



Integrated Youth Development Strategy for South Africa



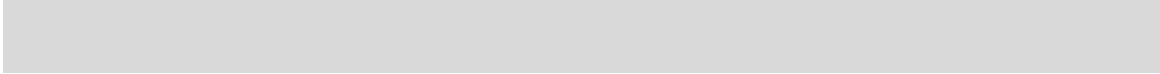
OUR YOUTH. OUR FUTURE

NATIONAL YOUTH DEVELOPMENT AGENCY

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ABBREVIATIONS AND ACRONYMS

ABS	Abstain, Be faithful and Condomise
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
CCES	Charter of the Council of European Sports
CNC	Computer Numeric Control Operator
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
SRSA	Department of Sport and Recreation South Africa
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
HDI	Human Development Index
HEA	Higher Education Act
HAART	Highly Active Antiretroviral Therapy
HIV	Human Immuno-Deficiency Virus
HEI	Higher Education Institutions
HRDSSA	Human Resources Development Strategy South Africa
HSRC	Human Sciences Research Council
IDC	Inter-Departmental Committee on Youth Affairs
IDZ	Industrial Development Zones
IEC	Information, Education and Communication
IPAP	Industrial Policy Action Plan
IYD	Integrated Youth Development
IYDS	Integrated Youth Development Strategy
JIPSA	Joint Initiative on Priority Skills Acquisition
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
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
NYC	National Youth Commission
NYDA	National Youth Development Agency
NYP	National Youth Policy
NYS	National Youth Service
NYSPPF	National Youth Service Policy Framework
PAB	Provincial Advisory Boards
PGDS	Provincial Growth and Development Strategy
PHC	Primary Health Care
PMTCT	Prevention of Mother to Child Transmission
PHC	Primary Health Care (PHC)
PMTCT	Prevention of Mother to Child Transmission
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
SET	Science, Engineering and Technology
SETA	Sector, Education and Training Authorities
STI	Sexually Transmitted Infections
SGB	School Governing Bodies
TB	Tuberculosis
DTI	Department of Trade and Industry
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
UYF	Umsobomvu Youth Fund
VOSESA	Volunteer and Service Enquiry Southern Africa
WYF	World Youth Forum
WHO	World Health Organisation
WPAY	Worldwide Programme of Action on Youth
YWS	Youth Wage Subsidy

1. EXECUTIVE SUMMARY

2. FOREWORD BY MINISTER

3. PREFACE BY EXECUTIVE CHAIRPERSON OF NYDA

4. INTRODUCTION

4.1. Strategic Overview

After having made various interventions to conceptualize and advance youth development since the dawn of democracy in 1994, a review on youth development indicates that despite much effort the challenges of youth development remain enormous. Various reports, particularly those from Stats SA, indicate the vast majority of the unemployed to be young people between the ages of 18 and 35. The fact that the majority of these young people hail from the previously disadvantaged black communities is consistent with the general fact that we have a two-economy scenario, generally being a legacy of the past.

Since 1994 an enabling legal and policy framework on youth development was established in order to set out a transformation agenda. The adoption of the National Youth Policy 2009–2014 and the NYDA Act 54 of 2008 necessitated the development of an Integrated Youth Development Strategy, a comprehensive implementation framework that will assist the NYDA to rally all key governmental and non-governmental stakeholders towards the successful ‘initiation, designing, coordination, evaluation and monitoring of all programmes aimed at integrating the youth into the economy and society in general’.

The Integrated Youth Development Strategy (IYDS) is developed at an opportune time when the global community has made a commitment to youth development, and is deliberately aligned to this development. The African Union has declared the year 2009–2018 a ‘Decade of Youth Development’ on the continent. The World Youth Forum

declared 2010 an 'International Year of the Youth'. In 2008, the African Continent adopted the African Youth Charter and called upon African countries to sign and ratify the Charter. South Africa signed the charter in 2008 and ratified it in 2009. The ratification of the Charter signalled the country's commitment to improving the plight of youth in the country. The development of an implementation Plan of the Charter will go a long way in ensuring that the objects of the Charter are realized.

Whilst the IYDS provides no detailed discussion of the historical background of youth development in South Africa, it does however draw from the current and previous youth policies and fully recognizes the unique circumstances and context that underpins the state of youth. It is within this context therefore that an idea of an integrated approach to youth development is premised. One of these unique circumstances is that South Africa, in contrast to the international standard (15 to 24 years of age), defines youth to be inclusive of people between the ages of 14 and 35. Furthermore, the IYDS presented here reflects the implications for youth development which stem from the impact of our country's political history and its legacy on the economic transitions, particularly in legislative and socio-economic contexts.

