



*arambee*

YOUTH EMPLOYMENT ACCELERATOR

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**Scaling up entry pathways for  
technical occupations**



# PROBLEM STATEMENT

- Only 6% of the 1 million youth entering the labour market each year find employment within the first year
- Around R32billion spent annually to address these transitions is having little effect
- Little of this investment is aimed at addressing the mismatch between supply and demand
- The large majority of youth - who are marginalized and at risk - are not benefiting



# HARAMBEE TRACK RECORD



**>400,000 workseekers supported**

**Over 1.5 million assessments**

**5 offices, 1 hub, all 9 provinces served**

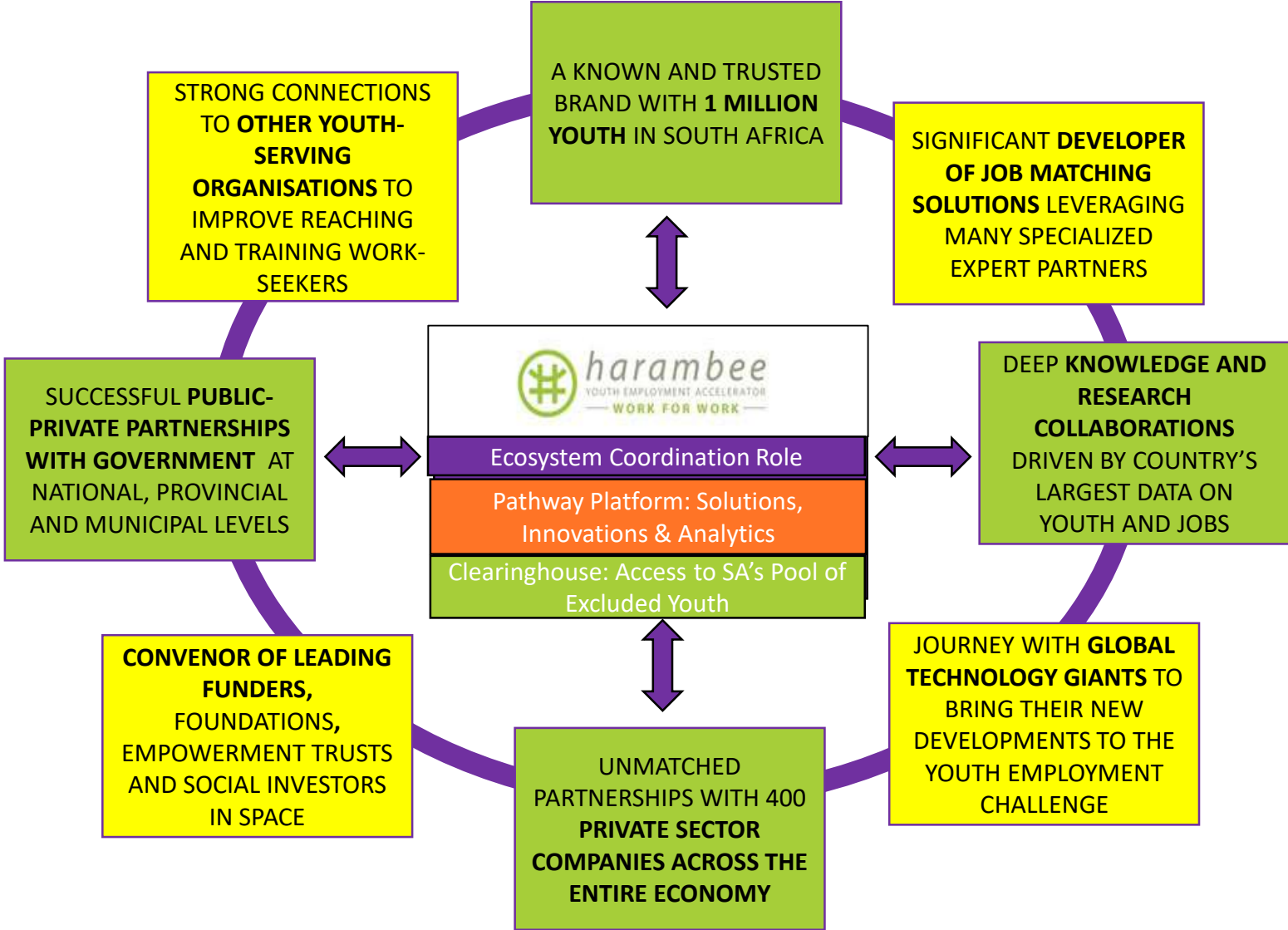
**>400 employer  
partners (private,  
public & SMMEs)  
>10 sectors served**



