of 117 youth in Durban for workplace training. This initiative not only provides hands-on experience but also focuses on upskilling the young individuals, enhancing their employability and helping bridge gaps in the job market for people with disabilities. Through this collaboration, NYDA and Edu-Power aim to foster a more inclusive workforce and enable youth with disabilities to gain critical skills, opening doors to future career opportunities.



The Dlala Ntombazana Girls Football Development

The Dlala Ntombazana Girls Football Development kicked off Youth Month with a National Youth Service Programme Football festival. The festival brought together over 224 participants from 12 Primary Schools in Gauteng and North West. Forty Five (45) NYS participants from Sport for Social Change Network Africa provided technical support to ensure the success of the festival through showcasing the local talent, providing sports coaching, refereeing, coordination of the festival and life skills related activities. Sports in the community and schools has the potential develop young people to live healthy and active lifestyles. Moreover, Sports has been a beacon of hope for South Africa in which the former late President of the Republic of South Africa, Nelson Mandela recognised its potential towards unifying and rebuilding the nation, to foster social change as well as cohesion. The Revitalised National Youth Service identifies sports and recreation as one of the priority service work activities, which young people can engage in paid service for. The festival was also graced by scouts from SAFA Tshwane and Casric Stars FC. Former Banyana Banyana midfielder, Anna Monate motivated the participants to continuously nurture their talents. The festival was supported by the Department of Sports, Arts, Culture and Recreation for Gauteng North, Gauteng Football Association, SAFA Tshwane and various Department of Education districts as well as the NYDA.



Morero Agricultural Academy

Morero Agricultural Academy, funded by the National Skills Fund (NSF), launched a 12-month NQF Level 3 Plant Production Learnership in Ga-Madiba, recruiting 50 young learners to tackle unemployment, skill shortages, and food insecurity. Beyond agricultural skills, the program, in partnership with the NYDA, equips participants with knowledge in cooperative governance, business management, and life skills, enabling them to establish and sustain their ventures. Through a mix of theory and hands-on training, participants cultivated fresh produce like spinach, tomatoes, and cabbage, which supported Kgatabela Primary School's feeding scheme, ensuring students received nutritious meals. However, during school holidays, surplus spinach posed a challenge, prompting learners to demonstrate resilience by selling to local supermarkets, street vendors, and households, gaining firsthand experience in market linkages and business operations.



Morero Agricultural Academy

Dimakatso Kanyane from Siyabuswa in Mpumalanga is the chief executive of Dimatrade, which makes Dillets sanitary towels. Motivated by her high school experiences, Kanyane embarked on a two-year research journey to conceptualise the perfect sanitary towel. Over the years, the company has received financial backing from key institutions such as the NYDA, Small Enterprise Development & Finance Agency (SEFDA), the Mpumalanga Office of the Premier, and the National Lotteries Commission. For more, visit: <https://www.dillets.com/>.



Manqoba Mathe

The NYDA Secunda Branch is proud to support a youth-owned laundry business that offers collection and delivery services! Nqoba Laundry is owned by Manqoba Mathe from Embalenhle in the Govan Mbeki Local Municipality, Mpumalanga. This young man was funded by the Agency to acquire a generator, washing machine, washing products, working capital to cover UIF fees as well as the delivery velocity motorcycle. His business is located at Emthonjeni Ext.12. Contact them for pick-up, on 066 154 0686. The NYDA continues to empower youth entrepreneurship and promoting sustainable youth-owned businesses across South Africa.



Lefty Mohale

Meet Lefty Mohale, the founder of Mopani On Air! He is an inspiring example of how opportunities through the National Youth Service (NYS) Programme can change lives. Lefty, who hails from Ga-Mashishimale Village in Phalaborwa, joined NYS Phase 2 with the goal of gaining work experience and contributing to his community. Through his participation, he received a monthly stipend, which he decided to invest wisely by purchasing professional podcast and online radio equipment to start his own platform. Mopani On Air today serves as a vibrant digital space that amplifies local voices, showcases young talent, and discusses issues that matter to the youth of Mopani District. "The NYS programme helped me realise that small beginnings can lead to great things. I'm proud to be creating content that informs, inspires, and entertains my community," said Lefty.



Generate Your Business trainings

The NYDA in partnership with SEDA Stellenbosch and ALC Skills Development Wellington, provided Life Skills, Job Preparedness, and Introduction to Generate Your Business trainings to Wellington School of Skills. The school is a centre of learning for pupils with special needs. Wellington School of Skills offers various skills programmes such as Hair & Beauty, Welding, Motor Mechanics, as well as Information Technology (IT). 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.



Essay winning learners

The NYDA extends heartfelt congratulations to all the high school learners who showcased their innovation, creativity, and dedication to learning. These young achievers have made their schools proud and continue to inspire their peers to embrace technology as a tool for education and growth. The 'Internet in a Box' initiative was a groundbreaking step towards bridging the digital divide in schools across South Africa. The winning learners and their schools each received this powerful device, which functions as an offline digital library, giving access to a wide range of academic materials, educational videos, and information resources without the need for mobile data or internet connectivity. The winners were announced in 13 May 2024.





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**Enterprise
Resource
Planning
ERP**

**24
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OUR YOUTH. OUR FUTURE

ERP Portal

In the 2024/2025 period, the NYDA ERP portal has firmly established itself as a cornerstone of youth empowerment in South Africa. Serving as a dynamic, one stop digital hub, it has connected over 660,000 young South Africans to vital opportunities, resources, and support. Since its inception in 2021, the ERP portal has evolved from a promising concept into an indispensable tool, enabling youth to access grants, job opportunities, entrepreneurial support, and skills development programs, all in one secure and user friendly platform.

A key element of the portals success is its seamless integration with the SA Youth platform, creating a unified digital ecosystem. This integration ensures that opportunities posted on one platform are immediately available on the other, providing users with a central space to apply, track, and engage with opportunities that have a tangible impact on their lives and communities. This synergy not only strengthens the reach of opportunities but also allows for greater coordination between platforms, amplifying the positive effects on youth development across South Africa.

Beyond external opportunities, our ERP has significantly enhanced NYDA's internal operations. By automating

core processes such as application tracking, data management, and reporting, it has streamlined workflows, reduced administrative burdens, and increased efficiency. These improvements have accelerated service delivery, enabling us to provide faster responses and better support to youth in real time. The platforms ability to track performance and measure outcomes has further ensured that we remain accountable and transparent in our mission.

Looking ahead, the NYDA ICT team is more committed than ever to innovation. We are exploring new strategic partnerships, unlocking additional features, and continuously evolving the platform to meet the changing needs of South Africa's youth. As the needs of young people evolve, so too will the ERP portal, adapting to new challenges and opportunities to ensure that it remains at the forefront of digital youth empowerment.

We are also focused on expanding the reach of the platform. With ongoing efforts to increase registration and user engagement, we aim to connect even more young South Africans to life changing opportunities. Through targeted outreach, training programs, and collaborations with other youth focused organizations, the ERP portal will continue to be a key tool in driving positive change in communities across the country.





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**NYDA
Footprint**

OUR YOUTH. OUR FUTURE



NYDA Branches and Districts

Gauteng Sedibeng Branch

MLM Building, 1st Floor,
Cnr. Kruger Avenue and Edward Street,
Vereeniging

Ekurhuleni

Cnr Monument and Voortrekker Road
Kempton Park

Randfontein

3 Sutherland Street
Randfontein

Johannesburg

112 Main Street, 3rd Floor,
Marshalltown,
Johannesburg

Tshwane

252 Thabo Sehume (Formerly Andries) Street
Middestad Mall (between Pretorius and Schoeman
Street), Ground Floor
Pretoria

Limpopo Polokwane

33 Biccard Street, Polokwane

Thulamela

Thulamela Information Centre
Punda Maria Road,
Thohoyandou, 0950

Groblersdal

529 Van Reebeck Street,
Groblersdal 0470

Mopani

21 C Peace Street
Tzaneen

Thabazimbi

11 Jourdan Street,
Mollies Building
Thabazimbi

Western Cape Cape Town

271 Victoria Road,
1st Floor, Salt River,
Cape Town

Beaufort West

1 Ngesi Ave,
Sidesaviwa,
Beaufort West, 6970

George

1st Floor,
Old Mutual building,
Cnr York and Hibernia Street,
George, 6530

Free State Bloemfontein

GF Shop 125, Sanlam Plaza
Cnr Maitland and East Burger Street
Bloemfontein, 9301

Tweeling

514 Tweeling,
Pink Monaune Youth Development Centre,
Tweeling, 9820

Trompsburg

Xhariep District Municipality Office,
20 Louw Street,
Trompsburg, 9913

Welkom

Lejweleputswa ICT HUB,
Volks Road,
Welkom City Centre, 9459

Eastern Cape Mount Frere

Ingwe TVET College– Administration Block
Mount Frere

East London

Corner Caxton and Oxford Street,
East London

Gqeberha

Kwantu Towers, Ground Floor,
Govern Mbeki Avenue,
Market Square
Port Elizabeth, 6056

Queenstown

22 Cathcart street,
Komani

Alexandria

57 Voortrekker Road
Alexandria
6185

Mthatha

Myezo House
Nelson Mandela Drive
Shell Ultra City
Mthatha

Northern Cape Kuruman

4 Federale Mynbou St
(John Taolo District Municipality)

Kimberley

2nd Floor Perm Building,
Cnr Phakamile Mabija Street and Du Toit Span Road,
Kimberley

North West Rustenburg

39 Heystek Street
Next to SARS, Rustenburg

Mahikeng

30 James Watt Crescent
Industrial Site,
Mafikeng

Mpumalanga Thulamahashi

Thulamahashi Municipality Office
R533 Graskop Road,
Opposite Mapulaneng Driving Licensing Testing Centre.

eMalahleni

22 Beatty Street
eMalahleni

Nelspruit

5th Floor ABSA Square,
20 Paul Kruger Street,
Nelspruit

Secunda

Kiewit Office Park,
Block D (Third Door)
Secunda, 2302

KwaZulu-Natal Durban

71 Victoria Embankment,
15th Floor,
Durban

Empangeni

Cnr. Main and Bull Road
Old Museum Building

Newcastle

Civic Centre
37 Murchison Street,
Newcastle

Port Shepstone

22 Price Street
Port Shepstone

Ladysmith

25 Keate Street,
Ladysmith 3370

Pongola

National Youth Development Agency/Pongola Local
Municipality, Zululand District D1867 Belgrade Area,
Pongola

Jozini

uMfolozi TVET College
E-Learning and Library Building – Block C
Bhambanana Area
Road P522/2
3969

Pietermaritzburg

2 Langalibalele St,
Pietermaritzburg, 3201

Ixopo

NYDA Office
Harry Gwala Development Agency
Ixopo

KwaDukuza

42 Hullet Street,
KwaDukuza, Stanger



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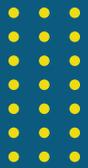
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**Corporate
Governance**

OUR YOUTH. OUR FUTURE



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 legislation and regulations that affect its environment and has adequately developed policies to ensure proper organisational 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
20 August 2024	Portfolio Committee induction session
27 August 2024	NYDA Briefing on its Annual Performance Plan for 2024/2025
15 October 2024	Annual Report 2023 / 2024 and Quarter One Report 2024 / 2025
17 October 2024	Written Responses on the Outstanding Questions By Pc On Women, Youth And Persons With Disabilities
22 November 2024	Briefing by the NYDA on handover matters by the Board, filling of vacancies (CEO and CFO) and a progress update on redress of qualified audit findings for 2023/24
24- 25 March 2025	Oversight Programme KZN

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 consists 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, and the five 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 term of the fourth Board expired on the 30th of November 2024 and the President appointed an interim Board effective from 1st of December 2024 until the 31st of July 2025.

The following members were appointed as an Interim Board while the recruitment of the new Board was underway:

- Ms Asanda Luwaca – Executive Chairperson
- Ms Karabo Mohale – Executive Deputy Chairperson
- Mr Thulisa Ndlela – Non Executive Board Member
- Ms Pearl Pillay – Non Executive Board Member
- Ms Lebogang Mulaisi – Non Executive Board Member
- Ms Alexandria Procter – Non Executive Board Member



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 utilised to upskill and empower the Board Members to ensure that there is continuous improvement in 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, authorities and ensure rigorous deliberation of matters under each Committee's 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 Mr Zephrus Molewa as 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 those 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 organisations 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 Mulaisi as additional members. Due to the wider scope of the Committee, Pearl Pillay was appointed to the Committee as a member without voting rights. Mr Avela Mjajubana has to resign from the Board following his appointment into the Eastern Cape Provincial Government, and Ms Pearl Pillay was appointed as the Chairperson of the Social and Ethics Committee from the 30th of July 2024.

