

**NATIONAL YOUTH DEVELOPMENT AGENCY
PRESENTATION
07 OCTOBER 2019
KIMBERLY**



NATIONAL YOUTH DEVELOPMENT AGENCY

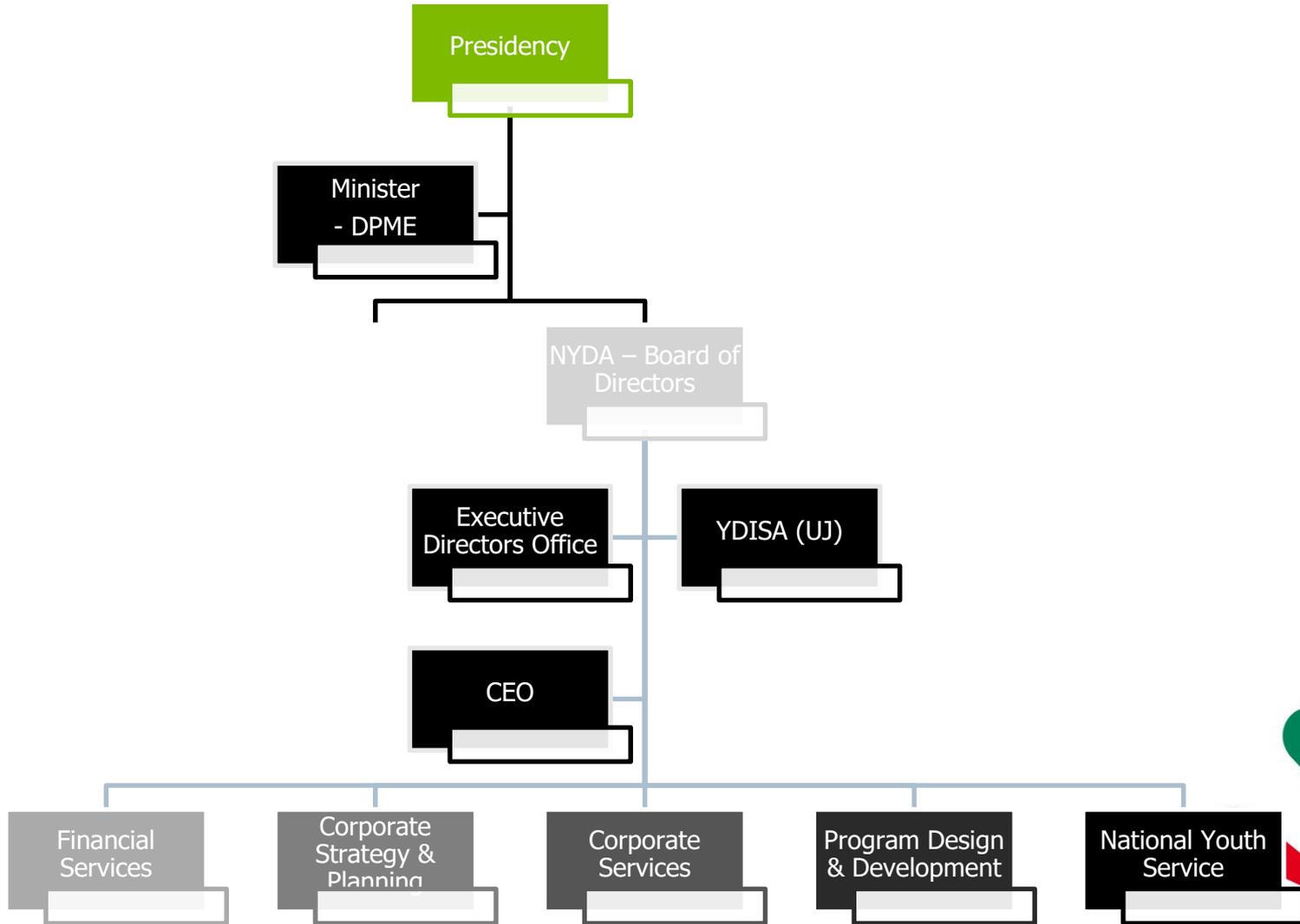
**SALGA KNOWLEDGE SHARING
DIALOGUE**



NYDA BACKGROUND



NYDA background -Functional Structure



NYDA background conti...

- The National Youth Development Agency (NYDA) is a South African-government agency established by an Act of parliament, Act no 54 of 2008 within the Presidency.
- The institution was established to be a single, unitary structure to address youth development issues at National, Provincial and Local government level. The NYDA designs and implements programmes aimed at improving the lives of young people
- NYDA has a cutting-edge database of young people who are seeking job and entrepreneurship opportunities
- NYDA has a presence in thirty-seven (37) districts nationally



NYDA background conti...

