

OUR YOUTH. OUR FUTURE.

**The Integrated Youth Development
Strategy (IYDS) of South Africa
2012- 2016**



nyda

NATIONAL YOUTH DEVELOPMENT AGENCY

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National Youth Development Agency (NYDA)
Policy and Research Cluster
Policy Unit
11 Broadwalk Avenue
Halfway House, Johannesburg 1685
South Africa

Disclaimer

The strategic interventions contained in this strategy have been developed by the NYDA in consultation with relevant South African stakeholders, including general public. Youth in particular, were consulted through various platforms across the country; they discussed extensively and endorsed the strategy. During the National Youth Convention which was held in Sol Plaatje Municipality (Kimberly) between 5th and 7th of August 2011, South African youth developed a declaration supporting the strategy which was adopted by the convention.

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Contact Details

For any queries, contact the Research and Policy Cluster of the NYDA on +27116517000 or visit www.nyda.gov.za



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A. FOREWORD, PREFACE AND STATEMENT

1 FOREWORD BY THE MINISTER IN THE PRESIDENCY, HONOURABLE MINISTER COLLINS CHABANE

To be included

**2 *PREFACE BY THE EXECUTIVE CHAIRPERSON OF NYDA, MR ANDILE
LUNGISA***

To be included

3 STATEMENT BY THE CHIEF EXECUTIVE OFFICER OF NYDA, MR STEVEN NGUBENI

To be included

B. ABBREVIATIONS AND ACRONYMS

AgriSA	Agri South Africa
ART	Anti-Retroviral Treatment
ASGISA	Accelerated and Shared Growth Initiative-South Africa
AYC	African Youth Charter
BBBEE	Broad-Based Black Economic Empowerment
CCEP	Civic and Citizenship Education Programme
CSI	Corporate Social Investment
COSATU	Congress of South African Trade Unions
CSO	Civil Society Organization
CSSRP	Civic Shared Social Responsibility Programme
CTOP	Choice on Termination of Pregnancy
DAC	Department of Arts and Culture
DBE	Department of Basic Education
DCS	Department of Correctional Services
DHET	Department of Higher Education and Training
DoE	Department of Education
DoL	Department of Labour
DTI	Department of Trade and Industry
FDI	Foreign Direct Investment
FET	Further Education and Training
GDP	Gross Domestic Product
GEAR	Growth, Employment and Redistribution
GEM and BEM	Girl and Boy Education Movements
HAART	Highly Active Antiretroviral Therapy
HDI	Human Development Index
HEA	Higher Education Act
HEI	Higher Education Institutions
HIV	Human Immuno-Deficiency Virus
HRDSSA	Human Resources Development Strategy South Africa
HSRC	Human Sciences Research Council
IDC	Inter-Departmental Committee on Youth Affairs
IDZ	Industrial Development Zones
IPAP	Industrial Policy Action Plan
IYDS	Integrated Youth Development Strategy
JIPSA	Joint Initiative on Priority Skills Acquisition
KSFA	Key Strategic Focus Area
LED	Local Economic Development
MDGs	Millennium Development Goals
MerSETA	Manufacturing, Engineering and Related Services Sector Education and Training Authority
MIG	Municipal Infrastructure Grant
MRC	Medical Research Council
MTSF	Medium Term Strategic Framework
MYPE	Mid Year Population Estimates
NAFCI	National Adolescent Friendly Clinic Initiative
NASFAS	National Student Financial Aid
NIMSS	National Injury Mortality Surveillance System
NEPA	National Education Policy Act

NGP	New Growth Path
NCD	Non Communicable Diseases
NSA	National Skills Authority
NSDS	National Skills Development Strategy
NSI	National Sports Indaba
NSSF	Norms and Standard for School Funding
NYDA	National Youth Development Agency
NYP	National Youth Policy 2009-2014
NYS	National Youth Service
NYSPPF	National Youth Service Policy Framework
PAB	Provincial Advisory Board
PGDS	Provincial Growth and Development Strategy
PHC	Primary Health Care
PMTCT	Prevention of Mother to Child Transmission
PHC	Primary Health Care
PSC	Priority Sporting Codes
PWD	Persons with Disabilities
QLFS	Quarterly Labour Force Surveys
R&D	Research and Development
RDP	Reconstruction and Development Programme
RSA	Republic of South Africa
SACC	South African Council of Churches
SAGDA	South African Graduate Development Association
SANYRBS	South African National Youth at Risk Behaviour Survey
SARS	South African Revenue Services
SASA	South African Schools Act
SAQA	South African Qualifications Authority
SDA	Skills Development Act
SDF	Skills Development Fund
SDLA	Skills Development Levies Act
SED	Spatial Economic Development
SETA	Sector Education and Training Authorities
SGB	School Governing Bodies
SRSA	Department of Sport and Recreation South Africa
STI	Sexually Transmitted Infections
SYR	Status of the Youth Report
TB	Tuberculosis
TFR	Total Fertility Rate
UN	United Nations
UIF	Unemployment Insurance Fund
UNCRPD	United Nations Convention on the Rights of Persons with Disabilities
UNDP	United Nations Development Programme
UNWPAY	United Nations World Programme of Action on Youth
WPAY	Worldwide Programme of Action on Youth
WHO	World Health Organisation
WYF	World Youth Forum

SECTION A

1. CHAPTER 1: BACKGROUND & BRIEF LITERATURE REVIEW

1.1 Background- IYDS concept and brief review of youth development policy and legislative framework of South Africa

South Africa is one of the few countries in Africa that have developed and attempted to implement a comprehensive youth policy over the past few decades. Despite all this, limited success has been recorded to date; youth are still affected by similar socio-economic issues as they were in 1994. For successful implementation and better results to be realised, any policy requires strategies and programmes that are carefully designed taking into consideration all factors in the environment. Various strategies and programmes have been conceptualized, experimented with and implemented since 1994 in order to advance youth development in South Africa. Despite all these efforts though, a closer look at youth development indicators reveals that some progress has been made but many developmental confrontations still prevent South African youth development.

From the dawn of democracy, South Africa recognised the need for a concerted effort by all which must be guided through an Integrated Youth Development Strategy (IYDS) and Plan and in 2008 enacted the NYDA Act Number 54 of 2008. The aforementioned act instructs the NYDA to develop an ***Integrated Youth Development Strategy and Plan for South Africa***.¹ The previous legislations had also acknowledged the need for an integrated approach and also mainstreaming of youth development but were not explicit in instruction for a development of an Integrated Youth Development Strategy and Plan. Through the emphasis put in this legislation for an IYDS and Plan, South Africa was taking a significant step and acknowledging the fact that it is not possible for a single institution such as NYDA on its own to implement youth development programmes that will completely integrate South African youth into the economy and society in general.

¹ NYDA Act Number 54 of 2008

The NYDA Act Number 54 of 2008 does, in an unambiguous fashion, instruct NYDA to:

- a) Promote a uniform approach by all organs of state, the private sector and non-governmental organisations to matters relating to or involving youth development and;*
- b) Partner and assist organs of state, the private sector and non-governmental organisations and community based organisations on initiatives directed at attainment of employment and skills development;*
- c) Establish annual national priority programmes in respect of youth development;*
- d) Guide efforts and facilitate economic participation and empowerment, and achievement of education and training;*
- e) Initiate, design, co-ordinate, evaluate and monitor all programmes aimed at integrating the youth into the economy and society in general;*
- f) Initiate programmes directed at poverty alleviation, urban and rural development and the combating of crime, substance abuse and social decay amongst youth;*
- g) Endeavour to promote the interest generally of youth, particularly young people with disabilities.*

It is therefore important to note that the Integrated Youth Development Strategy and Plan will not and should not be an NYDA plan but an integrated strategy and plan of South Africa which seeks to advance youth development. The concept of an Integrated Youth Development Strategy, the goals of the strategy and the role of private, civic and public sector is informed and guided by the above mentioned act and related youth development policy confines. It is also important to note that NYDA as the agency responsible for overall youth development and as per the instruction of the act mentioned above will design and implement some programmes aimed at integrating South African youth into the economy and society in general. It will also be a principal role of NYDA to monitor and evaluate the implementation of IYDS and Plan and report on progress made. This will take form of the Status of the Youth Report (SYR) and any other publications the agency deems suitable to publicise progress made by private, civic and public sector with regards to implementation of their plans as guided by the IYDS and Plan. This is instructed by the act mentioned above which states that NYDA shall develop and implement a monitoring and evaluation framework to track progress made by private, civic and public sector, this as part of IYDS and Plan implementation. There shall be, reporting on results achieved which will be done quarterly and annually

and this report will be compiled by the NYDA. Incremental progress made and reported through the quarterly and annual process will then form part of the Status of the Youth Report (SYR) which the State President of the Republic of South Africa is expected to table before parliament and publish for public consumption every 3 years².

1.2 Review of literature- Summary of key South African Youth Status and Context issues

1.2.1 Population and Demographic Outlook of Youth

South Africa has a youth population (14-35 years of age) which is about 41%³ of its entire population of just over 50; 5 million. This in itself presents a unique situation for youth development policy; it implies that youth development in South Africa is not just a priority of the youth sector but should be a country's priority if growth and development is to be realised. The 2 tables and a graph below depict the South African population structure up to the year 2010, in 2012 as demonstrated in the publication The South African Youth Context: The Young Generation, the picture depicted below has changed minutely.

² NYDA Act Number 54 of 2008

³ Statistics South Africa, Midyear Population Estimates, Pretoria: Statistics South Africa, 2011

Table 1: Population Distribution by Age from Year 2005-2010

Age Group	2005	2006	2007	2008	2009	2010
0-4	5,265,523	5,243,899	5,216,905	5,186,353	5,153,944	5,120,704
5-9	5,228,573	5,215,800	5,203,946	5,193,900	5,187,712	5,181,221
10-14	5,228,315	5,249,159	5,257,494	5,252,668	5,231,543	5,202,410
15-19	5,016,193	5,062,472	5,108,465	5,152,316	5,194,242	5,226,212
20-24	4,596,290	4,660,783	4,735,367	4,820,935	4,916,044	5,018,533
25-29	4,271,015	4,323,824	4,381,709	4,438,859	4,487,178	4,518,968
30-34	3,786,001	3,862,627	3,907,863	3,941,632	3,982,084	4,035,763
35-39	2,772,666	2,880,048	3,024,715	3,188,568	3,343,140	3,465,086
40-44	2,435,402	2,428,728	2,420,605	2,425,561	2,458,402	2,524,173
45-49	2,181,740	2,201,041	2,212,869	2,220,660	2,226,249	2,230,468
50-54	1,805,728	1,852,358	1,901,581	1,949,528	1,990,246	2,019,048
55-59	1,476,769	1,511,431	1,544,180	1,577,495	1,613,832	1,653,582
60-64	1,145,008	1,178,327	1,213,429	1,249,651	1,285,519	1,319,609
65-69	854,360	880,530	906,054	931,577	957,829	985,185
70-74	579,874	601,952	625,043	648,708	672,227	695,092
75-79	363,683	378,560	393,569	408,932	424,868	441,484
80+	282,827	295,831	309,545	323,902	338,716	353,934
14 -35	19,333,751	19,602,627	19,855,833	20,104,929	20,355,273	20,593,235
% Change		1.39%	1.29%	1.25%	1.25%	1.17%
Total Population	47,289,967	47,827,370	48,363,339	48,911,245	49,463,775	49,991,472
% Change		1.14%	1.12%	1.13%	1.13%	1.07%
<i>Source:</i>	<i>Stats SA Mid-Year Population Estimates Releases, www.statssa.gov.za</i>					

Table 2: National distribution of population by Province, Population and Age Group (14-35 yrs) in 2010

Province	Number	Percent	African (%)	Coloured (%)	Indian (%)	White (%)
Western Cape	2,001,171	9,8	37,7	52,8	0,9	8,7
Eastern Cape	2,830,436	13,8	89,2	7,1	0,1	3,7
Northern Cape	439,030	2,1	57,9	36,1	0,4	5,6
Free State	1,169,303	5,7	88,4	2,6	0,6	8,5
KwaZulu-Natal	4,523,868	22,1	89,6	0,7	7,0	2,8
North West	1,259,654	6,2	92,3	1,7	0,3	5,8
Gauteng	4,454,192	21,8	79,7	3,3	3,8	13,3
Mpumalanga	1,558,257	7,6	95,3	0,6	0,4	3,7
Limpopo	2,220,219	10,9	97,9	0,1	0,1	1,9
South Africa	20,593,235	100%	83%	8%	3%	6%
<i>Source: Statistics South Africa, Mid-year Population Estimates, 2010</i>						

Of great interest here is a demographic point of significance which is worth noting, South Africa is a youthful country. According to the 2010 MYPE people between ages of 14 and 35 represented about 41.2% of the total population, a clear sign that South African population is growing younger and younger. Also worth mentioning is the fact that a significant proportion of population (70%) is aged between 0 and 35 demonstrating a typical youth bulge as represented by the population structure pyramids below. Since 2005 the 14 – 35 year old group has been growing at an average of 1.27% whilst the total population has been growing at an average of 1.12%. The youth population continues to grow at a higher rate than the general population, even though overall South Africa population growth rate has declined over the past 20 years. The fertility rate is also significantly lower than the countries in the region. Disaggregation of fertility rates by population groups in South Africa also demonstrate higher fertility rates amongst black Africans (TFR 4.0), who constitute over 80% of the total population compared to the fertility rate amongst Whites (TFR 1.9), Asians (TFR 2.5) and Coloured (TFR 2.5) population groups. The 2 population pyramids below depict graphically, the structure of the South African population, clearly showing the significant bulge around the youth ages.

Figure 1: Total Population of South Africa by Age Group and gender, 2010

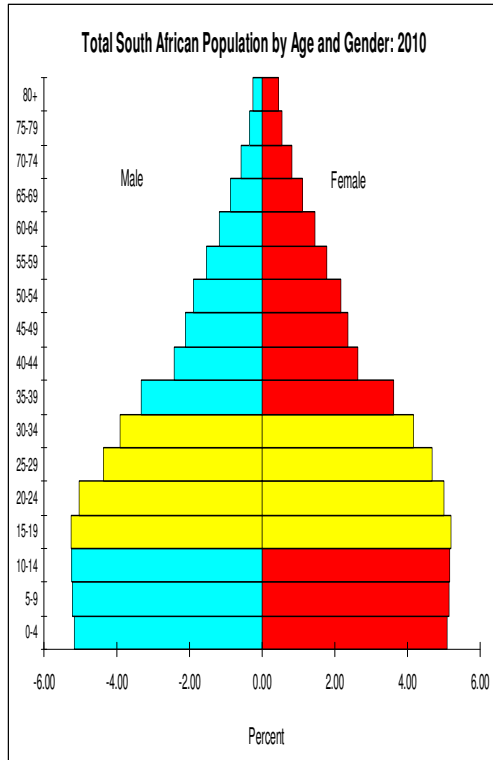
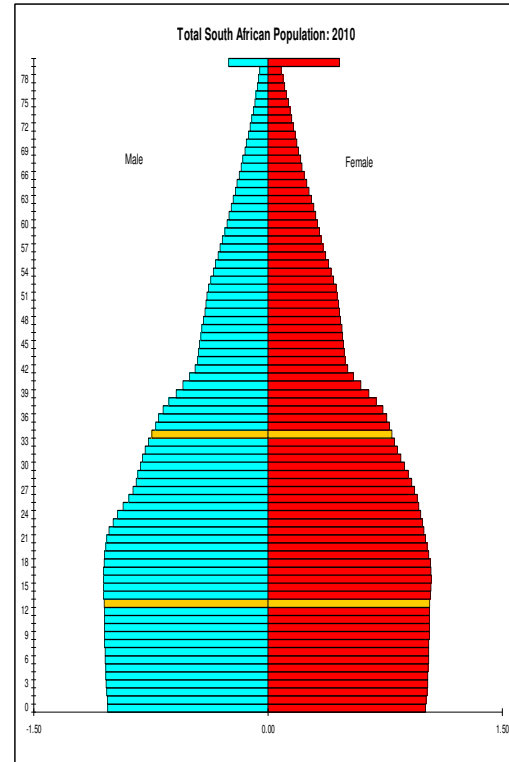


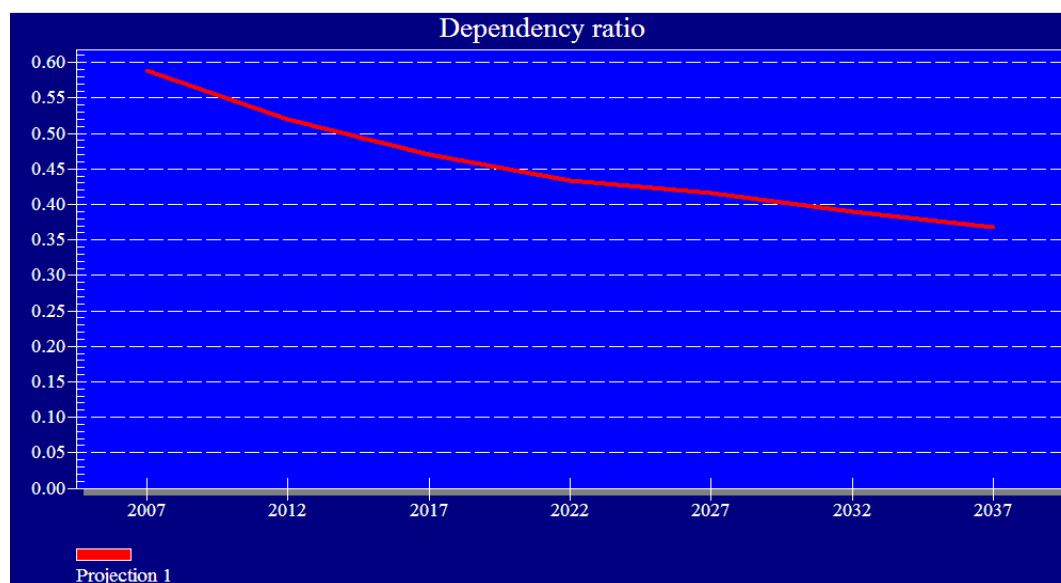
Figure 2: Total Population of South Africa by single Age and gender, 2010



The two pyramids (age structure diagram) above show a population structure of South Africa which is characterised by what Gary Fuller in 1995 called a *Youth Bulge*. A youth bulge basically means an increased population of youth in comparison to other ages in a population structure. The demographic phenomenon which accompanies a youth bulge is called a *Demographic Dividend*. The demographic dividend is ideally a window of opportunity in the development of a society or nation which opens up as fertility rates decline when faster rates of economic growth and human development are possible when combined with effective policies and markets. The drop in fertility rates often follows significant reductions in child and infant mortality rates, as well as an increase in average life expectancy. In South Africa, even though we observe a youth bulge, child and infant mortality has not dropped significantly and neither has average life expectancy increased tremendously. In a typical demographic dividend situation, dependency is reduced and growth surges to an increased working class population. If combined with effective public policies this time period of the demographic dividend can advance rapid economic growth and put less strain on families and communities.

The “demographic dividend” by its nature is supposed to provide an opportunity to explore and implement policies and programmes that would get maximum benefits from a youthful population; however the benefits are not automatic. Under such demographic circumstances, it is assumed that resources shift from the dependent children and elders to youth—the age group that comprises the bulk of the population and productive labour force. In terms of policy making and programming such a population profile would ideally provide an opportunity for increased resource investment in economic development and family welfare, essentially more on youth and less on younger and older age groups.⁴ While the large number of youth can put pressure on schools, labour markets, and services, it has been noted that the declining dependency ratios of the demographic dividend allow for an increased investment in education and family welfare (Mattias Lundberg and David Lam, 2007).

Figure 3: South Africa: Projected Dependency Ratios, 2007-2037

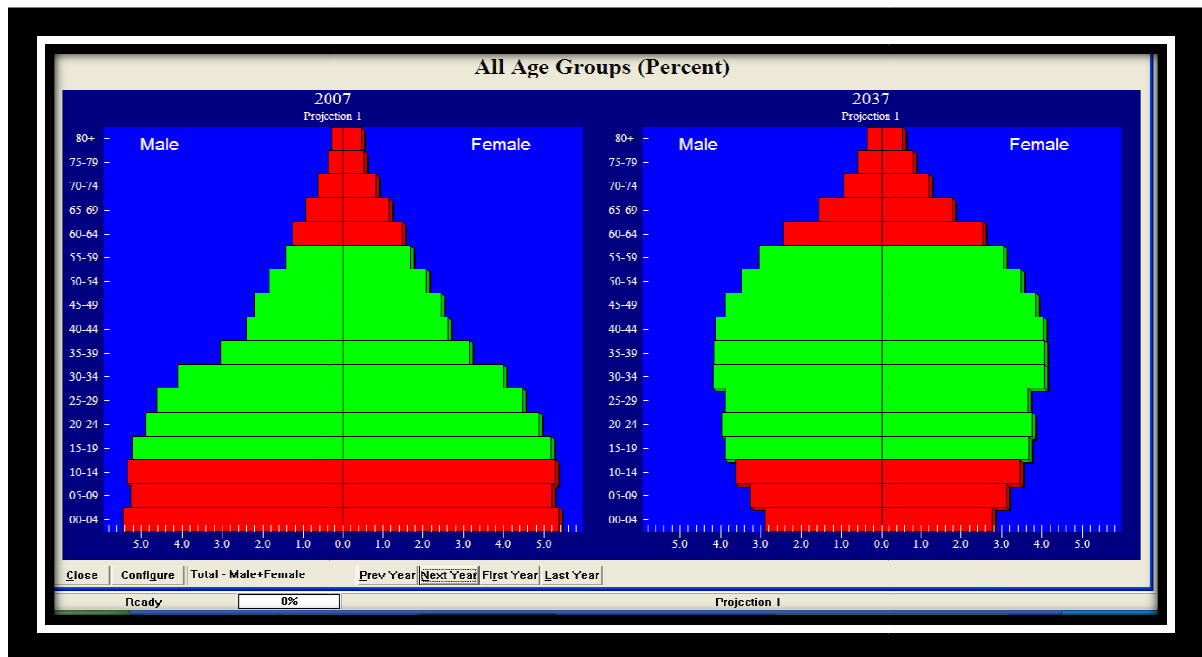


A closer look at the South African situation immediately shows that circumstances that currently prevail are a little different from the norm, dependency is not as low as it would be expected and thus shifting of resources would not be as automatic. Furthermore, even though the economic growth has been steady over the past few years since 1994, with relatively adequate investment made in respect of the economy, youth continue to

⁴ Youth and demographic dividend, UNFPA, Pretoria

be unemployed and economically not independent. With a projected population structure as depicted in the graph above, which is projected to continue to be youthful till about year 2037, South African policy needs to first respond with innovative programmes and strategies to current youth challenges and then rip benefits of the demographic dividend.