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 build the brand NYDA as well as ensuring a 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 mobilisation at the Agency and review debt collection for the 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 in 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 Venisha Nayagar as a Independent Specialist who provide technical advice to the Committee.

The Agency has invested resources and partnered with different industries and governments to build internal and external expertise to safeguard its 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 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(i) 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 appointed Mr Mbusiswa Ngcobo 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. The Audit and Risk Committee has three members, with the majority being independent members in line with the principles of King IV.

- **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 the 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 oversee 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 between set Board and Committee meetings to ensure that the processes are congruent with Board desires.

The below below indicates the number of meetings held in the period under review and attendance thereof.

MEMBERS	Board	EMC	ICTSC	INVECOM	HRRCOM	SAECOM	ARC
No of Meeting Held*	11	4	4	6	7	4	11
Asanda Luwaca	11	4					
Karabo Mohale	8	3		5		4	
Avela Mjajubana**	1					1	
Lebogang Mulaisi	7				7	4	
Thulisa Ndlela	11		4	6			11
Pearl Pillay	11		4		7	4	4
Alexandria Procter	7		4	6			
Waseem Carrim***	8	2	2	4	6	3	
Mafiki Duma****	2	2		2	1	1	
Venisha Nayagar			4				
Zephrus Molewa					7		

Note 1: * The number of meetings held includes special meetings. The Attendance of other ARC members is outlined in the pages below in the comprehensive report.

Note 2:** Avela Mjajubana resigned on the 18th of June 2024

Note 3:*** Waseem Carrim was seconded to NSFAS on 01 December 2024

Note 4:**** Mafiki Duma was appointed as an Acting CEO effective from January 2025.

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 an 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 for providing 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, 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 design and implementation of the risk management is 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 managing and mitigating of all risks associated with the execution of its mandate and strategic outcomes. A comprehensive Risk & Compliance report in the pages below 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.





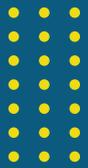
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**Audit
and Risk
Committee
Report**
ARC

OUR YOUTH. OUR FUTURE



Audit and Risk Committee (ARC) Report

The Audit and Risk Committee is pleased to present its report for the financial year ending 31 March 2025. This report is presented in accordance with the requirements of Section 77 of the Public Finance Management Act (PFMA) No. 1 of 1999, Treasury Regulation paragraph 271.8 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 had a constituted Audit and Risk Committee for the financial year under review. During the current financial year, six (6) ordinary and five (5) special Audit and Risk Committee meetings were held. Interactive meetings are held between the Committee and Auditor-General as and when the need arises. The meeting attendance details during the 2024/2025 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)	6	5	11
Adv. M Rosey (Independent Non-Executive Member appointed on 19 November 2020 – term ended 31 March 2022 and re-appointed 01 April 2022) Interim ARC Chairperson from 20 January 2023 to 30 July 2023	6	5	11
Mr. Thulisa Ndelela (Non-Executive Board Member appointed 01 November 2021 to 31)	6	5	11
Ms. Pearl Pillay – Standing Invitee as a Chairperson of the Social and Ethics Committee (Non-Executive Board Member appointed 01 November 2021 to 31 July 2025)	6	5	11

Audit and Risk Committee's responsibility

The Audit and Risk Committee adopted an appropriate term of reference in the form of a Charter approved by the Board, in line with the requirements of the PFMA, Treasury Regulations paragraph 271.6 and the King Report on Corporate Governance and has discharged all its responsibilities as contained therein.

The effectiveness of internal control

The systems of internal controls are designed to provide assurance that the business processes of the Agency are safeguarded against the risk of fraud, errors and material misstatements. These also serve as an assurance mechanism to ensure that the assets of the entity are safeguarded and that liabilities and working capital are efficiently managed within the entity. The system of internal control applied by the Agency during the financial period under review as well as risk management and response measures are management in a transparent, efficient, effective manner, including precise management attention on cash flow and budget management.

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 an independent assurance on the effectiveness of the internal control environment and its appropriateness and effective risk management. This is achieved by means of an Internal Audit Strategy and Annual Work Plan and a strategic risk management and response strategy, as well as the process of identification of corrective actions and suggested enhancements to the internal controls and governance processes.

From the various periodic reports by the Internal Auditors, Management Report and the External Audit Report by the Auditor-General of South Africa, it is noted that the Agency re-sustained its unqualified audit status for the year 2024-25, save for the delay in the submission of financial statements due to the remedial work from the prior year audit finding.

Of significance is the unqualified audit outcomes on the Financial Statements and the 100% achievement of planned targets as per the Annual Performance Plan. The quality of In-Year management and monthly/ quarterly reports submitted in terms of the PFMA and Division of Revenue Act improved.

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 further 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 matters raised on the Audit Report are receiving full management attention. The Audit and Risk Committee concur with the conclusions of the Auditor-General of South Africa for the 2024/25 financial period.

Other matters/Investigations

The Audit and Risk Committee received various tip-offs on various allegations through the whistle-blowing hotline during the year under review. These were referred to Internal Audit to determine their veracity by way of inquests 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 where necessary, the necessary corrective action or responses are undertaken 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 (The AG) for their tireless efforts in co-operating with its functions and activities during the course of the year under review, in its bid to meet its statutory obligations.

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 CA (SA)

Independent Chairperson: Audit & Risk Committee



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**Annual
Financial
Statements**

OUR YOUTH. OUR FUTURE





**National Youth Development Agency
Audited Annual Financial Statements for the year ended 31 March 2025**

National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2025

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The reports and statements set out below comprise the financial statements presented to the parliament:

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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 2025

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 2024 to 31 March 2025. 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 for internal control, 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 2025, which were prepared on a going concern basis, were approved for issue by the Accounting Authority and were signed on its behalf by:



*Appointed 1 August 2025

Dr Sunshine Myende
Accounting Authority
31 October 2025

National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2025

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 2025.

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 (Resigned 18 June 2024)
Ms Alexandria Procter	Non-Executive member
Ms Lebogang Mulaisi	Non-Executive member
Ms Pearl Pillay	Non-Executive member
Mr Thulisa Ndlela	Non-Executive member
Ms Mafiki Duma	Acting Chief Executive Officer
Mr Waseem Carrim CA(SA)	Chief Executive Officer (Resigned 31 January 2025)

The Chief Executive Officer and Acting 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 (FCIBM), ACG(CS)

Events after the reporting period

Mr Ndumiso Kubheka was appointed Chief Executive Officer of the National Youth Development Agency effective 1 July 2025.

On 22 July 2025, the President of the Republic of South Africa, in terms of Section 9(1)(a) of the National Youth Development Agency (NYDA) Act of 2008, appointed members of the Board of the Agency for a period of three years, with effect from 1 August 2025.

The annual financial statements for the year ended 31 March 2025, as set out on pages 3-41, which have been prepared on a going concern basis, were approved by the Accounting Authority.



Dr Sushine Myende
Accounting Authority
31 October 2025

National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2025

Statement of Financial Position as at 31 March 2025

	Notes	2025 R'000	*Restated 2024 R'000
Assets			
Current assets			
Receivables from exchange transactions	2	10 615	8 635
Receivables from non-exchange transactions	3	47 217	49 272
Rental deposit		4 543	5 081
Cash and cash equivalents	4	15 211	25 564
Total Current Assets		77 586	88 552
Non-current assets			
Property, Plant and Equipment	5	34 011	36 033
Intangible assets	6	15 996	15 409
Rental deposit		2 681	529
Total Non-current assets		52 688	51 971
Total assets		130 274	140 523
Liabilities			
Current liabilities			
Short term facility	7	7 890	5 252
Finance lease obligation	8	851	272
Trade and other payables from exchange transactions	9	110 056	58 827
Employee cost provisions	10	22 236	15 721
Deferred income	11	15 142	18 602
Deferred expenses	12	-	-
		156 175	98 674
Non-current liabilities			
Finance lease obligation	8	1 318	146
Deferred expenses	12	2 646	630
		3 964	776
Total Liabilities		160 139	99 450
Net Assets		(29 865)	41 073
Accumulated surplus		(29 865)	41 073

National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2025

Statement of Financial Performance for the year ended 31 March 2025

	Notes	2025	*Restated 2024
		R'000	R'000
Revenue			
Revenue from exchange transactions			
Interest income	14	7 285	8 504
Other income	15	3 578	7 930
Gain on disposal of assets and liabilities		744	142
		11 607	16 576
Revenue from non-exchange transactions			
Transfer revenue			
Grant income	16	704 310	703 066
Donor funding income	23	96 142	64 024
		800 452	767 090
Total revenue		812 059	783 666
Expenditure			
Operating expenses	17-22	(203 569)	(188 107)
Donor funding disbursements	23	(96 142)	(64 024)
Finance costs		(154)	(54)
Project disbursements	25	(531 620)	(514 891)
Grant disbursements	24	(50 307)	(61 187)
Total expenditure		(881 792)	(828 263)
Deficit for the year		(69 733)	(44 598)

National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2025

Statement of Changes in Net Assets for the year ended 31 March 2025

	Notes	Accumulated Surplus R'000	Total net assets R'000
Balance at 31 March 2023		93 423	93 423
Correction of prior period error	37	2 234	2 234
Balance at 1 April 2023 - Restated		95 657	95 657
Unapproved surplus funds		(8 881)	(8 881)
Surplus/(deficit) for the year-restated	37	(44 598)	(44 598)
Balance at 31 March 2024 - Restated		41 072	41 072
Unapproved surplus funds		0	0
Surplus / (Deficit) for the year		(69 733)	(69 733)
Balance at 31 March 2025		(29 865)	(29 865)

National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2025

Cash Flow Statement for the year ended 31 March 2025

		*Restated	
	Notes	2025	2024
		R'000	R'000
Cash flows from operating activities			
Receipts			
Grant income		704 310	703 066
Interest income received		7 285	8 504
Other receipts		100 464	72 096
		812 059	783 666
Payments			
Employee costs		(261 245)	(242 533)
Interest Paid		(154)	(54)
Suppliers		(536 770)	(536 105)
		(798 168)	(778 693)
Net cash flows from operating activities	26	13 890	4 973
Cash flows from investing activities			
Purchase of Property, Plant and Equipment		(13 942)	(12 325)
Proceeds from disposal of equipment		342	382
Purchase of intangible assets		(9 521)	(11 451)
Net cash flows from investing activities		(23 121)	(23 394)
Cash flows from financing activities			
Finance lease payments		(1 122)	(199)
Net increase / (decrease) in cash and cash equivalents		(10 353)	(18 620)
Cash and cash equivalents at the beginning of the year		25 564	44 184
Cash and cash equivalents at the end of the year		15 211	25 564

National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2025

Statement of Comparison of Budget and Actual Amounts for the year ended 31 March 2025

Statement of Budget against Actuals	Note - 34	Approved Budget	Adjustments	Final budget	Actual amounts on comparable basis	Difference between final budget and actual
		R'000	R'000	R'000	R'000	R'000
Statement of Financial Performance						
Revenue						
Revenue from exchange transactions						
Interest and loan income		11 000	1 981	12 981	7 285	5 696
Other income		16 269	(10 754)	5 515	3 578	1 937
Prior year approved rollover (CAPEX)		-	4 944	4 944	744	4 200
Total revenue from exchange transactions		27 269	(3 829)	23 440	11 607	11 833
Revenue from non-exchange transactions						
Transfer revenue Department of Women, Youth and Persons with Disabilities		454 310	-	454 310	454 310	-
Grant Income - PYEI Special transfer		250 000	-	250 000	250 000	-
Donor funded income		113 381	4 550	117 931	96 142	21 789
Total revenue from non-exchange transactions		817 691	4 550	822 241	800 452	21 789
Gross revenue		844 960	721	845 681	812 059	33 622
Expenditure						
Administration and Overheads		71 418	1 051	72 469	65 854	6 615
Communications and Public Relations		8 910	2 511	11 421	13 176	(1 755)
Employee costs		239 065	-	239 065	261 711	(22 646)
Information Technology		25 023	74	25 097	23 195	1 902
Audits		6 439	183	6 622	8 827	(2 205)
Capacity Building		3 022	-	3 022	2 460	562
Legal Fees		2 710	-	2 710	1 835	875
Risk		2 517	-	2 517	3 207	(690)
Travel		31 589	1 440	33 029	46 644	(13 615)
Workshops		21 746	1 132	22 878	15 635	7 243
Interest Paid		-	-	-	154	(154)
Project Disbursements		25 052	6 678	31 730	23 372	8 358
Impairment, write off, depreciation, amortisation		-	-	-	-	-
Donor funded expenditure		113 381	2 275	115 656	96 142	19 514
Grant disbursements		30 000	334	30 334	50 307	(19 973)
Project disbursements - PYEI - NYS		250 194	(2 937)	247 257	244 098	3 159
Total expenditure		831 066	12 741	843 807	856 618	(12 811)
Capital expenditure		9 350	5 481	14 831	23 463	(8 632)
Contingency Reserve		4 543	(2 500)	2 043	1 360	683
Gross expenditure		844 959	15 722	860 681	881 440	(20 759)

National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2025

Accounting policies

Basis of preparation

The NYDA (the agency) 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. These standards have not been early adopted by the entity.