**Multiple government  
partners**



# SYSTEMIC IMPACT - HARAMBEE'S MODEL





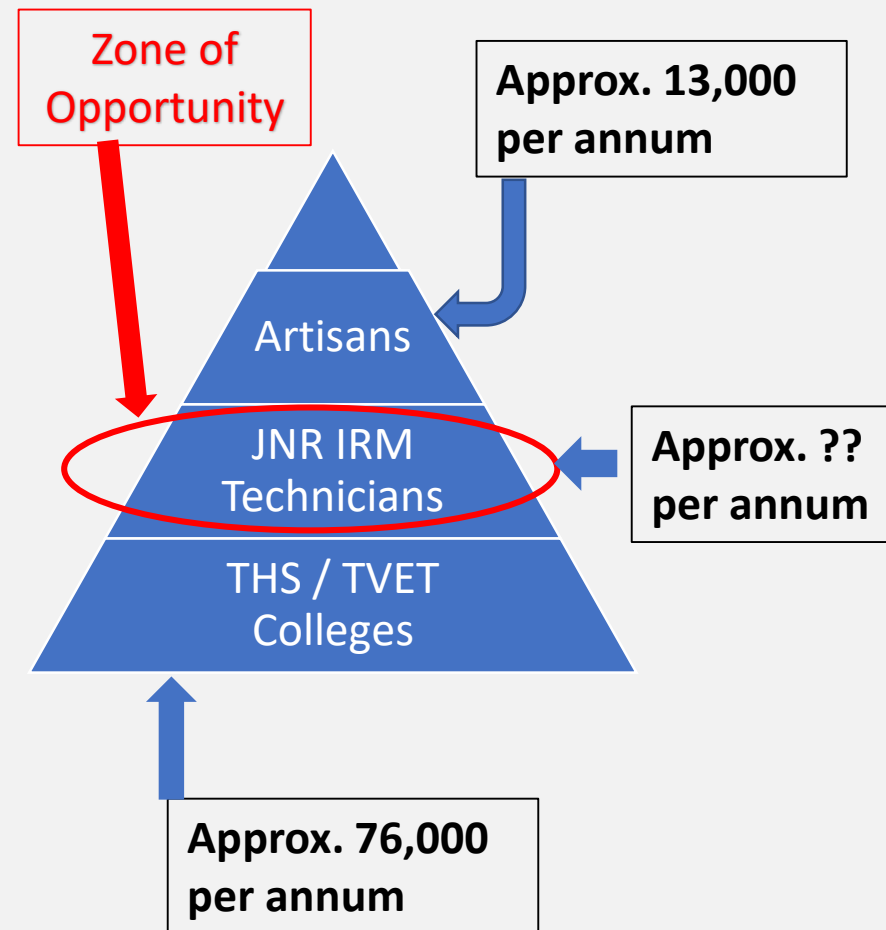
# INTRODUCING IRM (.....)

- IRM workers are entry level technical roles across a range of contexts
- Provide scalable access to mid-level technician-type jobs in large companies and SMEs or offer a pathway to artisan trades.
- May be involved in installation, repair and maintenance of machinery, equipment and buildings for IT, security, plant operations, automotive, hospitality, retail, renewable energy, telecommunications, logistics and household services.