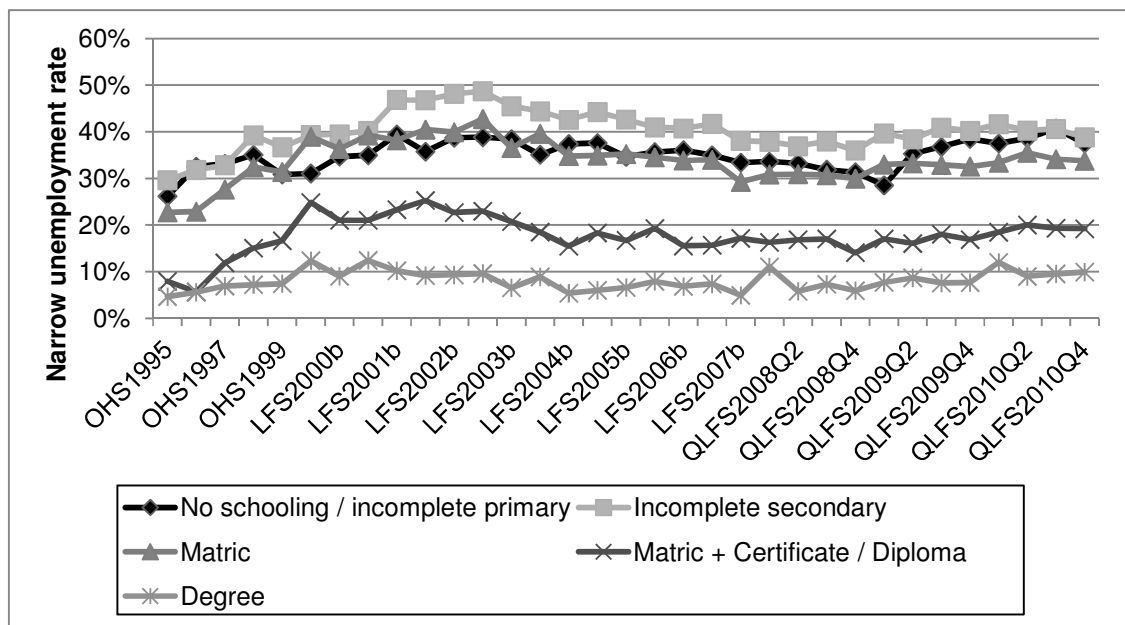
Figure 4: Age and Sex Structure of the Population of South Africa – 2007 and 2037



1.2.2 Youth Economic Participation in South Africa

Economic participation of youth in South Africa is poor and characterised by high unemployment and poor entrepreneurial levels. As of 2011, South Africa had an unemployment rate of 25%, about 70% of the unemployed is youth (14- 35 years of age).⁵ The high rate of youth unemployment is more pronounced in the age group 15 to 24 years and this pattern of unemployment has been consistent over a number of years with both African and Coloured youth mostly affected. Unemployment is arguably not only a function of the ability of the economy to absorb labour, but it is also a function of the level of education and work experience of young people.

Figure 5: Narrow unemployment rates amongst the youth (14 – 35) by education, 1995 - 2010

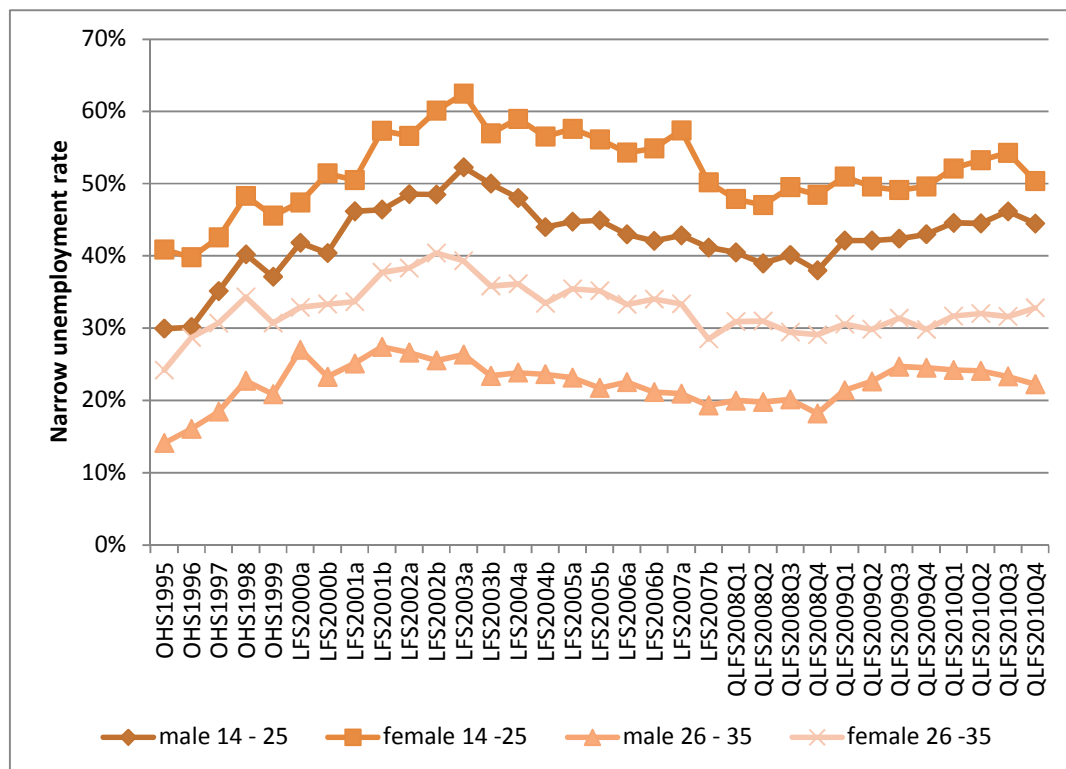


Sources: (Author of Education Section of The South African Youth Context: The Young Generation) Stephen Taylor's calculations based on October Household Surveys 1995 – 1999; Labour Force Surveys 2000 – 2007; Quarterly Labour Force Surveys 2008 – 2010

⁵ Treasury, 2011, Confronting youth unemployment: Policy options for South Africa

According to the New Growth Path 2010, the core challenges hampering youth's meaningful participation in the mainstream economy are joblessness, poverty, and inequalities. It is a global trend and in South Africa it is even more evident, young people are the most affected by unemployment. Globally it is estimated that young people constitute about 25% of the working age population, but they constitute 47% of the unemployed.⁶ In South Africa, the Quarterly Labour Force Surveys (QLFS) have consistently depicted a grim situation, high unemployment affecting youth in particular. It was reported that an estimated 320 000 young people between ages 18 and 24 years lost jobs since December 2008.⁷ To illustrate this, the graph below depicts an age and gender disaggregated narrow unemployment rates.

Figure 6: Narrow unemployment rates by age and gender, 1995 – 2010



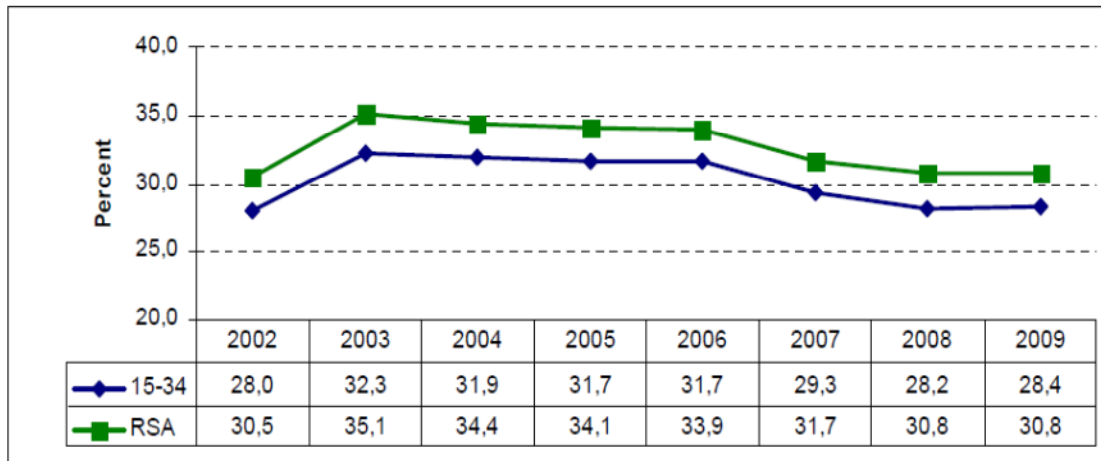
Sources: Stephen Taylor, (Author of Education Section of The South African Youth Context: The Young Generation, 2011) calculations are based on October Household Surveys 1995 – 1999; Labour Force Surveys 2000 – 2007; Quarterly Labour Force Surveys 2008 – 2010

⁶ World Development Report 2007

⁷ Confronting Youth Unemployment: Policy Options for South Africa

There are arguably a number of underlying factors for a lack of adequate youth economic participation in South Africa, such as the increase in the population of the working age which is not equally matched by an increase in job opportunities thus leaving a significant number of young people unable to take advantage of the limited available opportunities of sustainable employment. Some also argue that youth are not skilled and prepared for the labour market and thus unable to be absorbed by the job market. The joblessness situation in South Africa affects largely young women; youth in the rural and peri-urban areas and youth with disabilities. It is imperative therefore that any employment or economic development strategy, plan or programme be deliberately biased towards these special categories of youth.

Figure 7: Percentage of 15-34 years individuals living in households without an employed member⁸



The illustration above depicts poverty status of youth, poverty and unemployment are interlinked in many cases, and unemployed youth are usually also living in poor households. It is against this backdrop that the National Youth Policy (NYP) 2009-2014 and as such, the IYDS places employment creation at the centre of any intervention aimed at advancing youth development. The past decade and a half of South Africa with regards to youth unemployment has been characterised by the following issues:

- **Low labour absorption capacity of economy-** labour supply has grown faster than the economy's absorption capacity;

⁸ Source: Statistics South Africa, Social profile of South Africa, December 2010

- **High- skill technology Labour Market-** largely non labour intensive labour market which remains highly dependent on high-skill technology resulting in exclusion of many youth, mostly those in rural and semi-rural areas;
- **Available skills vs Labour Market needs-** huge skills mismatch between available skills and labour market needs, many young graduates are unable to be absorbed into mainstream economy;
- **Low entrepreneurship levels-** a shortage of entrepreneurial participation and in particular that of youth. On the whole, management and leadership skills needed to initiate and support economic growth through innovation and entrepreneurship have been lacking;
- **Lack of access to information-** a general lack of awareness of youth on career and entrepreneurial opportunities available within the various sectors of the economy has been evident. Lack of role models for youth within families and communities and across business sectors which is significant for entrepreneurial development is obvious;
- **Possible lack of mentorship/‘hand holding’ support and exit strategies-** within the key identified sectors of economy, mentorship has been cited as one of the key limitations for sustainable youth development. Many a times there are also minimal follow-up/after-care support programmes, such as incubator programmes;
- **Inadequate Economic Growth to facilitate rapid employment-** generally the GDP growth has not been consistent and sustained at a level which can create enough jobs (above 4%, or the 6%) in order to start reducing unemployment;
- **A weak manufacturing industry-** the industrial base and beneficiation of both mineral and agricultural products in particular has not developed to any significant degree that can create more job opportunities;
- **Poor support or facilitation of new entry into the job market-** the policy frameworks that were meant to support new entrance to the job market and certain minimum standards for the employee have not yielded desired results thus far;

In terms of employment, the lack of targeted and outcome driven interventions both in public and private sector continues to be a concern for a country which has majority of its population being youth.

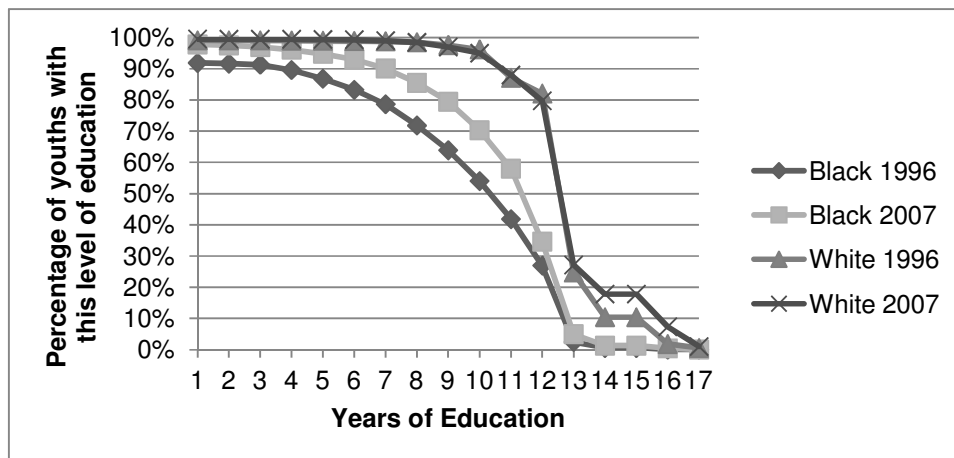
Entrepreneurship is another important aspect of growing an economy and it improves livelihoods for youth. Interestingly though, in South Africa, the level of youth ownership of business has also not grown. Business ownership of youth is as low as 33% and this viewed against the fact that youth constitutes the biggest proportion of the population at about 41% leaves a lot to be desired. One major reason which is mentioned as an obstacle for youth to start and sustain businesses is lack of start up capital. Most people who start business rely on savings and the selling of own assets to start a business and in South Africa fewer young people have access to such resources. The use of training programmes for business skills by small business owners is also very low at about 5% and this could also be the reason for failure of many enterprises. This implies therefore that a deliberate effort should be made to raise the visibility and availability of training programmes to empower aspirant business owners. According to findings of The South African Youth Context: The Young Generation 2011 publication, 74.5% of small business owners are not aware of organisations that give support and advice to business owners. Again, in a survey conducted recently by NYDA, only about 10% of youth owned businesses were aware of the NYDA and the services it offers. There is a trend in South Africa where many young people (43%) venture into business because of unemployment rather than being motivated by seeing an opportunity in the market or motivated by passion for a particular business. This trend could also lead to many small businesses collapsing in the early stages of development. The education system and the business support organisations need to do more to motivate and support youth to be more entrepreneurial.

1.2.3 Education and Skills Development Issues facing South African Youth

Since 1994, participation by historically disadvantaged groups of youth in education at all levels of education increased over the past 2 decades or so. In primary and lower secondary education participation is particularly high although it drops off sharply between grade 10 and 11 and once the matric examination period approaches in grade 12. Consequently, enrolment in higher education is still relatively low, despite moderate increases in recent years. The underlying reason for this pattern in enrolment has been shown to be a low quality of education results being achieved throughout much of the early phases of the school system. The low quality of schooling is therefore leaving many people effectively unskilled upon exiting the system, despite spending a long time in school. However, black South African youth in particular spend longer in school to

attain the same (low) levels of education as white students. Many black youth exit school at age 18 or 19 without attaining a Matric, which is the point at which labour market returns to education begin to accrue (reference). The graph below depicts how the numbers of youth decline as years of education attainment increase in South Africa.

Figure 6: Attainment of education by 21-25 year olds by race in South Africa in 1996 and 2007



Sources: Author's of the SA Youth Context 2011, calculations were based on Census 1996, Community Survey 2007

It is also unfortunate to note that low quality of education is still concentrated amongst schools that serve poor and historically disadvantaged communities. This situation is detrimental for development as it acts as a poverty trap for the affected youth. There is thus a big role which is crucial for second-chance opportunities, technical and vocational forms of training, adult literacy programmes and other post-school educational opportunities. In mid to long term, a major area of policy focus as far as education and skills development is concerned should be on improving the quality of schooling focusing largely on the historically disadvantaged areas.

1.2.4 Health and Well-being of Youth

The population mortality data between 2001 and 2008 has indicated high death rates amongst the age group between 25 and 39 years. This age group is coincidentally the most productive age group in any population. The mortality statistics also show that most of the leading causes of deaths amongst the youth are preventable diseases and unnatural causes of deaths such as trauma and violent behaviour. This could suggest that the current health education programmes that promote healthy lifestyles, prevention of diseases and effective treatment of curable conditions are not having the desired effects to reduce unnecessary deaths amongst young people. The Status of youth report published in 2005 demonstrated considerable higher morbidity, wherein it was reported that about 20% of young people were reported to have been admitted to hospital in the last two years. The implication of high mortality and morbidity in the youth age group is that human capital required for economic and development activities is reduced. Health behaviour and practices based on the research and behavioural surveys conducted with the youth population indicate that a significant proportion of young people are practising risky health behaviours. As an example, the youth risk behaviour survey conducted by MRC shows a significant number of young people who reported to be engaging in unsafe sexual practices, in certain cases with such behaviour resulting in unplanned and unwanted pregnancies. Only 30% of young people in this survey reported to have been using a condom consistently when engaging in sexual acts. As a result the 2008 HIV incidence and prevalence survey conducted by the HSRC showed that HIV prevalence is highest between the ages of 20 – 34 years, especially for females.

Table 3: Youth Mortality and Morbidity

Table 3: Number of deaths by age and year of death, South Africa 2000 -2008										
Age Group	Year of death									Total
	2000	2001	2002	2003	2004	2005	2006	2007	2008	
14-19	8,678	9,271	9,931	10,268	10,289	10,241	10,462	10,071	9,890	112,497
20-25	24,271	26,263	28,998	31,858	32,891	33,273	33,056	32,033	30,841	332,602
26-31	39,949	45,929	53,619	61,524	64,031	63,114	61,953	57,765	54,532	586,407
32-35	26,677	31,209	37,726	43,545	46,762	48,449	47,018	46,586	44,916	431,260
Youth Totals	99,575	112,672	130,274	147,195	153,973	155,077	152,489	146,455	140,179	1,462,766
% change	—	11.6%	13.5%	11.5%	4.4%	0.7%	-1.7%	-4.1%	-4.5%	
Other ages	314,363	340,286	369,739	406,780	419,646	439,777	458,925	455,417	450,926	4,482,395
Unsp	2,217	1,924	2,037	2,804	3,090	3,277	1,364	1,222	968	32,295
Total	416,155	454,882	502,050	556,779	576,709	598,131	612,778	603,094	592,073	5,977,456

The MRC study further reported that high stress levels were reported amongst in school youth, where 1 in 5 youths had considered committing suicide and 21.4% had attempted suicide. Whilst the 2010 out of school youth risk behaviour survey indicated about 1 in 4 youth contemplated committing suicide and almost a third (32.7%) had made one or more attempts at committing suicide. With high reported pregnancy rates amongst school going young people, high HIV prevalence, extreme poverty and child headed households remaining issues that are not addressed holistically the stress levels and mental illness will remain part of health and wellbeing struggle of the youth. Substance abuse has also been reported to be very high amongst the youth (reference). Of the learners surveyed in the 2008 risk behaviour survey conducted by MRC, 37.6% of the learners reported to be smoking tobacco and 49.6% reported to be drinking alcohol.

2. CHAPTER 2: KEY LEGISLATIVE AND POLICY FRAMEWORKS

The IYDS and Plan is informed, guided by, and aligned to the legislative and policy frameworks provided for in the following pieces of national and international legislative and policy instruments or tools:

2.1 The Constitution of the Republic of South Africa, Act Number 108 of 1996

The Constitution is the supreme law of the country that entrenches specific rights, responsibilities and an ethos that everyone in South African must uphold. In the Bill of Rights, specific human rights are guaranteed and these rights and responsibilities guide the inherent rights and responsibilities of everyone, including youth.

2.2 National Development Plan 2030

South Africa, in 2011 developed a plan for 2030 and published a vision for the country, The IYDS and Plan has been aligned to the long term plans contained in NDP 2030.