The following Standards and Interpretations of GRAP are approved but not yet effective:

Standard	Title	Effective Date
GRAP 104	Financial Instruments (Revised)	01 Apr 25
GRAP 1	Presentation of Financial Statements (Revised 2022)	01 Apr 25
IGRAP 22	Foreign Currency Transactions and Advance Consideration.	01 Apr 25

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 2025.

Nature of the impending changes are as follows:

GRAP 104 – Financial Instruments (Revised 2019)

The revised standard introduces a new classification and measurement model for financial assets and liabilities, an expected credit loss impairment model, and updated disclosure requirements.

Management is currently assessing the impact of the revised standard. It is expected that the classification of financial assets and liabilities will change, and additional disclosures will be required. The effect on the financial statements cannot be reasonably estimated at this stage.

GRAP 1 – Presentation of Financial Statements (Revised 2022):

The revised GRAP 1 introduces amendments relating to:

- Enhanced disclosure requirements for going concern assessments.
- Clarification on fair presentation and compliance with Standards of GRAP.
- Additional guidance on comparative information and materiality considerations.
- Improved structure and clarity of financial statement presentation.

Management has assessed the impact of the revised GRAP 1 and does not expect significant changes to recognition or measurement. However, additional disclosures may be required to comply with the new presentation requirements. The financial effect cannot be reasonably estimated at this stage.

IGRAP 22 – Foreign Currency Transactions and Advance Consideration:

This Interpretation addresses how to determine the date of the transaction for the purpose of determining the exchange rate to use on initial recognition of the related asset, expense or revenue (or part of it) on the derecognition of a non-monetary asset or non-monetary liability arising from the payment or receipt of advance consideration in a foreign currency.

Management has performed a preliminary assessment of the impact of this interpretation. The impact of IGRAP 22 is not expected to be significant. The financial effect cannot be reasonably estimated at this stage.

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.

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:

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 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. The value in use is the present value of the remaining service potential of the asset, and is determined using the most appropriate of the depreciated replacement cost, restoration cost or service unit approach.

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.

National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2025

Accounting policies (continued)

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.

1.1 Significant estimates, assumptions and judgements (continued)

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 events 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 agency; and
- The cost or fair value of the item can be measured reliably.

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 discounts 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 or replace a major part thereof. 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 equipment	Straight line 2-3 years
Furniture	Straight line 5-10 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 2025

Accounting policies (continued)

1.3 Intangible assets

An asset is identifiable if it either:

- Is separable, i.e. is capable of being separated or divided from the agency and sold, transferred, licensed, rented or exchanged, either individually or together with a related contract, identifiable assets or liability, regardless of whether the agency intends to do so; or
- Arises from binding arrangements (including rights from contracts), regardless of whether those rights are transferable or separable from the agency 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 agency; 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 lives 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 and Software Purchased is amortised when the software becomes available for use. Amortisation of these assets are recognised in surplus or deficit.

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 assets 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).

National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2025

Accounting policies (continued)

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.

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.

The difference between the amounts recognised as an expense and the contractual lease payments is recognised as an operating lease asset or liability under deferred expenses.

1.5 Revenue from Exchange Transactions

An exchange transaction is one in which the agency 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.

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, the agency 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 agency.
- 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 agency. 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 agency.

Donor funding is recognised in profit or loss over the periods in which the agency 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).

National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2025

Accounting policies (continued)

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 incurred and confirmed. The amount recorded is equal to the value of irregularity expenditure incurred during the financial year, unless it is impracticable to determine, in which case reasons are provided in the note.

Fruitless and wasteful expenditure is expenditure that was made in vain and could have been avoided had reasonable care been exercised.

Fruitless and wasteful expenditure is recorded in the notes to the financial statements when incurred and confirmed. The amount recorded is equal to the value of fruitless and wasteful expenditure incurred during the financial year.

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

A related party is a person or an entity with the ability to control or jointly control the other party, or exercise significant influence over the other party, or vice versa, or an entity that is subject to common control, or joint control.

Control is the power to govern the financial and operating policies of an entity so as to obtain benefits from its activities.

Significant influence is the power to participate in the financial and operating policy decisions of an entity, but without control over those policies.

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. The agency regards all members of the Operations Executive Committee, reporting directly to the Chief Executive Officer, as key management individuals.

Close members of the family of a person are those family members who may be expected to influence or be influenced by that person in their dealings with the entity.

Related party transaction is a transfer of resources, services or obligations between the reporting entity and a related party, regardless of whether a price is charged.

The entity is exempt from disclosure requirements in relation to related party transactions if that transaction occurs within normal supplier and/or client/recipient relationships on terms and conditions no more or less favourable than those which it is reasonable to expect the entity to have adopted if dealing with that individual entity or person in the same circumstances and terms and conditions are within the normal operating parameters established by that reporting entity's legal mandate.

Where the entity is exempt from the disclosures in accordance with the above, the entity discloses narrative information about the nature of the transactions and the related outstanding balances, to enable users of the entity's financial statements to understand the effect of related party transactions on its Annual Financial Statements.

1.10 Financial instruments

The agency shall recognise a financial asset or a financial liability in its statement of financial position when, and only when, the agency becomes a party to the contractual provisions of the instrument.

On initial recognition, a financial asset or financial liability is recognised, the NYDA measures it at its fair value plus, in the case of a financial asset or a financial liability not subsequently measured at fair value, transaction costs that are directly attributable to the acquisition or issue of the financial asset or financial liability.

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:

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.

1.10 Financial instruments

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

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.

Short-term facility

Short-term facilities include credit facilities utilised for corporate travel. These facilities are initially measured at fair value and subsequently at amortised cost.

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.

National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2025

Accounting policies (continued)

1.10 Financial instruments (continued)

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 has been incurred, the amount of the loss is measured as the difference between the asset's carrying amount and the present value of estimated future cash flows (excluding future credit losses that have not been incurred) discounted at the financial asset's original effective interest rate.

The carrying amount of the asset shall be reduced either directly or through the use of an allowance account. The amount of the loss shall be recognised in surplus or deficit.

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 assets

- If the contractual rights to receive cash flows from the asset have expired, are settled or waived.
- If the NYDA transfers to another party substantially all of the risks and rewards of ownership of the financial asset; or
- If the NYDA, despite having retained some significant risks and rewards of ownership of the financial asset, has transferred control of the asset to another party and the other party has the practical ability to sell the asset in its entirety to an unrelated third party, and is able to exercise that ability unilaterally and without needing to impose additional restrictions on the transfer. In this instance, the NYDA shall:
 - i) derecognise the asset; and
 - ii) recognise separately, any rights and obligations created or retained in the transfer

A financial liability is derecognised when the obligation under the liability is discharged, cancelled, expires or waived.

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 agency 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 agency pays fixed contributions into a separate entity. The agency 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 agency'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 agency 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.

National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2025

Accounting policies (continued)

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 other expenditures relating to youth development projects, managed internally by the NYDA, using its own capacity.

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.

Commitments are measured at the contractual amount or the best estimate of the future cash outflow required to settle the obligation, based on the terms of the agreement at the reporting date. This includes:

- Capital commitments: Disclosed when contracts for the acquisition of property, plant and equipment or intangible assets have been entered into but not yet fulfilled.
- Contractual commitments: Include long-term service contracts, lease agreements, or other binding arrangements not yet executed.

The agency reviews all contracts and agreements at year-end to identify and disclose material commitments.

1.14 Deferred income

Deferred income represents revenues collected but not earned, as at reporting date. This includes grants from foreign institutions. These funds are recognised as a liability until the related goods or services are provided, at which point the income is recognised in the Statement of Financial Performance.

Deferred income is initially recognised at the amount received or receivable. Revenue is recognised when it is probable that economic benefits or service potential will flow to the agency and the revenue can be reliably measured, in accordance with GRAP 9 (Revenue from Exchange Transactions) or GRAP 23 (Revenue from Non-Exchange Transactions), depending on the nature of the transaction.

Deferred income is reduced and revenue recognised systematically as the agency satisfies its performance obligations.

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 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.

1.18 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.

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.

1.19 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: (a) 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).

1.20 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.

National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2025

Notes to the Annual Financial Statements

	2025	*Restated 2024
	R'000	R'000
2. Receivables from exchange transactions		
Sundry debtors	2 990	1 378
Contractual receivable	8 472	6 121
Prepaid expenses	321	1 507
Fixed asset receivables	60	174
Insurance Asset Control	113	430
Interest receivable banks	216	582
Less: Allowance for impairment	(1 557)	(1 557)
	10 615	8 635

	2025	*Restated 2024
	R'000	R'000
3. Receivables from non-exchange transactions		
Food And Bev Sector Education and Training Authority	-	1 175
Wholesale and Retail Sector Education and Training Authority	7 092	6 883
Insurance Sector Education Training Authority	2 973	1 223
AGRI-Sector Education Training Authority	-	650
FASSET	5 600	868
PSETA	1 904	4 049
Unemployment Insurance Fund (UIF)	24 051	22 556
Sedibeng District Municipality	255	255
KwaZulu Department of Social Development	966	-
CHIETA	280	380
Flanders	1 361	1 361
Staff loans	1 614	1 185
Department of Cooperative Governance	3 192	10 858
Department of Sports, Arts and Culture	677	677
Services Sector Education Training Authority	3 143	4 985
	53 108	57 105
Less: Allowance for impairment	(5 891)	(7 833)
Net Receivables from non-exchange transactions	47 217	49 272

The NYDA does not hold any collateral as security for the receivables

National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2025

3.1 Reconciliation of provision for impairment of Receivables

	R'000	R'000	R'000	R'000
Receivables allowance for impairment reconciliation 2025	Balance at beginning of year	Contribution to provision	Transfers from provisions	Balance at end of year
Allowance for impairment -Receivables from exchange transactions	1 557	-	-	1 557
Allowance for impairment -Receivables from non-exchange transactions	7 833	-	(1 942)	5 891
Receivables allowance for impairment reconciliation 2024	Balance at beginning of year	Contribution to provision	Transfers from provisions	Balance at end of year
Allowance for impairment -Receivables from exchange transactions	1 492	65	-	1 557
Allowance for impairment -Receivables from non-exchange transactions	460	7 373	-	7 833

3.2 Reconciliation of provision for impairment of Receivables (consolidated for Exchange and Non-Exchange)

	2025	*Restated 2024
	R'000	R'000
Opening balance	9 390	1 952
Prior period error (*Note 37)	-	7 438
Released to the income statement	(9 390)	-
Raised during the period	5 891	-
	5 891	9 390

4. Cash and cash equivalents

Cash and cash equivalents consist of:

	2025	*Restated 2024
	R'000	R'000
Unrestricted cash		
Cash at bank on hand:	15 035	25 379
Restricted cash		
CIPC	176	185
Cash and cash equivalents	15 211	25 564

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.