The agency aims to:

- Initiate, design, coordinate, evaluate and monitor all programmes working to integrate young people into the economy and society in general
- Promote a uniform approach by all organs of state, private sector and NGOs to youth development
- Establish annual national priority programmes for youth development
- Promote the interest of the youth, particularly young people with disabilities
- Guide efforts and facilitate economic participation and empowerment, and the achievement of excellence in education and training



KEY YOUTH DEVELOPMENT STATISTICS



Youth Development Statistics

About **70%** of South Africa's **20 million** young people were more likely to be victims and perpetrators of assault, robbery and property theft than adults (35 years and above).

Unemployment of young people is at **60.2%**

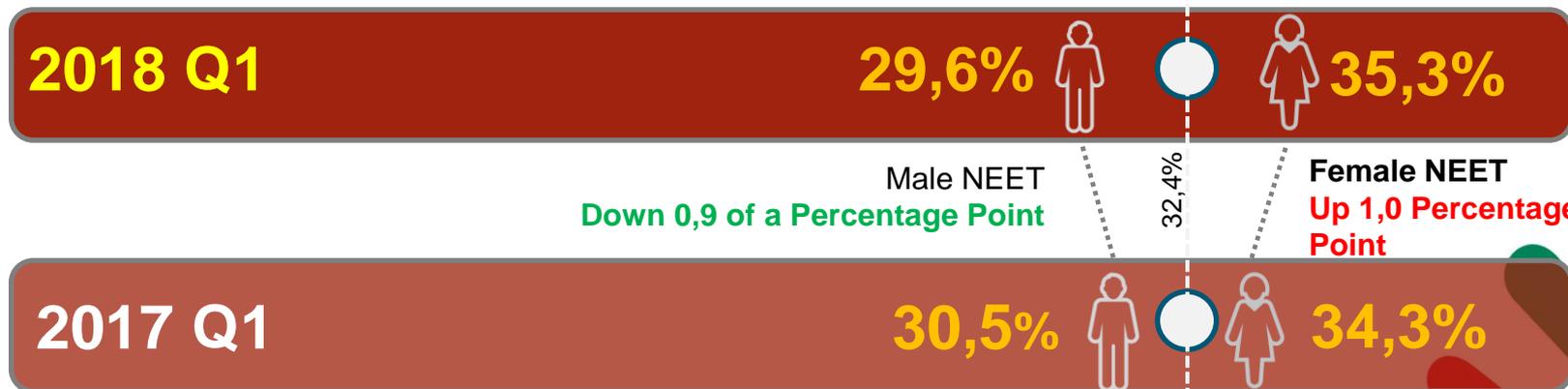
Youth headed households stand at **26.1%**.

Young people without **matric** is at **59.4%**

Not in Employment, Education or Training NEET - (15-24 years) by sex

**Approx. 3,3 million (32,4%)
out of 10,3 million young people
aged 15-24, were not in employment,
education or training.**

*The overall NEET rate
remained unchanged in
Q1: 2018 compared to
Q1: 2017 at 32,4%*



