

# PERFORMANCE INFORMATION REPORT 2024/2025 QUARTER 3 REPORT

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Designation:	Chief Executive Officer
Signature:	
Date:	

## 1. PURPOSE

This Quarter 3 performance report aims at providing feedback of the NYDA’s performance against the Annual Performance Plan as committed for the current financial year. The report reflects the achievements of the NYDA against its Key Performance Indicators as per APP. The National Youth Development Agency linked its programmes to the Medium-Term Strategic Framework outcomes of decent employment through inclusive economic growth, as well as nation building and social cohesion.

The Economic Development and Jobs Program are aligned towards employment creation while the National Youth Service programme has both a skills development as well as nation building alignment.

The report enables data-driven decision-making to improve business performance reporting, helps teams identify areas of improvement and opportunities for growth, identify areas of inefficiencies and delays, foster a culture of continuous improvement, demonstrate value to management and key stakeholders that works with the NYDA.

## 2. STRATEGIC OUTCOMES

During quarter 3 2024/2025 financial year, the NYDA has 29 KPI’s Key Performance Indicators (KPIs) from the following programs:

- Administration – 14
- Operations – 11
- Integrated Youth Development – 4

Performance achievement status	
Target met	14
Target met and exceeded	8
Target not met	1
Due Q4	6

### 3. PROGRAMME 1: ADMINISTRATION

- The purpose of this programme is to enable effective and efficient capabilities for service delivery and supporting functions.
- The purpose of this programme is to enable effective and efficient capabilities for service delivery and supporting functions which includes finance, supply chain, human resources and legal, communications, customer service and ICT.

#### 3.1 INFORMATION, COMMUNICATION AND TECHNOLOGY

##### **Business Applications**

During Quarter 3 of 2024/2025, the ICT achieved significant progress in IT applications. Enterprise Resource Planning (ERP) remained a key focus area, with ongoing activities such as ERP change management, system support, and user access updates. Although no changes were recorded for ERP system changes during the quarter, efforts were aligned to achieve more of planned updates in the next quarter. Two organizational system training sessions were successfully conducted, with over six trainings already recorded in the current quarter as more training planned to be concluded in this quarter. Despite some challenges, all ERP system support queries were resolved, and comprehensive evidence reports were provided.

##### **IT Governance**

Governance measures included consistent monitoring of user access and cyber threats through tools like Microsoft Intune and Absolute, which ensured laptop and desktop security. The division also emphasized IT security awareness, deploying Mimecast education and cyber awareness training for staff.

##### **IT Infrastructure**

The division made strides in deploying and maintaining IT infrastructure across new and existing branches. Key activities included completing the relocation of the head office ensuring fully functional site. For other branches such as Johannesburg, Cape Town, Mafikeng, and Jozini, 3G connectivity and USB printing were established while awaiting cabling and floor plans. Additionally, all new laptops were allocated to employees and interns, meeting the tool-of-trade requirements. Despite challenges with capacity constraints and service delivery turnaround times, the division achieved significant milestones, such as implementing MPLS, LAN, and Wi-Fi solutions in alignment with planned deployments.

### 3.2 CUSTOMER SERVICES

- Evaluate call handling efficiency:
- Conducted a performance analysis of call handling metrics using the Genesys system dashboards. This evaluation highlighted areas of improvement in call resolution time and agent response rates.
- Refresher training for all agents:
- Needs for refresher training were identified in Q3 based on feedback and performance reviews.
- Resolve 80% of customer queries within 3 days of receipt:
- Maintained a query resolution rate of over 80% within the specified timeframe. Process improvements, including the use of canned responses and AI support on the toll-free number, significantly contributed to this achievement.

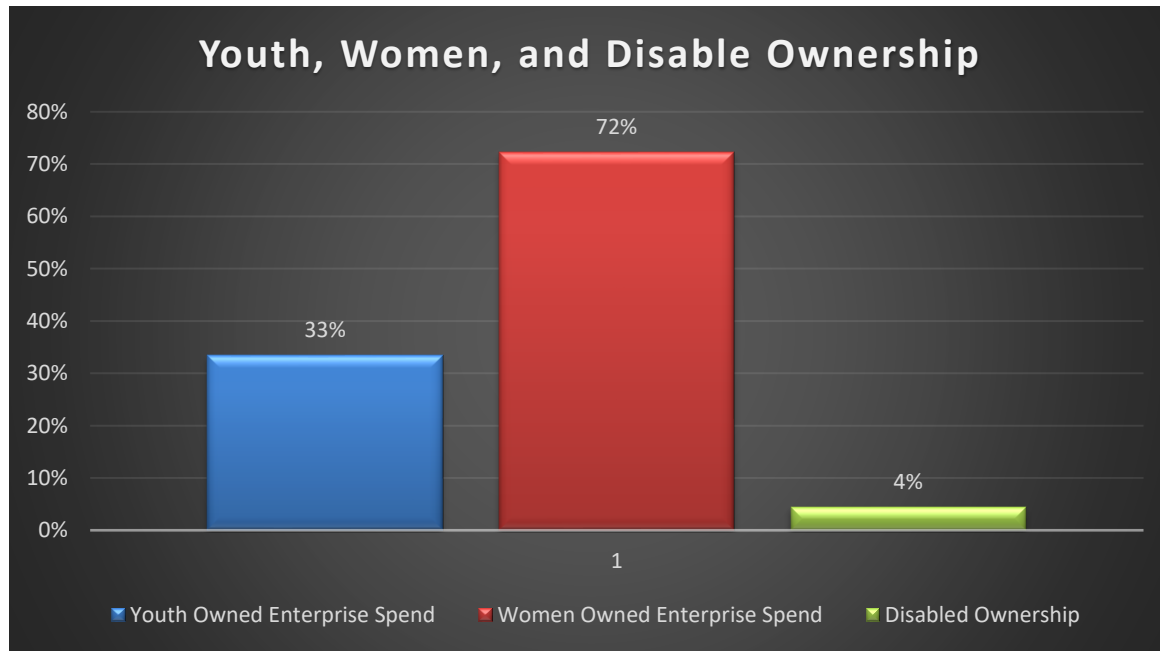
### 3.3 CORPORATE INVESTMENT

- Participated in a meeting with the NBSPPF (National Bursary Forum) to engage the private sector stakeholders on possible areas for collaboration
- Met with the Shoprite Group to further engage on the next steps for the Retail Readiness Programme, Early Careers and the last mile programme.
- Participated in a meeting with Creek Books to discuss an empowerment programme proposal for the NYDA beneficiaries on the 07th October 2024.
- On the 08th October 2024, participated in a bilateral meeting to discuss potential areas of partnership and collaboration with Ethiopian Youth Council.
- Participated in the follow up on the discussion points of the previous meeting with TFG held on the 10th October 2024.
- Participated in the Retail Readiness 2nd Intake discussion workshop for the Shoprite Group on the 10th October 2024.
- Participated in the Mentec Foundation Digital Skills and Renewable Energy programme rollout planning meeting held on the 15th October 2024. Attended the Mentec Foundation's Green Off-Grid social enterprise development franchise launch on the 18th October 2024.
- Participated in an exploratory meeting with Sip and Paint to discuss possible areas for collaboration in the art space on the 21st October 2024.
- Participated in the Standard Bank/NYDA -Enterprise & Supplier Development & Sponsorship Workshop held on the 22nd October 2024
- Participated in the exploratory meeting with IKWORX to discuss potential areas for collaboration on the 5th November 2024.
- Participated in the Annual Meeting of Global Citizenship Education (GCED) & SALH Actor's Platform in Africa, Transforming Education for Peace, Youth Engagement, Human Rights and Sustainable Development held on the 6th and 7th November 2024.
- Participated in the MEGAUNIT Proposal for Partnership with NYDA and DWYPD held on the 13th November 2024.
- Participated in the exploratory meeting with the Beaconwood Partners to discuss a potential collaboration on the 14th November 2024.
- Attended the African Bank ESD Summit held on the 14th and 15th November 2024.
- Attended an exploratory meeting with the Department of Forestry, Fisheries and the Environment for a collaboration on the Oceans Economy Initiatives held on the 20th November 2024.