# DISRUPTING THE PATHWAYS

- The entry points for technical occupations are restrictive
- Our engagement with a range of employers in the industrial sector suggests a zone of opportunity – expansion of pathways with lower barriers to access
- This requires the combined efforts of a range of role players through a social compact





# IRM CROSS-SECTORAL OCCUPATIONS

## IRM Technician Roles

IT Networks

Security and Fire Alarm

Plant operations

Automotive

Telecommunications /  
Satellite

Refrigeration

Solar

Carpentry

Household Repairs

Electronics



installation, repair  
and maintenance  
of machinery,  
equipment and  
infrastructure for

## Work Contexts

Manufacturing plants

Automotive repair centres

Office environments

Hotels / Apartment Buildings

Office Buildings

Public Buildings

Private homes

Wholesale & retail

Restaurants



# IRM PATHWAYS OBJECTIVES

- Explore the scope of IRM Technician occupations as a viable set of labour market entry pathways.
- Unlock scalable opportunities for young people into technical occupations.
- Establish an enabling mechanism for matching supply and demand for IRM Technician occupations.
- Strengthening the capacity of the TVET College system to deliver demand-led work-integrated learning
- Embed a sustainable funding mechanism for mainstreaming IRM pathways into the PSET system.





# Partnership Model



## Funders

Employers, Government Partners & Social Investor



## Opportunity Catalyzation Partners



Greater Alignment and Interface

- Sourcing and assessing candidates
- Matching Candidates to bank of occupational criteria
- Pathway management
- Tracking and Learning
- Fund management

Co-designing and implementing integrated bridge

Co-creating knowledge repository and lesson sharing platform



Overseeing and Quality Assuring implementation of practical skills training in TVET Colleges and OJT in workplaces

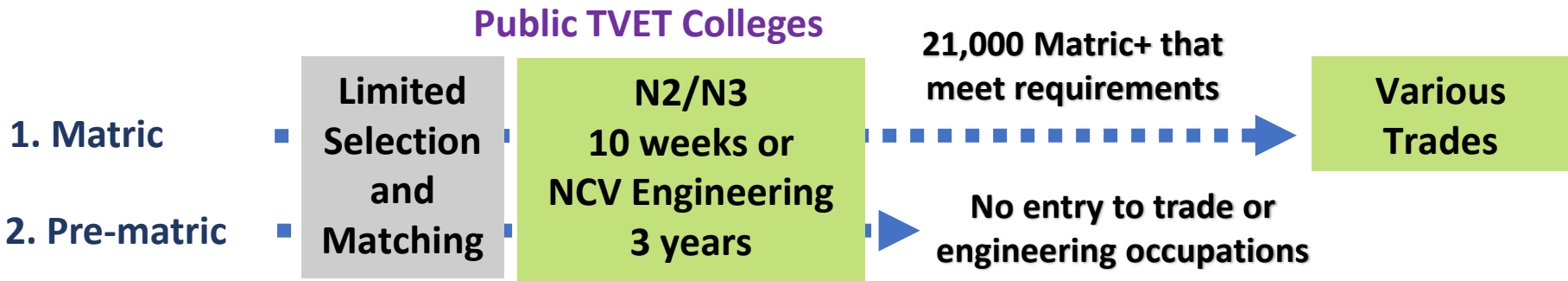
## TVET Colleges

- Enhance capacity to deliver on mid-level technical skills
- Ensure better throughput and quality of provision
- Test a public-private sector sustainable funding model