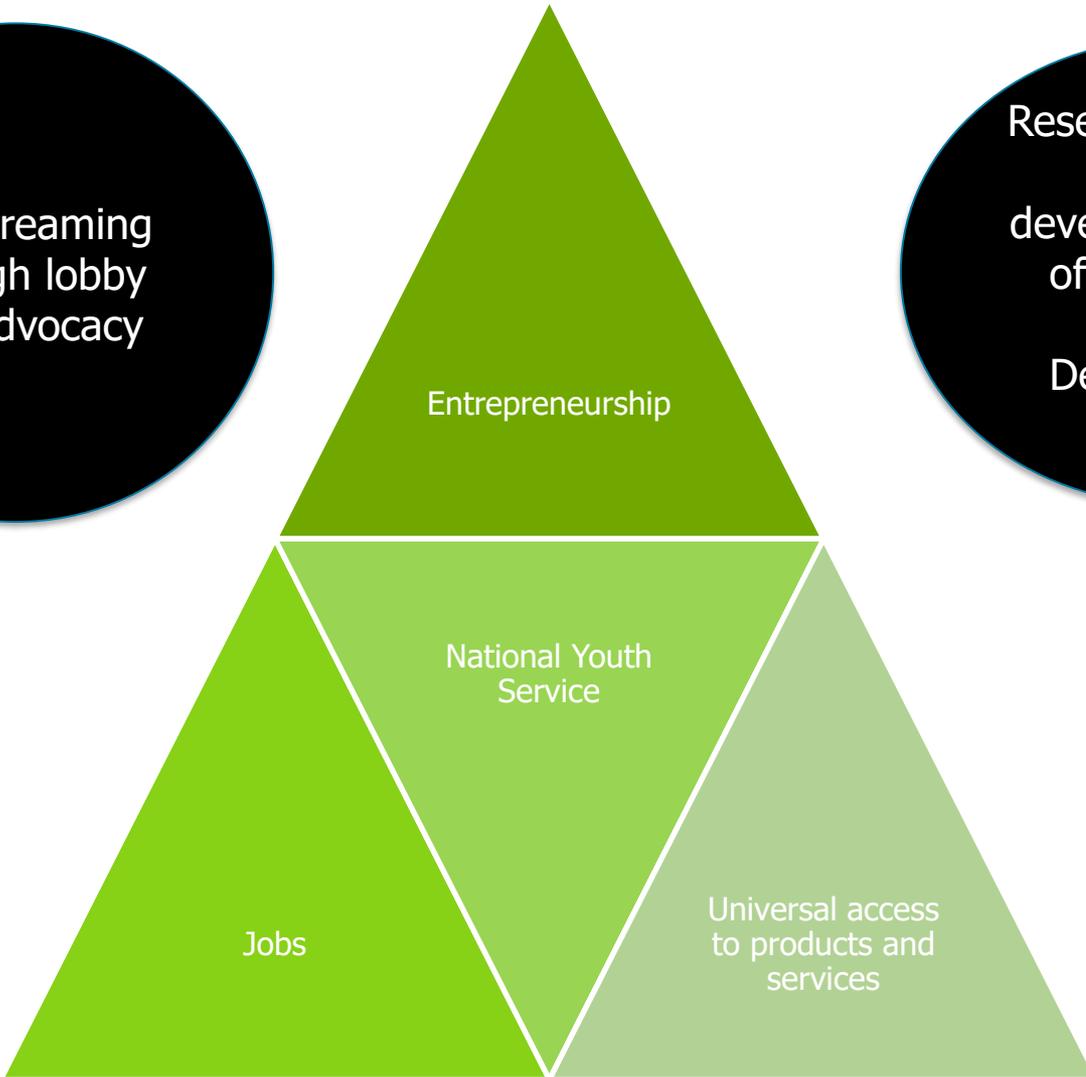
MAINSTREAMING YOUTH PARTICIPATION IN THE ECONOMY



NYDA Strategy

Mainstreaming through lobby and advocacy

Research & Policy including development and of Integrated Youth Development Strategy



ENTREPRENEURSHIP LANDSCAPE



Key data

- Youth participation in entrepreneurship is relatively small. South African total entrepreneurial activity (TEA) in the 25 to 34 year age cohort was 9.2%, which was less than half the Africa average as well as considerably lower than the average for efficiency driven economies (18%). There is a correlation between education level and the level of TEA – with 67,4% TEA rate for those who have completed secondary education and beyond while the level of TEA for those without education is at 4,4%. Young men are more likely to be entrepreneurs than young women and youth in the age group 25-34 years
- South African township youth are not responding to the full potential of business opportunities in their own communities. Proportionally, immigrants have responded more effectively to employment and business.
- Most youth will need to find employment in the informal sector. Yet data on labor-force participation indicates that youth are not widely active in self-employed activities or informally employed in micro-enterprises.