- Attended the National Presidential MSME & Cooperatives Summit held on the 21st and 22nd November 2024.

### 3.4 SUPPLY CHAIN MANAGEMENT

- Percentage preferential procurement spend on enterprises that are Youth – owned (33% youth owned, 72% women owned and 4% persons with disability has been met and exceeded especially women owned and youth owned businesses. These achievements were attributed by the procurement plan that was developed and implemented



Outcomes, outputs, output indicators and targets

OUTCOME	OUTPUT	OUTPUT INDICATOR	ANNUAL TARGET	YEAR-TO-DATE TARGET	YEAR-TO-DATE ACHIEVEMENT	QUARTER 3 TARGET	QUARTER 3 ACHIEVEMENT	REASON FOR VARIANCE
An effective Agency characterised by good corporate governance and ethical leadership	NYDA Quarterly Management Reports produced	Number of NYDA Quarterly Management Reports produced	4	3	3	1	1	YTD target met
	Value of funds sourced from the public and private sectors	Value of funds sourced from public and private sectors to support the youth development programmes	R300 million	R150 million	R354 million	R100 million	R1.2 million	YTD 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	5 SETA partnerships established	2	2 - PSETA - FASSET	2	1	YTD target met
	Partnerships signed with technology companies	Number of partnerships signed with technology companies	4 partnerships signed with technology companies	2	2	2	1	YTD target met
	Implemented ICT Strategic Plan and produce Quarterly Reports	Review and implement ICT Strategic Plan	Review and implement ICT Strategic Plan indicating 95% achievement of ICT targets by end of financial year	Progress report indicating 55% achievement	ICT Strategic plan reviewed and Progress report indicating 55% achieved	Progress report indicating 55% achievement	Progress report indicating 55% achievement	YTD target met

	Review and implement the Integrated Communication and Marketing Strategy	Review and implement Integrated Communication and Marketing Strategy	Reviewed and implemented Integrated Communication and Marketing Strategy	-	-	--	-	Due in Quarter 4
	NYDA Strategic Risk Register produced and approved	Produce and approve the NYDA Strategic Risk register Ops Exco	Produce and approve the NYDA Strategic Risk Register by Ops Exco	-	-	-	-	Due in Quarter 4
	NYDA Percentage preferential procurement spend on enterprises that are youth owned	Percentage preferential procurement spend on enterprises that are: youth, young women and disability owned	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: - (5% youth owned, 10% women owned and 1% persons with disability) - (10 youth owned, 10% women owned and 1 % persons with disability)	Percentage preferential procurement spend on enterprises that are Youth owned: (33 youth owned, 72% women owned and 4 % persons with disability)	Percentage preferential procurement spend on enterprises that are Youth-owned: (10% youth owned, 10% women owned and 1% persons with disability)	Percentage preferential procurement spend on enterprises that are Youth owned: (33 youth owned, 72% women owned and 4 % persons with disability)	YTD target met and exceeded especially on youth-owned and women-owned spend, and this was attributed by the procurement plan that the finance department developed and implemented

	Develop and implement organizational culture strategy	Implement organizational culture strategy	Implement 75% of the organizational culture strategy	Implement 10% organizational culture strategy	Implemented customer service plan indicating 30% achievement	Implement 20% of the organizational culture strategy	Implement 20% of the organizational culture strategy	YTD target met
	Develop and implement customer service plan	Implement customer service plan.	Implement customer service plan indicating 75% achievement	Implement customer service plan indicating 10% achievement	Implemented customer service plan indicating 10% achievement	Implement customer service plan indicating 25% achievement	Implement customer service plan indicating 25% achievement	YTD target met
	Partnerships established with companies listed on the JSE	Number of partnerships established with companies listed on the JSE	10 partnerships established with companies listed on the JSE	5	5	3	3	YTD target met
	Inter-governmental relations activities facilitated.	Number of Inter-governmental relations activities facilitated	10	8	8	5	5	YTD target met
	Youth month outreach events implemented	Number of Youth month outreach events implemented	15	15	15	0	0	Annual target met
	Youth innovation initiatives facilitated	Number of Youth Innovation initiatives facilitated	2	1	1	1	1	YTD target met



### 3.1 VALUE OF FUNDS:

The 3<sup>rd</sup> quarter in terms of fundraising has been off to a strong start. We have completed the following financial partnerships:

R354 million in value of funds has been sourced from various stakeholders to support youth development programmes. The Department of labour have so far come on board to partner with the NYDA on labour activation programme. The Associates also came on board for internship programme as indicated below to create a platform for young people through an internship programme to acquire skills. The Mpumalanga Department of economic Development and Tourism also came on board with a development fund to support youth in tourism and related industries. Furthermore, the National Skills Fund's response to the NYDA proposals for funding has been greatly welcomed and marks an important breakthrough.

Partner	Funds raised	Project description	STATUS
Department of Labour	R 58 050 000	Labour Activation Programme	Funding approved
National Skills Fund	R269 268 275	Revitalised National Youth Service	Funding approved
National Skills Fund	R13 347 500	Nelson Mandela Fellowship for Young Africans	Funding approved
Mpumalanga Department of Economic Development & Tourism	R3 000 000	Mpumalanga Youth in Tourism and related Industries Development Fund	Funding approved
M & Associates	R9 648 000	Internship programme	Funding approved
Hollywood Foundation	R250 000	Construction and Renovation of Verulam ECD Project centre	Funding approved
DESTEA Free State	<b>R1 194 925, 61</b>	Grant programme capacitation	Funding approved

Total	R354 million		
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#### 4. PROGRAMME 2 : OPERATIONS (14 KPIs)

##### 4.1 Sub-Programme 1: Economic Development through Youth Entrepreneurship

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

The Programme aims to enhance the participation of young people in the economy through targeted and integrated economic programmes, including skills and education programmes, and national youth services. The programme also facilitate and provide business development services to young people and to enhance their socioeconomic well-being and to facilitate the effective and efficient implementation of National Youth Service Programme. Operations enhance the participation of young people in the economy through targeted and integrated programmes.