National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2025

5. Property, Plant and Equipment

	2025			2024		
	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	9 605	(6 716)	2 889	8 613	(5 799)	2 814
Office equipment	11 579	(6 747)	4 832	9 004	(5 752)	3 252
Leasehold improvements	34 446	(25 901)	8 545	29 025	(22 668)	6 357
Furniture	22 824	(13 199)	9 625	21 196	(11 571)	9 625
Computer equipment	54 587	(46 467)	8 120	51 776	(37 790)	13 986
	133 041	(99 030)	34 011	119 614	(83 580)	36 034

*Repairs and Maintenance costs incurred to property, plant and equipment has been disclosed under Note 18 and Note 25

Reconciliation of Property, Plant and Equipment – 2025

	Opening balance	Additions	Disposals	Depreciation	Impairment loss & Write offs	Total
	R'000	R'000	R'000	R'000	R'000	R'000
Motor vehicles	2 814	992	-	(916)	-	2 889
Office equipment	3 252	2 620	(14)	(1 027)	-	4 831
Leasehold improvements	6 357	5 421	-	(3 233)	-	8 545
Furniture	9 625	1 911	(25)	(1 886)	-	9 625
Computer equipment	13 986	2 998	(62)	(8 801)	-	8 120
	36 034	13 942	(101)	(15 863)	-	34 010

Reconciliation of Property, Plant and Equipment – 2024

	Opening balance	Additions	Disposals	Depreciation	Impairment loss & Write offs	Total
	R'000	R'000	R'000	R'000	R'000	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)	-	6 357
Furniture	9 868	1 744	-	(1 749)	(238)	9 625
Computer equipment	18 705	4 686	(313)	(8 230)	(862)	13 986
	41 970	12 590	(532)	(16 271)	(1 723)	36 034

Expenditure incurred towards repairs and maintenance related to property plant and equipment are as follows:

	2025	2024
	R'000	R'000
Furniture	228	76
Leasehold improvements	720	-
	948	76

National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2025

6. Intangible assets

	2025			2024		
	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	(8 761)	9 626	18 387	(5 863)	12 524
Software purchased	21 211	(14 841)	6 370	14 091	(11 205)	2 886
Total	39 598	(23 602)	15 996	32 478	(17 068)	15 410

Reconciliation of intangible assets – 2025

	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	12 524	-	-	-	(2 896)	-	9 626
Software purchased	2 885	9 521	-	-	(6 037)	-	6 370
Total	15 409	9 521	-	-	(8 934)	-	15 996

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)	-	2 885
Software under development	4 531	-	-	(4 531)	-	-	-
Total	17 531	11 451	-	-	(13 573)	-	15 409

Individually material intangible assets

The agency has the following two material intangible assets:

- the internally developed Enterprise resource planning (ERP) software system and;
- the purchased user licences for Microsoft Office applications.

National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2025

*Restated

2025
R'000

2024
R'000

7. Short-term facility

Diners Travel lodge card 7 890 5 252

The agency utilises a short-term facility for the payment of travel related expenditure.

8. Finance Lease Obligation

2025
R'000

2024
R'000

Minimum Lease payments due:

- Within one year 1 051 272

- In second to fifth year inclusion 1 435 146

2 486 418

Less: Future finance charges (317) (35)

Present value of minimum lease payments 2 169 383

Present value of minimum lease payments due:

- Within one year 851 272

- In second to fifth year 1 318 146

Present value of minimum lease payments 2 169 418

Current liabilities 851 272

Non-current liabilities 1 318 146

2 169 418

The NYDA has leased photocopiers from Konica Minolta and Lexmark 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.

2025
R'000

2024
R'000

9. Trade and other payables from exchange transactions

Trade payables 78 641 8 726

Other payables 465 694

Accruals 30 951 49 407

110 056 58 827

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.

National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2025

10. Employee cost provisions

Reconciliation of employee cost provisions 2025	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	7 908	19 511	(15 810)	-	11 609
Provision for performance bonus	7 792	9 600	(6 765)	-	10 627
Other employee provisions	21	-	(21)	-	-
	15 721	29 111	(22 596)	-	22 236

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)	-	7 792
Other employee provisions	(32)	53	-	-	21
	16 807	15 753	(16 839)	-	15 721

National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2025

11. Deferred income

	2025	2024
	R'000	R'000
Flemish government – donor funding	773	773
Department of Sports, Arts and Culture - TYPP	2 080	1 750
Independent Development Trust	3 359	3 359
Industrial Development Corporation	2 267	2 267
Kwa-Zulu Natal Department of Social Development	-	923
Service SETA	-	1 016
CHIETA	1 320	1 320
PSETA/DPSA/DGF	-	854
Jobs Fund - National Pathway Management Network(EMP)	-	1 484
City of Ekurhuleni (Fetola)	54	54
Food Bev	-	-
Limpopo - OTP	846	846
W&R SETA	1 443	3 956
Mpumalanga Tourism Youth Fund	3 000	-
FASSET	-	-
	15 142	18 602

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
- FoodBev SETA – Skills development programme
- Limpopo Office of the Premier (OTP) – Youth Development Fund
- Wholesale & Retail SETA - Skills development programme
- Department of Sports, Arts and Culture- TYPP
- Mpumalanga Tourism Youth Fund

National Youth Development Agency

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12. Deferred expenses

	2025 R'000	2024 R'000
Operating lease deferred expense - current portion	-	-
Operating lease deferred expense - non-current portion	2 646	630
Tenant Installation Allowance – current portion	-	-
Tenant Installation Allowance – non-current portion	-	-
	2 646	630
Current Portion	-	-
Non-current Portion	2 646	630
	2 646	630

13. Financial Instruments

Set out below is the classification of financial instruments held by the NYDA at 31 March 2025

2025	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
Assets				
Rental deposit	7 224	-	-	7 224
Receivables from exchange transactions	10 615	-	-	10 615
Receivables from non-exchange transactions	47 217	-	-	47 217
Cash and cash equivalents	15 211	-	-	15 211
	80 267	-	-	80 267
Liabilities				
Finance lease obligation	-	-	2 169	2 169
Short term facility	-	-	7 890	7 890
Trade and other payables from exchange transactions	-	-	110 056	110 056
	-	-	120 115	120 115

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
Assets				
Rental deposit	5 610	-	-	5 610
Receivables from exchange transactions	8 635	-	-	8 635
Receivables from non-exchange transactions	49 272	-	-	49 272
Cash and cash equivalents	25 564	-	-	25 564
	89 081	-	-	89 081
Liabilities				
Finance lease obligation	-	-	418	418
Short term facility	-	-	5 252	5 252
Trade and other payables from exchange transactions	-	-	58 827	58 827
	-	-	64 497	64 497

National Youth Development Agency

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13. Financial Instruments (continued)

The primary risks associated with the financial instruments held by the NYDA are credit, liquidity, market and interest rate.

Credit risk

The NYDA is exposed to credit risk through its trade receivables and the utilisation of its short-term debt facility. Credit risk is the risk of financial loss to the entity if a counterparty to a financial instrument fails to meet its contractual obligations. The NYDA manages its overall credit risk exposure by diversifying its debtor base, applying prudent credit management policies, maintaining sufficient liquidity reserves, and ensuring compliance with all contractual terms of its financial liabilities.

Maximum exposure

The NYDA places its cash reserves, which are in the form of cash and cash equivalents and rental deposits local financial institutions which have a rating of between A+ and AAA. Financial assets are funds invested in local financial institutions, which have a rating of between A+ and AAA. Changes in maximum credit exposure for all financial assets are detailed in the table below:

	2025	*Restated 2024
	R'000	R'000
General		
Rental deposit	7 224	5 610
Receivables from exchange transactions	10 615	8 635
Receivables from non-exchange transactions	47 217	49 272
Cash and cash equivalents	15 211	25 564
	80 267	89 081

2025	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
Assets						
Rental deposit	7 224	-	-	-	-	7 224
Receivables from exchange transactions	-	-	-	10 615	-	10 615
Receivables from non-exchange transactions	-	-	-	47 217	-	47 217
Cash and cash equivalents	15 211	-	-	-	-	15 211
	22 435	-	-	57 832	-	80 267

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
	R'000	R'000	R'000	R'000	R'000	R'000
Assets						
Rental deposit	5 610	-	-	-	-	5 610
Receivables from exchange transactions	-	3 196	-	5 439	-	8 635
Receivables from non-exchange transactions	-	24 084	1 735	23 453	-	49 272
Cash and cash equivalents	25 564	-	-	-	-	25 564
	31 174	27 280	1 735	28 892	-	89 081

National Youth Development Agency

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13. Financial Instruments (continued)

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 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.

Expected maturity dates: financial assets

The NYDA's financial assets comprise mainly cash in current accounts. Except for 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.

2025	Due immediately	Due later than one month	Due later than	Total
	or within one	but not later than twelve	twelve months	
	month	months		
	R'000	R'000	R'000	R'000
Finance lease obligation	-	(851)	(1 318)	(2 169)
Short term facility	(7 890)	-	-	(7 890)
Trade and other payables from exchange transactions	-	(110 056)	-	(110 056)
Total liabilities	(7 890)	(110 907)	(1 318)	(120 115)
Total assets	15 211	62 375	2 681	80 267
Net liquidity	7 321	(48 532)	1 363	(39 848)

2024	Due immediately	Due later than one month	Due later than	Total
	or within one	but not later than twelve	twelve months	
	month	months		
	R'000	R'000	R'000	R'000
Finance lease obligation	-	(272)	(146)	(418)
Short term facility	(5 252)	-	-	(5 252)
Trade and other payables from exchange transactions	-	(58 827)	-	(58 827)
Total liabilities	(5 252)	(59 099)	(146)	(64 497)
Total assets	25 564	62 988	529	89 081
Net liquidity	20 312	3 889	383	24 583

National Youth Development Agency

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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.

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 2025, if interest rates had been 100 basis points higher, with all other variables held constant, interest income would have increased by approximately R72 847 (2024: R256 751). 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 R72 847 (2024: 256 751). 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:

	2025	2024
	R'000	R'000
Cash and cash equivalents	15 211	25 564
	15 211	25 564

Fair values

Fair value hierarchy of financial assets at fair value through surplus or deficit

2025	Level 1	Level 2	Level 3	Total
	R'000	R'000	R'000	R'000
Receivables from exchange transactions	-	-	10 615	10 615
Receivables from non-exchange transactions	-	-	47 217	47 217
Rental deposit	-	7 224	-	7 224
Cash and cash equivalents	-	15 211	-	15 211
Total assets	-	22 435	57 832	80 267
Finance lease obligation	-	-	(2 169)	(2 169)
Short term facility	-	-	(7 890)	(7 890)
Trade and other payables from exchange transactions	-	-	(110 056)	(110 056)
Total liabilities	-	-	(120 115)	(120 115)
Net liquidity	-	22 435	(62 283)	(39 848)

2024	Level 1	Level 2	Level 3	Total
	R'000	R'000	R'000	R'000
Receivables from exchange transactions	-	-	8 635	8 635
Receivables from non-exchange transactions	-	-	49 272	49 272
Rental deposit	-	5 610	-	5 610
Cash and cash equivalents	-	25 564	-	25 564
Total assets	-	31 174	57 907	89 081
Finance lease obligation	-	-	(418)	(418)
Short term facility	-	-	(5 252)	(5 252)
Trade and other payables from exchange transactions	-	-	(58 827)	(58 827)
Total liabilities	-	-	(64 497)	(64 497)
Net liquidity	-	31 174	(6 590)	24 583

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

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14. Interest income	2025	2024
	R'000	R'000
Cash and cash equivalents	7 285	8 504
Loans receivable – impaired	-	-
Loans receivable – not impaired	-	-
	7 285	8 504
		*Restated
	R'000	R'000
15. Other income		
Project management fees	758	1 659
Other income	2 820	6 271
	3 578	7 930
16. Grant Income - Department of Women, Youth and Persons with Disabilities	2025	2024
	R'000	R'000
Grant Income – General allocation	454 310	453 066
Grant Income - Presidential Youth Employment Intervention (Special transfer)	250 000	250 000
	704 310	703 066
17. Auditor's remuneration	2025	2024
	R'000	R'000
External audit fees	8 827	7 038
	8 827	7 038

National Youth Development Agency

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18. The nature of operational expenses is as follows:	*Restated	
	2025	2024
	R'000	R'000
Admin costs	7 723	9 968
Amortisation	8 934	13 573
Audits	8 827	7 038
Capacity building	1 212	3 580
Communications	13 174	16 325
Depreciation	8 673	9 220
Employee costs	77 198	70 704
Human Resources costs	5 163	2 718
ICT	23 195	16 456
Impairment loss	-	(11 021)
Movement in provision for impairment of financial assets held at amortised cost	(1 942)	7 438
Legal Fees	1 835	4 139
Printing	213	-
Rental	14 627	10 264
Repairs and Maintenance	933	16
Risk	3 207	1 780
Staff Training	2 015	695
Travel	26 930	11 171
Workshops	1 652	2 052
Write offs	-	11 992
	203 569	188 107

*** This note consolidates notes 16 to 22, these notes have been separately disclosed to ensure compliance with GRAP 1

19. Depreciation and amortisation		
	2025	2024
	R'000	R'000
Depreciation		
Depreciation – Computer equipment	8 802	7 758
Depreciation – Office Equipment	1 027	882
Depreciation – Furniture	1 886	1 749
Depreciation – Leasehold improvements	3 233	4 509
Depreciation – Motor Vehicles	916	1 177
Total depreciation	15 864	16 076
Less: Attributable to project disbursements	(6 604)	(6 856)
Less: Attributable to donor funding	(587)	-
Attributable to operations	8 673	9 220
Amortisation		
Intangible assets	8 934	13 573
Less: Attributable to project disbursements	-	-
Attributable to operations	8 934	13 573

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	2025	2024
	R'000	R'000
22. Operating lease		
Buildings	28 758	26 392
Less: Attributable to project disbursements	(16 770)	(16 125)
	11 988	10 267
Future minimum rentals under non-cancellable operating leases within one year	20 567	5 466
After one year but not more than five years	83 606	7 797
After five years	33 397	-
	137 570	13 263

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.