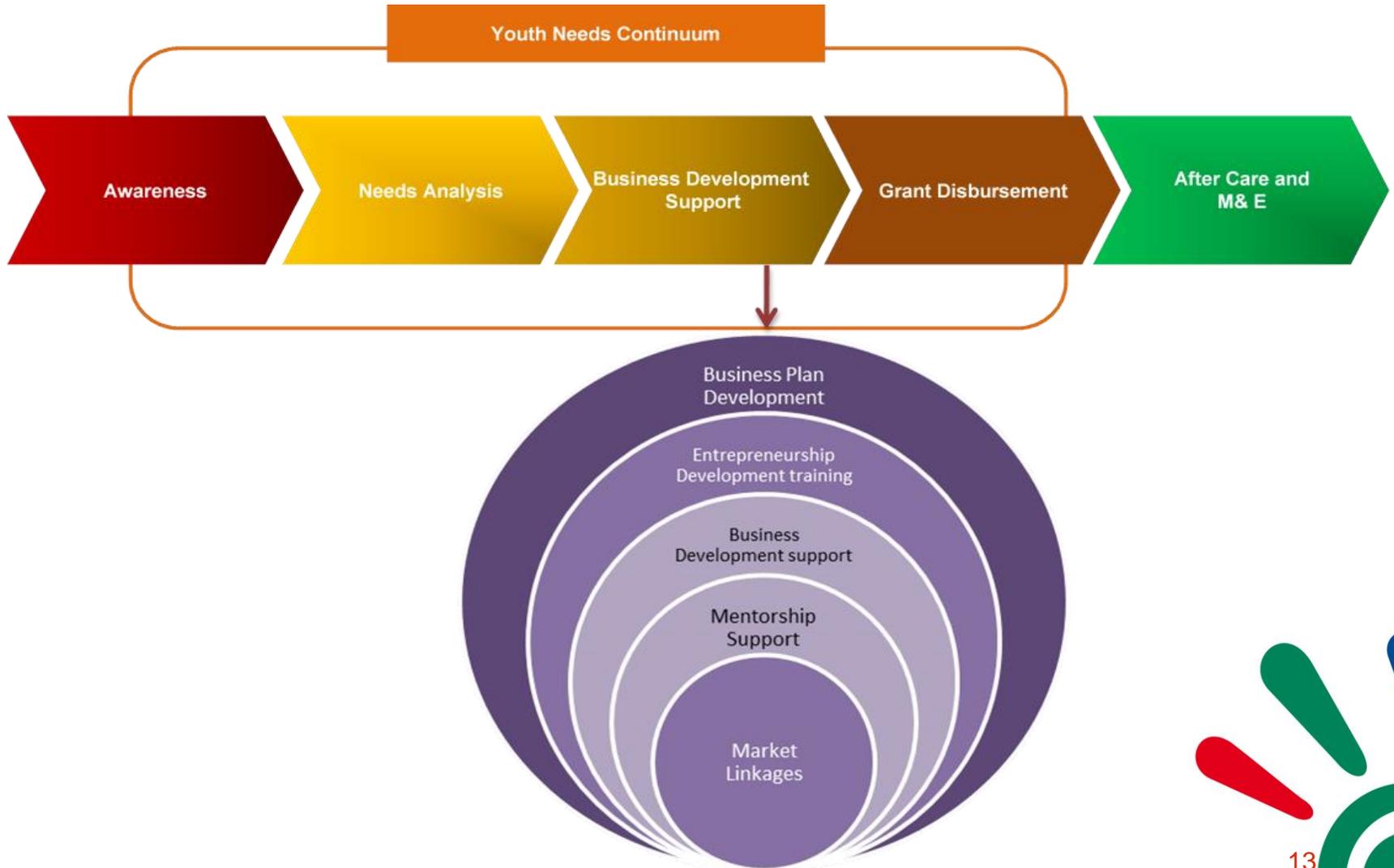


Key data

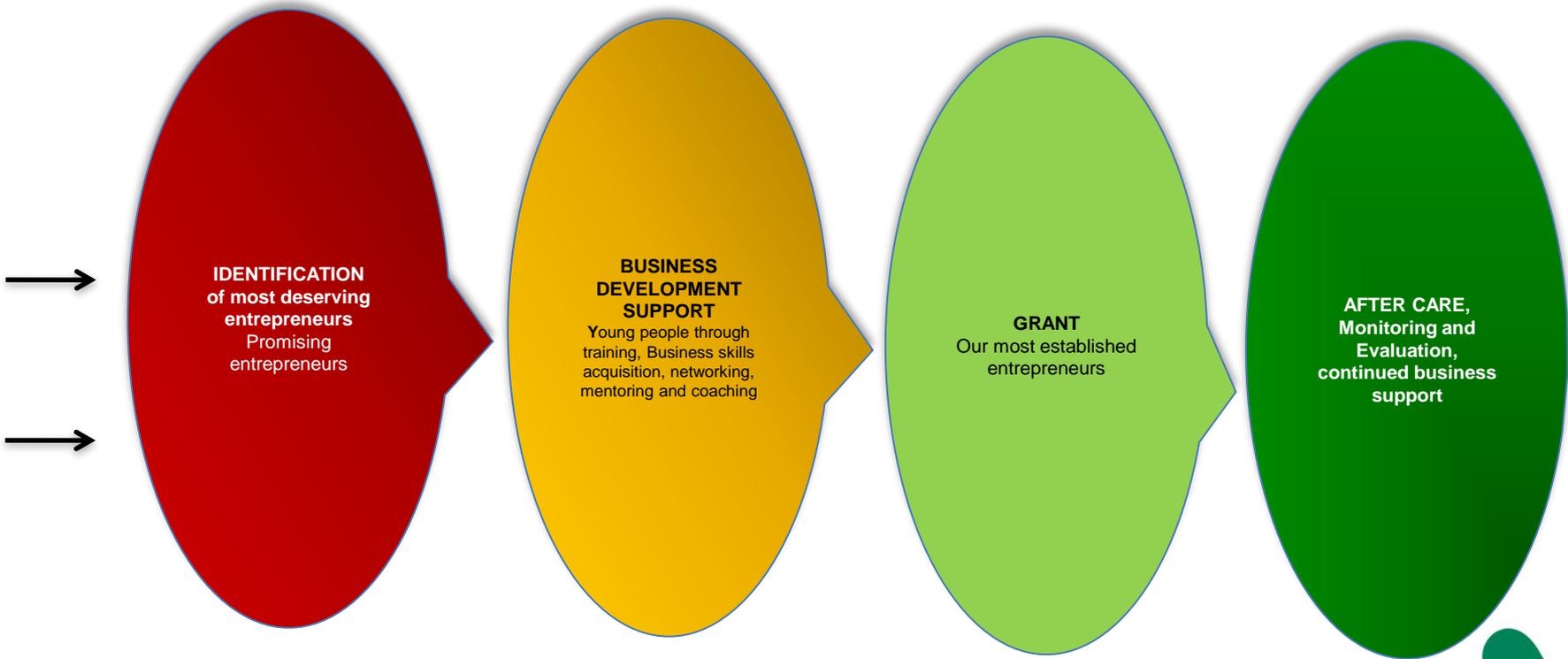
- In two townships the study was conducted in, only 15 percent of micro-enterprises were run by young people under 30. Of this, one in three of the young entrepreneurs were non-South Africans. In Delft, Cape Town, four out of 10 hair salons and barbers were owned by young people, and seven in 10 of these were owned by foreign entrepreneurs
- The lifestyle and leisure sectors contain some of the most promising youth start-ups, which found that the young entrepreneurs are those that run internet cafés or produce music at home and DJ at taverns and shebeens, or design flyers and posters, or operate gyms, design and make clothes or run takeaways that sell fast food to late-night revellers. The study found that South Africans are majority owners of these kinds of businesses.