##### Outcomes, outputs, output indicators and targets

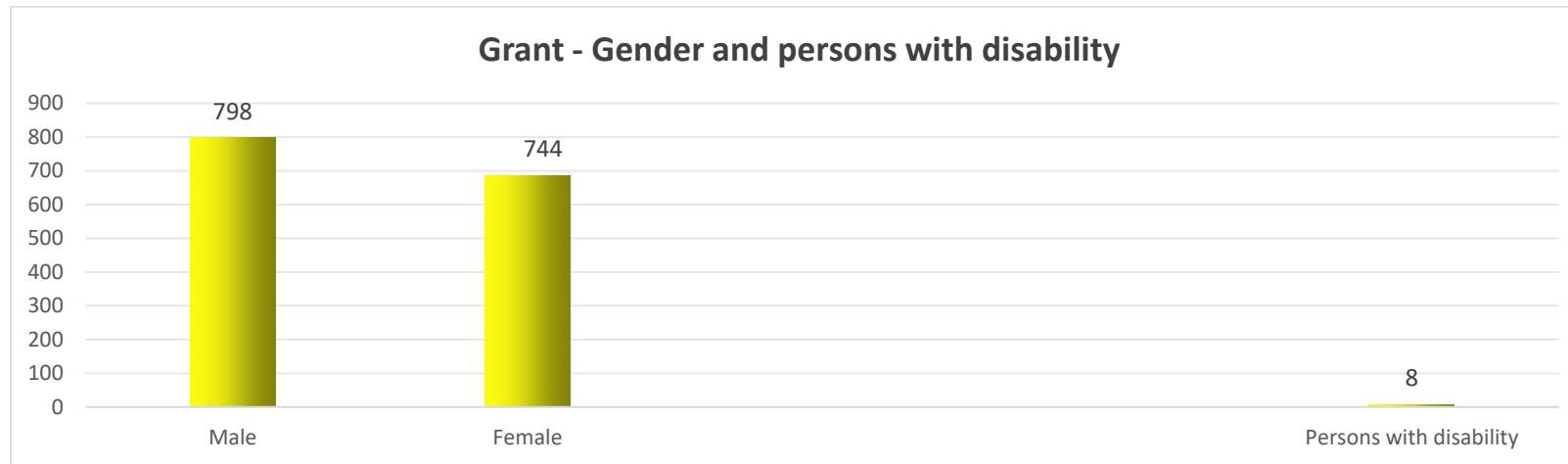
OUTCOME	OUTPUT	OUTPUT INDICATOR	ANNUAL TARGET	YEAR-TO-DATE TARGET	YEAR-TO-DATE ACHIEVEMENT	QUARTER 3 TARGET	QUARTER 3 ACHIEVEMENT	REASON FOR VARIANCE
Increased access to socio-economic opportunities, viable business opportunities and support for young people to participate in the economy	Enterprises 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	2050	1550	1550	525	440	YTD target met
		Number of youth supported with non-financial business	22 500	15500	23 449 -BMT – 9511	7000	4438 -BMT – 957	Annual Target met and exceeded due to

		development interventions			-Mentorship - 1147 -Linkages - 146 -Sales Pitch - 5675 -BBBEE – 5223 -Governance training- 1747		-Mentorship – 225 -Linkages – 25 -Sales Pitch - 1178 -BBBEE – 1453 -Governance training- 600	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	7000	3000	3917  Grant –3009 Voucher - 697 MKL – 211	1000	1000  Grant – 943 Voucher - 0 MKL – 57	YTD target met and exceeded due to interest shown by young people
		Number of Business Development Support Services offered to young people	1500	1050	680	400	0	Target not met due to delays in issuing of RFQ's which started now in January. Preparing to rollout FASSET programme and a catch-up plan developed to meet the target as RFQ's are now being issued

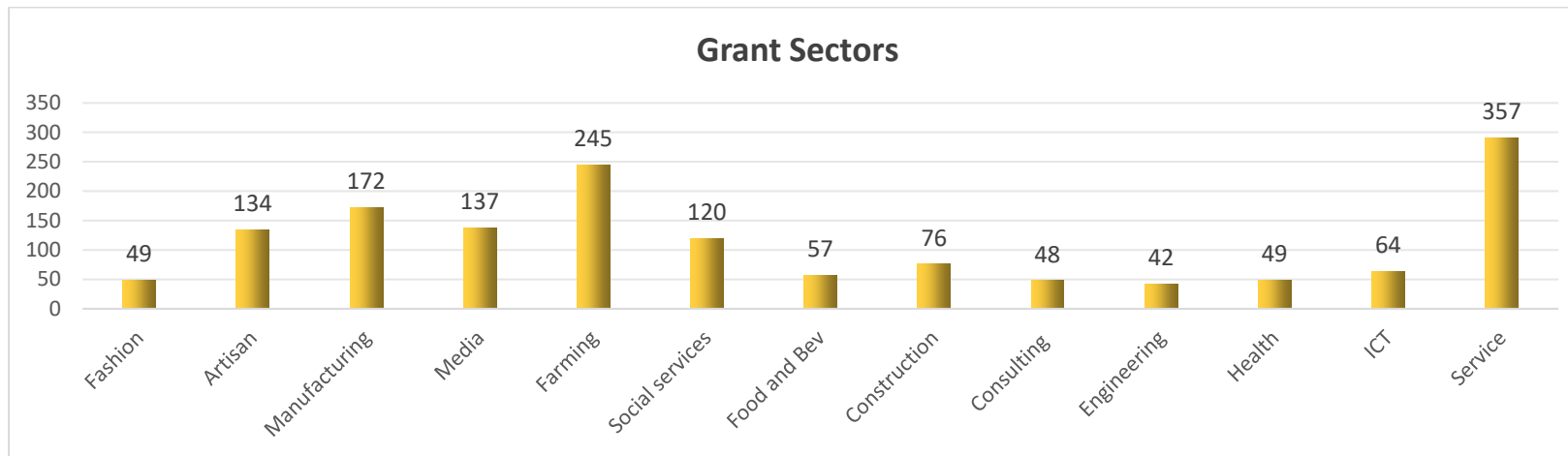
## GRANT PROGRAMME

The NYDA Grant Programme is designed to provide young entrepreneurs with an opportunity to access both financial and non- financial business development support in order to enable them to establish or grow their businesses. The programme focuses on youth entrepreneurs who are at intentional, promising and early stages of enterprise development.

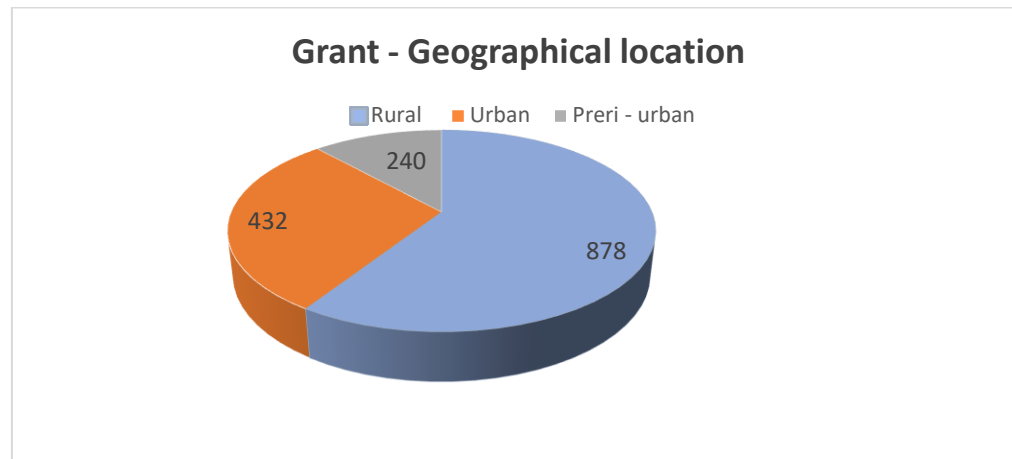
In the period under review, 798 males received grants whilst only 686 females also received grants. This shows there was a low demand of grants from young female entrepreneurs during this period. A total of 8 young persons with disability also received grants.