2.3 National Youth Development Policy Framework (NYDPF) 2002–2007

The NYDPF provides the context for the Government's youth action, arguing for an integrated, holistic youth development strategy. It further articulates the values of equity, diversity, redress, responsiveness to the needs and contexts of young people, and an orientation that is sustainable, participatory, inclusive, gender sensitive, accessible and transparent.

2.4 National Youth Policy (NYP) 2009–2014

The goal of the NYP 2009–2014 is to intentionally enhance the capacities of young people through addressing their needs, promoting positive outcomes, and providing an integrated, coordinated package of services, opportunities, choices, relationships and support necessary for the holistic development of all young people, particularly those outside the social, political and economic mainstream.

2.5 National Youth Development Agency (NYDA), Act Number 54 of 2008

The Act mandates the NYDA to develop an Integrated Youth Development Strategy for South Africa and initiate, design, coordinate, evaluate and monitor all programmes aimed at integrating the youth into the economy and society in general. The Act further instructs the agency to promote a uniform approach by all organs of state, the private sector and non-governmental organisations to matters relating to or involving youth development.

2.6 Broad-Based Black Economic Empowerment Act 53 of 2003

This law mandates all spheres of government and private sectors to promote the achievement of the constitutional right to equality, increase broad-based and effective participation of black people in the economy and promote a higher growth rate, increased employment and more equitable income distribution; and establish a national policy on broad-based black economic empowerment so as to promote the economic unity of the nation, protect the common market, and promote equal opportunity and equal access to government services.

2.7 The White Paper for Social Welfare (1997)

This document places major emphasis on the needs and challenges of the youth as well as the specific interventions to be used to ensure the development of young people. It was the first government policy document to articulate the need to professionalize youth work in an effort to build capacity for those responsible for providing youth development services so that they can adequately and effectively address the challenges faced by the youth within their respective communities.

2.8 The White Paper on Reconstruction and Development (1994)

The RDP was a plan by the newly democratically elected Government to redress social and economic challenges faced by the country as a result of discriminatory policies of the previous governments. The RDP made specific commitments to the empowerment of South African women, youth, rural and disabled persons. The RDP committed the Government to ensuring that suitable programmes aimed at young people are

established to ensure redress of backlogs in education and training, job creation and recreation.

2.9 The NYS Development Policy Framework (2002)

The NYS Development Policy Framework 2002 prioritized the participation of youth in voluntarism as a mechanism to build patriotism and social cohesion. In the end, a nation with a common and shared future will be built.

2.10 South Africa's New Growth Path (NGP)

The three focus areas of the New Growth Path (NGP) that are directly related to the Economic Participation thematic area are Stepping Up Education and Skills Development, Enterprise Development, and Broad-Based Black Economic Empowerment.

2.11 African Youth Charter (2006)

The African Youth Charter is a political and legal document that serves as a strategic framework that gives direction to youth empowerment and development at continental, regional and national levels. The charter is in line with the efforts of the African Union (AU) that seek to provide an avenue for effective youth development. The charter was adopted in May 2006 and endorsed by AU heads of states in July 2006. South Africa has ratified and signed the charter and the African Youth Charter is consistent with the South African Constitution and nearly all its provisions are in line with the socio-economic programmes being implemented, or envisaged.

2.12 World Programme of Action on Youth (2000)

The United Nations' (UN) ministers responsible for the youth from different countries adopted the World Programme of Action on Youth for the year 2000 and beyond. This is a 10-year plan aimed at effectively addressing the problems facing young people. It is a policy framework that seeks to deliver opportunities that would enhance young people's participation in society and provide practical guidelines for youth development's support by national and international institutions. The plan contains concrete proposals on how

countries should improve the well-being and livelihoods of young people in their respective countries.

2.13 Millennium Development Goals (MDGs)

MDGs target the eradication of poverty and hunger (MDG 1), achieving universal primary education (MDG 2), reducing child mortality (MDG 4) and improving maternal health (MDG 5).

2.14 United Nations Convention on the Rights of Persons with Disabilities (UNCRPD)

The UNCRPD recognizes, amongst others, the need to ‘promote and to protect the human rights of all persons with disabilities, including those who require more intensive support’ (UNCRPD, page 2) as well as the contributions that persons with disabilities (PWD) make to their communities.

3. CHAPTER 3: IYDS VISION, MISSION, OBJECTIVES, VALUES, PRINCIPLES & TARGETED YOUTH COHORTS

3.1 Vision

South African youth that is empowered economically and socially and is globally competitive

3.2 Mission

Accelerated attainment of sustainable livelihoods and global competitiveness through mainstreamed and integrated youth development in all spheres of government, the private sector and civil society

3.3 Objectives

- To promote a uniform approach of youth development by all organs of state, private sector and civil society organisation;
- To facilitate endeavours aimed at job creation and economic freedom of youth by all organisation of state, private sector and civil society organisation
- To facilitate endeavours aimed at job creation and economic freedom of youth by all organs of state, the private sector and civil society organizations;
- To initiate strategic anchor projects to benefit youth from disadvantaged backgrounds (rural, disabled, and young women) and guide programming for other stakeholders including private and civic society sectors;
- To provide a monitoring and evaluation framework and system which will enable coordinated nationwide reporting of youth development programmes' implementation by all organs of state, the private sector and civil society organizations;

3.4 Guiding Values, Principles and Standards

Fundamental to the ideal of creating a society where all socio-economic factors that put youth at risk are significantly reduced or completely eradicated, the NYDA, private, public and civic sector will aim to create and maintain an environment in which all young men and women are given meaningful opportunities to reach their potential. The following guiding values and principles as illustrated in detail in the National Youth Policy 2009–2014 and the National Youth Development Policy Framework, 2002 will apply in order to achieve the goals of IYDS:

3.4.1 Values

- Inherent worth and inborn **dignity** of youth;
- **Empowerment** of young people as assets for national development;
- Young people as **instruments and agents of their own development**;
- Young people are **social beings belonging to a network of structures** as family and community which are essential to their development;
- The promotion of **social and economic inclusion** as well as **integration** of young people into the mainstream of society and the economy;
- **Intentional youth-focused interventions** that prioritize addressing the needs of young people effectively;
- The **promotion of moral and spiritual regeneration** in line with the values of 'ubuntu.'

3.4.2 Principles

- Place young people at the centre of the development and transformation efforts of South African society.
- Empower youth to provide the critical human capital needed to attain the transformation and development of South Africa.
- Support young people in the development and sustenance of their livelihoods; thereby enabling them to positively impact on the socio-economic environments.

3.4.3 Standards of Youth Development Practice

- **Accessibility** – young women and men from diverse backgrounds must access resources and services crucial to their development.

- **Responsiveness** – all youth development service-providers and practitioners should respond to the needs and concerns of young people and be guided by the intention to act in their best interests.
- **Holistic** – youth development initiatives must encompass all aspects of development of a young person.
- **Integration** – different key role players such as government, civil society and the private sector should integrate youth development into their programmes and policies.
- **Diversity** – youth development interventions must recognize and acknowledge the diverse backgrounds of South African youth.
- **Non-discrimination** – all youth developments initiatives should not discriminate.
- **Sustainable development** – young people's assets, potential, capacity and capability must be maximized so that they can respond effectively and efficiently to life's challenges.
- **Transparency** – individuals, institutions and organizations involved in youth development should operate in a transparent and accountable manner.
- **Participation and inclusion** – service-providers must design policies, strategies, and programmes for and with young people.
- **Social cohesion** – youth development interventions should promote the inclusion of young people as a significant part of societal structures and encourage positive interactions between various groups of the populace.
- **Social protection** – different youth development interventions should seek to promote the well being of young people by putting in place measures that seek to protect them.
- **Youth Service** – young people should be involved in meaningful activities that benefit communities while developing their sense of patriotism.
- **Redress** – recognize the different ways in which young people have been affected by the injustices of the past.

3.4.4 Youth Target Groups Defined

South Africa defines youth as a group of people aged 14 to 35 years, for the purpose of this national youth development strategy document, youth is defined as such.⁹ This inclusive approach takes into account both historical and present-day conditions of youth in South Africa. Although much has changed for young people since the advent of democracy in 1994, the motivation for 35 years as the upper age limit of the youth is unchanged, as the historical imbalances in the country are yet to be fully addressed.

The IYDS interventions for youth should thus be biased towards the following groups:

- **Unemployed youth**- suffer issues such as low-self-esteem resulting from the condition of poverty. Unemployed youth are vulnerable to crime, drug and alcohol abuse and poor health. They also tend to have minimal participation rates in civil society activities;
- **Young women**- suffer the highest levels of under-education, lack of skills, unemployment, HIV & Aids infection, victims of violence and abuse;
- **Youth in rural**- areas typically have to struggle with the low availability of services and facilities as **well** as opportunities. Additionally, the high levels of youth migration to urban areas exacerbate the underdevelopment of rural areas;
- **Youth with disabilities**- are typically excluded, suffer high levels of under-education, unemployment and lack of skills and access to opportunities;
- **School-aged-out-of-school youth**- are more likely to engage in high risk behaviours, such as crime, drugs and alcohol abuse, rape, violence and exploitation;
- **Youth at risk**- youth living with HIV & AIDS the prevalence rates of HIV and AIDS among youth are a **serious** cause for concern. It is recognised that youth are powerful agents that can decrease the prevalence of HIV/AIDS. There is a need to care for those infected and affected by HIV and AIDS;
- **Youth heading households**- are at greater risk of abuse, exploitation and dropping out of school, **thus** being excluded from services such as school-feeding programmes, school health programmes and relevant initiatives;
- **Youth in conflict with the law**- the rate of youth in conflict with the law is worryingly high. Offending by youth seems to be on the increase;

⁹ The National Youth Policy 2009-2014

- **Youth abusing dependency-creating narcotic based substances including alcohol-** there is a need to have **interventions** that target youth who already have the problem of abusing dependency-creating substances as well as having measures in place to reduce the likelihood of having youth falling to this problem;

In general, the IYDS recognises that many young people face many different challenges, which therefore calls for a multifaceted intervention approach from all sectors in the country.

4. CHAPTER 4: PRESENTATION OF THE IYDS & PLAN INCLUDING METHODOLOGY OF DEVELOPMENT

4.1 Presentation of Strategy

The IYDS shall form Section A and the integrated Plan will form Section B.

The challenges facing youth in South Africa which the IYDS seeks to address through a uniform approach and effort by all in South Africa can be summarised as:

- *poor economic participation;*
- *low levels of education and skills development;*
- *poor health and well being;*
- *low levels of civic participation and social cohesion of youth,*
- *inadequate participation and commitment to national youth service and;*
- *Poor coordination and no recognition of youth work as a profession.*

Chapters 5 to 10 of this document shall be the Strategy which addresses each of the areas stated above and organised into Key Strategic Focus Areas (KSFA's). All sections in these chapters will be presented uniformly with sub sections:

- Enabling environment/ Opportunities
- Strategic Goal and Objectives
- Strategic Interventions
- Measurement of Success- Youth Development Indicators
- Implementation Plan- Programmes and Projects

The 7 KSFA's and their description is as follows:

- **Chapter 5: Economic participation** – this chapter will focus on youth unemployment and youth entrepreneurship as well as strategies to achieve economic freedom thereof.
- **Chapter 6: Education and skills development** – this chapter will cover basic, higher education and training, skills development, out of school youth education and skills development opportunities and the link between education and skills to economic opportunities.
- **Chapter 7: Health and Well-being** – this chapter will focus on mortality and morbidity, health behaviour and practice and attempt to provide specific interventions for HIV/AIDS, teenage pregnancy, nutrition and other primary health care issues.
- **Chapter 8: Social Cohesion, National Youth Service and Civic participation** – this chapter will cover youth participation in social and development activities in communities including participation in political process, sports, youth leadership and deal with issues pertinent for youth in conflict with the law and disabled youth. **National youth service** – this chapter will provide an overview of the NYS programme including international perspectives of NYS programmes and propose strategies for future.
- **Chapter 9: Sports and Recreation** – this chapter will provide an overview of the role of sports and recreation in youth development and nation building and unravel opportunities and strategies for economic and social benefit that can be pursued in this field.
- **Chapter 10: Youth work** – this chapter covers an overview of youth work as a profession and attempts in South Africa to professionalise youth work. Strategies for realisation of this goal will be presented in this chapter.

In terms of the NYDA act Number 54 of 2008, the NYDA is furthermore expected to initiate, facilitate, implement, coordinate and monitor & evaluate youth development programmes that are aimed at integrating youth into the economy and society in general. To this end the NYDA will design and implement fully or with partners in private, public and civic sector over the strategy horizon under what is called an *Anchor Programme*. **Chapter 11** of the IYDS & Plan describes some of the projects under the Anchor Programme. All projects in the programme have been carefully selected to meet the key

criteria of sustainability, maximum impact and potential to deliver quick gains in integrating youth into the economy and society in general.

4.2 Methodology of Development of IYDS

The process of development of the IYDS and Plan followed a multi-pronged approach which adopted the following methods of data collection and information analysis:

- Literature review of the status and challenges facing youth in South Africa;
- Data collection and buy-in from key stakeholders in the youth sector through various forms of consultation;
- In order to develop an Integrated Plan, review of Five Year Strategies of National Department took place and summary of Youth Development Plans was compiled.

The initial step in the process of development of IYDS involved conduction of a desktop study on the available literature about status of youth and the development trajectory in the country, including review of existing legislative and policy framework. This phase largely concentrated on the records from the NYDA and other institutions of youth development that existed prior to establishment of NYDA. Specifically, the NYDA Act Number 54 of 2008, the National Youth Policy 2009-2014, the National Youth Development Policy Framework (NYDPF) 2002–2007, statistics on youth status and context, relevant youth development information from institutions such as StatsSa, research institutions (MRC,HSRC etc), other government departments at all spheres of government and private sector was reviewed.

The main activities of the consultation process included telephone conferencing and interview, meetings with key informants which included key interest parties such as the NYDA board of directors and staff , NYDA's Board of Director's Provincial Advisory Boards (PABs), NEDLAC, Inter-departmental Committee on Youth Affairs (IDC), government departments at all spheres, organised youth formations and structures, the reference group comprised of experts in various KSFA's which was established solely for the IYDS project, and the Director's General Joint Human Development & Social Protection and Community Development Cluster. As the last step in the consultation process, a National Youth Convention was convened in Kimberly, South Africa from 05-07 August 2011 to discuss the Draft IYDS, strengthen its content and endorse it in

preparation for submission to the Cabinet of the Republic of South Africa for approval. The National Youth Convention attracted youth from all corners (every municipality, organised national youth structures, political parties and other stake holders & key interest parties) of South Africa, they converged under one roof to scrutinise draft IYDS and arrived at an agreement to adopt it as South African Strategy for youth development.

5. CHAPTER 5: ECONOMIC PARTICIPATION

5.1 Enabling Environment and Opportunities

An enabling environment represents existing and potential economic growth and job creation opportunities that can be created if certain policy environment and practice prevailed. In this sub-section a mix of policy reform initiatives and programme implementation proposals that have a potential to enhance youth economic participation in public, private and civic sectors are described.

Various government policies and strategies such as The New Growth Path 2010 and the Industrial Policy Action Plan 2010 (IPAP) provide industrial and infrastructural development opportunities for both public and private sector in a variety of economic sectors. If carefully implanted in a manner that places youth at the centre of every programme, opportunities in these identified sectors will go a long way in reducing youth unemployment and enhancing youth entrepreneurship:

- Agro-processing, bio-fuels, forestry, cultural industries, aquaculture, tourism;
- Green and energy-efficient goods and services;
- Downstream mineral beneficiation;
- Nuclear energy;
- Aerospace, and ICT industries;
- New economies such as green economy, knowledge economy and others;
- Spatial development and transport;
- Infrastructure and services;
- Social entrepreneurship.

Other areas of the economy with huge potential to unlock benefits for youth include:

- Water and water waste management ;
- Air quality management;
- Entertainment industry (music, movies, standup comedy),
- Sports, art and recreation.

A concerted drive is however needed to create a new value chain networks and markets, establish innovative and profitable business models which are then developed and incubated in order to become the major corporate houses and employers of the future. This will in turn enable the creation of value added products networks that will provide further employment opportunities for youth, as well as sustainable procurement opportunities for micro and small enterprises.

In long term, the intellectual and soft skills required to promote the development of these enterprises need to be taught and nurtured in schools at an early age. Of key in all of these, is proper and immediate implementation of policy interventions with direct involvement and participation of youth rather than them being the passive recipients of interventions that are crafted with minimal or no involvement of youth.

A relatively stable and growing economy will provide more opportunities for exploitation of economic gains by youth, but a lot more can be achieved in South Africa if government supported the following interventions:

- **Decentralization of Economic/Industrial Development:** Industrial policy and implementation must consider rapidly creating industrial opportunities and centres away from the traditional industrial nodes in South Africa and decentralise development to provinces and municipalities where there is potential;
- **Rural Development Initiatives** including creation of value chains must be prioritized, planned for and implemented with haste in all municipalities as part of Local Economic Development Programmes, in provinces as part of Provincial Growth and Development Strategies and at National level through the New Growth Path 2010 and other related policies and programmes. Agriculture is an essential component of rural development. Despite have a potential, rural farming is often crippled by environmental challenges that include poor infrastructure, continued use of ancient farming methods and technology (skill shortage) as well as limited access to information. These challenges must be systematically addressed and form an intrinsic part of the approach to rural development. A clear understanding of the environmental context and the requirements for the promotion of an enabling environment for sustainable rural development must be at the centre of a rural development strategy. The availability of land,

appropriately-designed support structures and financial services are essential components of the enabling environment for rural economic growth and poverty reduction. A comprehensive strategy to popularise and market agriculture and farming as a profession and business for youth exploitation must be developed as part of the strategy.

- **Increased local beneficiation of South African mineral resources and immediate facilitation of shared ownership by state and private sector-** Nationalization of Mines and the entire mining value chain and infrastructure will assist in creating more opportunities for youth employment and through the creation of long term and sustainable new value chains and entrepreneurial opportunities for youth.
- **Expansion and improvement of Agriculture and Agro-processing industry:** There is a need and potential benefit from an increase in the number of youth participating in this sector. More and more industries that process South Africa's raw agricultural products locally must be created, supported and currently existing ones must be expanded. However, for all of this to take place, land for agriculture and agro processing must be made available by South African government. Due to laws of the previous regime that limited ownership of land and agricultural land in particular to a select few who were beneficiaries of the segregative apartheid regime, black South Africans own little or no useful land for agriculture. Over the past few years government has struggled to resolve the land issue and has minimal financial resources to buy land from those who inherited it from apartheid system. To solve this quagmire, **expropriation of land without compensation coupled with development of such land for agriculture**, forestry, animal husbandry and agro-processing will provide an opportunity for youth participation in this field of economy and avail opportunities for youth, which will go a long way towards resolving the challenge of youth unemployment and poverty;
- **Targeted and systematic youth biased programming: There is room within South Africa's preferential procurement policies for introduction of** programming with in all economic sectors to prioritise and set aside 30% quotas for youth benefit. This should, in particular benefit rural youth, women and youth with disabilities in all State Procurement investments and New Growth Path Projects.

5.2 Strategic Goal

The goal of this Strategic Focus Area (KSFA) is to enhance the participation of youth in the economy through targeted programmes initiated by public, civic and private sector organisations and institutions for job development and placement of youth, as well as support for programmes that encourage innovation and entrepreneurship development, for income-generation and wealth creation activities for youth.

5.3 Key Strategic Objectives

- To improve accessibility of information with regard to employment opportunities, business advisory services, entrepreneurship and funding opportunities thereby improve employability chances of youth;
- To identify, create and launch sustainable, large-scale economic ventures for the youth in South Africa, targeting the previously disadvantaged groups and rural areas;
- To directly assist in the implementation of sustainable and life changing rural development programmes including agricultural activities that will unlock new value chains to benefit rural youth on the whole;
- To implement as NYDA, a rural development strategy which has an agricultural and farming component as its core and partner with public and private sector in such an initiative;
- To develop key industry sectors in which the youth have total control of the various components of the value-chain, such as supervisory, technical and managerial skills, capital, primary and secondary suppliers to the selected industry and other factors of production;
- To stimulate the creation of new value chain networks which are ¹⁰owned and controlled by youth and in particular the previously disadvantaged individuals that will feed directly into existing large scale corporations;

¹⁰ A value chain is a market-focused, and demand driven process in which producers and business enterprises collaborate to develop a value-added product thereby creating additional value through production, services and often marketing to bring higher quality, differentiated products to the marketplace. Value chains increase competitiveness by seeking out opportunities in the marketplace, and linking production and processing requirements to meet consumer demands.

- To develop high-order skills amongst the youth, particularly those in sectors such as green economy, mineral resources beneficiation, social economy, ICT and agro-processing;
- To enhance South Africa's regional and international competitiveness through the development of its entrepreneurial sector and the productive use of its youth potential and;
- To encourage wealth and income distribution across all sectors of South African society and between rural and urban areas thereby reducing inequality.