NYDA Entrepreneurship Model



Grant funding model



Drivers of entrepreneurship

Access to
capital

Access to
market

Skills
development



JOBS LANDSCAPE



Data on jobs

- 30% of young people who find employment leave job opportunities within the first three months.
- Young people who prequalified for interviews, only 50% arrived for the actual interviews.
- The above was attributed to the following:
 - ✓ Lack of transport money;
 - ✓ Not remembering the date or venue of the interview;
 - ✓ Lack of appropriate interview etiquette;
 - ✓ Job not being in line with expectations.
- Young people founds jobs too overwhelming or they were not formally inducted into the workplace.
- Others did not know how to deal with the rules and procedures that governed the institution.
- Lack of communication skills was another as they could not thoroughly express their conflicts.
- Dismissals for inappropriate conduct, late arrivals, poor quality work.
- Lack of motivation, inappropriate training and not taking a job seriously were also factors noted.



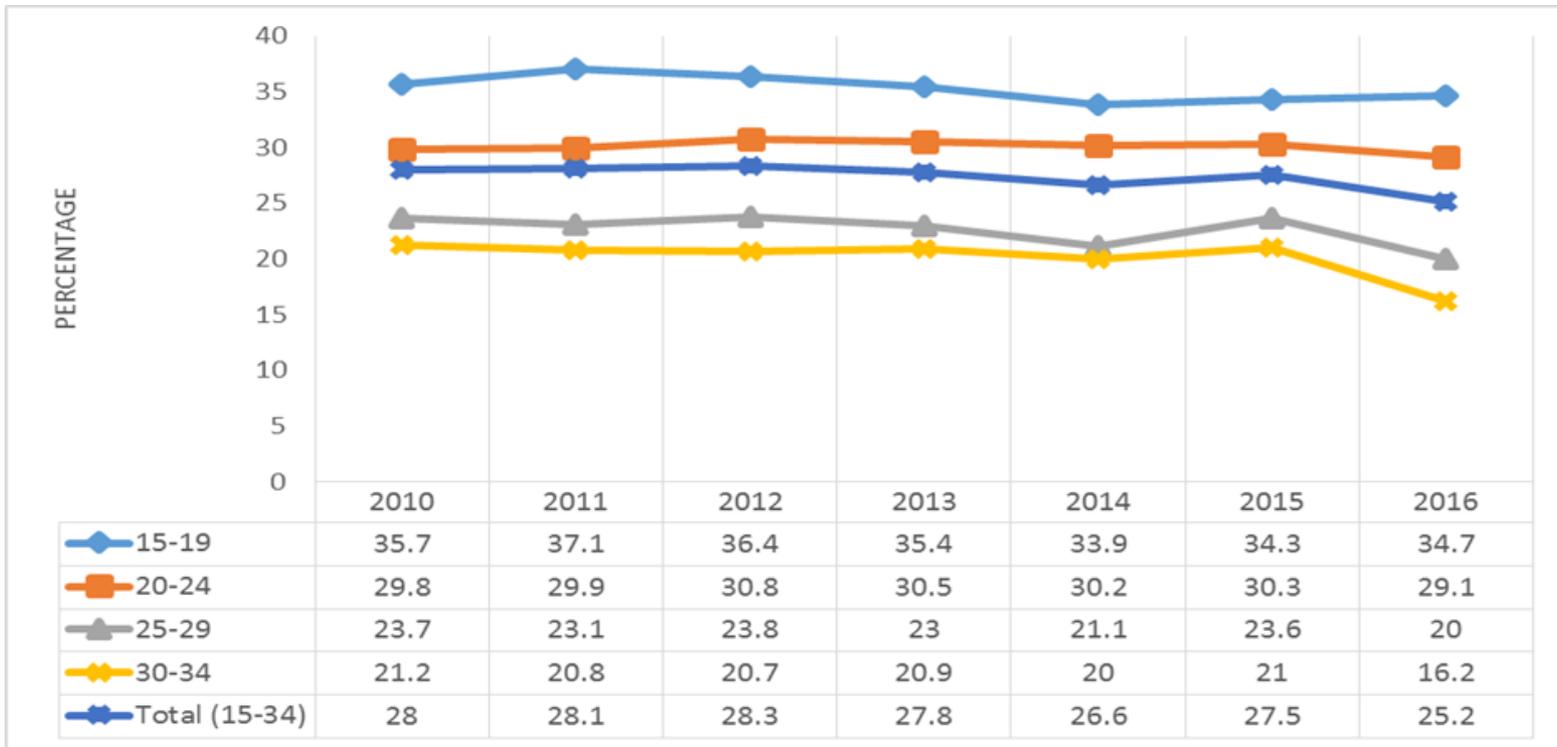
Reasons for data set

- It was noted that many possessed technical skill but work readiness is severely lacking.
- Young people, in our view lack social capital. This referred to as the links, shared values and understanding in society that enable individuals and groups to trust each other and be able to work together with each other so that the group and or individuals can thrive.
- This is often due to the circumstances of society such as poverty, violence, crime and poor health. They lack credentials, role models and mentors.
- Research indicates that having family and friends who are employed increases ones chances of finding and remaining in employment.
- High attrition have a knock on effect as they adversely affect ability to find new employment and they increase training and recruitment for employers.
- Employers are reluctant to hire entry level employees and then rely on labor brokers which offer little or no long term employment progression.
- Job hopping is poorly regarded as it reflects a lack of commitment.
- Future employability is then affected by a lack of work experience.



Jobs Data

Percentage of Youth Living in Households Without an Employed Member, 2010-2016



Recommendations

- Young people need mentorship through the job process in order to maintain employment.
- Work readiness programs are being rolled out by institutions such as NYDA, Harambee, Lullaway, however post readiness support needs to be developed.
- The private sector can assist by potentially paying transport subsidies or paying salaries weekly, providing uniforms, conducting induction sessions and offering logistical support.
- Research suggests that once placed in employment for six months, young people gained confidence on their ability to be resilient and endure workplace challenges.
- This data should be strongly considered in the Youth Employment Services Training program.
- A robust National Youth Service program may also assist in providing real life working experience in a safe learning environment and allow young people to develop the skills they need to succeed in employment. Employers globally are noting the need for real life work experience and the value it adds to employment.

HOW CAN WE MAINSTREAM YOUTH PARTICIPATION IN THE ECONOMY



National Youth Policy

- Implementation of the National Youth Policy
- The National Youth Policy (NYP) for 2015–2020 (NYP 2020) is developed for all young people in South Africa, with a focus on redressing the wrongs of the past and addressing the specific challenges and immediate needs of the country's youth
- The policy outlines interventions to enable the optimal development of young people, both as individuals and as members of South African society, enhancing their capabilities to transform the economy and the country
- The NYP 2020 shares this vision, built on the belief that South Africa has the potential and capacity to eliminate poverty and reduce inequality over the next two decades. This requires a new approach – one that moves away from passive citizenry towards a socially and economically included society in which people are active champions of their own development, supported by an effective government

National Youth Policy

- Social norms continue to sideline young South Africans, treating political and economic participation as the prerogative of older people, which is why there is a continued need for policies and implementation frameworks that pay deliberate attention to youth concerns
- Economic participation (through entrepreneurship and participation in the labour market) is an area that still needs serious attention
- Define new interventions
- Consolidate the mainstreaming of youth development in programmes run by key role players, particularly those in government
- Map the process through which progress on policy implementation will be assessed
- Specify the monitoring and evaluation mechanism for accountability and continuous improvement of interventions