	2 025	2 024
	R'000	R'000
23. Donor funding income and disbursements		
The respective donor funding disbursements are as follows:		
Department of Cooperative Governance- CWP	603	1 901
Department of Sports Arts and Culture -TYCP	12 549	9 590
Flemish government	-	-
Department of Women, Youth & Persons with Disabilities - 40 under 40 Awards	-	500
Kwa-Zulu Natal Department of Social Development	888	672
Services SETA Apprenticeship Programme	1 016	-
SEDA - BRICS	-	250
AGRISETA - BRICS & NMYD	-	400
Gauteng Office of the Premier - BRICS	-	70
Construction SETA - BRICS	-	500
CHIETA - BRICS	-	100
W&R SETA	9 533	3 476
PSETA-NYDA	-	2 943
PSET- DPSA NYDA	3 825	1 947
FOODBEV SETA - BRICS & Skills Development	7 314	5 890
INSETA (BRICS & Skills Development)	1 750	3 240
FASSET	-	1 432
PSETA DISABILITY GRANT	-	3 323
JOBS FUND - NATIONAL PATHWAY (NPM) Empangeni Site	1 484	201
Limpopo Office of the Premier	-	4 154
MAKHUDUTHAMANGA Municipality	1 000	-
Unemployment Insurance Fund (UIF) - Grants & NYS	54 230	23 436
South Africa Youth Awards	1 950	-
	96 142	64 024

	2 025	2024
	R'000	R'000
Donor funds were disbursed as follows:		
Capacity building	49 645	34 601
KZN DSD Grants - Individuals and Groups	888	672
Grants - Individuals	41 616	20 446
Media Products	396	665
Travel	316	41
Salaries & Wages - Normal	416	7 399
Administration and overheads	587	201
Workshops	2 278	-
	96 142	64 024

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24. Grant disbursements

	2025	2024
	R'000	R'000
The respective grant disbursements are as follows:		
Grant disbursements – individuals and cooperatives	50 307	61 187
Grant disbursements – special projects - YRF	-	-
	50 307	61 187

	2025	*Restated 2024
	R'000	R'000
25. Project disbursements		
The respective disbursements are as follows:		
Programme Design, Delivery and Development	229 996	236 639
Corporate Partnerships and International Relations	18 710	25 475
National Youth Service	257 452	217 844
Research and Policy	4 883	4 462
Executive Directors Projects	20 580	30 471
Total project disbursements	531 620	514 891

	2025	2024
	R'000	R'000
The nature of project expenses is as follows:		
Admin costs	21 372	19 423
Capacity building	1 248	2 722
Communication	2	785
Depreciation	6 604	6 856
Employee costs	191 026	171 107
Rental	15 810	16 292
Repairs and Maintenance	15	61
Sponsorship	6 941	6 940
Travel	19 714	44 855
Vouchers	2 780	10 360
Workshops	13 983	21 937
PYEI NYS Projects	238 473	187 029
Project Disbursements	13 651	26 525
	531 620	514 891

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		*Restated
	2025	2024
	R'000	R'000
26. Net cash flows from operating activities		
Surplus / (Deficit)	(69 733)	(44 598)
Adjusted for:		
Gain on sale of assets and liabilities	(744)	(142)
Interest Paid	154	54
Other income	(7 285)	(8 504)
Interest received	7 285	8 504
Write-off assets	-	12 226
Reversal of impairment loss	-	(11 275)
Impairment loss	-	770
Movements in employee provisions	6 516	(1 087)
Depreciation and amortisation	24 798	29 844
Movements in Receivables provisions	(1 942)	7 438
Unapproved surplus to Treasury	-	(8 881)
Non-cash on straight line rental expense	2 016	-
Changes in working capital		
(Increase) / decrease in receivables from exchange transactions	(1 980)	(5 897)
(Increase) / decrease in receivables from non-exchange transactions	3 997	19 816
Increase / (decrease) in deferred expenses	2 016	(3 800)
Increase / (decrease) in trade and other payables	51 230	3 508
(Increase) / decrease in rental deposit	(1 613)	-
Increase/(decrease) in short-term obligation	2 638	5 252
Increase / (decrease) in deferred income	(3 460)	1 744
	13 891	4 973

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27. Directors emoluments

2025	Remuneration	Bonus and 13th Cheque	Allowances	Defined contribution plan	Termination	Total
	R'000	R'000	R'000	R'000	R'000	R'000
Board of Directors						
Chairperson of the Board – Ms Asanda Luwaca	1 169	103	111	75	-	1 458
Deputy Chairperson of the Board – Ms Karabo Mohale	901	88	133	155	-	1 277
Member of the Board – Mr Thulisa Ndlela	534	-	58	-	-	592
Member of the Board – Mr Avela Mjajubane	17	-	9	-	-	26
Member of the Board – Ms Lebogang Mulaisi	-	-	39	-	-	39
Member of the Board – Ms Pearl Pillay	345	-	39	-	-	384
Member of the Board – Ms Alexandria Procter	306	-	84	-	-	390
Chief Executive Officer – Mr Waseem Carrim CA (SA) (Resigned 31 January 2025)	2 044	276	800	210	-	3 330
Acting Chief Executive Officer – Ms Mafiki Duma (Appointed 1 February 2025 to 30 June 2025)	1 910	223	387	141	-	2 661
Audit Committee						
Mbusiswa Ngcobo CA (SA) (Audit Committee Chairperson - Appointed 1 August 2023)	291	-	24	-	-	315
Advocate RM Rosey	212	-	30	-	-	242
Board Committee Specialist						
Venisha Nayagar	57	-	15	-	-	72
Zephrus Molewa	102	-	21	-	-	123
Executive Directors						
Chief Financial Officer – Ms Okuhle Sidumane CA (SA) (Appointed 07 January 2025)	404	-	44	45	-	493
Acting Chief Financial Officer – Ms Nelisiwe Nzimande (1 November 2024 to 31 December 2024)	269	-	95	22	-	386
Acting Chief Financial Officer – Ms Cullita Mhlongo CA (SA) (1 April- 30 October 2024)	623	-	379	89	-	1 091
Executive Directors						
Ms Dimakatso Masiteng (Chief Information Officer - appointed 1 November 2024)	1 295	111	39	137	-	1 582
Ms. Nontsikelelo Makaula (Executive Director Operations)	1 515	133	74	416	-	2 138
	11 994	934	2 381	1 290	-	16 599

* Allowances comprise of expense re-imburements, recognition awards travel reimbursements and acting allowances

2024

	Remuneration	Bonus	Allowances	Defined contribution plan	Termination	Total
	R'000	R'000	R'000	R'000	R'000	R'000
Board of Directors						
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
Audit Committee						
Mbusiswa Ngobo 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
Board Committee Specialist						
Sibusisiwe Xulu	-	-	-	-	-	-
Venisha Nayagar	50	-	15	-	-	65
Zephrus Molewa	23	-	3	-	-	26
Executive Directors						
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 Cullita Mhlongo CA (SA) (1 April- 18 May 2022)	482	-	-	-	-	482
Executive Directors						
Mr Siyabonga Mbambo (Executive Director Operations - Term ended 31 August 2023)	480	273	128	177	-	1 058
Ms Palesa Notisi (Term ended 30 April 2023)	43	253	7	19	1 124	1 446
Ms Mafiki Duma	2 091	274	144	131	-	2 640
Mr Tshupo Manyama (Acting Executive Director Operations - 01 August 2023 - 31 October 2023)	187	-	-	-	-	187
Ms. Nontsikelelo Makaula (Executive Director Operations - Appointed 01 November 2023)	628	-	17	155	-	800
	11 740	1 428	1 280	1 100	1 867	17 415

* Allowances comprise of expense re-imbursments, travel reimbursements as well as acting allowances

National Youth Development Agency

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28. Commitments

	*Restated	
	2025	2024
	R'000	R'000
Capital Commitments		
Office Equipment	-	-
Leasehold Improvements	762	3 402
Computer equipment	-	-
Vehicles	-	992
Office Furniture and Fittings	-	987
Intangible Assets-Computer software purchased	9 848	17 761
	10 610	23 142

Contractual Commitments

PYEI - NYS Project disbursements	33 149	58 237
	33 149	58 237

Reclassification of Commitments

In the prior financial year, the agency disclosed certain contractual commitments under "Contractual Commitments". Upon further review and alignment with the requirements of GRAP 1.124(d)(i) and related standards (i.e. GRAP 31 for Intangible Assets), management has determined that these commitments relate to the acquisition of capital assets and should more appropriately be classified as capital commitments.

As a result, an amount of R17.6m previously disclosed under contractual commitments has been reclassified to capital commitments in the current year. This reclassification has been made to enhance the faithful representation of the nature of the commitments and to ensure consistency with the disclosure requirements of the Standards of GRAP.

The comparative figures have been restated accordingly. This reclassification has no impact on the surplus/deficit or the financial position of the agency.

29. 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. 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:

	2025	2024
	R'000	R'000
Litigations	33 432	1 114
Vouchers	3 615	5 282
Total	37 047	6 396

Litigations consist of the following matters:

• An infringement of intellectual property claim lodged by the claimant amounting to R21.9m.

The matter was initially reported to the agency by the claimant in March 2024, but was initially assessed as having a remote possibility of an outflow of resources for the agency as of that date.

The complainant formally lodged a claim to the Arbitration Foundation of Southern Africa in July 2025, which lead to a reassessment of the claim as being a possible contingency as at the reporting date.

• Employment and service provider contractual disputes amounting to R 11.6m.

Two matters are going to trial, to be heard and accordingly, the Agency is awaiting for a high court date. One matter, the lower labour court made a judgement in the agency's favour and the matter is now sitting with the labour appeal court.

The uncertainties related to litigations relates to both the amount and timing of the outflow from the matters. These are to be determined by a future occurrence of an unfavourable ruling by the relevant party that is presiding over the arbitration processes.

Vouchers: The agency has in issue R3,6 million vouchers which have not been finalised as at the end of the reporting period.

The vouchers are valid for a period of three months after issuance, once that period lapses, the voucher expires.

The uncertainties related to vouchers relates to the timing of outflow from these issued vouchers. The timing is determined by future occurrence of when the voucher holder claims the issued voucher

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.

As at 31 March 2025, the NYDA had no contingent liability to disclose in relation to cash surpluses to be surrendered to the National Treasury.

As at 31 March 2025 the NYDA did not have cash surpluses to be surrendered to the National Treasury.

30. 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.

National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2025

31. Irregular Expenditure and Fruitless and Wasteful Expenditure

	2025 R'000	2024 R'000
The following have been incurred and confirmed during the year		
Irregular expenditure	-	-
Fruitless and wasteful expenditure	-	-
Total irregular, fruitless and wasteful expenditure	-	-

During 2024/25 there was no Fruitless, Wasteful Expenditure and Irregular Expenditure incurred and confirmed.