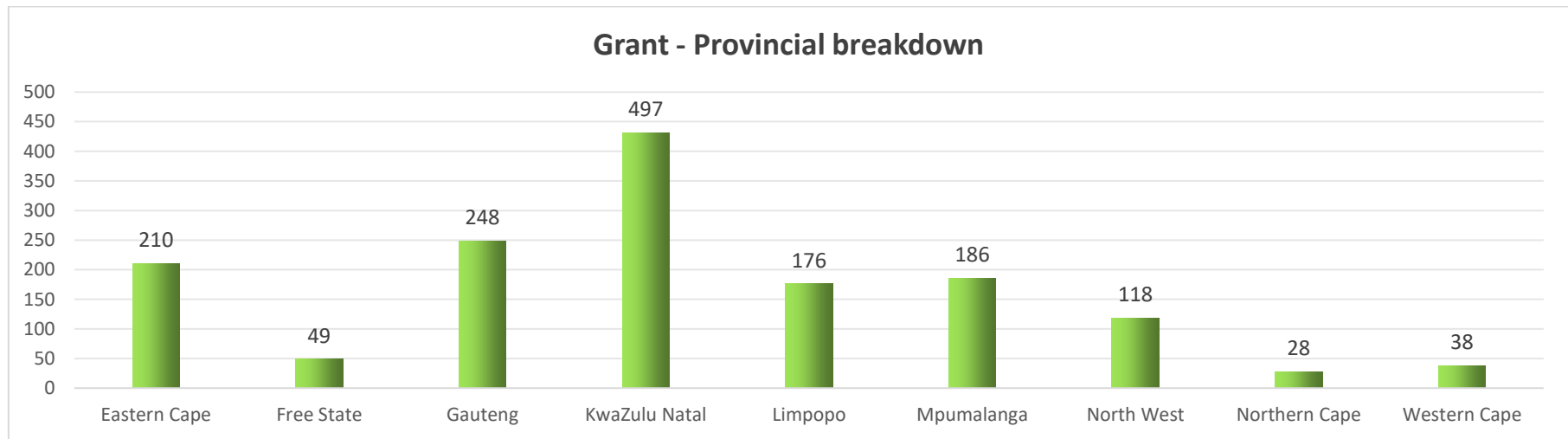
Most young entrepreneurs who receive grants are in the service and farming sectors, followed by social services and manufacturing sectors. The least intake of grants recipients, in the period under review, are from the engineering, consulting and fashion sectors.



The increase uptake of NYDA services such as grants shows improved access to all geographical spheres of the country and consumption of grants depends on the demand at that time, hence in the period under review there was a higher demand for grants from people in the rural areas.



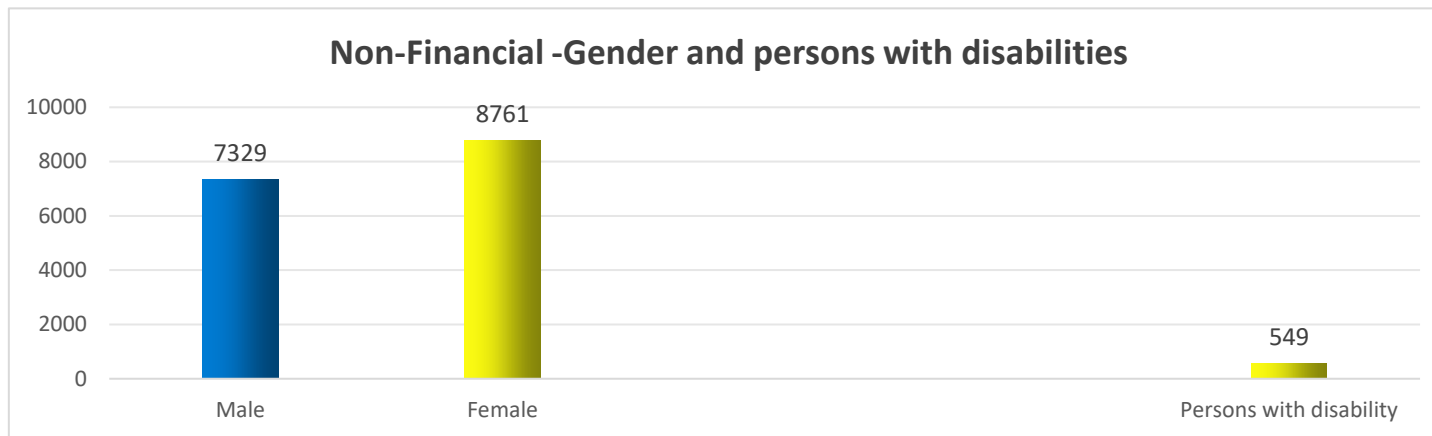
KwaZulu Natal disbursed most grants, followed by Gauteng and Eastern Cape. The lease grants were disbursed from Norther Cape.



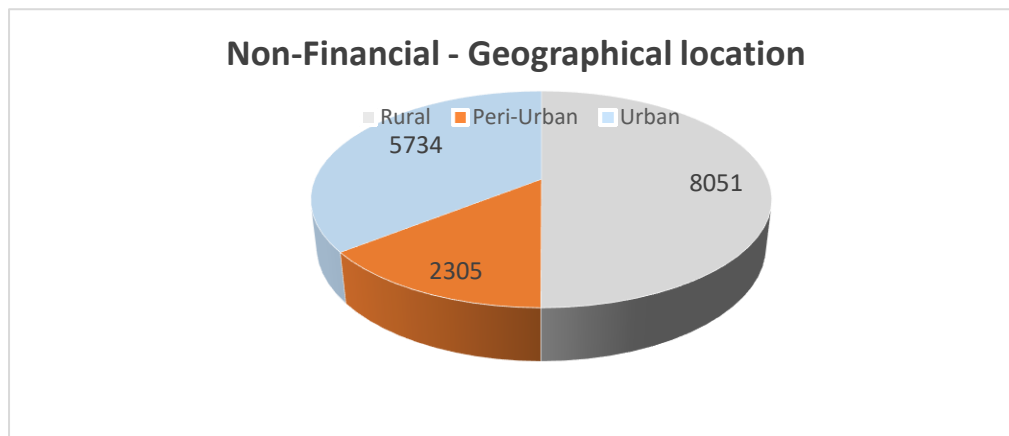
## NON-FINANCIAL

Target for youth supported with non-financial business development interventions was met and exceeded because of collaborations with local municipalities and provinces.

Young people who received non-financial business development interventions were mostly females than males and a total of 549 young people with disabilities also accessed the interventions which ranged from training to mentorship and market linkages.



Most young people who received non-financial Business Support Service were from the rural areas. This shows that NYDA has an intended initiative to take its products and services to rural areas.



#### 4.2 Sub-Programme 2: Decent Employment through Job Programme

**Purpose of Sub Programme:** To facilitate and provide employment opportunities for young people, geared at increasing sustainable livelihoods.