5.4 Strategic Interventions

The strategic interventions for enhancing Economic Participation of youth should address the following dimensions:

- **The individual:** By providing information, job preparedness skills and targeted training to cultivate the entrepreneurial mindset through non-financial and financial support for youth;
- **The organization:** By developing and incubating profitable business models and organizations that target youth;
- **Markets:** By creating value-chains that serve as feeders into the corporate conglomerates and provide access to new markets and continue to stimulate such markets;
- **Value chain networks:** Increase access and participation in value chain networks, at local, national and global level and enable the increase of value add products and thereby increase job opportunities created from a single product.
- **Mobilize government, private and civic sector** to create a conducive environment for economic growth and development through monetary policy that takes into consideration the fast changing global economic environment and change of mindset and practice by private and civic sector;
- Create an environment where youth have realistic **chances of benefiting from Local Economic Development (LED), Provincial Growth and Development (PGDs) and New Growth Path (NGP) business opportunities** through aggressive preparation, training and mentorship as well as policy reform which will actively direct opportunities created to youth;

- **Encourage and actively support the establishment of social enterprises** and social businesses, public, private and civic sectors working in unison;
- **Support the establishment of cutting edge, high impact and job creating entrepreneurship programmes** and initiatives in the private sector and public sector alike;
- Support and enforce as government a practice that requires that 50% of all job and entrepreneurial opportunities created by NGP 2010, Jobs Fund and other related initiatives and programmes at all spheres of government directly benefit youth;
- Support the implementation of the national rural development strategy which will enhance lives of rural youth and implement some projects as NYDA and partners to augment efforts of such strategy;
- Immediately implement a long term curriculum programme in all schools which provides young people with the knowledge and skills that foster an entrepreneurial culture from an early age and increase employability chances before exit of school system by youth;
- Provide **mentorship programmes, advanced technical, business training and business development support services** to young entrepreneurs;
- Develop business linkages and participation of youth-owned businesses in public sector procurement chain through preferential procurement practice which is youth biased, and **ring-fence 30% of government investment to provide 3-5 year contracts to eligible youth owned enterprises;**
- **Immediately re-establish apprenticeships** and introduce incentives as a key mode of imparting technical and other job specific-skills within state owned entities and private sector;
- **Establish vocational or technical colleges in every municipality** and develop curriculum and exit points that are based on Local Economic Development Plans of a municipality and target out of school youth as phase one of the initiatives;
- **Establish a private sector forum through the office of the President** where big and small private sector entities report on their youth development programmes progress annually;
- Design specialized capacity building initiatives for young women and the disabled in order to ensure that they fully participate in the economy;

- Encourage formation of partnerships between youth enterprises and the leading innovation hubs and applied research institutions locally and internationally for the sole purpose of creating proudly South African products and new technologies;
- Facilitate an increased access to modern and life enhancing technology by youth;
- Encourage mass participation in import and export industry and improve efficiency of the country;
- Develop and provide knowledge material to disabled youth relating to economic participation.

5.5 Measurement of Success- Youth Development Indicators

- 50 % reduction of youth unemployment by 2016;
- 50 % increase of youth owned enterprises by 2016;
- 50 % reduction in number of youth living in poor households;
- Creation of 1 central Fund where Public and Private sector funds are received and managed in order to finance innovative youth businesses by 2014.
- Creation of a business incubation programme for youth enterprises linked to New Growth Path; PGD's and LED initiatives- 1 high capacity incubator per province by 2016.
- Creation of new value chains, 50% more than current status that will benefit youth in agro-processing and mineral beneficiation;
- 50% of all New Growth Path generated jobs taken up by youth.
- 30% of all state supply chain tenders especially those with tenure of 3-5 years allocated to youth majority owned and benefiting businesses.
- 40% of all schools through all grades delivering high quality compulsory age appropriate entrepreneurship training programmes by 2014.
- Establish a partnership between the high capacity incubator and education and training and innovation institutions for training youth in advanced technical and management skills- 100 youth intake per annum per province.
- Ensure a 10% year on year increase in the enrolment of apprenticeships; artisans; technicians and engineers.

5.6 Projects and Programmes

5.6.1 Possible Funding Programme for Youth Owned Businesses

Programme Name	Youth Funding Programme for Businesses				
Strategic Objective	<ul style="list-style-type: none"> To identify and finance key business ideas with potential for expansion and sustainability which support the drive for a more inclusive economy; To support youth-owned businesses that focus on high level innovation and technological advancement in key industries 				
Programme objectives	<ul style="list-style-type: none"> To provide a Venture Capital Fund that will enable the development and incubation of new businesses To provide a strong mentorship programme that combines innovation and business management To maintain the link between funding, entrepreneurship and mentorship To provide funding for rural development initiatives which are specifically focused on creating and developing youth agricultural and agro-processing initiatives. 				
National Youth Policy Area	Economic participation	Government priority area		Job creation	
Location (National/Provincial)	Output	KPI	Target 1 st five years	Implementers	Funding sources
National Fund and 9 provincial funds	Output 1:	Number of youth-owned businesses funded; Number of youth businesses that are successful according to pre-defined criteria beyond a year/2 years of existence	100 (feasibility based on budget)	Private sector, NGO's, DFI, Public Works, Local Government and Municipalities	Treasury, DBSA/Jobs Fund, Provincial Gov, Public Works, Local Government and Municipalities, Partnerships with public and private sectors
Estimated cost (R,000)					
Year 1	Year 2	Year 3	Year 4	Year 5	Total (5years)

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5.6.2 Possible Industrial Development Programme- New Value Chains Development

Programme Name	Industrial Development Programme/ New Value Chains Development				
Strategic Objective	<ul style="list-style-type: none"> To train and develop a mindset of innovation and ownership of entrepreneurial value-chains To promote the creation and growth of new value-chains by youth within certain key industries 				
Programme objectives	<ul style="list-style-type: none"> To create programmes that generate a greater awareness and understanding of the need for and processes involved in new value-chains To incubate the concepts, strategies and starting processes related to the creation of new value chains To develop and mentor, and scale up impact created by these value-chains in the open market To link both private sector Enterprise Development Funds and State Youth Development business finance into one Venture Capital Fund. 				
National Youth Policy Area	Economic participation	Government priority area		Job creation	
Location (National/Provincial)	Output	KPI	Target 1 st five years	Implementers	Funding sources
National (9 provinces)	Output New value chains created and sustained per year per province	Number of youth owned and led new value-chains created	45	DTI, DAFF, Department of Rural Development and Land Reform, IDC, NYDA, other Government departments such as Dept of Minerals and Energy, Environmental Affairs, Tourism, Human Settlements	DTI, DAFF, Department of Rural Development and Land Reform, IDC, private sector
	Output 2:	Employment		DTI,	DTI, Department of Agriculture, Department

	Jobs Created	opportunities created through the new value chains formed		Department of Agriculture, Department of Rural Development and Land Reform	of Rural Development and Land Reform, IDC, private sector
Estimated cost (R,000)					
Year 1	Year 2		Year 3	Year 4	Year 5
					700

6. CHAPTER 6: EDUCATION AND SKILLS DEVELOPMENT

6.1 Strategic Goal

The goal of this Strategic Focus Area (KSFA) is to promote access to quality education and support attainment of skills for both in-school and out-of-school youth, including second chance opportunities in order improve participation of youth in the mainstream economy and enhance livelihoods.

6.2 Key Strategic Objectives

- To ensure the provision of quality education at all phases of the education system that prepares young people for critical skills and the correct career path;
- To improve the quality of education by adequately training teachers thereby improving throughput;
- To create an enabling environment for learners and students, especially young women and youth with disabilities, to flourish and complete their studies;
- To support provision of free and compulsory education from primary to tertiary levels (bachelor degree or diploma);
- To increase access , retention and throughput levels of FET colleges and other institutions of higher learning especially for Africans and Coloureds;
- To synchronize the curriculum at all levels of the education system and link it to economic needs of the country;
- To support provision of disabled youth with quality education
- To deliberately improve proximity to schools for youth in the rural and informal settlements in the next three years;
- To increase enrolment and throughput in Higher Education at Master's and Doctoral levels especially for Africans and Coloureds.
- To provide millions of out of school youth with second chance opportunity by creating artisan/technical centres in every municipality and enrolling them into these for a meaningful integration and participation in mainstream economy.

6.3 Enabling Environment

An enabling environment represents existing and potential quality education improvement opportunities that can be created in and out of school system if certain policy environment and practice prevailed. In this sub-section a mix of policy reform initiatives and programme implementation proposals that have a potential to turn around education and improve skills attainment outcomes as facilitated by public, private and civic sectors are described.

There are a number of existing policies and interventions that can act as a springboard for the improvement of education. However, improvement of the environment can be achieved in the following manner:

- Increase the number of higher education institutions to address the demand for higher education in South Africa, at least 1 university in every province by 2013
- Create in every municipality a technical/artisan centre which is linked to LED plans , destigmatise and market rigorously Technical Centres/Colleges and FETCs to youth and general public
- Opportunities for education and skills development in high growth sectors, such as mining, agriculture, manufacturing, electricity and water need to be explored.
- The procurement policy, spatial planning policy (in-schools) must lead to creation of opportunities for education and skills for youth in these fields.
- Youth should be trained in new skills such as in the Green Economy and others.
- Through implementation of a policy that allows for adequate funding and foster appropriate skilling which matches job market needs from school and tertiary levels;
- Developing and implementing a curriculum that sufficiently prepares learners for the world of work and equips them with life skills way before exiting the school system;
- Provision of adequate minimum resources for schools in terms of infrastructure (libraries, laboratories and sports facilities) and qualified educators;
- Revising the financial support arrangements for needy students at tertiary institution levels, make education completely free for at least the bachelor diploma or degree;

- Synchronization of the education system curriculum from school to FET and tertiary institutions;
- Putting in place and managing functional community libraries for out of school youth benefit;
- Providing a disability friendly education system;
- Continuously providing a safe environment for learners, especially the girl child, to learn and complete education.

6.4 Strategic Interventions

- Provide free basic and tertiary education, till completion of the first bachelor degree/diploma level;
- Improve the overall infrastructure of all schools, by providing all that is necessary for proper functioning of school as per international standards, well-equipped libraries, laboratories, and sporting facilities; that incorporates the needs of abled and disabled youth especially for youth in the rural and informal settlements;
- Establish partnerships with public and private sector for the complete eradication of mud schools in all communities and other education inappropriate structures in informal settlements;
- Synchronise curriculum and link outcomes of school, technical centres, FET and tertiary institutions with the needs of the job market;
- Make career guidance a compulsory part of the schooling curriculum and monitor implementation of such a programme;
- Provide life enhancing and job preparedness courses throughout the schooling system and ensure attainment before matric, courses such as drivers license, basic computer skills and job preparedness and citizenship as part of the curriculum;
- Link the course content of technical colleges and FET colleges to economic development plans at local and provincial level where they are located;
- Develop an entrance criteria and student development plan for FET colleges which will allow more out of school youth to gain access into the courses and to succeed;
- Improve SETAs and align them to the entire education system in order to prepare youth for meaningful economic participation;

- Specifically fast-track the establishment of universities in the Northern Cape and Mpumalanga provinces to allow for more access into institutions of higher learning;
- Embark on a year-long multi-sectoral back-to-school campaign in order to encourage out-of-school youth to return to school;
- Lobby the private sector (especially the mines) to provide training to the locals and the training should be matched to the skill required by the local industries;
- NYDA should provide enough career guidance, disseminate information, host meaningful career events and provide assistance in completion of applications for enrolment in higher education, especially in rural areas;
- Private sector companies such as Mines and able state owned entities such as Eskom, Transnet, SAA, PRASA and others should adopt schools every year and provide all needed support (new building of schools/providing essential infrastructure);
- Government should put stringent measures for the provision of exit strategies of learnerships and internships;
- Provide alternative programmes and opportunities for unemployed Matriculants, e.g. Community Health Work, Military services, etc.
- Provide quality education to disabled youth by training more educators and providing sufficient teaching aids/equipment in special schools;
- Create an enabling and conducive environment for young women to remain within the schooling system until completion of school by providing necessary amenities such as sanitary pads and free psychological support for those who fall pregnant whilst in school or heading families;
- Provide necessary support for teenagers who fall pregnant whilst in school and ensure that they return to school healthy and complete their studies without unnecessary loss of time;
- Make it obligatory and provide support for the acquisition of drivers' licences upon exit of the schooling system.

6.5 Success Indicators

- All schools have access to library and laboratory resources and services by 2015;

- All schools are providing career guidance as per the curriculum to all learners by 2013;
- Universities are established and functional in the Northern Cape and Mpumalanga provinces by 2015;
- A 30% annual increase in a number of Matriculants that obtain a Matric pass with university endorsement (exemption) for all race groups by 2015;
- 30% annual decrease in the drop-out rate at all phases of the education system (ECD to University) school by 2015;
- 70% annual rate in eradication of mud schools and other inappropriate structures used as infrastructure for education;
- An aligned curriculum between schools, FETs and tertiary Institutions that prepares youth for the job market by 2013;
- A 70% success rate of successful return to school by out-of-school youth by 2013 (year-long multi-sectoral back-to-school campaign led by the NYDA);
- All needy students access funding that is adequate for their needs by 2012;
- A 30% increase in the provision of teaching infrastructure, equipment, aids and qualified educators to special needs schools;
- Successful introduction of driver's licence attainment programmes by the end of Matric in schools by 2013;
- Establishment of technical schools and colleges in each municipality to provide an alternative route to young people that are out of school by gifted in various technical areas and trades such as arts, culture and music

6.6 Possible Projects and Programmes

6.6.1 Basic Educations

Programme Name		Basic Education Retention and Throughput improvement			
Strategic Objective		Put in place measures and plans that will ensure that all children of school-going age are retained in schools and are on the way to successfully complete Grade 12 by 2014			
Programme objectives		<ul style="list-style-type: none"> • To implement programmes and institute measures that will keep learners of school going-age in school and help them complete their prescribed education programmes; • To implement programmes that assist with provision of quality and functional foundational education for all children ; • To provide learners with necessary guidance into selecting appropriate learning streams • To improve the general quality of education and prepare learners for job market by the time they exit school system; • To eliminate all hidden costs in education, including school uniforms and transport costs 			
National Youth Policy Area	Education	Government priority area	<ul style="list-style-type: none"> • Foundational Phases: QUIDS-UP • Career guidance for learners • Training of educators • Expanded nutrition programme • Scholar transport • Eliminating hidden costs • Life skills programmes for young people 		
Location	Output	KPI	Target	Implementers	Funding sources
(National/ Provincial)	Learners are supported and participate in education	All school-going age youth are enrolled in schools; Schools have the required number of appropriately qualified teachers and assistant	100% by 2014	DBE DHET DOT	DBE

		teachers			
	Subsidised scholar transport	Learners have access to transport	100% by 2012	DBE DOT	DBE
	Peer Education Programme/BEM&GEM/coaching clinics/youth clinics	Schools have learner/youth driven clubs.	100% by 2012	DBE DSD DOH NYDA Partners	DBE DSD DOH Partners
	Policy on extra-class for study time	Schools conduct remedial lesson at least 6 hours a week and holidays for senior phase learners	2012>	DBE DHET NYDA stakeholders	DBE Private partners
	Career Guidance programmes	Learners attend career guidance expos	100% 2012	DBE NYDA Private partners	DBE Private partners
National and Provincial	Expanded Food Nutrition Programme	Poor and vulnerable learners receive food for consumption at home	100% by 2013	DBE DOH DSD	DBE
Estimated cost (R,000)					
Year 1	Year 2	Year 3	Year 4	Year 5	Total (5years)
R500m	R500	R500	R500	R500	R2.5bn

6.6.2 Possible High-Order Skills Development Programme

Programme Name	High Order Skills Development Programme				
Strategic Objective	<ul style="list-style-type: none"> To nurture the growth of high level entrepreneurs who will create the next generation of demographically-representative multinationals that contribute to the South African economy 				
Programme objectives	<ul style="list-style-type: none"> To identify the highest level of talent that sits untapped due to socio-economic disadvantage To provide opportunities for the focus of that talent into entrepreneurial pursuit To provide mentorship and leadership capacity building for talented youth To incubate enterprise models that meet pre-defined criteria for success and scalability To open up markets, networks and resources for such individuals and enterprises to create large-scale opportunities for employment 				
National Youth Policy Area	Economic participation	Government priority area		Job creation	
Location (National/Provincial)	Output	KPI	Target 1 st five years	Implementers	Funding sources
National (9 provinces)	Output 1:	Number of talented youth successfully recruited and trained	375	DTI, DAFF, Department of Rural Development and Land Reform, IDC, NYDA	DTI, DAFF, Department of Rural Development and Land Reform, IDC, private sector
	Output 2:	Number of enterprises initiated and incubated	75	DTI, DAFF, Department of Rural Development and Land Reform, IDC, private sector, NYDA	DTI, DAFF, Department of Rural Development and Land Reform, IDC, private sector
	Output 3:	Number of opportunities for new supply chains created or job opportunities created	50	DTI, DAFF, Department of Rural Development and Land Reform, IDC, private sector, NYDA	DTI, DAFF, Department of Rural Development and Land Reform, IDC,

					private sector
Estimated cost (R,000)					
Year 1	Year 2	Year 3	Year 4	Year 5	Total (5years)
R1bn	R1bn	R1bn	R1bn	R1bn	R5bn

6.6.3 Possible FET and Education Programme

Programme Name	Recruitment and Improvement of Throughput				
Strategic Objective	To improve FET enrolment, retention and throughput and facilitate workplace placement for all students and graduates				
Programme objectives	<ul style="list-style-type: none"> • To raise the profile of and increase enrolment in the FET colleges and increase graduate rate of artisans • To ensure that all students complete their prescribed programmes • Students and graduates have access to workplace practical experience • To strengthen the curriculum of FET colleges • To mobilize resources to improve quality of skills development programme and delivery • To facilitate job placement for experiential learning for students and graduates 				
National Youth Policy Area	Education	Government priority area	<ul style="list-style-type: none"> • Curriculum review and tutorship support • Scholarships and bursaries • Upgrading of infrastructure and provision of accommodation • Transport provisions • Life skills programmes for students • Employment placement 		
Location (National)	Output	KPI	Target	Implementers	Funding sources
	Increased enrolment	Availability of residence for students	100% by 2012	DHET	DHET
		Bursaries and scholarship coverage	100% by 2012	DHET	DHET Private sector
	Skilled labour force	Increased technically trained personnel	50 000 by 2015	DHET	DHET SETAs
	Job creation and placement	Absorption into the labour force	70% employed in direct employment	DHET DOL Private	DHET DOL Private partners

			30 participate in indirect employment	partners	
		Entrepreneurs	20 000	DHET, DOL, DTI Municipalities	Gov departments
Estimated cost (R,000)					
Year 1	Year 2	Year 3	Year 4	Year 5	Total (5years)
R200m	R200m	R200m	R300m	R300m	R1.2bn

6.6.4 Possible Higher Education (Universities and Universities of Technology) Programme

Programme Name	Enrolment and Quality				
Strategic Objective	<ul style="list-style-type: none"> To increase enrolment, access to priority programmes and to improve success rate in universities and universities of technology 				
Programme objectives	<ul style="list-style-type: none"> To increase the production of quality educators To improve the quality of education by promoting the use indigenous languages in universities to enhance the quality of tutorship and learning To review funding model for students and to eliminate costs for all first undergraduate degrees To introduce community service as integral part of course curricular 				
National Youth Policy Area	Education	Government priority area	<ul style="list-style-type: none"> Bridging courses for entrants in specific programmes Bursaries and loans for all undergraduates Targeted financing for teaching students Language policy Student support programmes 		
Location (National)	Output	KPI	Target	Implementers	Funding sources
	Teacher training colleges or specialised satellite colleges	Each province has specialized teacher training institution	100% by 2014	DBE DHET HEI	DHET
	Language policy	Students to do at least one indigenous language	100% beginning 2013	DHET	DHET
	Policy on community service	Each student completes a community service project before graduation	100% 2015	DHET NYDA	DHET NYDA Private partners
	Academic support programmes	Improved retention and graduation rate	95% by 2015	DHET	DHET

	Increased student funding	Bursaries and loans for undergraduates	100% by 2014	DHET NYDA	DHET Private partners
	Overall increased enrolment	More students enrol in priority programmes	100% increase by 2014	DHET HEI	DHET
Estimated cost (R,000)					
Year 1	Year 2	Year 3	Year 4	Year 5	Total (5years)
R5m	R10m	R15m	R20m	R25m	R75m

6.6.5 Possible Skills Development Programme

Programme Name	Recruitment and training				
Strategic Objective	<ul style="list-style-type: none"> To accelerate skills development attainment in priority areas as targeted in the broader national policies, NGP 				
Programme objectives	<ul style="list-style-type: none"> To establish artisan/technical centres in all municipalities; Enrol and equip out of school youth in every municipality; To ensure youth participate in learnerships and apprenticeship programmes To increase the number of artisans, learnerships and apprenticeships To ensure that youth gain experiential learning via industrial sector placement 				
National Youth Policy Area	Education	Government priority area	<ul style="list-style-type: none"> Increased enrolment in post-schooling education Create skills development opportunities for out-of-school youth Capacity building for SETAs and FET to deliver skills To increase the number of enrolment in FET Increased budget for student funding, FETs and SETAs Employer compliance 		
Location (sectors)	Output	KPI	Target	Implementers	Funding sources
	Increased participation of youth in	Increased number of youth enrolled in SETA programmes	70% of the total participants are youth: 2012 going forward	DHET SETA NYDA	DHET SETAs

	programmes				
	Production of skilled labour force	Increased number of young artisans	70% of 30 000 engineers by 2015 70% of 50 000 artisans by 2015 70% of 1.2 million workplace skilled labour force by 2013	DHET DOL NYDA	DHET
	Placement of youth in industries	Increased number of youth gain experiential learning in industries	90 % of all youth enrolled in various programmes	DHET DOL	DHET Private partners
Estimated cost (R,000)					
Year 1	Year 2	Year 3	Year 4	Year 5	Total (5years)
R100m	R120m	R130m	R140m	R150m	R640m