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 conditions noted below resulted in a material uncertainty that might cast significant doubt on the NYDA's ability to continue as a going concern:

- The agency was in a net current liability position of R78.6 million as at 31 March 2025 (2024: R10.1 million, restated)
- The agency was in a net liability position of R29.9 million as at 31 March 2025.
- In the last month of the year, the agency was unable to settle its short-term obligations due to cashflow challenges experienced. These challenges were due to the financing arrangements of donor funded contracts signed, where the NYDA needs to first incur expenditures before it can claim income from donors.
- The agency incurred deficit for the year ended 31 March 2025 of R69.7 million (2024: R44.6 million, restated)

The following factors however mitigate the above conditions:

- The agency has reliable and predictable income from donor funding agreements in place for the period of the next 12 months, some of these donor funding concluded go beyond the next 12 months;
- The Agency has received an allocation of R1.024 billion from the Department of Women, Youth and Persons with Disabilities which will fund operations and projects for the 2025 / 2026 financial year.
- Some of the liabilities are due to accounting provisions that do not require immediate cash outflows in the next 12 months
- Some of the increases in losses in both the current and prior year restated amounts were due to a prior year error of not properly accounting for the allowances for impairment in receivables. The high impact on the deficit of this adjustment is not expected to reoccur in the foreseeable future.
- The NYDA holds within its budget, R4.7 million as a contingency reserve which can aid in respect of unforeseen budget deficits.
- The agency's debtor collection has slightly improved in the year ended 31 March 2025, as compared to the prior 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 financial statements of the NYDA for the year ended 31 March 2025 have therefore been prepared on a going concern basis after the above factors have been considered.

National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2025

33. Events after the reporting date

Mr Ndumiso Kubheka was appointed Chief Executive Officer of the National Youth Development Agency effective 1 July 2025.

On 22 July 2025, the President of the Republic of South Africa, in terms of Section 9(1)(a) of the National Youth Development Agency (NYDA) Act of 2008, appointed members of the Board of the Agency for a period of three years, with effect from 1 August 2025.

The details of the new board are as follows:

Board of Directors	Role
Dr Sunshine Myende	Executive Chairperson
Mr Bonga Makhanya	Executive Deputy Chairperson
Mx Busisiwe Nxumalo	Non-Executive member
Ms Kelly Baloyi	Non-Executive member
Mr Sibiso Makhathini	Non-Executive member
Ms Thembisile Mahuwa	Non-Executive member
Dr Wiseman Mbatha	Non-Executive member
Mr Ndumiso Kubheka	Chief Executive Officer

34. Budget against actual expenditure for the period 2024 - 2025:

The actual amounts presented on a comparable basis in the Statement of Comparison of Budget and Actual (SCBA) have been adjusted for to cater for classification adjustments and non-cash items.

34.1) Classification adjustments

The agency's budget format and classification are not fully aligned with the standards of GRAP, hence the disparity between the budget and the annual financial statements.

The following reconciliation illustrates the how certain line items per the financial statements were consolidated to arrive at the budget line items:

	R'000	R'000	R'000
	Reported in operational expenses-Note 18	Reported in project expenses-Note 25	Total
Admin Costs	7 723	21 372	29 095
Rental	14 627	15 810	30 437
Printing	213	-	213
Staff Training	2 015	-	2 015
Human Resources cost	5 163	-	5 163
Repairs & Maintenance	933	15	948
Total Administration and overheads used in budget statement			67 870

Communications and Public Relations:

Communication	13 174	2	13 176
Employee costs	77 198	191 026	268 225
Capacity building	1 212	1 248	2 460
Travel	26 930	19 714	46 644
Workshops	1 652	13 983	15 635
Project Disbursements	-	13 651	13 651
Vouchers	-	2 780	2 780
Sponsorships	-	6 941	6 941
Total project disbursements used in budget statement			23 372

National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2025

34. Budget against actual expenditure for the period 2024-2025 (continued):

The approved budget is prepared on a cash basis, the following non-cash item adjustments have been effected on the actual amounts to be on a comparable basis with the budget:

	R'000
Employee costs as shown in 34.1 above	268 225
Less: Increase in Employee cost provisions	(6 515)
Total employee costs on a comparable basis	<u>261 710</u>
Administration and overheads as shown in 34.1 above	29 095
Less: Movement in deferred expenses for rental expenses	(2 016)
Total Administration and overheads on a comparable basis	<u>27 079</u>
Impairment, write off, depreciation, amortisation	
Depreciation	15 804
Amortisation	8 934
Movement in provision for impairments	(1 942)
Total net impairments, depreciation, amortisation not transferred to the statement	<u>22 796</u>

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:	The interest income was below budget due to the agency having lower cash and cash equivalents throughout the year
Other income:	Based on the agreements with the donors, project management fees are only earned towards the finalisation of the donor funded projects. These management fees were not earned up to the levels initially planned due to the agency not securing donor funded projects up to levels initially anticipated. Additionally, for the donor funded projects that were secured, the commencement of these stalled to the 4th quarter of the year due to delays imposed by the donors. These donor projects have been rolled-over to following financial year.
Prior year approved rollover (CAPEX) income:	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. The expenditure on the prior year rolled-over capital expenditure (CAPEX) budget is included CAPEX expenditure below.
Donor funded income:	Donor funded income can only be earned up to the level of expenditure that has been incurred by the agency on donor funded projects. The agency did not secure donor funded projects up to levels initially anticipated. The commencement of some donor funded projects that were secured stalled to the 4th quarter of the year due to delays imposed by the donors. These donor projects have been rolled-over to following financial year.
Administration and Overheads:	The variance is as result on slight savings on rental expenses and other general branch operating costs.
Communications and Public Relations	This spend was mainly increased due to number of communication and marketing related activities of the NYDA programmes through branding and promotional materials, youth month activities in the year.
Information Technology Expenditure	The underspend is due to some of the intangible assets that were budgeted for under IT expenditure budget but are accounted for under CAPEX in the Statement of Financial Performance.
Audit Expenditure	Additional audit work was required due to some of the audit risks identified that increased the scope of work conducted by auditors, due to the audit qualification identified in the prior year.
Capacity Building	The variance is due to less than anticipated interactions that the agency held with various youth engagements, such as the market linkage programme for young entrepreneurs.
Legal fees	The agency had fewer legal cases/matters than anticipated in the year. Majority of the matters were concluded internally.
Risk	The variance was due to insurance premium being above the initially budgeted amount.
Travel	The variance was due to significantly higher travel related activity held in the year, due to heightened demand to support young persons in more remote areas of the country. Internal controls have also been implemented to ensure completeness of travel invoices processed, to address the audit findings raised in the prior year.
Workshops	The agency held less in person workshops with external stakeholders than was initially planned. This was due to saving initiatives like using online tools when hosting workshops.
Project Disbursements	PYEI - Young people who have not complemented service as at financial year end and service rolls into the new financial year.
Interest Paid:	Interest expense was not budgeted for as this is not a material expense for the agency.
Impairment, write off, depreciation, amortisation:	These items are not budgeted for because they are non-cash in nature.
Donor funded expenditure:	The agency did not secure donor funded projects up to levels initially anticipated. The commencement of some donor funded projects that were secured stalled to the 4th quarter of the year due to delays from some of donors and partnership agreements. These donor projects have been rolled-over to following financial year.
Grant disbursements:	Some of the grants had been initially budgeted for to be funded through donor funded projects. A portion of these had to be self-funded by the agency, due to agency not being able to secure donor funding up to levels initially envisaged. Also, the delays in commencing with some donor projects resulted in the agency self-funding these grant disbursements. The agency was still obliged to meet the grant disbursement target set as this is one of its main operational targets of making grant payments to young people.
Project disbursements - PYEI - NYS	Young people who have not completed service at financial year end and service rolls into the new financial year.
Capital expenditure (CAPEX):	The overspend in this budget line item is due to some of the intangible assets that were budgeted for under IT expenditure budget but are accounted for under Capital Expenditure. Also, the CAPEX budget roll-over actual expenditure is allocated to this line item.
Contingency Reserve:	The contingency reserve was utilised towards the Y20 Conference and pre-SONA 2025 activities.

National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2024

35. Related Parties

Executive Authority:	The Minister of the Department of Women, Youth and Persons with Disabilities (DWYPD)	
Entities under the same portfolio:	Commission of Gender Equality (CGE)	
Board Members as at 31 March 2025:	Name & Surname	Role
	Ms. Asanda Luwaca	Executive Chairperson
	Ms. Karabo Mohale	Executive Deputy Chairperson
	Mr. Avela Mjajubana	Non-Executive member (Resigned 18 June 2024)
	Ms. Alexandria Procter	Non-Executive member
	Ms. Lebogang Mulaisi	Non-Executive member
	Ms. Pearl Pillay	Non-Executive member
	Mr. Thulisa Ndlela	Non-Executive member
	Ms. Mafiki Duma	Acting Chief Executive Officer
Mr. Waseem Carrim CA(SA)	Chief Executive Officer (CEO) (Resigned 31 January 2025)	
Ms. Mafiki Duma	Acting CEO (Appointed 1 February 2025 to 30 June 2025)	
Board Members appointed after 31 March 2025:	Board of Directors	Role
	Dr. Sunshine Myende	Executive Chairperson
	Mr. Bonga Makhanya	Executive Deputy Chairperson
	Mx Busisiwe Nxumalo	Non-Executive member
	Ms. Kelly Baloyi	Non-Executive member
	Mr. Sibusiso Makhathini	Non-Executive member
	Ms. Thembisile Mahuwa	Non-Executive member
	Dr. Wiseman Mbatha	Non-Executive member
Mr. Ndumiso Kubheka	Chief Executive Officer	
External members of the Audit and Risk Committee	Name & Surname	Role
	Mr. Mbusiswa Ngcobo CA (SA) Advocate RM Rosey	ARC Chairperson ARC Member
Board Committee Specialist	Name & Surname	Role
	Venisha Nayagar Zephrus Molewa	Board specialist Board specialist (termination date: 31 July 2025)
Key Management	Name & Surname	Role
	Ms. Culita Mhlongo CA (SA)	Acting CFO: 1 Apr – 30 Oct 2024
	Ms. Nelisiwe Nzimande	Acting CFO: 1 Nov – 31 Dec 2024
	Ms. Okuhle Sidumane CA (SA)	CFO: Appointed: 7 Jan 2025
	Ms. Dimakatso Masiteng	CIO: Appointed 1 Nov 2024
	Ms. Nontsikelelo Makaula	Executive Director: Operations
Ms. Mafiki Duma	Executive Director: HR & Legal Services	

The NYDA was established by the South African Government through the National Youth Development Agency Act, 2008 Act, (No. 54 of 2008). The Minister of the DWYPD is the Executive Authority of the NYDA. The NYDA is ultimately controlled by the National Executive.

As a result of the constitutional independence of the three spheres of government in South Africa, only entities within the national sphere of government are considered to be related parties of the NYDA.

The NYDA received a transfer payment of R704,3 million funding for from the DWYPD. There were no amounts owing to or by the NYDA to the DWYPD.

The NYDA's mandate requires the agency to operate in an economic sector, currently dominated by entities directly or indirectly owned or controlled by the South African Government. The National Sphere of Government and/or Public entities as referred to above, being related parties, may have been involved in transactions with the NYDA throughout the financial year, due to donor funded projects or other initiatives related to mandate of the agency. Such revenues and expenditures earned from and/or incurred on such transactions are included in the Statement of Financial Performance under donor funded income and donor funded disbursements. Any outstanding balances owing to and/or by NYDA to these related parties at the reporting date are included in the Statement of Financial Position.