Outcomes, outputs, output indicators and targets

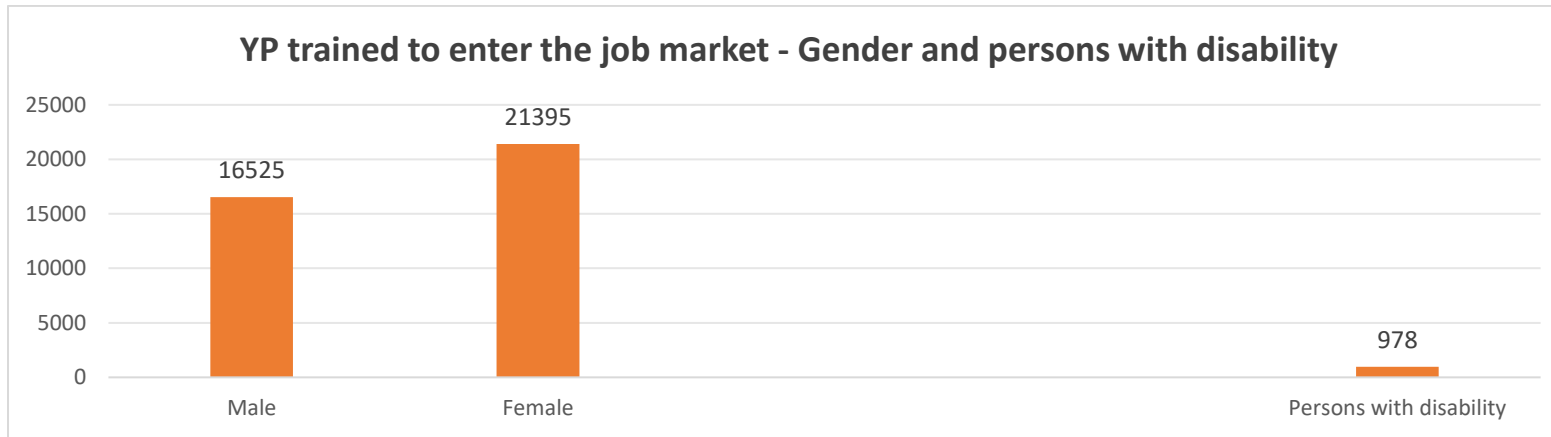
OUTCOME	OUTPUT	OUTPUT INDICATOR	ANNUAL TARGET	YEAR-TO-DATE TARGET	YEAR-TO-DATE ACHIEVEMENT	QUARTER 3 TARGET	QUARTER 3 ACHIEVEMENT	REASON FOR VARIANCE
Increased number of young people entering the job market trained	Young people trained to participate in the economy and enter the job market	Number of young people capacitated with skills to enter the job market	40 000	25 000	37 928 Life Skills – 21 667 Job Preparedness – 16 261	10 000	8262 Life Skills – 4483 Job Preparedness - 3779	YTD target met and exceeded due to 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	25 000	15 000	22 621	5000	8162	YTD target met and exceeded due to intensive focus and collaborations on partnerships which increased the number of jobs for young people to be placed.

YOUNG PEOPLE CAPACITATED WITH SKILLS THE ENTER THE JOB MARKET

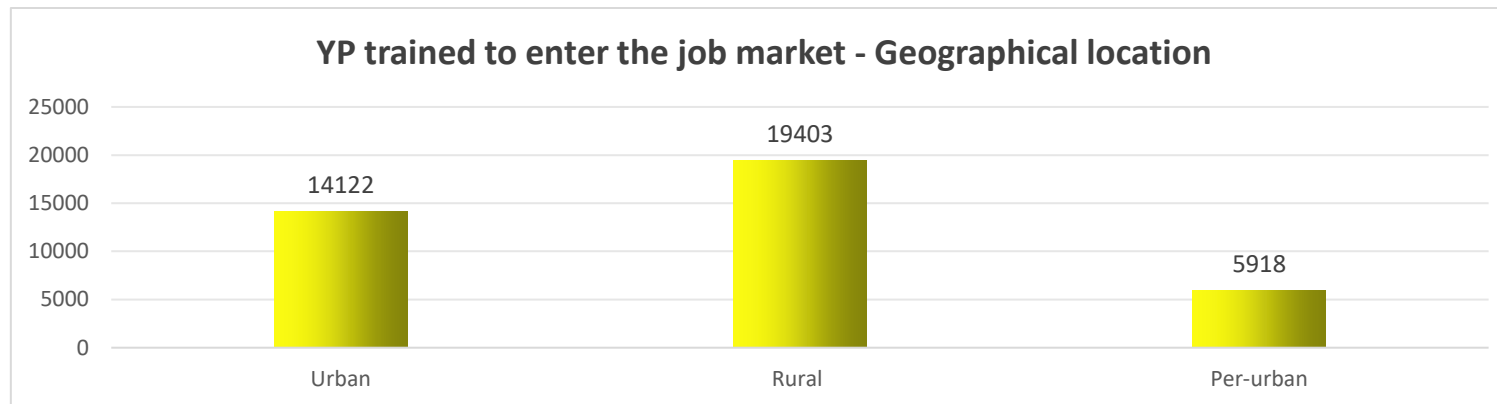


The target of young people capacitated with skills to enter the job market was met and exceeded because there was a number of young people who showed interest in life skills and job preparedness training programmes offered by NYDA and collaborations with local municipalities.

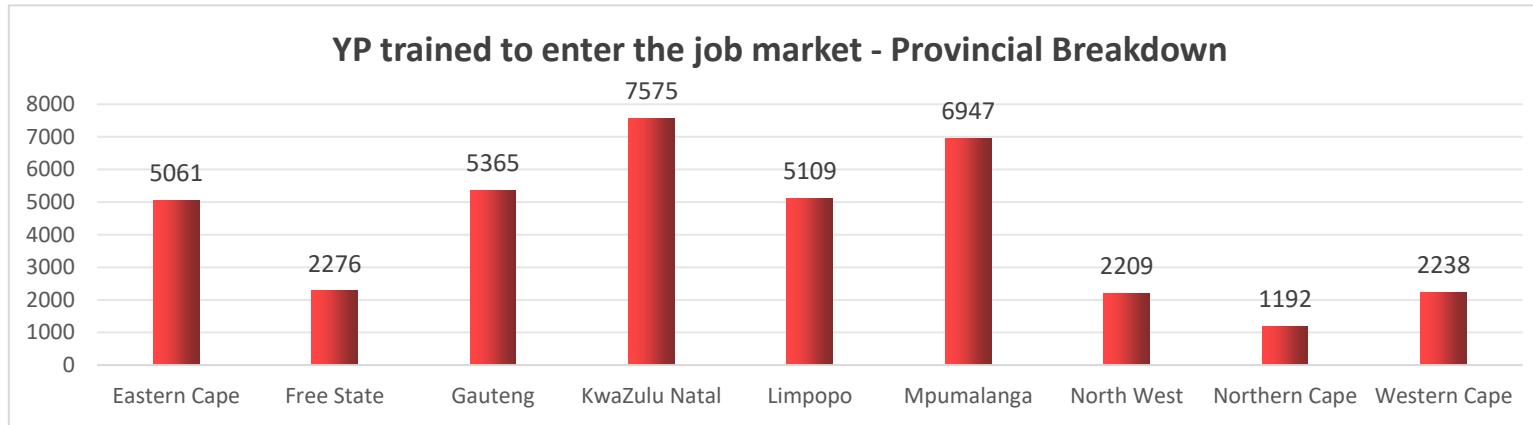
More females than males accessed the trainings and a total of 978 persons with disabilities were also capacitated.



Majority of young people capacitated with skills to enter the job market were from the rural areas.