6.6.6 Infrastructure Development

Programme Name	School Infrastructure Development				
Strategic Objective	To improve the development of infrastructure in poor schools and communities				
Programme objectives	<ul style="list-style-type: none"> To ensure that all public schools have access the required learning support facilities To improve the overall quality of education. 				
National Youth Policy Area	Education	Government priority area	<ul style="list-style-type: none"> Building and renovation of schools Learning support facilities: libraries and ICT support, School sport Job creation 		
Location (National/Provincial)	Output	KPI	Target	Implementers	Funding sources

National, provincial municipalities	Libraries and community multi-purpose centres, ICT facilities, sporting grounds and recreational facilities	Each public school has a resourced library and computer centre.	100% by 2014	DBE DOC	DBE Municipalities Private Partners
		Each school has access to outdoor and indoor sport facilities	100% by 2014	DBE SRSA	DBE SRSA Municipalities Partners
	EPWP Jobs	Youth participate in jobs schemes	8000 by 2014	DBE DPW SRSA Municipalities Sports bodies Partners	DBE DPW SRSA Municipalities Sports federations Partners
Estimated cost (R,000)					
Year 1	Year 2	Year 3	Year 4	Year 5	Total (5years)
R50m	R60m	R70m	R80m	R100m	R360

6.6.7 Possible Out-of-School Youth Programme

Programme Name	Education, Skills Development and Job Preparedness programme for Out-of-School Youth				
Strategic Objective	<ul style="list-style-type: none"> Establishment of community colleges including technical centres for every municipality To lobby FET sub-system to provide skills package for out-of-school youth 				
Programme objectives	<ul style="list-style-type: none"> To remove obstacles for youth to access skills development programmes To ensure massive enrolment of students from 2011 going forward into technical centres and FET colleges 				
National Youth Policy Area	Education	Government priority area	<ul style="list-style-type: none"> Increased number of accredited community colleges within municipalities 		
Location (sectors)	Output	KPI	Target	Implementers	Funding sources
	Policy on Community and technical Colleges	Accreditation of Community and technical colleges	Policy adopted by 2012	DHET, DOL, SAQA Municipalities, NYDA	DHET, DOL Municipalities
	Increased participation of youth in programmes	Increased number of youth enrolled in FET and community colleges	70% by 2014	DHET, NYDA, DSD, DOL, Municipalities	DHET, NYDA DSD, DOL Municipalities
	Placement of youth in industries	Increased number of trained youth that gain access to employment opportunities	70% by 2014	DHET, NYDA, DOL, Municipalities	Public sector Private partners
Estimated cost (R,000)					
Year 1	Year 2	Year 3	Year 4	Year 5	Total (5years)
R20m	R30m	R40m	R50m	R60m	R200m

6.6.8 Possible Policy and Advocacy Programme

Programme Name	Policy and Advocacy				
Strategic Objective	<ul style="list-style-type: none">To ensure that youth are represented in all government department and other decision-making bodies, and in the private employment, educational institutions and civic sectors				
Programme objectives	<ul style="list-style-type: none">Transform decision-making structures in all educational institutionsTo facilitate policy development based on equitable and progressive representation on decision making bodies within the education sector				
National Youth Policy Area	Education	Government priority area	<ul style="list-style-type: none">School governing bodiesUniversity councils		
Location (government machinery and private sectors)	Output	KPI	Target	Implementers	Funding sources
	Transformed representative bodies	Increased participation of youth on school governing bodies	90% by next election	DBE NYDA Partners	DBE
		Balanced demographic representation on former 'Model C' SGB	100% by next election	DBE NYDA Partners	DBE
		Increased representation of students on FET and university councils	100% by 2013	DHET NYDA CHE	DHET
Estimated cost (R,000)					
Year 1	Year 2	Year 3	Year 4	Year 5	Total (5years)
R5m	R10m	R10m	R15m	R20m	R60m

7. CHAPTER 7: YOUTH WORK

7.1 Strategic Goal

To create an enabling environment for the recognition of Youth Work as a profession thereby increase the impact of youth development programmes

7.2 Strategic Objectives

- To develop and implement legislation that will ensure the regulation of youth work;
- To develop and implement legislation that will ensure the establishment of a Statutory Body and a regulatory framework;
- To ensure the recognition of Youth Work as a profession;
- To promote and support youth work as a professions;
- To facilitate educational and career opportunities in Youth Work.

7.3 Enabling Environment

The Department of Social Development (DSD) has taken the lead in creating an enabling environment for the professionalization of Youth Work in South Africa. The department, through convening conferences, producing research reports and establishing a reference team, has laid a good foundation for standardizing youth work practice. This serves as the basis for the next steps of the professionalization of Youth Work.

Additionally, the following creates an enabling environment for professionalising youth work;

- National Youth Policy
- NYDA Act
- Higher Learning Institutions offering Youth Work Qualifications currently
- South African Youth Work Association
- National Association of Child and Youth Care Workers
- Commonwealth Youth Programme and network
- African Youth Charter

For youth work to thrive, the following needs to be in place:

- Legislative Framework on Youth Work, leading to a regulatory body for professional youth workers;
- Youth Work Qualifications and Recognition of Prior Learning offered in institutions of higher learning;
- Access to the Qualifications and career opportunities in Youth Work;
- Database of Youth Workers;
- Continuous knowledge generation and dissemination on Youth Work best practice; and
- Increased understanding and appreciation of Youth Work

7.4 Strategic Interventions

- Develop a legislative framework on Youth Work;
- Establish and resource regulatory body on Youth Work;
- Machinery in place for recognition of prior learning in Youth Work
- Offer qualifications on Youth Work at institutions of higher learning;
- Enable access to Youth Work qualifications and career opportunities;
- Develop and continuously update a database of youth workers;
- Generate and disseminate Youth Work research and best practice;
- Create awareness on the concept of Youth Work as a profession and the process of professionalising.

Encourage government to allocate youth development posts based on youth development qualifications:

7.5 Success Indicators

- Up-to-date database of youth workers by 2012
- Up-to-date Database of youth workers by 2012
- Approved Legislative Framework by 2013
- Established and resourced Regulatory Body by 2014
- 25% of FET & HE resourced to offer the Youth Work Qualification and conduct RPL by 2015

- 10% bursaries available for Youth Work Qualification (need baseline demand and bursaries available)
- 50% of qualified youth workers access jobs in youth work by 2016
- 80% of youth workers that pass registration criteria/ code of ethics (don't get de-registered).

7.6 Projects and Programmes

7.6.1 Professionalising Youth Work

Strategic Intervention	Institutionalising and the machinery for professionalising youth work				
Objective	<ul style="list-style-type: none"> To develop and implement legislation that will ensure the regulation of Youth Work 				
National Youth Policy Area	Youth Work	Government priority area	Building a developmental state, including improvement of public services and strengthening democratic institutions		
Location (National/Provincial)	Output	KPI	Target	Implementers	Funding sources
National	Regulatory Framework	Approval / acceptance of Regulatory Framework for professional Youth Work	100% by 2013	NYDA DHET DSD? SAQA SAYWA	NYDA DSD
National	Regulatory Body	Establishment and resourcing of regulatory body for youth work	100% by 2014	NYDA DHET SAQA SAYWA	NYDA?
National	Qualification in FET Colleges	Proportion of Youth Work Qualifications (Certificate) in FET Colleges	25% by 2015	DHET FET Colleges NYDA SAYWA	DHET
National	Youth Work qualifications	Increased number of HEIs Institutions offering Youth Work qualifications	25% by 2015	DHE NYDA SAQA SAYWA	DHE NYDA
National	Recognition of Prior learning	All youth work qualification offering institutions RPL youth workers	25% by 2015	DHE NYDA SAQA SAYWA	DHE NYDA SAQA
National	Continuous	All qualified youth	Curriculum	Regulatory Body	Regulatory

	education curriculum	workers engage in ongoing education	2015	NYDA SAQA SAYWA	Body
	Database				
Estimated cost (R,000)					
Year 1	Year 2	Year 3	Year 4	Year 5	Total (5years)
R15m	R10m	R10m	R10m	R10m	R55m

Objective	<ul style="list-style-type: none"> To implement programmes that ensure youth work is professionalised 				
National Youth Policy Area	Youth Work	Government priority area	<ul style="list-style-type: none"> Building a developmental state, including improvement of public services and strengthening democratic institutions 		
Location (National/Provincial)	Output	KPI	Target	Implementers	Funding sources
National	Updated youth work curriculum	Curriculum for Youth Work expanded to all NQF levels	Curriculum 2015	Regulatory Body NYDA SAQA DHET SAYWA	NYDA DSD SAQA DHET
National	Learnerships and Internships for youth workers				
	Youth work in Career guidance pathways				
Estimated cost (R,000)					
Year 1	Year 2	Year 3	Year 4	Year 5	Total (5years)
R5m	R5m	R5m	R5m	R5m	R25m

7.7 Promotion of Youth Work Profession

Strategic Intervention	<ul style="list-style-type: none"> Promotion of Youth Work Profession 				
Strategic Objective	<ul style="list-style-type: none"> To ensure that the Youth Worker profession is adequately profiled To mobilise access to youth work qualification and career options 				
National Youth Policy Area	Youth Work	Government priority area	<ul style="list-style-type: none"> Building a developmental state, including improvement of public services and strengthening democratic institutions 		
Location (National/Provincial)	Output	KPI	Target	Implementers	Funding sources
National	Promotion of Youth Work as a career choice	Youth Work promoted through career guidance and counselling programmes	100% by 2014	NYDA SAQA DBE SAYWA	NYDA DBE DOL
	Promotion of academic programmes on youth work	Increase in the number of students enrolling in Youth Work	100% by 2015	NYDA DSD SAQA	NYDA DSD
National	Youth Work Bursaries	Number and value of bursaries provided for Youth Work	R5m per annum	NYDA DSD SAQA DHE	NYDA DSD SAQA DHE Private Sector
	Communication and advocacy strategies				
	Best Practice and Research				
	Lobby Higher Learning Lobby Public, Private and Civil Society for Career Opportunities				

8. CHAPTER 8: HEALTH AND WELLBEING

8.1 *Strategic Goal*

- To achieve long and healthy lives for young people for sustainable socio-economic lives

8.2 *Strategic Objectives*

- To ensure that youth are brought up and live in environments conducive to making healthy choices;
- To ensure capacity development in the communities to support healthy choices for youth;
- To provide relevant information so that young people can make healthy choices;
- To enable young people to become agents of change in the health and wellbeing of their community;
- To educate parents on how to manage and respond to health related issues that affect young people;
- To enable youth to access quality medical care;
- To reduce the impact of HIV /AIDS amongst youth;
- To improve access to youth-friendly, health-related programmes and services;
- To improve multi-sectoral partnerships on strategies targeted at providing quality health care for the well-being of youth; especially on matters relating to HIV/AIDS, early pregnancies, and substance abuse,
- To coordinate inter-departmental responses to health issues affecting youth;
- To educate young people on how to deal with and respond to abuse in the house-hold;
- To educate youth on the consequences of alcohol and substance abuse.

8.3 *Enabling environment*

National government has an approach of healthy living, and the implementation of IYDS will be facilitated by the following policies and legislation:

Since 1994, the South African health system has undergone major legislative and policy reforms, programmes, and infrastructure as well as service delivery interventions. Much

of the legislation affecting health and safety of young people applies also to other age groups, but there are also specifically youth-oriented measures. The National Health Act, 2003 paved the way for the reforms and introduced free health care for pregnant women, children under the age of six years and people with disabilities. This was later expanded to all primary healthcare services. Primary healthcare services have been made available to all health facilities in the country. The Termination of Pregnancy Act was also introduced to ensure provision of a free service, catering for women of any age, including minors, and intended also to assist pregnant adolescent women. Child grants are provided to mothers who are not working and do not earn an income to support their children.

South Africa has developed national policies and strategies for HIV and Aids, strategy support programmes that provide education and information, prevention of HIV and Aids including distribution of free condoms in all public places, prevention of mother to child HIV transmission, treatment and care of HIV and Aids infected and affected people.

There are also a number of campaigns directed to young people on health and wellness such as LoveLife. This campaign aims to integrate information and advice about HIV and Aids and its prevention with a lifestyle message that attempts to speak to the concerns and interests of those entering or in the early stages of sexual maturity.

Numerous policies and programmes, often reaching across the boundaries of health and education, serve young people and point ahead to further initiatives, including:

- SA Constitution;
- Termination of Pregnancy Act;
- National Health Act;
- Mental Health Care Act;
- Tobacco Products Control Amendment Act of 1999;
- Prevention and Treatment of Drug Dependency Amendment Act;
- Drug Masterplan;
- Voluntary Testing and Counselling;
- The National HIV and AIDS Strategy;
- 2011 DOF School Health Policy and Implementation Guidelines;

- The Policy Guidelines for Youth and Adolescent Health 2011;
- National Health Insurance Implementation;
- DOE's 2002 National Policy on Management of Drug Abuse by Learners in schools & FET's;
- Primary Healthcare;
- The National HIV and AIDS Strategy which aim to reduce all new HIV infections and implementing Life Skills education in all primary and secondary schools;
- The 2011 Department of Health School Health Policy and Implementation Guidelines addresses the question of learners' health in the contexts of their communities;
- The Policy Guidelines for Youth and Adolescent Health 2011 responds to the health and well-being of adolescents and youth between the ages of 10 and 24 years;
- National Health Insurance implementation must be facilitated;
- Life skills training in schools include such topics as nutrition, HIV and AIDS, safety, violence, abuse and environmental health;
- Tobacco Products Control Amendment Act of 1999, which put in place controls on the sale and use of tobacco products that are amongst the most stringent in the world;
- Prevention and Treatment of Drug Dependency Amendment Act which provides for the creation of a Central Drug Authority to oversee initiatives in this area, and in particular to develop a National Drug Master Plan; and
- DoE's 2002 National Policy on the Management of Drug Abuse by learners in schools and FET institutions.

Recently the South African government embarked on a process to implement NHI, this is of paramount importance as it will grant youth access to medical insurance, implementation of the National Health Insurance Scheme (NHI) will enable youth to have access to quality health care service.

8.4 Strategic Interventions

- Implement with haste the NHI;
- Improve infrastructure and service in public health facilities;

- Initiate a comprehensive mass media and expand the campaign for HIV and Aids campaign to encourage young people to undertake HIV testing. The campaign would be underpinned by the key messages of: Abstain, Be faithful and Condomise (ABC);
- Supplement current programmes to ensure easy access to condoms, including female condoms;
- Collaborate with DOH to ensure that VCT health services are youth-friendly;
- The Department of Health in collaboration with NYDA should conduct a study to assess the effectiveness of condoms and condom use particularly for teenagers.
- Review the need, potential and conditions for male circumcision to be included in the national HIV and Aids preventative policy
- Enforce regulations and standards governing male circumcision across all provinces
- Implement programmes that will ensure that youth are equipped with the knowledge and support to make healthy lifestyle choices;
- Customize and implement a behavioural change programme that is focused on youth risk behaviours. This would be designed and implemented at large scale and must involve communities where young people live. The programme would make use of mass communications elements as well as personal interaction and peer-to-peer learning. The programme will focus on sexual behaviour, substance abuse, obesity and healthy lifestyles;
- Train youth to act as community health workers and launch a programme that would have the potential to create jobs for young people at local levels while at the same time giving youth the opportunity to provide grassroots level care to their peers. Community colleges could be engaged to provide training;
- Facilitate the scaling-up of information, education and communication drive targeted at youth, especially for those in rural areas who do not have adequate access to main stream media;
- Lobby for the review of policy on minimum age for access to contraceptives;
- Lobby for the review policy on the minimum age for access to alcohol;
- Roll-out a programme that trains current community health workers on how to sensitively and effectively work with the youth on difficult issues;

- Promote the use of non-threatening environments within communities (e.g. schools, community centres, community-based organizations, etc.) for the delivery of healthcare services, easy and safe access of contraceptives for the youth. Through these facilities, young people can also freely access counseling services, advice on family planning, teenage pregnancy counselling and other related traumas;
- Lobby and facilitate the review of the NHI policy, and ensure a focus on implementation with youth in underserved areas;
- Facilitate the provision of gynaecological services to girls and young women in underserved areas;
- Facilitate access to healthcare services including the provision of primary healthcare service for youth.
- Enhanced the quality of healthcare services provided;
- Initiate intervention geared towards promoting family and community conversations on healthy lifestyle choices through community structures such as schools, church groups and community associations;
- Facilitate the incorporation of healthy living messages in national moral regeneration campaigns;
- Enhance awareness of the issues related to health and wellbeing among youth, and include personal health and hygiene
- Roll out a programme on Environmental health awareness and practice.
- Department of Health in collaboration with NGOs, private sector, other key government departments and other institutions must make sanitary towels and hygiene facilities free in schools and clinics.
- Events or forums with a health focus initiated and run by the community;
- Decrease in diseases or illnesses;
- Reinforcement of messages on the availability of contraceptives by government and private sector within CSI programmes implemented in communities;
- Strengthen inter-sectoral collaboration: Government departments, UN Agencies, private sector, civil social and youth organizations.
- Roll out multi sectoral plan on reducing Teenage Pregnancy
- Rehabilitative and counselling services must be easily accessible to all communities.

- Youth friendly health services must include anti stigmatization programme
- Ensure that information about health and healthy living is available in all languages including brail.

8.5 Success Indicators

- 30% increase in the number of Primary Health Care Facilities implementing Youth Friendly Services by 2016;
- 30% increase in the number of Health Care Providers trained on Youth Friendly Service by 2016;
- Number of Target Messages reaching different target groups through various media;
- 30% increase in implementation of peer learning programmes in schools by 2016;
- 50% decrease in substance abuse 2016;
- 20% decrease in mortality rates of youth in communities by 2016;
- 50% increase in number of community health workers trained by 2016;
- 30% increase in number of youth trained as community health workers trained by 2016;60% increase in number of youths accessing community health centres by 2016;
- 50% decrease in teenage pregnancies by 2016;
- 50% decrease in new HIV infection rates among youth by 2016;
- 80% increase in number of youths undertaking HCT by 2016;
- 20% decrease in new HIV infection rates among youth 2016;
- 50% decrease in deaths caused by circumcision by 2013;
- Increase in number of youth undergoing circumcision;
- Increased coordination between sectors on healthcare efforts for the youth;
- 20% increase in the number of forums or platforms established for the exchange of information;
- 50% increase in the number of youth able to access healthcare services and rehabilitative services;

8.6 Possible Projects and Programmes

8.6.1 Health Information, Education and Communication Programme

Programme Name	Information, Education and Communication Programme				
Strategic Interventions	<ul style="list-style-type: none"> Ensure that youth are equipped with the knowledge and support to make healthy lifestyle choices improve multi-sectoral partnerships on strategies targeted at youth 				
Objectives	<ul style="list-style-type: none"> To provide information on risky behaviour and good lifestyle choices to all youth in the country To encourage collaboration between multi-sectoral role-players in youth health 				
National Youth Policy Area	Health and Wellbeing	Government priority area	<ul style="list-style-type: none"> Improve the health profile of South African youth 		
Location (National/Provincial)	Output	KPI	Target	Implementers	Funding sources
National (9 provinces)	Multi-media campaigns covering risky behaviour change and healthy lifestyles	Proportion of young people reached	75% by 2015 100% by 2017	DoH, DBE DHE, NYDA	DoH DBE DHE
National (9 provinces)	Peer-learning activities at school and community level	Proportion of youth reached through peer-learning activities	75% by 2015 100% by 2017	DoH, DBE, DSD, NYDA	DoH DBE DSD
National (9 provinces)	Reinforced school teaching of healthy lifestyle choices	Proportion of youth reached through educator-facilitated programmes	75% by 2015 100% by 2017	DoH, DBE NYDA	DoH DBE
National (9 provinces)	Forums for collaboration on youth health matters on the community, district/municipal, provincial and national levels	Number of forums held and joint activities hosted on youth health issues	2015	DoH, DBE, DHE, Municipalities, NYDA	DoH DBE DHE Municipalities
Estimated cost (R,000)					
Year 1	Year 2	Year 3	Year 4	Year 5	Total (5 years)
R250m	R250m	R250m	R250m	R500m	R1.5bn

8.6.2 Proposal for a Youth in Health Programme

Programme Name	Youth in Health Programme				
Strategic Interventions	<ul style="list-style-type: none"> • Improve access to youth-friendly health-related programs and services • Enable young people to become agents of change in the health and well-being of their community • Develop the capacity of communities to support the drive for healthy lifestyle choices by youth 				
Objectives	<ul style="list-style-type: none"> • To train health workers within communities on a youth-friendly approach • To develop more youth-friendly structures on the ground that can render health services • To train young people on how to become community health workers • To encourage discussions on family and community level on healthy lifestyles • To encourage communities to play a more supportive role in the health of their youth 				
National Youth Policy Area	Health and Wellbeing	Government priority area	<ul style="list-style-type: none"> • Improve the health profile of South African youth 		
Location (National/Provincial)	Output	KPI	Target	Implementers	Funding sources
National (9 provinces)	Training for current community health workers on working with youth	Proportion of trained community health workers	75% by 2015 100% by 2017	DoH DHE	DoH DHE
National (9 provinces)	Health facilities on community level rendered at schools, community centres, and other non-threatening environments	Proportion of facilities set up on community level	50% by 2015 100% by 2020	DoH DSD	DoH DSD
National (9 provinces)	Conversations regarding healthy living held within community forums	Proportion of community gatherings on youth health	50% by 2015 100% by 2020	DSD DoH NYDA	DSD DoH
National (9 provinces)	Training of youth as community health	Proportion of youth trained as community health	2015	DoH DBE	DoH DBE

	workers	workers through community colleges		DHE	DHE
Estimated cost (R,000)					
Year 1	Year 2	Year 3	Year 4	Year 5	Total (5years)
R250m	R250m	R250m	R250m	R500m	R1.5bn

8.6.3 ABC Youth Programme

Programme Name	ABC Youth Programme				
Strategic Interventions	<ul style="list-style-type: none"> • Reduce HIV infections and AIDS amongst youth 				
Objectives	<ul style="list-style-type: none"> • To provide information on the causes and consequences of HIV/AIDS • To encourage youth to undertake HIV testing • To promote healthy lifestyles and safe sex 				
National Youth Policy Area	Health and Wellbeing	Government priority area	<ul style="list-style-type: none"> • Improve the health profile of South African youth 		
Location (National/Provincial)	Output	KPI	Target	Implementers	Funding sources
National (9 provinces)	Multi-media campaign on HIV/AIDS and VCT	Proportion of young people reached	75% by 2015 100% by 2017	DoH, DBE, DHE NYDA	DoH DBE DHE
National (9 provinces)	Easy access to condoms for youth	Number of places where condoms are easily available to youth	2015	DoH, DBE, DHE, NYDA, All government departments	DoH DBE DHE
National (9 provinces)	Training for healthcare workers at VCT centres	Number of healthcare workers trained	75% by 2015 100% by 2017	DoH, DSD, DHE, NYDA	DoH DSD DHE
Estimated cost (R,000)					
Year 1	Year 2	Year 3	Year 4	Year 5	Total (5years)
R250m	R250m	R250m	R250m	R500m	R1.5bn

9. CHAPTER 9: SPORTS AND RECREATION

9.1 Strategic Goal

To ensure the promotion of sports, arts and culture and raise awareness on the economic value within the fraternity

9.2 Strategic Objectives

- To promote youth participation in sport, and arts and culture industries
- To raise awareness about the economic value chain in the sporting and arts and culture industries and support youth to take advantage of these opportunities;
- To lobby for the mainstreaming of sporting, arts and culture participation of disabled youth, young women and youth in rural areas;
- To organise schools into hubs of sport, arts and culture
- To promote marginalized sporting codes such as indigenous games.