The IYDS has been developed to be a holistic and integrated strategy which should respond to all socio-economic needs of young people in South Africa. It is developed to be aligned with key national policy frameworks such as the National Youth Policy (NYP), the National Industrial Policy Framework (NIPF), the Industrial Policy Action Plan (IPAP), the New Growth Path (NGP), the National Skills Development-South Africa (NSD-SA), the National Skills Development Strategy III (NSDS) and many more. Furthermore, the strategy is crafted to guide the private, civic and NGO sectors to initiate programmes which are aligned to national priorities, and respond to the national needs pertaining to youth development. In this manner, the state will be able to coordinate, monitor and evaluate the impact of all stakeholder interventions and report progress in a systemic fashion.

The process of development of the IYDS was a multi-pronged and participatory exercise which encouraged the contribution of key stakeholders. A thorough analysis and synthesis of available research information preceded a protracted and meaningful consultation process with key interest parties which included, amongst many, NYDA

Board of Directors, Executive Management, the NYDA's Provincial Advisory Boards (PABs), NEDLAC, Disabled Youth South Africa, Youth Economic Chambers, Inter-departmental Committee on Youth Affairs (IDC), various government departments, youth formations and structures, a Reference/Expert Group established solely for the project, NYDA staff and general public. The reference group was comprised of the South African Graduate Development Association (SAGDA), the Medical Research Council (MRC), Disability Youth South Africa, Youth Chamber Gauteng, South African Council of Churches, Youth Forums and others. The Draft Strategy was further presented for discussion and endorsement to delegates and participants to a National Youth Convention which was convened specifically for the IYDS development process. The draft was then presented to the Clusters of National Government Departments for comments by director generals of national departments and provincial counterparts before being tabled for cabinet approval.

Within the strategy, there are five key thematic areas which have been identified as key issues affecting youth and thus needing a comprehensive, integrated and easily implementable strategy. These policy issues have been identified through extensive research process and are judged to be central for the strategy in order to effectively deal with the plight of South African youth. They include:

- Economic Participation;
- Education and Skills Development;
- Youth Work;
- Health and Wellbeing;
- Social Cohesion and National Youth Service
- Sports and Recreation.

In the strategy, each section dealing with a particular thematic area contains a brief overview or situational analysis, a discussion of policy and programmatic interventions and a concluding remark.

Furthermore, the National Youth Development Agency (NYDA) as a state institution holds custodianship for youth development and is unambiguously mandated by the NYDA act number 54 of 2008 to initiate programmes directed at poverty alleviation,

urban and rural development and the combating of crime, substance abuse and social decay amongst youth. The act also bestows a statutory responsibility upon NYDA to initiate and give direction to other stakeholders to initiate and implement creative and sustainable youth development programmes and projects which will deliver maximum impact in a reasonably short period. In this regard and within this strategy, therefore, NYDA has proposed an Anchor Projects Programme. NYDA developed a number of programmes and projects which seek to address the issues mentioned above and these form part of the Anchor Projects Programme. The Anchor Projects Programme has a number of short to midterm projects which NYDA intends to implement fully or in partnership with other stakeholders. These projects will be implemented with haste in the next five years and should act as a guide for public and private sector for initiation of 'quick and sustainable returns programmes and projects' for youth development. The Anchor Projects Programme includes initiatives in the following sectors of the economy:

- Agriculture and Agro-processing;
- ICT Industry;
- Motor Vehicle Manufacturing Industry;
- Mineral Beneficiation;
- Social Economy;
- Green Economy;
- Non- Military National Youth Service and;
- Furniture Manufacturing;
- Country-wide Youth Build SA Project

The strategy would be meaningless if it did not contain a clear set of youth development indicators which would guide implementation. Within this strategy, a set of youth development indicators at an outcome and impact level are presented. These indicators were developed by key stakeholders in the sector and should guide all efforts by the various sectors in implementing their programmes and projects. Input, output and immediate outcome indicators will be developed by implementers and must be aligned or contribute towards achievement of the youth development results as depicted by the youth development indicators set. The NYDA as an institution will develop a monitoring and evaluation tool and system which will help the state to gather data and report progress using these indicators. Monitoring and evaluation without properly set up

institutions including a legislative framework is difficult and thus the strategy also proposes an effective arrangement in this regard. As an addendum, a risk analysis has been attached to this strategy in order to help implementers manage risk and successfully prevent implementation failure.