National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2025

35. Related Parties (continued)

As at 31 March 2025, the following amounts were owing to the NYDA by national departments and other national public sector entities (amounts owed are included in note 3: Receivables from non-exchange transactions):

Name of Department/Public Entity	Nature of outstanding balance	Gross outstanding balance R'000	Provision for doubtful debt R'000	Net balance R'000
Wholesale and Retail Sector Education and Training Authority	Donor funding	7 092	-	7 092
Insurance Sector Education Training Authority	Donor funding	2 973	-	2 973
FASSET	Donor funding	5 600	-	5 600
PSETA	Donor funding	1 904	(446)	1 458
Unemployment Insurance Fund (UIF)	Donor funding	24 051	-	24 051
CHIETA	Donor funding	280	(280)	(0)
Department of Cooperative Governance	Donor funding	3 192	(406)	2 786
Department of Sports, Arts and Culture	Donor funding	677	-	677
Services Sector Education Training Authority	Donor funding	3 143	(3 143)	-
Total		48 912	(4 275)	44 637

As at 31 March 2024, the following amounts were owing to the NYDA by national departments and other national public sector entities (amounts owed are included in note 3: Receivables from non-exchange transactions):

Name of Department/Public Entity	Nature of outstanding balance	Gross outstanding balance R'000 (*Restated)	Provision for doubtful debt R'000 (*Restated)	Net balance R'000 (*Restated)
Food And Bev Sector Education and Training Authority	Donor funding	1 175	-	1 175
Wholesale and Retail Sector Education and Training Authority	Donor funding	6 883	-	6 883
Insurance Sector Education Training Authority	Donor funding	1 223	-	1 223
AGRI-Sector Education Training Authority	Donor funding	650	-	650
FASSET	Donor funding	868	-	868
PSETA	Donor funding	4 049	(446)	3 603
Unemployment Insurance Fund (UIF)	Donor funding	22 556	-	22 556
CHIETA	Donor funding	380	(380)	(0)
Department of Cooperative Governance	Donor funding	10 858	(406)	10 452
Department of Sports, Arts and Culture	Donor funding	677	-	677
Services Sector Education Training Authority	Donor funding	4 985	(4 985)	-
Total		54 304	(6 217)	48 087

As at 31 March 2025, the following amounts were owed by the NYDA to national departments and other national public sector entities (amounts owed are included in note 11: Deferred Income):

Amounts included Deferred income	2025 R'000	*Restated 2024 R'000
Department of Sports, Arts and Culture - TYPP	2 080	1 750
Independent Development Trust	3 359	3 359
Industrial Development Corporation	2 267	2 267
Service SETA	-	1 016
CHIETA	1 320	1 320
PSETA/DPSA/DGF	-	854
Jobs Fund - National Pathway Management Network(EMP)	-	1 484
Food Bev	-	-
W&R SETA	1 443	3 956
FASSET	-	-
Total	10 469	16 006

Remuneration of the Board and management:

For the remuneration of board and management, see note 27: Directors emoluments

All transactions with the related parties are concluded on an arms-length basis as all amounts received and paid by the NYDA to various related parties are part of the agency's mandate.

National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2025

36. Accounting by Principals and Agents

GTAC-JOBS FUND implementation of the PYEI project on behalf of NYDA

	2025 R'000	2024 R'000
Assets		
Receivables from non exchange transaction	-	-
Expenditure		
Project Disbursement - National Youth Service (PYEI) project		6 793

During the 2022/23 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 2023/2024 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.

National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2025

37. Prior Period Error

37.1 Accruals incorrectly classified

In the prior year, there was a misstatement in the payables from exchange transactions note, where all the different classes of payables were incorrectly classified as accruals which resulted in an audit qualification in the prior year financial statements. The impact of this error was that all the other classes of payables from exchange transactions were understated while the accruals were overstated. The different type of payables should have been allocated to the different classes of payables from exchange transactions in accordance to GRAP 104.

Further to the investigations conducted by management, it was also identified that there were unallocated receipts that were previously classified to accruals under payables from exchange transactions that should have been correctly classified as payments received by the agency from depositors. This resulted in a reclassification of amounts from accruals to receivables from exchange transactions of R185 000.

To effect travel bookings for the employees of agency, the agency uses a travel lodge card. In the prior year, the amount owing by the agency towards the travel lodge card was incorrectly classified and disclosed under the accruals. To correct this error, management has reclassified the amount owing towards the travel lodge card as at 31 March 2024 from accruals to short term facility liability in note 7. In the detailed review of the travel lodge card statement, it was identified that a short-term borrowing obligation of R5,2m being raised should have been recorded and disclosed in the prior year, R5,18m of this amount was re-allocated out of accruals, while R63 000 related to travel expenses that were not recorded in the prior year lastly, an amount of R6 600 related to a pre-paid expense, where travel occurred after 31 March 2024.

37.2 Raising a receivable from exchange transaction for misallocated amounts

In the prior year, it was identified that there were some transactions that were not appropriately allocated due to the agency's Travel Management Company (TMC) use of the agency's travel lodge card for travel bookings. In the prior year, these transactions were included as part of the accruals disclosure in payables from exchange transactions. Management undertook an investigation and identified all transactions that were billed to the agency using the travel lodge card by the TMC that were misallocated for the agency's account.

These misallocated amounts are due to be refunded to the agency based on the contract terms that the agency has established with the TMC at inception.

These misallocated amounts which were incorrectly accounted in a clearing account under accruals in Trade and other payables from exchange in the prior year have now been recognised as part of travel expenses in the year ended 31 March 2024. This has resulted in an increase in the operating expenses by R6,1m.

A receivable from exchange transactions has now been raised to account for the monies that are owed by the TMC to the agency. This has a net effect of a increase in other income and subsequent increase in receivables from exchange of R6,1m.

The net effect of the above transactions have a nil impact in the surplus/deficit for the year ended 31 March 2024.

37.3 Recognising expenditure transactions that were previously not accounted for

As part of the exercise to correct the prior year error, management identified that there were transactions included as part of accruals that were either:

- erroneously duplicated as part of the expenditure from travel related transactions that was raised in the 2023/24 financial year;
- erroneously not accounted for as expenditure in the 2023/24 financial year; and
- erroneously duplicated as part of the expenditure that was raised in the 2022/23 financial year.

The net effect of the above is that there was a net increase of R13 000 in the expenditure for the 2023/24 financial year. This adjustment was effected in the comparative figures.

There was a net decrease in expenditure of R1,5m in the expenditure incurred in the 2022/23 financial year. This prior year adjustment was accounted for as part of the adjustment to the opening balance in accumulated surplus in the Net Asset Statement.

Management also identified that there was an other income transaction that was erroneously posted to an account related to payables from exchange transactions in the prior year. This amount has been reallocated to other income in the statement of performance from payables from exchange transactions. This resulted in an increase of R27 000 to Other Income in the Statement of Financial Performance

37.4 Receivables from exchange and non-exchange overstatement

In the prior year, the allowance for impairment on both the receivables from exchange and non-exchange was incorrectly calculated. To correct this error, management has strictly applied GRAP 104 and the accounting policy on financial assets carried at amortised cost. The following misstatements were as a result of the above:

- Allowance for impairment: Receivables from exchange transactions was understated by: R65 000
- Allowance for impairment: Receivables from non-exchange transactions was understated by: R7,37m
- Movement in the allowance for impairment of receivables as an expense for the period: R7,4m

Further to the above error, as part of management's overall review of preparation of the financial statements, it was identified that in the prior year, there were amounts included as sundry debtors in receivables from exchange that were due to clearing accounts not appropriately reconciled. Transactions incurred on the agency's fleet cards amounting to R1,1m were not allocated to operating expenditures in the prior. Transactions related to office utility expenses amounting to R38 000 were also in the clearing account and not allocated to the correct expenses. This resulted in the overstatement of receivables from exchange and understatement of operating expenditure by the said amounts.

37.5 Cash and cash equivalents

In the prior year, expenses settled through the petty cash accounts held by the various branches of the agency were not fully accounted for. This resulted in petty cash balances to be overstated by R76 000. Further, the agency holds a cash equivalent account with the CIPC. This account was not appropriately reconciled in the prior year, resulting in an overstatement on the account of R35 000.

The above error resulted in a total overstatement of cash and cash equivalents of R111 000 and an understatement of administrative expenses of the same amount.

National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2025

37. Prior Period Error (continued)

Below are classes of transactions, account and disclosure notes which were restated as a result of error:

<i>Effects of Statement of financial position - 2024</i>	Note	As previously reported R'000	Correction of error adjustment R'000	2024 - Restated R'000
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Current Assets

Receivable from exchange transactions	2	3 930	4 705	8 635
Receivable from non-exchange transactions	3	56 645	(7 373)	49 272
Cash and cash equivalents	4	25 675	(111)	25 564

Current Liabilities

Short term facility	7	-	5 252	5 252
Payables from exchange transactions	9	59 552	(1 090)	58 462

<i>Effects of Statement of financial performance</i>	Note	As previously reported R'000	Correction of error adjustment R'000	2024 - Restated R'000
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Revenue from exchange transactions

Other income	15	1 783	6 148	7 931
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Expenditure

Operating Expenses	18	172 779	15 018	187 797
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<i>Effects of Statement of Changes in Net Assets</i>		2024 - Restated R'000
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Opening accumulated surpluses as previously reported		93 423
Correction of error with respect to expenditure that was erroneously recorded		2 234

Balance at 1 April 2023 - Restated

Unapproved surplus funds		95 657
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Surplus / (deficit) for the year-Restated		(8 881)
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Balance at 31 March 2024 - Restated		(44 598)
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		<u>42 178</u>
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National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2025

37. Prior Period Error (continued)

<i>Effects on the notes</i>	As previously reported R'000	Correction of error adjustment R'000	2024 - Restated R'000
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Note 2 - Receivables from Exchange - Extract of note

Contractual Receivable	-	6 121	6 121
Sundry debtors	2 728	(1 350)	1 378
Allowance for impairment	(1 492)	(65)	(1 557)

Note 3 - Receivables from Non-exchange - Extract of note

Allowance for impairment	(460)	(7 373)	(7 833)
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Note 4 - Cash and cash equivalents

Unrestricted cash

Cash at bank and on hand:	25 455	(76)	25 379
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Restricted cash

CIPC	220	(35)	185
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Cash and cash equivalents

	<u>25 675</u>	<u>(111)</u>	<u>25 564</u>
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Note 7 - Short-term facility

Diner's Travel lodge card	-	5 252	5 252
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Note 9 - Trade and other payables from exchange transactions

Trade payables	-	8 726	8 726
Accruals	59 552	(10 144)	49 408
Clearing accounts	-	300	300
Unallocated Receipts	-	28	28
	<u>59 552</u>	<u>(1 090)</u>	<u>58 462</u>

Note 15 - Other Income-Extract of note

Other income	123	6 148	6 271
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Note 18 - Operating Expenses-Extract of note

Admin costs	8585	1383	9 968
Movement in provision for impairment for receivables	-	7438	7 438
Travel	4 975	6 196	11 171



20

Annexures

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OUR YOUTH. OUR FUTURE



Annexure A

Annual Report Reconciliation

Irregular Expenditure and Fruitless and Wasteful Expenditure	2025	2024
	R'000	R'000
Irregular expenditure	-	-
Fruitless and wasteful expenditure	-	-
Closing Balance	-	-

Reconciliation of irregular expenditure Description	2025	2024
	R'000	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	-	-
Closing Balance	281 107	281 107

Details of current and previous year irregular expenditure (under assessment, determination, and investigation)	2025	2024
Description	R'000	R'000
Irregular expenditure under assessment due to following:		
- Alleged irregular expenditure due to bid procedure misinterpretation on sourcing quotations from panel of suppliers.	3 782	-
- Alleged irregular expenditure on expenditure budget exceeded due to non cash items and expenditure accruals.	20 760	-
- Alleged irregular expenditure due to no pre-approved travel authorization forms	46 644	-
Irregular expenditure under determination	-	-
Irregular expenditure under investigation	-	-
Total	71 186	-

During the 2024/25 financial year, the agency incurred a total of R71.2 million expenditure that is under assessment as being irregular.

R46.6 million (66%) was due to the agency being unable to produce sufficient audit of pre-approval for travel costs. The preapprovals were done electronically, using the agency's ERP system, however during the audit, the agency was unable to compile the full list of required pre-approvals. The agency is engaging the National Treasury in assessing the volume of on electronic pre-approvals, to assess whether these meet the requirements of the National Treasury travel pre-approval guidelines.

R20.8 million (29%) was due to the agency having exceeded its annual budget. The budget was exceeded mainly due to Grant disbursements, Employee costs and Travel expenditure. The agency is engaging the National Treasury on the correct treatment of non-cash items such as accruals, depreciation and amortisation in assessing the alleged budget overspending.

R3.8 million (5%) was due to agency having sourced goods and/or services from its panel of suppliers and an alleged to misinterpretation of the required method of sourcing quotations from the panel. The agency is engaging the National Treasury for guidance on the correct interpretation of the supply chain management regulations, practice notes and related guidelines application to the circumstances.