9.3 Enabling Environment

- Provision of sporting, arts and culture facilities in rural and township areas;
- Creation of Provincial Sports forums encompassing DBE and all the sports federations.
- Promotion of up-and-coming sports, arts and culture trainees and participants;
- Availability of coaches in all sporting codes and arts and culture for disabled youth, young women, and youth in the rural areas;
- Awareness campaigns on the economic value chain of sports, and arts and culture;
- Mainstreaming of sport, arts and culture into school curriculum.
- Ensure full participation of youth in all Sports Indabas and the implementation of the National Sports Strategic Plan.
- Sports Economic Value Chain Indaba.

9.4 Strategic Interventions

Clear identification of the most promising sporting codes where the following interventions should be made:

- Support school sport, arts and culture through coaching and provision of facilities
- Promote sports, arts and culture for disabled youth, young women and youth in the rural areas
- Open opportunities for full-scale skills development for sports administrators in the sports, arts and culture, including indigenous games;
- Develop a large cohort of sports scientists to support the development of all codes;
- Create a properly coordinated structure and system for supporting sport, including universities, high performance centres, sports federations, provincial and local government;
- Develop a programme for youth economic participation for the sport and arts and culture industry;
- Offer workshops on the economic value chain of the sport and arts and culture fraternity;
- Package sport and arts and culture promotion in a way that is attractive to young people;
- Establish CD plants in disadvantaged communities;
- Refurbish old buildings and develop them into arts and culture centres timely sponsorship.
- Develop Sports Meccas with full compliments of sports facilities; scientists; marketers and promoters.
- Create an organic link between the fastest growing sports and industry to ensure timely financial support.
- Create leagues and competitions for all levels of competitors and enthusiasts in conjunction with sports federations.

9.5 Success Indicators

- 30% annual increase in a number of schools with qualified sporting and arts and culture mentors and coaches;
- Annual Indaba on the Economic Value Chain of the sport and arts and culture industry;
- 30% annual increase of sporting facilities in schools and disadvantaged communities;

- 30% annual increase in the availability of coaches for disabled youth and youth in the rural areas;
- 10% annual increase in the refurbishment of old buildings into arts and culture centres;
- 5% annual increase in the establishment of CD plants in disadvantaged communities.
- Creation of three full fledged Sports Meccas within 5 years.
- 30% annual increase in the production young sports scientists and technicians.
- 30% annual increase in the production of young sports marketers; managers; promoters and sports equipment supply professionals.

9.6 Possible Projects and Programmes

9.6.1 Sport and Recreation Policy Coordination Programme

Programme Name	Sport and Recreation Policy Coordination Programme				
Strategic Objective	<ul style="list-style-type: none"> • Create a properly coordinated structure and system for supporting sport including universities; high performance centres; sports federations; provincial and local government. • Open opportunities for full -scale skills development for sports administrators in the priority sports. • Support school sport through coaching and facilities in the priority sports. • Develop coaches for priority sports in the populous and disadvantaged areas. 				
Programme objectives	<ul style="list-style-type: none"> • To ensure that in each province the departments of sport and recreation; departments of education have a uniform approach to sports development at each municipality and school. • To broaden the skills-base necessary for the creation of mass participation in sports through the coordinated large-scale development of coaches and administrators • To assist each province to understand its priority sports in coordination with national sports priorities. • To focus effort and resources on priority sports for the creation of appropriate facilities. • To create provincial sports fora where sports federations; private sector and all three spheres of government ensure sports policy and programme coordination. 				
National Youth Policy Area	Sports and Recreation	Government priority area	<ul style="list-style-type: none"> • Build and ensure mass sports and proper focus on priority sports 		
Location (National/Provincial)	Output	KPI	Target	Implementers	Funding sources
National (9 provinces)	Launch provincial sports coordination fora.	Number of provinces and municipalities working to an agreed set of sports priorities per annum.	9 provinces and at least 70% of local municipalities; 70% of schools by 2014	SRSA Provincial education and sports departments	SRSA DBE Provincial Sports Department
National (9 provinces)	Trained sports administrators for federations; schools;	Number of trained sports administrators in schools; federation;	70% of all schools 70% of all	SRSA Provincial education and	SRSA DBE

	municipalities and provincial government	municipalities and provincial government	municipalities 100% of affected person in provincial government and federations by 2015	sports departments	
National (9 provinces)	Trained school coaches and federation coaches	Number of trained sports administrators in schools; federation; municipalities and provincial government	100% by 2015	SRSA Provincial education and sports departments	SRSA DBE
National (9 provinces)	Create a provincial high performance infrastructure.	Number of provinces with a provincial committee for high performance in line with national guidelines.	100% by 2015	SRSA Provincial education and sports departments	SRSA DBE
Estimated cost (R,000)					
Year 1	Year 2	Year 3	Year 4	Year 5	Total (5years)
R7m	R5m	R8m	R10m	R12m	R42m

9.6.2 Development of Sports Meccas

Programme Name	<ul style="list-style-type: none"> Development of Sports Meccas 				
Strategic Objective	<ul style="list-style-type: none"> Identify sports development niches (Sports Meccas) such as boxing in the Eastern Cape's border region and motor sport and focus resources for multi-disciplinary sports development. Create a properly coordinated structure and system for supporting sport including universities; high performance centres; sports academies and institutes; sports federations; provincial and local government. 				
Programme objectives	<ul style="list-style-type: none"> To enable provinces and local municipalities to recognise and cater fully for areas of niche sporting excellence. To link provincial sporting excellence to national and international opportunities; resources and competition. To build provincial and local cultural pride; icons and recreation linked to niche sporting excellence. To ensure that provincial and local youth are well trained to take advantage of all the entrepreneurship and employment opportunities created by provincial and local sporting niche excellence. To produce disproportionate number of world champions, silver and bronze medalists from the niche sports in each season and over the longer term. To develop strong spectator support, media and private sector of the niche sporting excellence. 				
National Youth Policy Area	Sports and Recreation	Government priority area	<ul style="list-style-type: none"> Build world class sports 'Meccas' based on past success. 		
Location (National/Provincial)	Output	KPI	Target	Implementers	Funding sources
National (5 provinces)	Build high performance centres to support Meccas in provinces	Number of specialised high performance centres linked to sports Meccas	100% by 2015	SRSA Provincial Sports and Department Relevant Municipalities.	SRSA Provincial Sports department
National (5 provinces)	Youth trained to NQF levels 7, 8, 9 in sports science and various sports management disciplines to	Number of youth enrolled in formal tertiary academic programmes related to the development of the sports 'Meccas.'	30 per sports 'Mecca' per annum by 2015.	SRSA Provincial sports departments HEIs	SRSA Provincial sports departments

	support the long-term development of sports 'Mecca' and related sports academy.	Number of young people attached to relevant sports 'Meccas' jobs for training purposes.	100% of all enrolled students linked to the sports Mecca.		
National (5 provinces)	Establish 'Mecca'-specific sports institute	Optimum number of participants based norms to be determined on a case by case basis.	All identified 'Mecca'- Sports Institutes established by 2017.	SRSA Provincial sports departments Municipalities Private sector sponsors and donors	SRSA Provincial sports department
National (5 provinces)	Produce optimum number World and national Champions; Gold ; Silver; Gold and bronze medalists	Number of world and national champions produced per season.	Optimum number per 'Mecca' to be determined and achieved by 2017	SRSA Provincial sports departments HEIs	SRSA Provincial sports department
National (5 provinces)	Produce sports 'Mecca' young entrepreneurs	Numbers and proportion of youth entrepreneurs in 'Mecca' Sport.	10% by 2015 20% by 2017 30% by 2020	SRSA Provincial sports departments Sports federation Provincial sports fora and Private sector	SRSA Provincial sports departments
Estimated cost (R,000)					
Year 1	Year 2	Year 3	Year 4	Year 5	Total (5years)
R25m	R30m	R40m	R45m	R55m	R195m

9.6.3 Sports for Youth Economic Participation Programme

Programme Name	Sports youth economic participation				
Strategic Objective	Develop a programme for Sports Youth Economic Participation for the sports industry taking into cognisance the urgent need for economic redress.				
Programme objectives	<ul style="list-style-type: none"> To ensure that a meaningful proportion of the economic value added in sports and sports tourism as an industry benefits youth To ensure that skills development and finance are in place for Black youth in particular to take up key positions in employment and ownership in the value-chain of the sports industry. To ensure that admission to sports academies and various training programs of elite sport reflect the demographic realities of the country. To ensure that Black youth in particular develop the skills in creating; managing and retaining spectator value and sports sponsorship. 				
National Youth Policy Area	Sports and recreation	Government priority area	<ul style="list-style-type: none"> Secure a significant stake for South African in the sport value-chain and also correct past racial economic imbalances. 		
Location (National/Provincial)	Output	KPI	Target	Implementers	Funding sources
National (9 provinces)	Launch youth sports entrepreneurship and value-chain ownership project.	Proportion of value attributable to youth in the entire sports value-chain. Proportion of ownership of clubs, brands, merchandise and rights owned or controlled by Black youth in the sports value-chain per sports code and per province.	10% by 2015 20% by 2020 30% by 2025	SRSA Provincial sports departments Sport federations.	SRSA Provincial sports departments DTI Institutions
National (9 provinces)	Ensure non-racial selection of players and allocation of sports contracts;	Proportion of Black youth benefiting from sports match fees; contracts with clubs and	30% by 2015 40% by 2020 60% by 2025	SRSA Provincial sports departments	SRSA Provincial sports departments

	match fees and sponsorships.	sponsorships. Proportion of Black youth admitted to elite sports academies and competitive sports training programmes.	40% by 2015 60% by 2017 80% by 2020	Sports federations	
National (9 provinces)	Ensure that training and development, as well as recruitment and selection of sports administrators for elite sports incorporate a fair representation of youth.	Proportion of executive and senior management, coaching and administrative positions held by youth in all sporting codes per province and nationally.	10% by 2015 20% by 2020 30% by 2025	SRSA Provincial sports departments Municipalities Private sector Sponsors and Donors	SRSA Provincial sports departments
National (9 provinces)	Ensure scientifically sound method of measuring progress of the sports economy as whole.	Establishment of a unit within SRSA to continually measure progress on the above indicators of youth participation in sports economy.	Fully operational by 2013.	SRSA	SRSA
National (9 provinces)	Produce sports 'Mecca' young entrepreneurs.	Establishment of a unit within SRSA to continually measure progress on the above indicators of youth participation in the sports economy.	10% by 2015 20% by 2017 30% by 2020	SRSA Provincial sports departments Sports federations Provincial sports fora	SRSA Provincial sports departments

				Private sector	
Estimated cost (R,000)					
Year 1	Year 2	Year 3	Year 4	Year 5	Total (5years)
R25m	R25m	R100m	R100m	R100m	R350m

10. CHAPTER 10: SOCIAL COHESION AND NATIONAL YOUTH SERVICE

10.1 Strategic Goal

To encourage patriotic participation and meaningful inclusion of all youth in the affairs of the country in a way that empowers them to build social capital and networks towards safer and more cohesive communities.

10.2 Strategic Objectives

- To extend and deepen opportunities for youth by engaging them in political and civic participation;
- To communicate youth tailor made messages via a radio/TV station dedicated to cover youth issues in order to inform and empower them on various life enhancing programmes;
- To encourage national youth dialogue on patriotism and other related subjects thereby encouraging nation building and attainment of a perfect state of a socially cohesive nation;
- To extend and deepen opportunities for youth in national youth service programme;
- To develop youth leadership and strengthen civil society voice;
- To build national identity and pride;
- To develop a strong policy framework on National Youth Service;
- To reduce the rate of criminal activities amongst the youth;
- To ensure the mainstreaming and integration of marginalized groups to benefit from core initiatives and programmes of all sectors.

10.3 Enabling Environment

The fast-tracking of the implementation of the above factors will require:

- Social policy that enables the broader populace to have a sense of belonging and ownership of the country;

- Sufficient and adequate facilities for youth to participate in sports, arts and cultural activities;
- Strengthened civil society voice;
- Accelerated service delivery in municipalities;
- Continuous Social Dialogues across sectors of South African society that build mutual understanding and cooperation
- Design platforms for youth to engage on political matters ;
- Increased economic participation especially amongst the youth;
- Citizens engagement that promotes accountability and transparency of elected officials and politicians;
- Strong Policy Framework on NYS.

10.4 Strategic Interventions

The following interventions are required to address Social Cohesion and National Youth Service Imperatives:

- Design and promote social entrepreneurship programmes for youth to participate in key decision-making processes of the country;
- Design specialized programmes to address the needs of specific groups including the disabled, young women, out-of-school youth, and youth in rural areas;
- Establish and run youth radio and TV stations in strategic points throughout the country which are dedicated specifically to youth content in order to empower South African youth and assist in building a nation that is socially cohesive;
- Strengthen the reintegration of offenders into the society (who have served their sentences); and reduce recidivism;
- Provide more sporting and arts and culture facilities in communities and schools;
- Incorporate the teaching of National Symbols in schools and in the orientation of students in higher learning institutions;
- Conduct frequent seminars and workshops in communities about National Symbols and Heritage;
- Strengthen the civil society voice in the youth sector by building a cadre of leadership and funding critical programmes;

- Review the National Youth Service Policy Framework to ensure that it achieves the imperatives of Social Cohesion amongst all social and racial groupings;
- Design and fund leadership programmes and youth;
- Support, develop and mobilise funds youth formations in civil society;
- Design platforms that promote and build tolerance for and respect of diversity;
- Increase the number of young people participating NYS.

10.5 Success Indicators

- 20% annual Increase of school-going youth engaged in community development/social projects;
- Number of youth reached and trained in social enterprise development- 1000 per province per year;
- 10% annual Increase in number of social enterprises created by the youth in communities per province;
- Establishment of 1 national youth radio and TV station with content which is youth driven and programmes that tackle thorough dialogue and other forms, challenges of youth in South Africa by 2012;
- Establishment of at least 1 radio station in each province with content which is linked to the national radio station but locally adapted by 2013;
- 20% annual Increase in youth participating in voluntary projects on Youth Month and through the year;
- 60% of National and Provincial departments implementing standardized NYS approach by 2016;
- 20% increase on NYS intake;
- Functioning and productive Youth Parliament that involves youth in public sector issues;
- Forums on the community, district, provincial and national level that allow for self-expression by the youth at least one per province by 2014;
- 10% Increase in youth voter registration per national or local government election;
- Youth recreation centres created in communities-every youth should live within 5 kms of a recreation centre by 2020, with a special focus on rural areas;
- 20% Increase in cultural awareness and activity programmes at schools and communities;
- 10% annual Increase in figures of youth surveyed on national identity and pride and positive outlook;
- Long-term decrease in xenophobic incidents committed by the youth- achieve 0% participation of youth in Xenophobic incidents by 2020;

- Increased quality and comprehensiveness of programmes offered by youth development organisations through the inclusion of national identity elements- 40% of all programmes by 2016;
- 30% diversion and restorative justice increase, and 40% decrease recidivism; and
- All government strategies incorporate the needs of youth with disabilities.

10.6 Projects and Programmes

10.6.1 Civic and Citizenship Education Programme

Programme Name	Civic and Citizenship Education Programme				
Strategic Interventions	<ul style="list-style-type: none"> • Generate awareness on, and build tolerance and respect for, the differences based on culture, ethnicity, religion, gender, sexual orientation that characterise South African society • Build national identity and pride among South African youth 				
Objectives	<ul style="list-style-type: none"> • To reinforce teaching on cultural diversity and citizenship through Life Orientation • To build awareness on social diversity and citizenship • To reinforce teaching on South African heritage in an effort to build national identity and pride • To build awareness on national heritage • To integrate national pride and ownership into current work being done by youth-oriented organisations • To extend and deepen opportunities for youth with disabilities to support their equitable integration in society 				
National Youth Policy Area	Social Cohesion	Government priority area	<ul style="list-style-type: none"> • Build cohesive, caring and sustainable communities 		
Location (National/Provincial)	Output	KPI	Target	Implementers	Funding sources
National (9 provinces)	Multi-level learning programmes focused on social and cultural diversity and national pride – use of inter-school exchange programme and indigenous sport as platforms for teaching	Number of levels for which syllabus and materials are developed	4 levels	DBE	DBE
National (9 provinces)	Educator training on CCEP – use of teacher	Proportion of educators trained on	100% by 2014	DBE	DBE

	workshops and peer-to-peer support to encourage innovative and targeted programmes	CCEP			
National (9 provinces)	Assessment of learners on CCEP	Proportion of learners assessed on CCEP	100% by 2014	DBE	DBE
National (9 provinces)	OSY participating in CCEP	Proportion of OSY participating in CCEP	100% by 2015	DBE DHE NYS DSD	DBE DHE NYS DSD
National	Reviewed departmental strategies to ensure that youth with disabilities are allocated for	Youth with disabilities integrated into departmental strategies	100% by 2012	All departments NYDA	All departments
National	Reviewed BBBEE Policy on inclusion of people with disabilities in the workforce	Increase in implementation of disability quota in BBBEE Code	100% by 2015	DTI	DTI Private sector
National	Forum on accessibility issues in schools with DBE to review challenges on implementation of policy	Proportion of schools better equipped Proportion of youth with disabilities attending school	100% by 2017	DBE DHE DSD	DBE
National (9 provinces)	Civil society organisation participation in CCEP	Proportion of civil society organisations involved in youth development participating in CCEP	75% by 2015	DSD	DSD
Estimated cost (R,000)					
Year 1	Year 2	Year 3	Year 4	Year 5	Total (5years)
R10.5m	R12m	R12m	R15m	R25m	R74.5m

10.6.2 Civic Shared Social Responsibility Programme

Programme Name	Civic Shared Social Responsibility Programme				
Strategic Interventions	<ul style="list-style-type: none"> Extend and deepen opportunities for the youth while developing their sense of social responsibility by engaging them in political and civic participation Build youth leadership 				
Objectives	<ul style="list-style-type: none"> To promote social entrepreneurship within schools and among out-of-school youths To accelerate youth participation in governance of the country To create spaces for youth in communities to actively participate in sport, arts and culture, and other recreational programmes in order to interact with peers, build networks and receive relevant social cohesion messaging To provide a support structure to steer youth who are in conflict with the law or at risk and guide them towards healthier and better choices 				
National Youth Policy Area	Social Cohesion	Government priority area	<ul style="list-style-type: none"> Build cohesive, caring and sustainable communities 		
Location (National/Provincial)	Output	KPI	Target	Implementers	Funding sources
National (9 provinces)	Multi-level learning programmes focused on social entrepreneurship – including practical community projects for learners to engage with	Number of levels for which syllabus and materials are developed	4 levels	DBE	DBE
National (9 provinces)	Educator training on CCEP with specific reference to social entrepreneurship	Proportion of educators trained on CCEP	100% by 2014	DBE	DBE
National (9 provinces)	Assessment of learners on CCEP (Social	Proportion of learners assessed on CCEP	100% by 2014	DBE	DBE