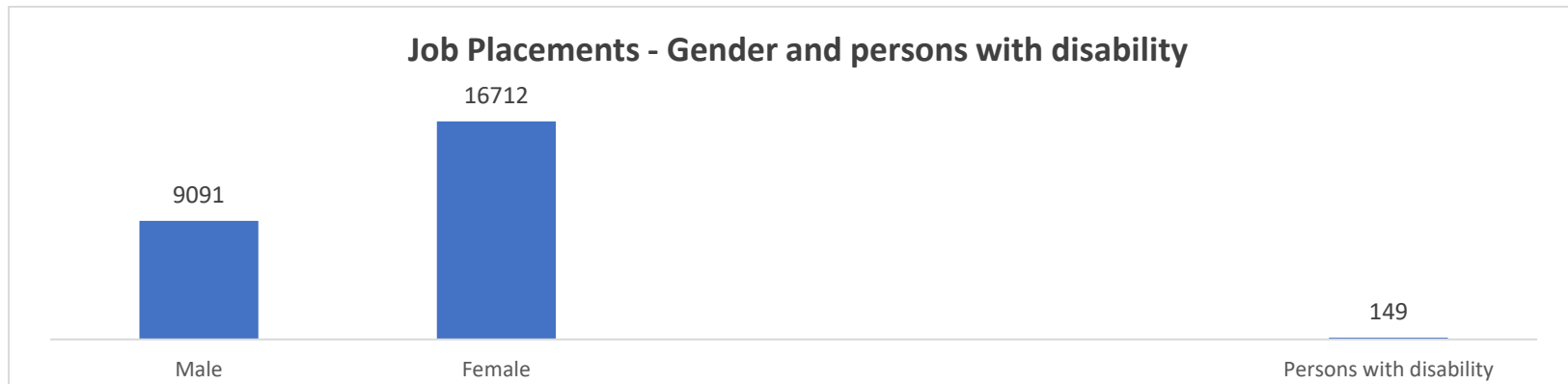
KwaZulu Natal and Mpumalanga have the highest number of young people who were capacitated with skills to enter the job market. The provinces with the least participation were Northern Cape and North West.



#### JOB PLACEMENTS

The target for young people placed in jobs was met and exceeded because of intensive focus on collaborations and partnerships which led to the increase of the number of jobs for young people to be placed.

More females than males were placed in job opportunities and a total of 149 young persons with disabilities were also placed.

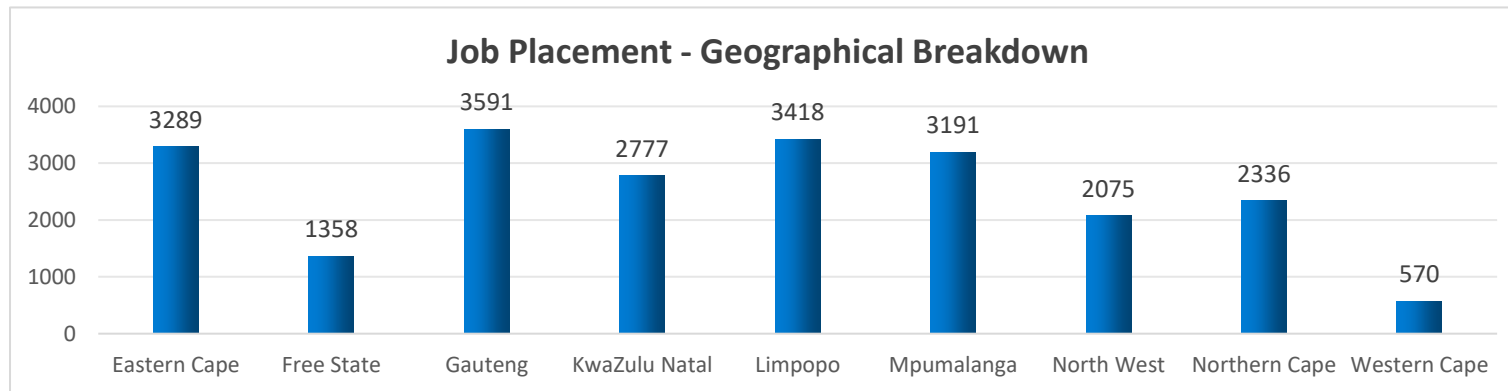


Most young people were placed in various job opportunities in the following provinces: Gauteng, Limpopo, Mpumalanga and Easter Cape. This was due to partnerships that were done with Government Departments that offered learnerships to the young people. The Departments were: Department of Rural

Development, Department of Human Settlements, Department of Social Development, Department of Labour, Department of Rural Development, Department of Education etc. There were also Skills Development programmes that were issued by Western Cape government through various NGOs. Mpumalanga province offered internships through various SETAs such as ETDP seta, IN SETA, W&R Seta.

Partnerships with Jumpstart in Gauteng and Catalyx in KwaZulu Natal also helped by placing young people in skills development programmes.

Various strategic partnerships that were done in various provinces helped to get job opportunities for young people.



#### 4.3 Sub-Programme 3: National Youth Service

**Purpose of Sub Programme** is to facilitate the effective and efficient implementation of National Youth Service Programme across all sectors of society. The planned performance for National Youth Service is aimed at engaging young people in service to their communities to build the spirit of patriotism, solidarity, social cohesion and unity in diversity. Young people have limited opportunities to participate in nation building activities, so the National Youth Service Programme engage in awareness campaigns to build awareness, register projects that meet the National Youth Service compliance criteria and coordinate partners who are implementing National Youth Service projects.

#### Outcomes, outputs, output indicators and targets

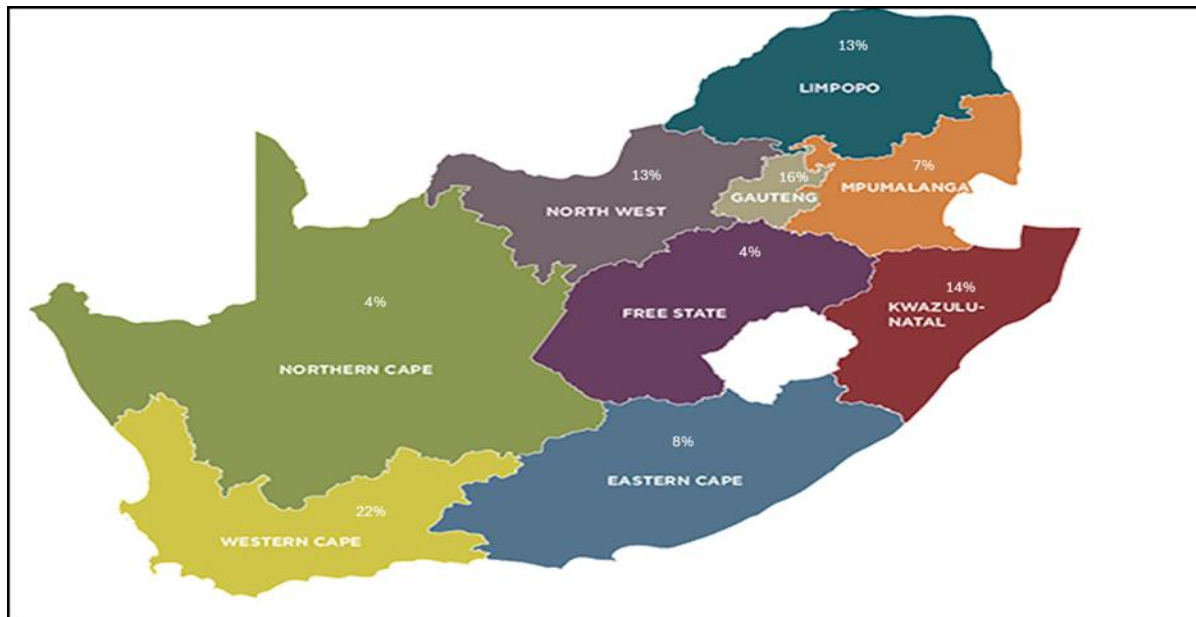
OUTCOME	OUTPUT	OUTPUT INDICATOR	ANNUAL TARGET	YEAR-TO-DATE TARGET	YEAR-TO-DATE ACHIEVEMENT	QUARTER 3 TARGET	QUARTER 3 ACHIEVEMENT	REASON FOR VARIANCE
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Increased coordination and implementation of NYS programmes across all sectors of society	Increase number of young people participating in National Youth Service (NYS) programmes across all sectors of society	Number of government departments implementing NYS programmes in partnership with the NYDA	5	3	3	1	1	YTD target met
		Number of young people securing paid service opportunities	20 000	15 000	15 568	5000	13 568	Target met and exceeded because of the dire unemployment state of young people
		Number of young people who have completed planned service activities	18 000	13 000	0	5000	0	Target due quarter 4
		Number of young people transitioning out of the National Youth Service (NYS) into other opportunities	6000	4 000	0	2000	0	Target due quarter 4
		Number of government departments and organizations capacitated to implement NYS	50	30	38	20	27	Target met and exceeded due to government departments and organisations willing to work with the NYDA

## NYS Participants by Geography

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.