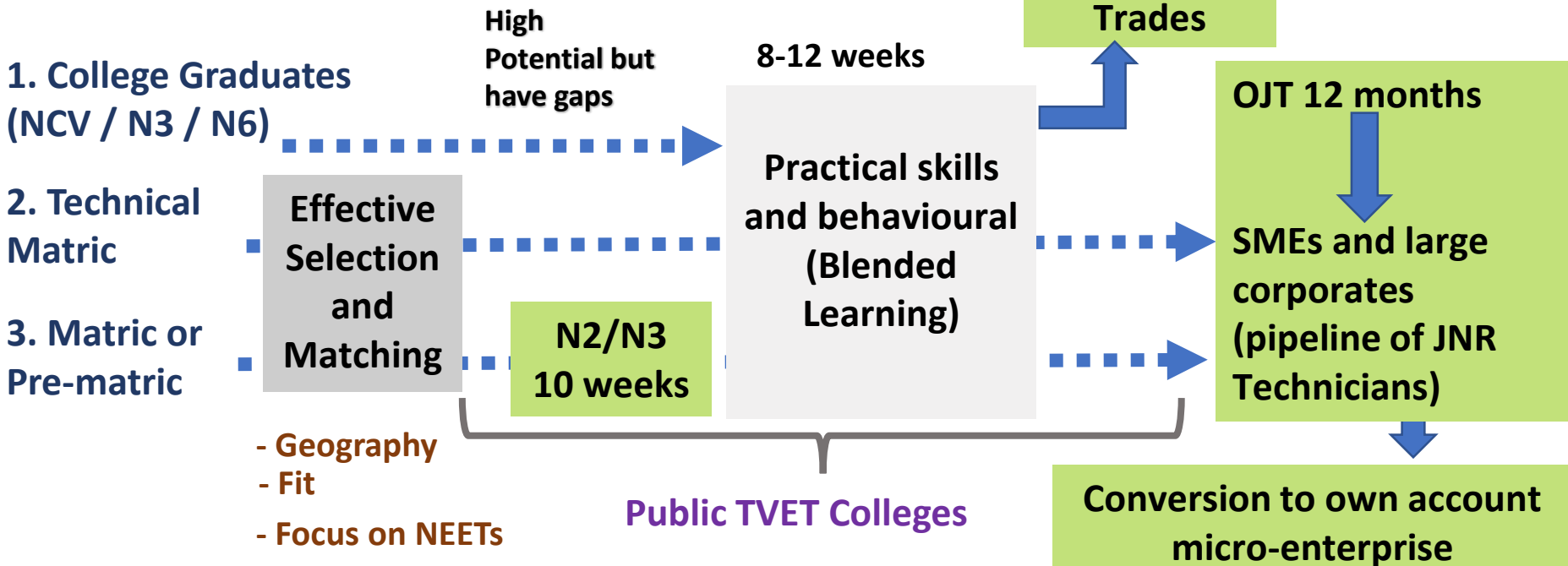


# FOUNDATIONAL BRIDGING PROGRAMME FOR ENTRY INTO TECHNICAL PATHWAYS

## Existing Pathways



## Unblocking Pathways





# 3-YEAR PLAN

Year	Targets
FY2018/2019 Development & Pilot	<ul style="list-style-type: none"><li>• 3 college partnerships in place (Tshwane North College, South West Gauteng &amp; Central Johannesburg College)</li><li>• Curriculum and delivery model in place (blended learning approach, to phase in from 2018 to 2019)</li><li>• College capacity and demand activation</li><li>• Pilot of 200 youth trained and placed in 2018. Total of 1300 over the FY period</li><li>• Gauteng &amp; Eastern Cape activated for delivery</li></ul>
FY2019/2020 Proof of concept	<ul style="list-style-type: none"><li>• 2300 youth trained and placed across minimum 3 sectors (Manufacturing, Green Economy &amp; Tourism &amp; Hospitality)</li><li>• Western Cape and KZN activated for delivery</li><li>• Sharing of lessons, and determining mechanisms for scale and sustainability</li><li>• Design a credentials/signal framework (outside of traditional qualifications) that has industry credibility and adoption.</li></ul>
FY2020/2021 Scale	<ul style="list-style-type: none"><li>• 3870 youth trained and placed into multiple sectors across the economy</li><li>• Scale up placements into entry-level IRM roles</li><li>• Test ability of a clearinghouse mechanism across the country that links entry-level talent with industry needs on the back of a credential/signal framework.</li></ul>



LEARNING  
**TOGETHER**

we can expand our impact