	Entrepreneurship)				
National (9 provinces)	OSY participating in CCEP (Social Entrepreneurship)	Proportion of OSY participating in CCEP	100% by 2015	DBE DHE NYS DSD	DBE DHE NYS DSD
National (9 provinces)	Year-long campaign on youth volunteerism with Youth Day as a launching pad	Proportion of youth volunteers in the country	75% by 2015	DSD GCIS DAC DBE	DSD GCIS
National (9 provinces)	Fully functioning Youth Parliament	Proportion of engaged youth leaders and members Number of meetings and activities	100% by 2015	DSD DAC PMP (Presidency)	PMP DSD
National (9 provinces)	Fully functioning, effective local and national forums for youth participation	Proportion of youth involved	80% by 2015	DSD GCIS DAC	DSD GCIS DAC
National (9 provinces)	Fully functioning youth recreation centres in all communities	Proportion of youth involved	100% by 2015	DAC DSR DBE Municipalities	DAC DSR DBE Municipalities
National (9 provinces)	Scaling up of diversion and restorative justice programmes working with the youth in communities, schools and institutions of higher learning	Decrease in youth offenders Increase in reach of diversion and restorative justice programmes	75% by 2015 90% by 2018 100% by 2020	DCS DBE DHE Municipalities	DCS DBE DHE Municipalities

National (9 provinces)	Schools teaching of more conflict resolution mechanisms and tools	Decrease in youth demand for rehabilitation centres	100% by 2015	DBE	DBE
National (9 provinces)	Civil society organisations participation in CCEP	Proportion of civil society organisations involved in youth development/social entrepreneurship participating in CCEP	75% by 2015	DSD	DSD
Estimated cost (R,000)					
Year 1	Year 2	Year 3	Year 4	Year 5	Total (5years)
R10m	R10m	R15m	R15m	R20m	R70m

10.7 National Youth Service

All youth will be enrolled into the service for a minimum of two years. During this period youth will be engaged in any of the following “disciplines” within the corps based on individual choice, national priorities and availability of funding for a particular discipline. The disciplines will include; engineering corps, environmental services and rural agricultural projects:

10.7.1 Engineering Corp

- Engineering Corp – The discipline of engineering is wide and will normally include the following mainstream categories:
 - Civil and Structural engineering: Young people engaged in the civil engineering corps will gain skills in the design, construction and maintenance of the physical and naturally built environment. They will be responsible for the construction and maintenance of road network, bridges and dams. They can also participate in the construction of civil protection of infrastructure such as dykes and storm water breakers in areas prone to floods.
 - Structural engineering: Young people will gain skills in analysis and designing support structures such as bridges and buildings. During their experiences in the service, participants can be involved in upgrading and maintenance of the country’s public infrastructure; and
 - Electrical engineering: Participants will gain skills in designing electrical and electronic infrastructure; devices; appliances, computer hardware, firmware and software and telecommunications. They could participate in research and development activities to support emerging energy and ICT technologies and industries.

Programme Name	Engineering Corp				
Strategic Intervention	<ul style="list-style-type: none"> Raise awareness of, participation in, and effectiveness of the NYS Programme 				
Objectives	<ul style="list-style-type: none"> To create opportunities for civic engagement and community service amongst the youth To develop skills of the youth in engineering services 				
National Youth Policy Area	National Youth Service	Government priority area	Job creation Skills development Social cohesion		
Location (National/Provincial)	Output	KPI	Target	Implementers	Funding sources
National (9 provinces)	Output 1	Proportion of young people aware of the NYS	50% by 2015 100% by 2021	NYDA and selected service providers	NGOs, government and private business
National (9 provinces)	Output 2	Number of youth participating in the NYS	4500 unemployed young people are involved in the programme	NYDA and selected service providers	NGOs, government and private business
	Output 3	Proportion of young people participating in learning towards accredited qualification	50% by 2015 100% by 2021	NYDA and selected service providers	NGOs, government and private business

		and/or vocational skill			
	Output 4	Number of young people completing the programme	70% of the young people that enter the NYS programme complete the programme	NYDA and selected service providers	NGOs, governmen t and private business
	Output 5	High levels of young people become active in all aspects of society (including social and economic) after completion of the service programme		NYDA and selected service providers	NGOs, governmen t and private business
Estimated cost (R,000)					
Year 1	Year 2	Year 3	Year 4	Year 5	Total (5years)
R45m	R30m	R20m	R10m	R5m	R110m

The estimated cost / budget above is based on the assumption that the Engineering Corp will be self sustaining and thus the reducing funding requirements by year five, the

Engineering Corp should be generating its own income from projects and initiatives undertaken.

Environmental Services

The services are designed specifically to engage youth in the protection and preservation of the natural environment. They also serve as brokers for environmental education and service opportunities. The goals of the environmental services include:

- To get youth to appreciate and commit towards the profitable management of nature and environment;
- Sustainable intergovernmental collaboration through team work projects. The NYS can provide teams that help mining companies comply with their social and labour plans including environmental management, water resources management, socio-economic development and health plans among others; and
- Establish teams for rehabilitation of threatened areas including managing dongas and soil erosion; tree planting and reforestation in desolate areas and along main roads particularly in the rural communities. They could launch and manage cleansing, sanitation and waste management projects within municipalities

Programme Name	Environmental Services				
Strategic Intervention	<ul style="list-style-type: none"> Raise awareness of, participation in, and effectiveness of the NYS Programme. 				
Objectives	<ul style="list-style-type: none"> To engage youth in the protection and preservation of the natural environment 				
National Youth Policy Area	National Youth Service	Government priority area	<ul style="list-style-type: none"> Job creation Skills development 		
Location (National/Provincial)	Output	KPI	Target	Implementers	Funding sources
National (9 provinces)	Output 1	Number of youth participating in the	9000 unemployed young people from	NYDA and selected service providers	NGOs, Government and private

		Programme	all 9 Provinces are involved in the programme for five years		business
	Output 2	Proportion of young people participating in learning towards accredited qualification and/or vocational skill	50% by 2015 100% by 2021	NYDA and selected service providers	NGOs, Government and private business
	Output 3	Number of young people completing the programme	80% of the young people that enter the NYS programme complete the programme	NYDA and selected service providers	NGOs, Government and private business
	Output 4	High levels of young people become active in all aspects of			

		society (including social and economic) after completion of the service programme			
Estimated cost (R,000)					
Year 1	Year 2	Year 3	Year 4	Year 5	Total (5years)
R45m	R35m	R20m	R10m	R5m	R115m

Rural Agricultural Projects

Youth can be gainfully employed in the creation of large-scale; scientifically and engineering solid commercial agricultural, animal husbandry and agro-processing ventures.

Programme Name	Rural Agricultural Projects				
Strategic Intervention	<ul style="list-style-type: none"> Raise awareness of, participation in, and effectiveness of the NYS programme. 				
Objectives	<ul style="list-style-type: none"> To enable rural youth to be able to engage in rural agricultural projects 				
National Youth Policy Area	National Youth Service	Government priority area	<ul style="list-style-type: none"> Job creation; skills development; social cohesion 		
Location (National/Provincial)	Output	KPI	Target	Implementers	Funding sources
National (9 provinces)	Output 1	Number of youth participating in the programme	9000 unemployed young people from all 9 provinces are involved in the programme	NYDA and selected service providers	NGOs, Government and private business
	Output 2	Proportion of young people participating in learning towards	50% by 2015 100% by 2021	NYDA and selected service providers	NGOs, Government and private business

		accredited qualification and/or vocational skill			
	Output 3	Number of young people completing the programme	70% of the young people that enter the NYS programme complete the programme	NYDA and selected service providers	NGOs, Government and private business
	Output 4	High levels of young people become active in all aspects of society (including social and economic) after completion of the service programme		NYDA and selected service providers	NGOs, Government and private business
Estimated cost (R,000)					
Year 1	Year 2	Year 3	Year 4	Year 5	Total (5years)
R45m	R35m	R20m	R10m	R5m	R115m

11. CHAPTER 11: ANCHOR PROGRAMME

In terms of the NYDA act Number 54 of 2008, the NYDA is expected to initiate, facilitate, implement, coordinate and monitor & evaluate youth development programmes that are aimed at integrating youth into the economy and society in general. NYDA will therefore design and implement fully or with partners in private, public and civic sector over the strategy horizon under what is called an *Anchor Programme* as part of IYDS implementation.

This chapter of the strategy describes some of the projects under this programme. All projects in the programme have been carefully selected to meet the key criteria of sustainability, maximum impact and potential to deliver quick gains in integrating youth into the economy and society in general.

Project Name/Description	Project Deliverable/Outcome	Input	Output	Outcome/Impact	Responsible	Cost Estimate
1. Agriculture and Agro-processing Well-established large-scale agro-processing plants incubating youth owned co-ops & entrepreneurs in four provinces (Mpumalanga Limpopo, Eastern Cape and Northern Cape)	Lobby for resources, conduct feasibility study, secure land, identify key stakeholders, facilitate process leading to signing of MOUs, procure, sign SLA, and initiate a project		Creation of 8 000 jobs over five-year period, training of 5 000 young people, creation of 40 small businesses establishment of 9 large-scale agro-processing businesses	Reduction in unemployment of Youth; Increased Entrepreneurial participation by youth; Improved livelihoods of Youth; A growing economy	NYDA, Concern Municipality, IDC, ARC, CSIR, DLA, Department of Rural Development and Land Reform, DTI, universities	370 m

Project Name/Description	Project Deliverable/Outcome	Input	Output	Outcome/Impact	Responsible	Cost Estimate
creating sustainable businesses & job creation in the agricultural value chain, contributing to inclusive economic growth				supported by a productive, youth dominated labour force		
2. Auto component manufacturing A high-tech cutting edge auto component manufacturing businesses that is owned and controlled by South African youth for sustainable businesses ventures & job creation would be set up in 9 provinces	Lobby for resources, identify & secure site, stakeholders such as IDC, municipality concern, relevant departments, as well as facilitate process leading to signing of MOUs, procure, sign SLA, and initiate a project	▪	▪ Creation of 15 000 jobs; ▪ Training of 15 000 young people in related skills; ▪ Creation of 100 youth-owned small businesses; Establishment of 6 significant component manufacturing businesses.	A large cadre of youth that use and benefit from socioeconomic rewards of a flourishing ICT industry; ICT industry which is driven by youth and propelling the country's economy into greater heights.	NYDA , Concern Municipality IDC, & all relevant departments	8000 mn
3. Artisan Training A well maintained and resourced training academy producing	Identify & lobby key stakeholders, secure resources, procure and initiate a project, facilitate process		First phase: creation of 40 permanent jobs, training of 500 youth per quarter,		NYDA, Concern Municipality DHE, DEA, & all key stakeholders	50M

Project Name/Description	Project Deliverable/Outcome	Input	Output	Outcome/Impact	Responsible	Cost Estimate
quality graduates with skills relevant to economy	leading to signing of MOUs, procure, sign SLA, and initiate a project		incubating them into community development projects			
4. Mineral Extraction and Beneficiation Well-trained youth contributing to an inclusive growing economy through sustainable business ventures which creates more and more jobs	NYDA-South African Government, DTI, IDC, DME, Department of Economic Development, NYDA; local universities, SETAs, Department of Science and Technology, international universities	▪	<ul style="list-style-type: none"> ▪ Creation of 10 000 direct jobs; ▪ 15 000 indirect jobs; ▪ Training of 12 000 young people in mineral beneficiation and related skills; Creation of 40 small businesses and establishment of 10 large-scale mineral beneficiation businesses		NYDA, DTI, DED, DST & DMR & any other relevant stakeholders	1.6 bn
5. Youth Build SA The tangible end result is a vibrant and sustainable programme	Facilitating partnerships with stakeholders & ensuring signing of MOUs & SLAs; initiate a project	▪	<ul style="list-style-type: none"> ▪ Training of 7 000 young people in various Youth Build SA 		DBE, FET colleges, DHET CETA, Youth Build International,	100 mn

Project Name/Description	Project Deliverable/Outcome	Input	Output	Outcome/Impact	Responsible	Cost Estimate
which integrates academic achievement, work experience, social action, leadership development, and personal transformation to create sustainable livelihoods through community work			<ul style="list-style-type: none"> related skills; Creation of 100 small businesses; 10 scholarships awarded to youth 		Accredited Training Providers	
6. ICT A well-developed uniform, cutting-edge Open Source Systems which will cover a wide range of service delivery aspects particularly in Education, Health and Municipalities while increasing the number of youth-owned businesses in ICT industry. It will also have a component of smart energy management	Lobby for resources, Identify & secure buy-in from stakeholders, facilitate process leading to signing of MOUs, procure, sign SLA, and initiate a project	<ul style="list-style-type: none"> 	<ul style="list-style-type: none"> Creation of 20 000 jobs; Training of 35 000 young people; Creation of 150 small businesses; and 9 large scale ICT businesses 		NYDA, Concern Municipality & all relevant stakeholders	380 mn

Project Name/Description	Project Deliverable/Outcome	Input	Output	Outcome/Impact	Responsible	Cost Estimate
7. Green economy At the end of it, projects would have been set up in each of the following green economy sectors : <ul style="list-style-type: none"> ▪ Air Quality Management and Climate Change; ▪ Renewable Energy and Energy Efficiency; ▪ Waste Management; and ▪ Water and Wastewater Management 	Lobby for resources (fundraising), conduct feasibility study, identify key stakeholders, facilitate process leading to signing of MOUs, procure, sign SLA, and initiate a project	•	<ul style="list-style-type: none"> • Establish 9 SMMEs in each green economy sector in all provinces; • Create 1 000 jobs per SMME per year in each sector; • A total of 180 000 jobs created in 5 years 		NYDA, DED, DEA, SASOL, Gauteng Metro Municipalities, IDC, DRDLR, DEA, Farmers Associations, NGOs, Private Sector	1.5 bn
8. Youth Co-ops The objective of this project is to create a multi-disciplinary Youth Co-op that can be deployed to tackle	Establish youth brigades that will be trained on building and maintenance of dams and power generation infrastructure, creation and maintenance of		<ul style="list-style-type: none"> ▪ Creation of 30 000 jobs; ▪ Training of 30 000 youth 		NYDA, DOD & all relevant departments	700 mn

Project Name/Description	Project Deliverable/Outcome	Input	Output	Outcome/Impact	Responsible	Cost Estimate
and manage any government project whose principal objective is to create a platform for Socio-Economic development, e.g. building and maintenance of dams and power generation infrastructure, creation and maintenance of parks and recreational facilities in wetlands and estuaries	parks and recreational facilities in wetlands and estuaries					
9. Social Economy/Enterprises To create new cutting edge social enterprises that contribute to the economy while addressing social challenges in the	Identification of stakeholders & establishing of social entrepreneurship campaign		<ul style="list-style-type: none"> ▪ Creation of 1 600 direct and 3 000 indirect jobs; ▪ Training 2 000 young people; ▪ Creation of 1 000 social enterprises; ▪ Establishment of five large-scale social 		NYDA, South African Government, civil society role-players (universities, NGOs, development agencies)	100 mn

Project Name/Description	Project Deliverable/Outcome	Input	Output	Outcome/Impact	Responsible	Cost Estimate
country			businesses			
10. Furniture Manufacturing The production focus areas for this anchor project will be, saligna furniture for export (based on locally grown hardwoods), chipboard furniture primarily for the domestic market, pine furniture production for both the domestic and export markets; and upholstered furniture (also using fabric, foam and leather)	Identification of stakeholders, fundraising & establishing of social entrepreneurship campaign		<ul style="list-style-type: none"> Creation of 500 direct WFP jobs; 500 upstream jobs 		NYDA, DTI, municipalities, development agencies, etc.	100 mn
11. Arts and Culture An improved apprenticeship system addressing existing	NYDA to lobby SETAs in mining, logistics as in freight (sea, air, land), warehouses, manufacturing and new		<ul style="list-style-type: none"> Training 100 000 artisans by 2015; Incubating 15 000 social entrepreneurs 		NYDA, Department of Arts & Culture, Music Entertainment industry, SAA,	4000 mn

Project Name/Description	Project Deliverable/Outcome	Input	Output	Outcome/Impact	Responsible	Cost Estimate
<p>shortfall in artisan and technical skills with clear measurable outcomes</p> <p>A self-sustainable high-tech studios incubator programme whose role is to nurture new talents in the music and acting industries respectively</p>	industries such as in the green economy		<ul style="list-style-type: none"> Creating 50 000 jobs 		SASOL, TELCOM SETAs	
<p>12. Enterprise Development and expansion (Ithuba lentsha)</p> <p>Well-trained youth beneficiaries whose mindset is innovatively set to participate in the entrepreneurial value chain</p>	NYDA to lobby DTI, Department of Agriculture, Department of Rural Development and Land Reform, DC, NYDA, other Government departments such as Department of Minerals and Energy, Environmental Affairs, Tourism, Human Settlements		<ul style="list-style-type: none"> 20 000 youth trained across value chains of all key sectors; 10 000 cooperatives formed & supported 5 000 jobs created 		NYDA, DTI, Department of Agriculture, Department of Rural Development and Land Reform, DC, NYDA, other Government departments such as Department of Minerals and Energy,	

Project Name/Description	Project Deliverable/Outcome	Input	Output	Outcome/Impact	Responsible	Cost Estimate
					Environmental Affairs, Tourism, Human Settlements	

12. CHAPTER 12: INSTITUTIONAL ARRANGEMENTS FOR IYDS IMPLEMENTATION

The National Youth Development Act, No 54 2008 which provides a legislative framework for the establishment and existence of the National Youth Development Agency requires the Agency, as its objects in Section 3 (a), to develop an Integrated Youth Development Plan and Strategy for South Africa; and Section 3 (c) to initiate, design, co-ordinate, evaluate and monitor all programmes aimed at integrating the youth into the economy and society in general. In order for these functions to be achieved, the IYDS must have clear, sector wide and efficient set of agreements that will guide the implementation of the strategy by all sectors in the country. In addition, the National Youth Policy (NYP) 2009-14, approved by the Cabinet in 2008, in its implementation and coordination mechanism requires optimization of intergovernmental relations that will inform NYP implementation across national, provincial and local spheres. This will ensure that youth benefit from government vertical, horizontal and transversal structures through aligning national development priorities that are informed by youth needs; ensures that there is proper planning which places youth at the centre, and assist with coordination and integration in all spheres of government. The NYP also identifies four key role players in youth development these include, government departments, National Youth Development Agency, Non-governmental organizations and private organizations. The IYDS institutional arrangements will utilize the existing structures to ensure that set of rules, policies, legislative frameworks and procedures are coordinated to support the implementation of the IYDS.

The IYDS institutional arrangement approach is that of sectoral in its perspective. This approach requires collaboration, coordination and accountability at sectoral levels rather than institutions. The key sectors that need to cooperate, coordinate and take accountability of the implementation of the strategy are the government; state owned and funded entities, private, civic organizations and the National Youth Development Sector as custodian of the IYDS. The expectations and responsibilities of these sectors are described in the following sections.

12 Institutional arrangements

12.1.1 Government

Government will ensure that all the spheres are implementing programmes that address the key strategic focus areas of the strategy. Government should implement the strategy in accordance with the Intergovernmental Relations Act, 2005 to ensure compliance to requirements of coordinated planning, implementation and reporting on youth development indicators and outcomes. For reporting performance information against targets set, government must ensure that reporting on youth information departments in all spheres of government and public entities they report their youth development information in accordance with the Treasury framework for performance Information reporting. The budgeting process by Treasury must putting emphasis on funding government activities that support the key strategic objectives of the strategy. Government through Cabinet must ensure that the key strategic focus areas of the IYDS forms part of the National Government Priorities that require to implemented by all spheres of government in order to meet national development goals. Government has set up monitoring and evaluation mechanisms for the public sector, these mechanisms will need to include indicators that would be able to monitor and evaluate the implementation of the strategy periodically. This will require redefining some of the indicators to meet the requirements of monitoring young people benefits. The Government wide Monitoring and Evaluation System, the reports on government priorities must include the indicators and data variables required to monitor the strategy outcomes and outputs.

Sector	Description	Roles
Government	<ul style="list-style-type: none">○ National Government Departments○ Provincial Government Departments○ Local government Authorities	<ul style="list-style-type: none">○ Supportive and conducive policy and legislative environment○ Strategic leadership○ Integrated planning and implementation of youth development programmes and projects○ National development priorities and indicators○ Monitoring and evaluation mechanisms○ Accountability○ Allocation of specific funding for youth

		development ○ Review progress on youth development priorities. ○ Report on progress and achievements against set priorities.
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12.1.2 State Owned Entities (SOE's)

Government has state entities as defined in chapters 6 and 9 of the Public Finance Management Act No.1 of 1999 and are classified in schedules 1,2 and 3 of the Act. The State owned and public funded entities are key stakeholders in youth development. These institutions provide a real potential to contribute substantially in developing and improving the livelihoods of youth in South Africa. The SOE's are operating in different sectors of the economy; these state entities will be required to ensure that they contribute to strategic focus of the IYDS relevant to their mandates. They also need to contribute to programmes and projects that support the implementation of the strategy. For this sector to support the strategy optimally, there is a need for formulate a coordination structure that will allow these entities to develop common plans, common youth development outcomes aligned to the IYDS strategic focus and common reporting processes that allows integration of public entities reporting systems. The sector would be required to implement programmes and projects that support youth development within the IYDS programme areas, this will ensure that youth development is mainstreamed and integrated to planning and budgeting processes of the entities. The entities operate within the government policies and frameworks, therefore, the alignment to priorities of government and accountability frameworks would not require separate or additional system to allow them to contribute to the strategy.