The Roadshows proved to be an effective way to make opportunities visible within these communities. By ensuring the presence of the NPMN SAYouth platform on the ground, young people were able to register and apply for opportunities on the spot. Additionally, our implementing partners responded to the call by making concerted efforts to run their programs in these areas, further supporting the initiative

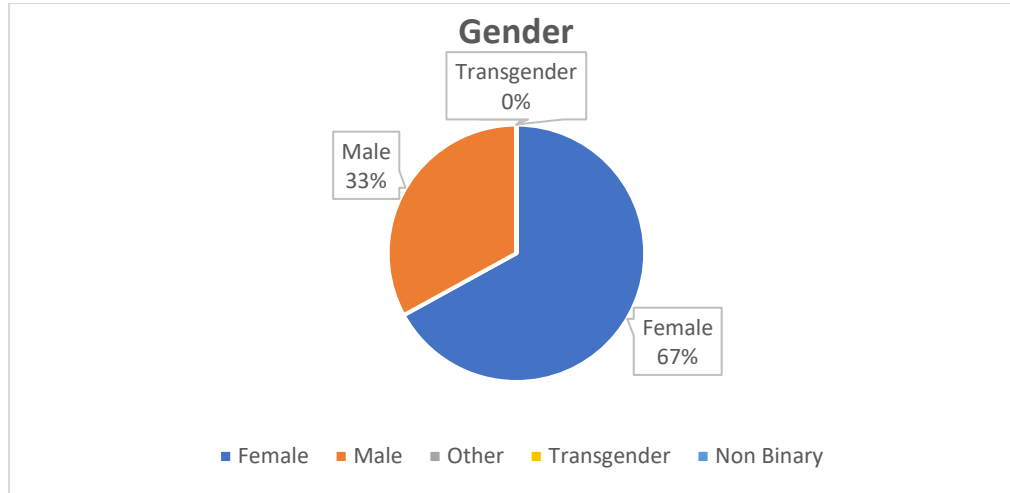


Number of Participants per Province:

Province	Number of Participants	%
Eastern Cape	2040	8%
Free State	604	4%
GAUTENG	2162	16%
Kwazulu Natal	1867	14%
Limpopo	1729	13%
Mpumalanga	943	7%
North West	1735	13%
Northern Cape	492	4%
WESTERN CAPE	3996	22%
	<b>15568</b>	100%

Gender Lense

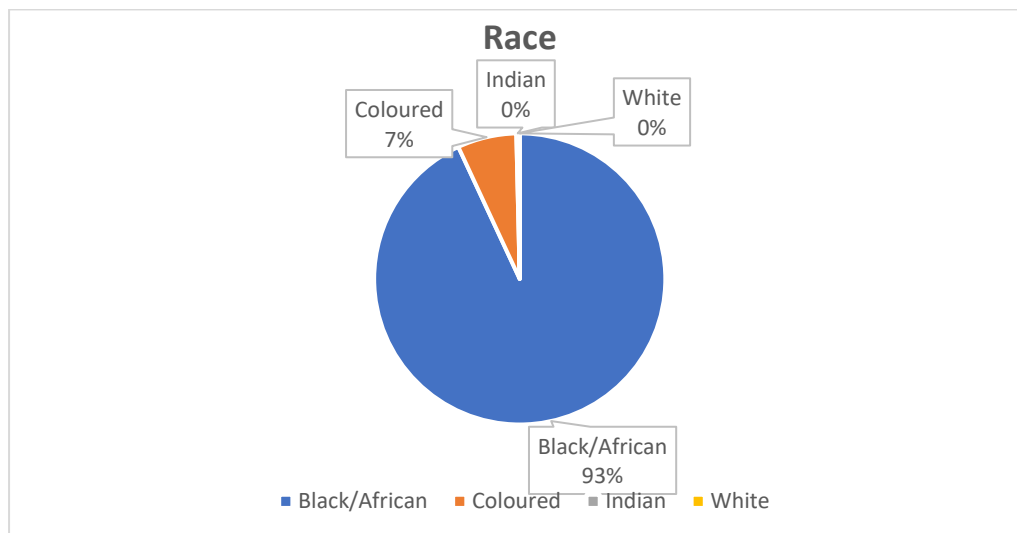
The below graph gives a depiction of the number of males (33%) and females (67%) involved in paid community service work throughout South Africa.



Gender					
Female	Male	Other	Transgender	Non-Binary	Total
9091	6475	1	1	-	15568

### Race

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

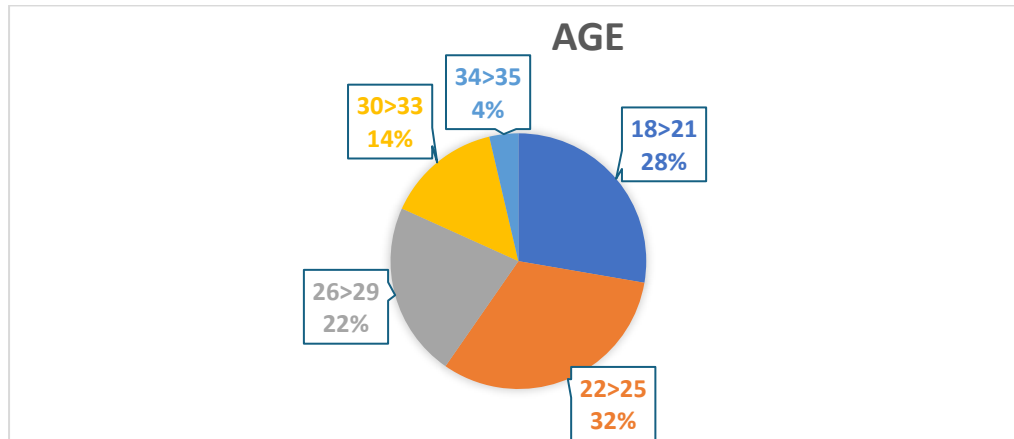


Race				
Black/African	Coloured	Indian	White	Total
14628	889	42	9	15568

### 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.

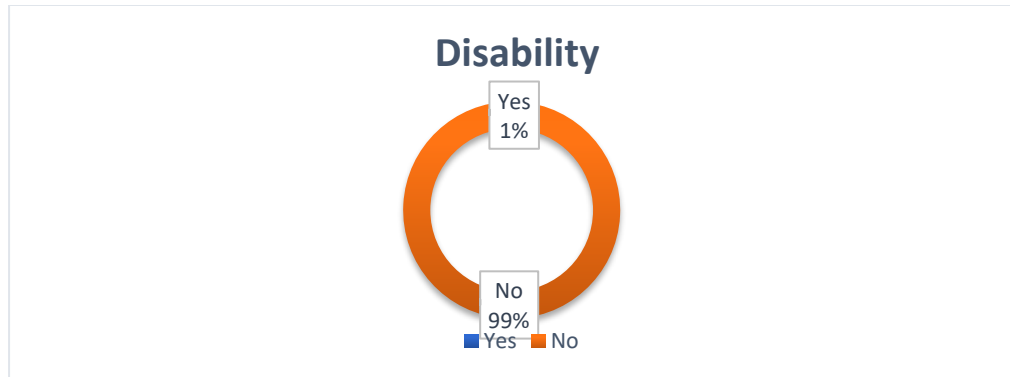




Age	No of Participants	
18>21	4759	
22>25	4336	
26>29	2997	
30>33	2979	
34>35	497	
	15568	