Reconciliation of Fruitless and Wasteful expenditure	2025	2024
Description	R'000	R'000
Opening balance	6 043	6 043
Add: Fruitless and Wasteful expenditure confirmed	-	0
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	-	-
Closing Balance	6 043	6 043

Details of current and previous year Fruitless and Wasteful expenditure (under assessment, determination, and investigation)	2025	2024
Description	R'000	R'000
Fruitless and Wasteful expenditure under assessment	-	-
Fruitless and Wasteful expenditure under determination	-	-
Fruitless and Wasteful expenditure under investigation	-	-
Total	-	-

Annexure B

Risk Management Report

The National Youth Development Agency (NYDA) remains steadfast in its commitment to identifying and mitigating risks inherent to the Strategic and Operational Outcomes of the Agency. Effective and responsive risk management is an integral component of good governance, providing a structured approach to identifying, evaluating, and addressing risks while ensuring accountability and compliance with applicable prescripts.

Risk Management Framework

The NYDA's Risk Management Framework is designed in alignment with the Public Sector Risk Management Framework, established in accordance with the Public Finance Management Act (PFMA). Over recent years, the status of risk management within the Agency has been significantly elevated, with the Risk Management Unit becoming a standing invitee on all strategic committees. This integration underscores the central role of risk management in the Agency's operations.

Responsibilities and Oversight

Section 51(1)(a)(i) of the PFMA mandates that "the Accounting Authority must ensure that the public entity has and maintains effective, efficient, and transparent systems of financial, risk management, and internal control." Accordingly, the NYDA's Accounting Authority holds overall responsibility for risk management, with the Audit and Risk Committee, appointed by the Accounting Authority, providing oversight of the risk management process.

Risk management activities are closely monitored, with reports submitted monthly and quarterly to the Operations Executive Management Committee (OpsExco). Key strategic and operational risks are reviewed quarterly, and risk mitigation measures and responses are monitored and presented to the Audit and Risk Committee and the Board, accordingly. This process ensures that all risks, including inherent and emerging risks, are managed within the Agency's risk appetite levels and elevated across all the governance structures.

Risk Maturity Assessment

The NYDA conducts an annual Risk Maturity Assessment, as mandated by the National Treasury and the Risk Management Implementation Plan. The Agency has consistently maintained a Risk Maturity Level 5, reflecting its advanced capability in identifying, assessing, and managing risks. This assessment serves as a vital tool for evaluating the effectiveness of the Agency's risk management practices and identifying areas of strength and opportunities for improvement.

Key Risk Management Activities

The NYDA has enhanced its risk management framework by aligning it with international best practices and national guidelines. These activities included the approval of several crucial guiding documents by the Accounting Authority, demonstrating the Agency's commitment to robust governance and compliance.

Key developments included:

- **Policy Revision:** A comprehensive review and update of the Risk Management Policies were conducted to align with the evolving regulatory environment and the NYDA's strategic objectives. The Board approved the updated policies in the first quarter 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 the Agency's integrity and reputation.
- **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.
- **Insurance Risk and Liability Policy:** This policy strengthens financial and risk management by providing comprehensive insurance coverage for the NYDA's assets, employees, and activities against insurable risks, liabilities, and unforeseen losses, aligned with government regulations and principles of public accountability.

Risk Management Strategic Workshop

The Risk Management Unit successfully convened a Board Strategic Risk Management Workshop aimed at reviewing the Agency's strategic risk profile and assessment of emerging risks. This critical engagement brought together board members, executive and senior management to collectively reassess the top strategic risks that may impact the achievement of the NYDA's mandate, goals, and performance targets.

The primary objectives of the workshop were to:

- Re-evaluate existing strategic risks in light of the evolving operational and external environment.
- Assess the effectiveness of current mitigation strategies and controls.
- Identify any emerging risks that require responses and inclusion in the strategic risk register.
- Strengthen organisational risk awareness and embed a culture of risk-informed decision-making at the leadership level.

The workshop resulted in the refinement of the Agency's Strategic Risk Register, ensuring alignment with updated strategic objectives and external developments. Key risk indicators were reviewed, and responsibilities for mitigation were reassigned where necessary to enhance accountability. Furthermore, the exercise reinforced the Agency's commitment to sound governance and proactive risk management as an enabler of organisational resilience and sustainable service delivery to South Africa's youth.

These activities form the backbone of the Agency's risk management framework, guiding management efforts to protect the Agency's assets, reputation, and mission while enhancing risk maturity and building a resilient NYDA capable of achieving its strategic objectives.

Fraud and Corruption

In alignment with the Prevention and Combating of Corrupt Activities Act, 2004 (Act 12 of 2004), the NYDA has thoroughly reviewed and implemented its Fraud and Corruption Prevention Policy, Strategy, and Plan. The Agency maintains a zero-tolerance stance on fraud and corruption, actively fostering a culture of integrity and accountability among employees.

Through targeted awareness campaigns, employees are consistently encouraged to report any instances of fraud and corruption. The Agency provides a dedicated, toll-free hotline (0800 733 477) for the anonymous reporting of suspicious acts or unethical activities which can be reported through multiple confidential channels. Reports may be submitted via email to nyda@whistleblowing.co.za, through the website www.whistleblowing.co.za, or by SMS to the short code 33490. In addition, the Agency has introduced a mobile application as an innovative mechanism for reporting any allegations.

All reported allegations are thoroughly assessed and investigations are initiated where necessary. As part of its commitment to preventing fraud and corruption, the Agency conducts regular fraud risk assessments, with a particular focus on high-risk areas. This proactive approach allows the NYDA to identify potential vulnerabilities early and implement appropriate risk mitigation and response measures.

Eliminating Conflicts of Interest

To effectively manage any threats of conflict of interests, the Agency mandates that all those charged with governance and all employees annually declare their financial interests, including the disclosure of accepted donations, gifts, sponsorships and other benefits, as stipulated by the NYDA Code of Conduct and Ethics Policy. Additionally, employees are requested to submit declaration forms for conducting private work outside the Agency's service and are further required to obtain the CEO's approval prior to conducting private work outside the Agency's service.

During the current reporting period for the 2024/2025 financial year, all employees submitted their declarations of interest. No conflicts of interest were identified, and as a result, no consequence management actions were required. The Agency conducts a thorough verification process to identify any suspected conflicts of interest. If a conflict of interest is detected, it is escalated to the Fraud Investigation Unit for analysis and further investigation, if deemed necessary. Should an employee be found to be engaged in business activities that conflict with the Agency's mandate, they are issued a formal letter requiring them to either resign from the conflicting business activities or resign from the Agency.

In compliance with the Public Service Regulations issued in August 2016, employees conducting business with an organ of state are required to disclose such business activities and must cease the business operation by deregistering their companies from the Central Supplier Database (CDS) or resigning as employees of the Agency.

Conflicts of interest are also addressed within the Agency's Bid Adjudication, Bid Specification, and Bid Evaluation Committees as well as Employee Recruitment and Selection interview panels. Members of these Committees are required to declare any potential conflicts, and the Accounting Officer is responsible for appointing members of these committees, ensuring transparency and integrity throughout the decision-making processes.

Threats of conflicts of interests by Members of the Board or Board Committees are handled by the Board Ethics Committee and the Executive Authority.

Compliance with Laws and Regulations

The Agency is firmly committed to the philosophy of Integrated Compliance Risk Management, which is regarded as a core managerial capability essential for good governance. The Agency has an approved Compliance Management Policy that is meticulously aligned with the principles of the King IV Report, the standards set by the Compliance Institute of South Africa, and the legislative requirements of the Public Finance Management Act (PFMA). To ensure comprehensive compliance, the Agency maintains a Regulatory Universe that catalogues all pieces of legislation that might impact the operations of the Agency. This Regulatory Universe is rigorously reviewed on an annual basis in consultation with the Legal Services Unit, Risk and Compliance Champions and Operations Executive Management Committee (Ops Exco).

The Risk Management Unit conducts quarterly compliance monitoring, focusing on priority and high-risk legislation. All incidents of non-compliance are promptly reported to the Ops Exco and the Audit and Risk Committee, both which provides oversight of the Agency's compliance activities. Furthermore, the Agency performs quarterly external analysis to scan for new and emerging legislation or amendments to existing Acts that may affect the nature of the Agency's operations. When new or emerging legislation is identified that affects the Agency it is assessed and allocated a responsible individual, and implementation measures are developed and monitored by the Risk Management Unit.

The one emerging legislation that the Agency is treating as priority legislation is the Protection of Personal Information Act (POPIA) requirements. In response, a Compliance Risk Management Plan/Checklist has been developed and engagements scheduled with the relevant implementers to confirm existing controls and actions taken to ensure compliance with the new requirements and the overall Act. safeguarding the Agency's commitment to regulatory compliance and the protection of personal information.

The effectiveness of internal control

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.

Insurance Risk

The Risk Management Unit has diligently ensured that the insurance requirements of the Agency are consistently met. Effective February 1st, 2024, the Agency entered into a new agreement with appointed 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 in a timely manner.

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 cybersecurity 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.

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.

Broad-Based Black Economic Empowerment (B-BBEE)

The NYDA remains deeply committed to upholding and advancing Broad-Based Black Economic Empowerment (B-BBEE) regulations as part of our broader mission to promote economic transformation and inclusivity. In the 2024/25 audit conducted by the Ingwane Verifications Agency, NYDA achieved a level 5, B-BBEE status.

Following a B-BBEE audit conducted by Ingwane Verifications, the Audit and Risk Committee resolved that the Agency must implement a comprehensive improvement plan. This plan began with a thorough analysis of the B-BBEE scorecard to identify specific areas where the Agency fell short. The analysis provided critical insights into the factors that contributed to the lower scores, offering clear opportunities for enhancement.

To address these gaps, the Risk Management Unit was tasked with developing targeted strategies aimed at improving performance in the identified elements of the B-BBEE scorecard. Key components of the improvement plan include launching targeted initiatives, engaging with relevant stakeholders, enhancing training programs, and revising internal processes to better align with B-BBEE requirements. Additionally, as part of the Agency's commitment to compliance, the Agency engaged in compliance training with the office of the B-BBEE Commissioner. This training aimed to ensure that all relevant units fully understand the compliance requirements, enabling them to effectively contribute to the Agency's B-BBEE goals.

The NYDA is confident that with these strategic improvements, it will enhance the B-BBEE rating, further solidifying our role in driving meaningful economic empowerment and transformation in South Africa.

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%	100.03%	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%	100.00%	1.00
Other Executive Management	Black Other Executive Management as a percentage of all Other Executive Management	4	60.00%	100.00%	4.00
	Black female Other Executive Management as a percentage of all Other Executive Management	2	30.00%	45.45%	2.00
Middle Management	Black Employees in Middle Management as a percentage of all Middle Management	2	75.00%	70.22%	1.87
	Black female Employees in Middle Management as a percentage of all Middle Management	1	38.00%	34.26%	0.90
Junior Management	Black Employees in Junior Management as a percentage of all Junior Management	2	88.00%	78.69%	1.79
	Black female Employees in Junior Management as a percentage of all Junior Management	1	44.00%	41.87%	0.95
Disabled	Black Employees with disabilities as a percentage of all employees	2	2.00%	0.44%	0.44
					17.95

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%	3.27%	4.91
	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%	1.18%	4.00
Learnerships	Number of black people participating in Learnerships, Apprenticeships and Internships as a percentage of total employees	6	2.50%	2.30%	5.53
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%	2.45%	5.89
Bonus Points	Number of black people absorbed by the Measured and Industry Entity at the end of the Learnerships programme	5	100.00%	100.00%	5.00
					25.33

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%	58.68%	3.67
	that are Qualifying Small Enterprises based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	4	15.00%	13.36%	3.56
	B-BBEE Procurement Spend from Exempted Micro Enterprise suppliers based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	5	15.00%	41.17%	5.00
	B-BBEE Procurement Spend from all Empowering Suppliers that are at least 51% black owned based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	11	40.00%	57.03%	11.00
	B-BBEE Procurement Spend from all Empowering Suppliers that are at least 30% Black Women Owned based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	5	12.00%	36.51%	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%	0.00%	0.00
Supplier Development	Annual value of all Qualifying Supplier Development Contributions made by the Measured Entity as a percentage of the target	15	2.00%	0.00%	0.00
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%	15.30%	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
					33.23

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%	0.81%	4.04
					4.04

Youth Employment Service Initiative (Y.E.S)

Sub-Element	Indicator	Weighting Points	Compliance Target	Actual	Score
Y.E.S – Bonus Points	Achieved 1.5 x Y.E.S Employment Target	3	100.00%	0.00%	0
	Achieved 2 x Y.E.S Absorption Target		2.50%	0.00%	
					0.00

TOTAL BBBEE SCORE POINTS	80.55
BROAD BASED CONTRIBUTION LEVEL	5



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