Sector	Description	Roles
State owned entities	○ Public Funded Institutions ○ Public Enterprises ○ Chapter 9 Institutions	○ Set-up a coordination structure for implementing national priorities. ○ Set youth development priorities for the sector. ○ Integrated planning and implementation of youth development programmes and projects ○ Review progress on youth development priorities.

		<ul style="list-style-type: none"> ○ Report on progress and achievements against set priorities
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12.1.3 Private Sector

The private sector is a major beneficiary of quality and sustainable youth development efforts. The role of this sector is therefore crucial in the implementation of the strategy. This sector, however, is fragmented and does not have balance of power. Some parts of the sector are well developed and well resourced whilst other parts, especially the Small and Medium Enterprise and informal private sectors are underdeveloped and not well resourced. The strategy recognizes that both formal and informal private sector have key roles to play if the IYDS has to be seen as multi-sector strategy and be implemented successfully. The formal private sector have a number of coordination structures which do not necessarily represent interest of the whole private sector, these structure needs to be strengthened to provide an effective platform for the whole private sector, including the informal business to participate in the contribution of the private sector in the implementation of the IYDS key strategic focus areas. The private sector needs to be assisted to form a common agreed upon structure that will assist the sector in defining its youth development priorities in the area of their business interest. The private sector would be required to define its contribution to national development outcomes with a youth development focus. The sector needs to plan, implement youth development programme and projects that respond to the IYDS key strategic focus areas relevant to business interest. Coordinated monitoring, evaluation and reporting mechanisms that can be integrated to national M&E mechanisms need to be implemented by the private sector this will allow integrated monitoring and reporting of progress made against key strategic outcomes of the IYDS. The private sector would be expected to increase its funding allocation share towards projects and programmes that support the areas of IYDS key strategic focus areas, this will allow more young people to benefit from the interventions thus increasing the productivity of the South African economy which is beneficial for the private sector.

Sector	Description	Roles
Private	<ul style="list-style-type: none"> ○ BMF(Business Management Forum) 	<ul style="list-style-type: none"> ○ Set-up the structure for coordination.

Sector	<ul style="list-style-type: none"> ○ BBC(Black Business Council) ○ BUSA(Business Unit South Africa) ○ SMEs not affiliated with business structures ○ Formal Micro Enterprises ○ Informal Business 	<ul style="list-style-type: none"> ○ Set youth development priorities for the sector. ○ Integrated planning and implementation of youth development programmes and projects ○ Review progress on youth development priorities. ○ Report on progress and achievements against set priorities.
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12.1.4 Civic Organisations

Civic organizations including the trade unions have played a pivotal role in voicing and implementing programmes at grassroots levels. These institutions have the space and programmes that can ensure that programmes and projects targeting youth development benefit the most deprived communities in South Africa. It is also recognized that many of the NGOs operating in rural areas are underfunded and sometimes lack capacity to meet community demands. This sector therefore needs support from the government, state owned entities and the private sector to maximize the contribution it can make in meeting the strategic outcomes of the strategy. There is a need for institutional capacity building in this sector, a coordination platform such as the South African Council of NGOs, the South African Youth Council and similar structures needs strengthening for the sector to deliver on the strategy. The civic society sector will agree as a sector on their contributions towards the key strategic focus areas of the strategy. They are expected to plan, implement and report on activities, outputs and outcomes that are linked to these key strategic focus areas using processes and tools aligned to reporting against national development priorities of the country. The civic organizations coordination structures will be responsible for coordinating the sector to ensure that they contribute to the objectives of the strategy.

Sector	Description	Roles
Civic Organisation	<ul style="list-style-type: none"> ○ CBO's ○ Trade Unions ○ NGO's ○ FBO's ○ NPO's: 	<ul style="list-style-type: none"> ○ Set-up the structure for coordination. ○ Set youth development priorities for the sector. ○ Integrated planning and implementation of youth development programmes and projects

		<ul style="list-style-type: none"> ○ Review progress on youth development priorities. ○ Report on progress and achievements against set priorities.
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12.1.5 National Youth Development Agency

The National Youth Development Agency was established through an Act of parliament (NYDA Act 2008) to be the custodian of youth development interest in the country. The objects of the of the Agency as outlined in the Act includes:

- a) develop an Integrated Youth Development Plan and Strategy for South Africa;
- b) develop guidelines for the implementation of an integrated national youth development policy and make recommendations to the President;
- c) initiate, design, co-ordinate, evaluate and monitor all programmes aimed at integrating the youth into the economy and society in general;
- d) guide efforts and facilitate economic participation and empowerment, and achievement of education and training;
- e) partner and assist organs of state, the private sector and non-governmental organisations and community based organisations on initiatives directed at attainment of employment and skills development;
- f) initiate programmes directed at poverty alleviation, urban and rural development and the combating of crime, substance abuse and social decay amongst youth;
- g) establish annual national priority programmes in respect of youth development;
- h) promote a uniform approach by all organs of state, the private sector and non-governmental organizations, to matters relating to or involving youth development; and
- i) endeavour to promote the interest generally of the youth, particularly young people with disabilities.

For the implementation of the IYDS, the NYDA will play a lobby and advocacy, coordination, support and monitoring and evaluation role to all sectors implementing the IYDS key strategic focus areas. The NYDA will develop a Lobby and Advocacy Strategy which will outline how various sectors will be lobbied to realize the aspirations of the IYDS. The strategy should outline various entry points and specify how lobbying will be

done at political level, how it will be done at administrative level, how it will be done in the private sector and how it will be done in the civil society sector/NGOs. The NYDA will coordinate youth development programs and initiatives and create a centre that is able to pull all sectors together, consolidate information, and reporting. The NYDA will develop, strengthen and support monitoring and evaluation process and tools aimed at tracking implementation of the Integrated Youth Development Strategy. The processes and tools will be developed and strengthen with existing M&E frameworks and processes in the sectors. A participatory approach will be adopted by the NYDA in assisting all sectors in planning, implementation, monitoring and evaluation and reporting on the IYDS key strategic outcomes and outputs.

Sector	Description	Roles
National Youth Development Agency	A national public entity as defined in section 1 of the Public Finance Management Act	<ul style="list-style-type: none"> ○ Lobby and advocacy for integrated youth development planning, implementation and reporting ○ Coordination and supporting of planning, implementation and reporting on IYDS strategic objectives ○ Monitoring and evaluation of IYS strategic objectives and outcomes

The aim of the institutional arrangement is ensure that all sectors have a buy in the implementation and success of the Integrated Youth Development Strategy. The outlined sectors who will play key roles in the implementation will need to have a shared goals on how to integrate and mainstream youth development in their sector. The approach will also assist sector to explore and create platforms that would assist sector institutions to actively participate in the development of young people. It also provide opportunity for sectors to implement youth development programmes, regardless of varying mandates, scope of their work, policies and legislation applicable to their institutions. The buy in to the institutional arrangement is therefore important for the success of implantation of the Integrated Youth Development Strategy.

The IYDS is a broad instrument that draws on all concerned sectors' activities which are, as a matter of public mandate, directly and indirectly implicated to initiate and implement

youth development programmes. The sectors or rather stakeholders are duty-bound to support the youth sector and accordingly enjoined by the Constitution of the Republic of South Africa (1996) and its supportive transformative legislative, policy and strategic instruments to develop their own customized yet aligned programmes and strategies, and mobilize resources for the successful implementation of the IYDS.

13. CHAPTER 13: MONITORING AND EVALUATION

The public sector, including stated funded entities, has been implementing M&E frameworks, guidelines and tools and processes that allow the public sector to monitor and evaluate its interventions and efforts. The Ministry of Performance, Monitoring and Evaluation in The Presidency, is currently working on a policy for performance, monitoring and evaluation that will guide the public sector in implementing M&E functions. In addition the government has been implementing the Government-wide Monitoring and Evaluation system for some time. The Minister in The Presidency: National Planning Commission has recently published development indicators that measure ten themes which include economic growth and transformation, employment, poverty, inequality, households and community assets, health education, social cohesion, safety and security, international relations and good governance. Both the government wide M&E framework and the national development indicators developed by government provide a framework for monitoring and evaluation for the Integrated Youth Development Strategy.

The private sector monitoring and evaluation systems have not been tested on their ability to measure development outcomes, however, most of the formal developed private sector institutions have monitoring and evaluation systems for their business interest. The emerging businesses sector and informal business may require assistance and support to develop systems, processes and tools to monitor their efforts towards contributing to the IYDS key strategic focus areas. The NYDA as a coordinating structure for the implementation of the strategy would be required to assist and build capacity in this stratum of the private sector.

The civic society sector, similar to the private sector, has varying degrees of frameworks, processes and tools for monitoring and evaluation. However, given that most NGOs rely on donor funding, they are required by donors to report on the work they are funded for. This provide an opportunity to ensure that reported information can be used to measure the NGOs sector efforts towards contributing to the IYDS strategic focus areas outcomes and the relevant national development indicators. It must be acknowledged that many of the NGOs would require capacity, funding, systems and human resources to report

accurately on their efforts. The government wide M&E framework can be adapted to suit this sector as most of the NGOs are providing developmental services.

Whilst many institutions described in the institutional arrangement as key stakeholders in the implementation of the IYDS do collect and report on their programmes and projects, the information is not presented in a manner that disaggregate the outputs and outcomes that meet the definition of youth as defined in the NYP 2009-14 and the NYDA Act 2008. Both the policy and the Act defines young people to be those between the ages of 14 – 35 years, therefore, all reportable data collected for the purposes of reporting against key youth development indicators must be disaggregated into this age group. This is important to aggregate outputs and outcomes from different sectors and have a collective measure of efforts contributed by all stakeholders.

Monitoring and evaluation for IYDS will aim at strengthening the following areas of operations across all sectors:

- i) **Planning** - NYDA strategy development; Programmes and Services planning and formulation; target setting and defining expected outputs, outcomes and impact.
- ii) **Implementation** – Business processes used in the delivery of services, these include project management, continuous quality improvements, efficient and effective approaches, adherence to guidelines and procedures, risk assessments and mitigation and supportive supervision.
- iii) **Reporting** – systematic reporting on outputs, outcomes and impact and providing continuous feedback for improvements and lessons learnt on products and services.
- iv) **Knowledge Management (KM)** - the strategies and processes of identifying, capturing, and leveraging knowledge to enhance competitiveness.

IYDS performance monitoring plan

Monitoring and evaluation of the IYDS will be anchored in a performance monitoring plan which will be aligned to existing monitoring and evaluation systems, processes and tools in key stakeholders sectors. The performance monitoring plan, which does not deviate or compete with institutional performance monitoring frameworks, will seek to strengthen

planning, managing and documenting data collection, storage, analysis and reporting. The performance monitoring plan contributes to the effectiveness of the performance monitoring systems of institutions by assuring that comparable data will be collected on a regular and timely basis. The monitoring plan for the IYDS will cover the following areas:

- **Performance indicators and their definition** – this provide precise technical elements of the indicators thus allowing sector institutions to review their tools to incorporate elements of the technical elements required to report against youth development indicators.
- **Data sources** – identify data sources that will provide data elements for the indicators this will assist in avoiding inconsistencies in data coming from different institutions contributing to the indicator.
- **Method of data collection** – this defines the approach to be used to collect data for each indicator, this also provide specifications on the unit data analysis, disaggregation of needs and types of tools and techniques to be used for data collection.
- **Frequency and scheduling of data collection** – this allows to measure performance on periodically basis thus allowing monitoring changes due to interventions.
- **Data analysis plan** – will define to what extent possible data for individual indicators or groups of related indicators will be analyzed. This also defines what can be compared and how it relates to indicator(s).
- **Evaluation plan** – defines when and how evaluations would be conducted. The plan also indicates the type(s) of evaluations that can be conducted and also standards for conducting evaluations.
- **Plans for communicating and using information** – this define types of reports to be produced, disseminated and how to use information produced. This helps in standardizing interpreting the information and reports.

Role of key sector stakeholders in monitoring and evaluation

Public Sector:

Currently, the monitoring of Government Departments is coordinated at Presidency by the Ministry of Performance, Monitoring and Evaluation. The government wide M&E framework provides a tool for monitoring, evaluation and reporting on all government

interventions. The key IYDS indicators should be incorporated into the national development indicators for the public sector including state funded institutions. The indicators will become aligned to the Outcomes of Government. The reporting will be agreed upon in terms of frequency and to whom.

Private Sector:

The private sector M&E process will be coordinated by the private sector structure responsible for dealing with youth development. The M&E processes and tools to be used for monitoring and reporting the private sector will be linked to current public sector tools and reporting requirements. Each business sector will take responsibility and leadership in ensuring that YD forms part of their reportable mandates. The role of the NYDA will be to incorporate other variables that will address key indicators as identified for the IYDS.

Civil Society:

The civic society sector will be coordinated by a single structure that represents all formations of the civic society organisations. The M&E processes and tools to be used for monitoring and reporting the civil society sector will be linked to current public sector tools and reporting requirements. The civic organisation structure will take responsibility and leadership in ensuring that YD forms part of their reportable mandates. The role of the NYDA will be to incorporate other variables that will address key indicators as identified for the IYDS.

National Youth Development Agency

The agency will facilitate development of M&E processes and tools that support sector based monitoring and reporting requirements for IYDS. The following are specific areas that the Agency will focus on in supporting M&E for IYDS:

- Defining relevant tools for all sectors implementing programmes that support IYDS outcomes
- Defining reporting processes and consolidation of information required for reporting against predefined outputs and outcomes
- Ensure that IYDS youth development indicators are included in the national Development indicators published by the Minister in The Presidency: National Planning Commission.
- Facilitate the inclusion of data variables required to measure outputs and outcomes on national official survey by Statistics South Africa
- Facilitate the inclusion of YD outcomes in the service delivery agreements with all levels of government
- Facilitate the establishment of coordinating structures for the private and civic society sectors to ensure coordinated reporting against YD outputs and outcomes

Evaluations

Regular evaluations must be conducted on youth development interventions implemented by the various sector to assess outcomes and impact of the interventions. Public sector institutions responsible for Official statistics such as the Statistics South

Africa will report on national outcomes against the outcomes through national surveys conducted periodically such as LFS, GHS, Census, etc. Evaluations will be conducted by state funded research institutions as they have the capacity and experience in conducting programme evaluations and they have objective view because they would not been involved in the implementation of the programmes and projects.

Proposed youth development indicators

The IYDS has proposed eleven (11) IYDS national indicators to monitor outcomes from all sector's efforts in the implementation of the strategy. The indicators has been aligned to both the IYDS key strategic focus areas and the development indicators published by government in 2010. The IYDS indicators also measures some of the thematic areas listed in the development indicators document. This allows all sectors to collect and submit information once that will fulfill the requirements of National development Indicators and the IYDS. The selected indicators have been defined at both output and outcome levels this allows to measure quantities and quality of the interventions. Definition of the indicators and sources of data has also been provided. The rationale for selecting these indicators has been based on status of youth analysis conducted by the NYDA, analysis of reports on programme implementation by all sectors, research published by various research institutions on the key strategic areas of the IYDS. Monitoring these indicators can provide a better picture on how the country is performing against the IYDS strategic outcomes. The list and definition of the selected indicators presented below.

Proposed Youth Development Indicators for IYDS

IYDS Key Strategic Focus Area	Output indicator	Outcome indicator	Definition	Source of data
Economic participation	Number of new young people (15-35 years) employed	Reduce youth (15-35 years) unemployment by 50% in the 5 years	Persons aged 15-35 who did any work or who did not work but had a job or business in the seven days prior to the survey interview. Labour force participation rate is the proportion of the working age population that is either employed or unemployed (labour absorption rate) is the proportion of the working-age population that is employed.	Statistics South Africa (QLFS)
	Number of new enterprises established by youth (15-35 years)	% increase in functional youth (15-35 years) owned enterprises	Persons aged 15-35 who registered a business with CIPC or reported to be doing business in an official survey (Stats SA) and is reported to be obtaining income from operating it.	Statistics South Africa (GHS), CIPC database
Education & Skills Development	Number of pupils passing matric with university exemption	Increase matric pass with exemption from 20% to 60% in the next 5 years	Number of people aged 14-35 who passed the senior certificate examination as a percentage of those that wrote examinations and attained a university exemption requirement.	Department of Basic Education
	Number of students who are enrolled at institutions of higher education and training	Increase in the proportion (%) of young people attaining higher education and training qualifications	Persons aged 14-35 who are enrolled in institutions of higher education and training and attain qualifications offered by those institutions of higher education and training.	Department of Higher Education
Health & Well being	Incidence of HIV/AIDS amongst youth (14-35 years)	Reduction in incidence rate of HIV/AIDS by 20% amongst youth (14-35 years)	Number of sampled young people between 14-35 years old who are tested to be positive divided by the total population of young people (14-35 years).	Dept of Health, HSRC Prevalence and Incidence Survey
	Number of youth with access to	Increased medical aid coverage for	Number of young people (14-35 years) who report to have medical aid or able to access	Stats SA (GHS), Dept of Health

IYDS Key Strategic Focus Area	Output indicator	Outcome indicator	Definition	Source of data
Social Cohesion	medical aid cover	youth (14-35years)	medical aid through a relative or guardian.	
	Number of youth participating in elections	Increased participation in the democratic electoral processes	Persons aged (18-35) who are registered for voting and have voted in the previous election.	Independent Electoral Commission
	Number of youth with positive opinion on race relation matters	Increased levels of positive race relations amongst youth (14-35 years)	Number of youth (14-35) who are were of the opinion that race relations are improving expressed as a proportion of the total youth population (14-35)	GCIS (Markinor Survey)
National Youth service	Number of young people enrolled in all NYS Programmes (incl. public, private and civil sectors)	Increased youth participation in community programmes	Persons aged between 18-35 who are enrolled and participating in National Youth Service programmes and serving their communities.	Government Department Quarterly Reports, Private Sector Coordinating Structures, Civil Society Coordinating Forum, SOE's Quarterly Reports
Sports and recreation	Number of youth with access to sports facilities	Increased % of young people actively involved in sports	Persons aged between 14-35 who have reported being actively involved in sports activities	Stats SA (GHS)
Youth Work	Number of higher education institutions offering youth work qualification	Increase % of graduates with youth work qualification	Number of institutions offering youth work qualification and number of people obtaining a youth work qualification from the higher education and training institutions.	Dept of Higher Education & Training

14. CHAPTER 14: RISK MANAGEMENT PLAN

The following are identified risks and their implications for IYDS have been identified:

- a)** Limited financial resources: This would have significant negative impact on the implementation of IYDS, both programmatic and human resources capital.
- b)** Slow economic growth: The size of the 'economic pie' has direct impact on the labour absorption capacity of the industries. The growing size of youth labour force may lead to continued over-supply and perpetual unemployment rate.
- c)** Lack of buy-in from departments and lower tiers of government: This would lead to poor or no implementation of IYDS, duplication of programmes and uncoordinated reporting.
- d)** Administrative bottlenecks and red-tapes, particularly in government departments: Collaborated interventions undertaken in partnership with departments may be derailed by institutional protocols and therefore affect timely implementation of programmes and projects.
- e)** Lack of support from business and private partners: There is currently no regulatory framework that guides and compels these sectors to implement youth development programmes. It is anticipated that there might be poor response of resistance from these sectors implement IYDS.
- f)** Weak civic and youth organizations: These sectors are mainly non-profit voluntary organs, often run with little resources. Their resource predicaments would most probably affect their ability to implement the Strategy.
- g)** Lack of political will. This often occurs when there is policy collusion and radical policy positions advanced by the youth sector, particularly on natural resources, it is inevitable that certain aspects of the Strategy may be challenged and thus affecting its implementation in its entirety.
- h)** Lack of regulatory framework on procurement and employment opportunities for youth: The current affirmative regulatory frameworks limit preferential treatment exclusively to designated groups as defined in the legislation, therefore affecting key components of the Strategy.
- i)** Cross-sectoral duplications: Mainly resulting from lack of buy-in and support from target partners, which would have a negative impact on coordination and reporting on activities and impact of implemented programmes and projects.

- j) Timing of the implementation: Government's shifting priorities will have direct implications on the implementation of the IYDS. This may be affected by both domestic and international socio-economic and political instabilities.
 - k) Youth apathy: Is considered one of the main challenges in society in general and has the potential to militate against the goodwill of the strategy, as is the case with other youth targeted interventions. The context within which the Strategy is designed is heavily weighted upon by huge socio-economic disparities among the youth as a sector.
 - l) Poor monitoring and evaluation system: Disintegrated and uncoordinated activities in other sectors would complicate information gathering and collective reporting on the activities and impact of programmes implemented by various partners.
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