Disability

Only 1% of the participants are individuals living with disabilities. As outlined below, a concerted effort must be made to increase participation from this demographic as part of the recruitment drive



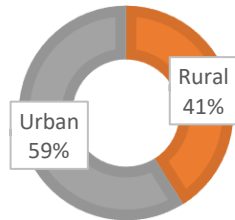
Living with Disability		
Yes	No	Total
114	15454	15568

### Geographical Area

We have observed an improvement in the program's implementation in rural areas compared to urban areas in the current phase, as opposed to previous ones. This aligns with the call from young people to bring opportunities to regions where they are typically inaccessible

## GEOGRAPHIC AREA

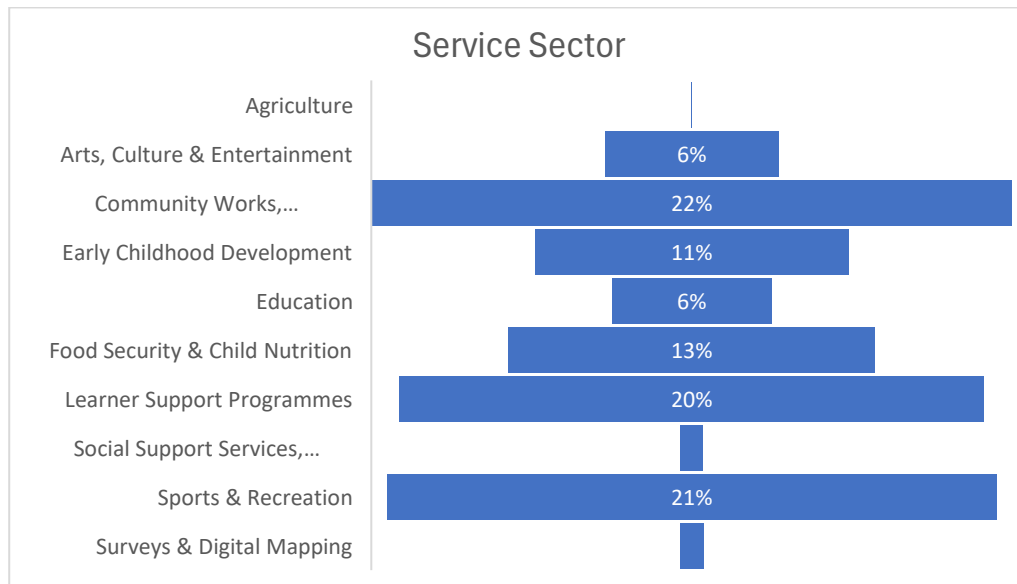
■ Geographic Area ■ Rural ■ Urban



Geographic Area	
Rural	65572
Urban	8996
<b>Total</b>	<b>15568</b>

### Service sectors

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.



Service Sector		
Agriculture	0%	5
Arts, Culture & Entertainment	6%	814
Community Works, Revitalisation & Greening Programmes	22%	4002
Early Childhood Development	11%	2469
Education	6%	747
Food Security & Child Nutrition	13%	1718
Learner Support Programmes	20%	2740
Social Support Services, Solidarity & Care	1%	106

Sports & Recreation	21%	2856
Surveys & Digital Mapping	1%	111
	100%	<b>15568</b>

## 5. PROGRAMME 3: INTEGRATED YOUTH DEVELOPMENT

### PURPOSE OF THE PROGRAMME:

The programme focuses on fostering a mainstreamed, evidence based, integrated and result oriented youth development approach, through monitoring and evaluation services, lobby and advocacy to bring on board key stakeholders to implement youth development programmes through knowledge management and this will be done through the implementation of Integrated Youth Development Strategy of which an implementation plan was developed. The strategies and processes of identifying, capturing, and leveraging knowledge to enhance competitiveness is also very important. The NYDA seeks to tie organisational outputs and outcomes to achieve specific outcomes to shared intelligence, improved performance, competitive advantage, or higher levels of innovation within the NYDA's programmes. The Performance framework allows the NYDA to align all its interventions to outcomes and impact as well as to track organisational performance against planned interventions.

As of the 3<sup>rd</sup> quarter of the 2024/25 financial year the unit conducted an evaluation for the National Pathway Management Network (NPMN) Pilot Project in Empangeni, South Africa, which was guided by a Theory of Change framework. The evaluation assesses the project's effectiveness, efficiency, sustainability, and overall impact on unemployed youth in the Empangeni region, KwaZulu Natal.

### Evaluation Impact Study: National Pathway Management Network (NPMN) Pilot Project in Empangeni

The report aims to inform stakeholders about the NPMN initiative's successes, challenges, and future potential. The NPMN Pilot Project was launched to address youth unemployment in South Africa, focusing on Empangeni. It aimed to create economic opportunities by offering training, job placements, and entrepreneurial support to enhance young people's employability and promote sustainable businesses, contributing to local economic development.

## Findings

- **Relevance:** The training and services provided were highly relevant to participants' needs, addressing key skills gaps and facilitating youth entrepreneurship and employment.
- **Effectiveness:** The Service Centre improved skills, increased employment rates, and enhanced business performance among young entrepreneurs.
- **Efficiency:** The Centre operated efficiently, balancing costs with outcomes and leveraging partnerships for resource optimization.
- **Impact:** The project positively impacted participants, improving employment prospects, business success rates, and local socio-economic conditions.
- **Sustainability:** The Centre's model shows promise for long-term viability, contingent on continued support and resources.

## First Draft APP 2025/26

The NYDA has been advocating for the following policy and programmatic positions during the MTDP process:

- Continuation and scale up of the Presidential Youth Employment Intervention with a focus on continued opportunities for young people particularly in the National Youth Service.
- Review of the Employment Tax Incentive.
- Strengthening the Post School Education Training system (PSET) including key reforms to the ecosystem of TVET colleges, skills development and community education.
- Consolidated SMME ecosystem that expands access to potential youth entrepreneurs.
- Institutionalisation of a basic package of support as a possible replacement for the Social Relief of Distress Grant.
- First Draft APP 2025/26 submitted to DPME by end of October 2024 as per the framework for SP's and APP's and the final Draft will be submitted by end of January 2025 which is due for tabling end of March 2025

Outcomes, outputs, output indicators and targets

OUTCOME	OUTPUT	OUTPUT INDICATOR	ANNUAL TARGET	YEAR-TO-DATE TARGET	YEAR-TO-DATE ACHIEVEMENT	QUARTER 3 TARGET	QUARTER 3 ACHIEVEMENT	REASON FOR VARIANCE
To produce research and policy which influences change on youth sector and build sustainable relationships	Youth-centric research reports developed	Number of impact programme evaluations conducted	6	2	2	1		YTD target met
		Produce Annual Report on Integrated Youth Development Strategy	Produce Annual Report on Integrated Youth Development Strategy, National Youth Service and Disability Strategy	-	-	-	-	Due in Quarter 4
		Number of youth status outlook reports produced	8 Youth Status Outlook reports produced	5	5	3	3	YTD target met
		Develop Youth Research Report in the country	Develop Youth Research Report in the country	-	-	-	-	Due in Quarter 4