





NATIONAL YOUTH DEVELOPMENT AGENCY
OUR YOUTH. OUR FUTURE.

NATIONAL PATHWAY MANAGEMENT NETWORK REPORT
2021/22 IMPLEMENTATION PLAN

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Introduction

This document provides an overview and a high-level implementation plan of the National Pathway Management Network (NPMN) of the Presidential Youth Employment Intervention (PYEI) through the NYDA Operations Unit. The plan outlines the work that will be rolled out at NYDA centres to support the wider PMN implementation process.

This introduction provides a brief overview of the PYEI and a detailed description of the NPMN including how it works, the core principles underpinning the partnerships in the network, locates it in the broader job opportunity matching and the coordination structures. The remainder of the document provides an overview of the projects that will be implemented through the partnerships within NPMN.

Overview of the Presidential Youth Employment Intervention

The Presidential Youth Employment Intervention (PYEI) is a direct response to the challenge that too many young people are not transitioning from learning to earning. Of the 1,2 million young people entering the labour market every year, more than 65 percent remain outside of employment, education, and training (NEET). Those young people who do manage to access opportunities tend to zigzag on broken pathways, falling in and out of education and shortterm work so that they are unable to realise their potential and gain a foothold in the economy. As a result, the unemployment crisis continues to deepen, and youth unemployment is at its highest level in over a decade.

The PYEI sets out priority actions that will both increase levels of alignment across government and create space for innovation in ways that accelerate delivery and catalyse further actions. These interventions are illustrated in the following diagram:



Figure 1 PYEI components

The intervention outlines a set of interrelated priority interventions to address this challenge including the Pathway Management Network (PMN), agile workforce development (demanded training) and workplace experience, supporting inclusive local economies and a revitalised National Youth Service. The Project Management Office in the Presidency is the overall custodian of the PYEI and provides strategic direction and implementation support to all departments and partners.

The National Pathway Management Network, which is at central and aims to ensure that young people who enter the labour market will be able to access a national network to provide them with a wide range of opportunities to grow their employability and improve their income. The NPMN is led by the Department of Employment and Labour (DEL) in partnership with GTAC and the Jobs Fund.

The development of an agile workforce seeks to ensure that economically excluded young people are work-ready and absorbed into priority growth areas where demand for new entrants is growing. These growth areas include inter alia global business services, agricultural value chains, digital and technology, installation repairs and maintenance and automotive. This component aims to fundamentally change how young people are prepared for the future of work including through the provision of shorter, more flexible courses in specific skills that employers in sectors that are able to absorb new entrants need. These efforts also include a focus on enabling young people to access workplace experience. This includes interventions to enable learners to access Workplace Integrated Learning (WIL) so that the young people can complete their qualifications as well as a 1-year structured, paid work experience opportunities through the existing Youth Employment Service (YES) initiative. This is supported by associated incentives for companies to place interns into either large corporates or SMMEs. This component of the PYEI is led by the Department of Higher Education and Training (DHET) in partnership with SETAs and the National Skills Fund.

Further, the PYEI includes support for local economies with a primary outcome of this component being the reduction of barriers facing young people, increasing the number of opportunities available to them to enter into self-employment and enterprise and to build the ecosystem to mobilise different forms of support within these communities that facilitate linkages and sustain these initiatives. A secondary outcome, as part of the integrated approach within PYEI, includes the identification and activation of opportunities for employment and other forms of livelihoods support at the local level where relevant. The Department of Trade, Industry and Competition leads this component in partnership with the Industrial Development Cooperation.



SA Youth

The President officially launched the NPMN in his State of the Nation Address in February 2021, however, the work had already begun, through the partnership with Presidency and Harambee Youth Employment Accelerator.

The NYDA is planning an internal launch campaign to create an awareness on the SA Youth to educate its employees about the portal, which is an online platform created to promote inclusive hiring by addressing the barriers that young people face when looking for a job. SA Youth Partner Network enables employer partners to source and recruit new talent for available vacancies at no cost.

For young people, the network is called Sayouth.mobi and young people can create their profile, view opportunities for learning and earning, and receive support through multiple channels (WhatsApp, email, hotline, and Facebook).

Harambee Youth Employment Accelerator will be conducting training sessions across all provinces with the NYDA staff members, to introduce them to the portal and induct our Jobs Officers on how to register young people, as well as opportunity providers.

The NYDA Jobs officers are responsible to render a professional, efficient, and effective jobs placement service to job seekers, employment, and training opportunity providers, as well as to other relevant stakeholders on a provincial level.

The training will take place as follows:

- April 2021 – Western Cape
- April 2021- Gauteng
- April 2021- Limpopo
- April 2021- Northwest
- April 2021 – Mpumalanga
- Sept 2021 – Free State team
- Nov 2021 – National team training/demo session
- Dec 2021 – KwaZulu-Natal

Department of Basic Education Employment Initiative

The Department of Basic Education will be implementing its phase2 of the Basic Education Employment Intervention which will open in September 2021. The departments seek to provide 287 000 unemployed young people, (+/-192 000 Education Assistants and +/- 95 000 General School Assistants) employment and training opportunities in the education sector, as part of the Presidential Youth Employment Initiative (PYEI)-Basic Education Employment Initiative (BEEI), which forms part of the Presidential Employment Stimulus (PES), seeking to mitigate the devastating economic challenges brought about by the COVID-19 pandemic.

Youth between the ages of 18 and 35, who are currently neither in education/ training, nor receiving any form of government grant, as well as young people with disability and women, are eligible and encouraged to apply for this enriching experience. Candidates who are selected for placement, will have an opportunity to receive training on various skills that will equip them for future employment opportunities.

All applications will be done through SA Youth, and NYDA centers together with selected schools and community libraries will be used as sites where young people can go to for assistance.

National Youth Service

A revitalised National Youth Service will scale up opportunities for young people to visibly contribute to the development of their community through providing services that meet priority needs. The initiative aims to unlock the agency of young people and provide opportunities for them to earn an income while contributing to nation building. It will revitalise and redesign existing National Youth Service programmes, which have lacked coherence, structure, and effective management. The Department of Women, Youth and Persons with Disabilities (DWYPD) through the National Youth Development Agency (NYDA) and in partnership with GTAC and the Jobs Fund lead the delivery of the National Youth Service.

The National Treasury allocated R 858 million for the PYEI in September 2021 as part of phase 2 of the Presidential Employment Stimulus. The funding will accelerate implementation across several components of the PYEI.

All the grantees and the young people who they will be supporting will be introduced and onboarded onto SA Youth to build a sustainable working relationship, as well to ensure they have access to other learning opportunities that are available on the NPMN.

NPMN Empangeni Pilot Site

The NPMN is a 'network of networks' which means it brings together many existing partners that are supporting young people into a coordinated system that enables young people to transition into more successfully and through the labour market. These linked up networks ensure that a young people are visible across the entire network and regardless of where they join, they can access all opportunities aggregated within the NPMN. This is being enabled by information sharing and integration of the different systems within the network.

The NYDA is responsible for the empowerment and participation of young people and has been identified as one of the anchoring partners within the NPMN. We have since identified our NYDA Empangeni Centre as the NPMN Pilot Site for young people to be able to access all opportunities available to them across the network in one place, for them to get engaged, access practical resources, find inspiration and improve skills and to introduce youth-centric improvements into the broader ecosystem that are data-driven.

The pilot has no funding and is currently in the process of sourcing funding from the PMN Innovation Fund. The NYDA requires approximately ZAR 1.25 million for the implementation of the pilot. The funding will be utilised to procure equipment for the lab (including desktop computers, printer, overhead projector, projector screen).