National Youth Policy

- Marginalised youth and those that have fallen out of the educational, social and economic mainstream must be re-integrated through second-chance measures and other supportive actions

THE FIVE PILLARS

- **Economic participation and transformation:**
Reducing South Africa's high levels of youth unemployment requires the economy to be on a labour-absorbing growth path,

This depends on a successful reorientation of the economy to raise labour demand, with matching improvements on the supply side,

Reindustrialisation and economic diversification are also necessary to boost job creation, and these factors are at the heart of the NDP, the New Growth Path (jobs drivers) and the Industrial Policy Action Plan (sector strategies and other programmes to support economic transformation)



National Youth Policy

- **Education, skills and second chances:**

South Africa needs a skilled labour force to increase economic growth. These skills include engineers, health professionals in different occupational classes to deliver quality health care, researchers and innovators to play a critical role in creating new products and new ways of producing existing products cheaply and more efficiently, including the delivery of public services

Research institutions and the national science and innovation system must be coordinated and collaborative. To realise these objectives, the post-school education and training sector should improve equity in access and quality of outcomes.

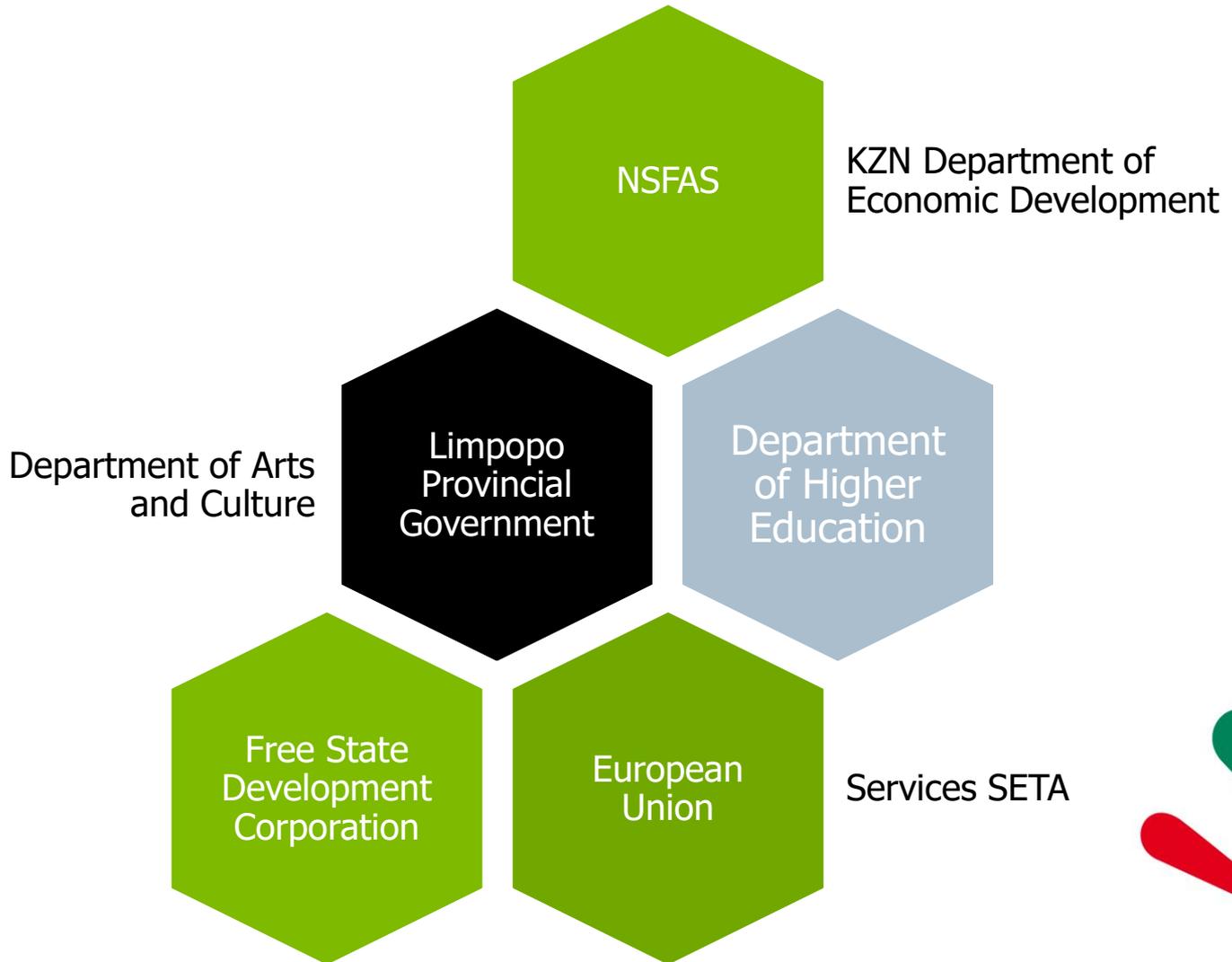


National Youth Policy

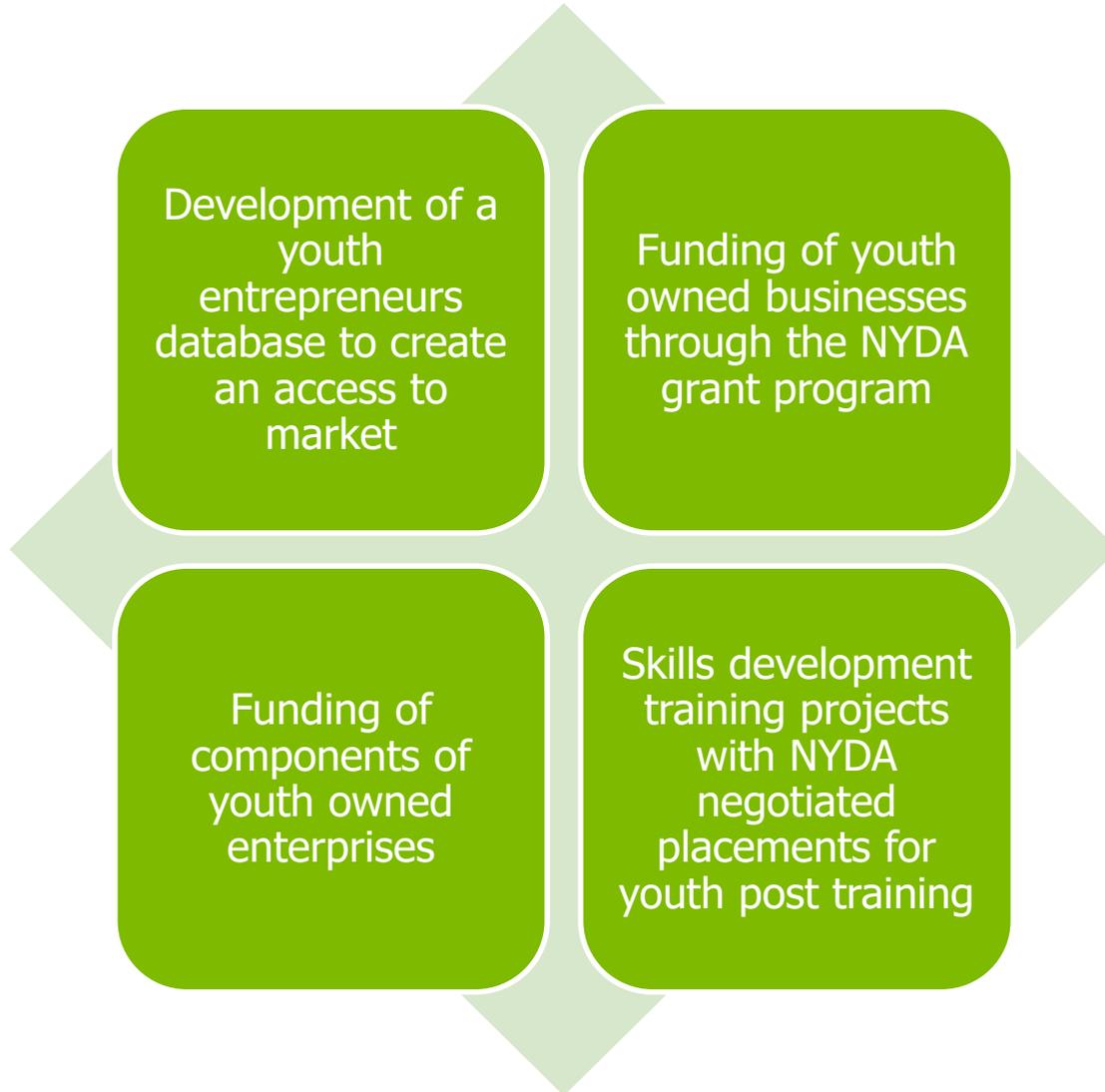
- **Health care and combating substance abuse**
- **Nation-building and social cohesion**
- **Effective and responsive youth development institutions**



Current partnerships



Potential collaboration



QUESTIONS