5. LEGISLATIVE-POLICY FRAMEWORKS

This work will therefore be informed and guided by, and aligned to, the legislative and policy frameworks provided for in the following pieces of national and international legal instruments:

5.1. 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.

5.2. 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*.

5.3. 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*.

5.4. 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.

5.5. 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.

5.6. 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.*

5.7. 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.*

5.8. 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 of 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.

5.9. 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.

5.10. 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.

5.11. 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.

5.12. Millennium Development Goals (MDGs)

MDGs target the eradication of poverty and hunger (MDG1), achieving universal primary education (MDG 2), reducing child mortality (MDG 4) and improving maternal health (MDG 5).

5.13. 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.

6. INTEGRATED YOUTH DEVELOPMENT STRATEGY

6.1. Vision

A seamless, integrated and mainstreamed youth development across public, private and civil society sectors

6.2. Mission

To facilitate, coordinate, lobby and monitor the implementation of youth development programmes and policies, as well as initiate and implement strategic projects

6.3. Objectives

- To promote a uniform approach by all organs of state, the private sector and civil society organizations;
- To facilitate endeavours aimed at job creation and economic freedom of youth;
- To outline parameters within which youth development programmes can be implemented;
- 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 in all sectors.

6.4. Guiding Values and Principles

Fundamental to the ideal of creating a society where all factors that put young people at risk are significantly reduced or completely eradicated, the NYDA 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 will apply in order to achieve this:

6.4.1 Values

The policy promotes the following 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'.

6.4.2. Principles

The policy is underpinned by the following principles, most of which have been extracted from the National Youth Development Policy Framework, 2002:

- Accessibility – young women and men from diverse backgrounds must access resources and services crucial to their development.
- Responsiveness – all youth development service-providers 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 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 their diverse backgrounds
- 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 – 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.
- 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.

6.5. Youth Defined

In South Africa, youth is defined as the group of people between 18 and 35 years of age. For the purpose of this youth development strategy document, youth is defined as all those in the age range of 18 to 35 years. The National Youth Policy 2009–2014 is used inclusively to refer to young people as those falling within the age group of 14 to 35 years. This is based on the mandate of the National Youth Commission Act 1996 and the National Youth Policy 2000. This inclusive approach takes into account both historical and present-day conditions. 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 has remained the same, as historical imbalances in the country are yet to be fully addressed.

6.6. Target Groups

The target groups are derived from the National Youth Policy, and are as follows:

- Young women;
- Young men;
- Youth in secondary school;
- Youth in tertiary institutions;
- School-aged, out-of-school youth;
- Unemployed youth;
- Youth in the workplace;
- Youth from poor households;
- Youth from different racial groups;
- Teenage parents;
- Orphaned youth;
- Youth heading households;
- Youth with disabilities;
- Youth living with HIV and Aids and other communicable diseases;
- Youth in conflict with the law;
- Youth abusing dependency-creating substances;
- Homeless youth living on the street;
- Youth in rural areas;
- Youth in townships;
- Youth in cities;
- Youth in informal settlements;
- Young migrants;
- Young refugees;
- Youth who have been or are at risk of being abused.

6.7. Methodology

The process employed a multi-pronged approach which adopted the following methods of data collection and information analysis:

- Literature review on the status and challenges facing youth;
- Data collection from key stakeholders.

The first step in the execution of this project was to conduct a desktop study on the available literature about Youth Development in the country. This concentrated on the records from the NYDA, Stats SA, all spheres of government, the private sector, and so on.

The main activities in this phase were telephone calls, travelling to hold meetings with key informants, such as key interest parties including Provincial Advisory Boards (PABs), NEDLAC, Inter-departmental Committee, government departments, youth formations and structures, consultation with the reference group established solely for the project, and the NYDA board of directors and staff.

6.8 Summary of the Literature Review

6.8.1 Economic Participation

Challenges

According to the New Growth Path 2010 the core challenges hampering young people from participating meaningfully in the mainstream economy are joblessness, poverty, and inequalities. Young people are the most affected by unemployment. It is estimated that young people constitute about 25% of the working age population in the world, but they constitute 47% of the unemployed.¹ In South Africa, the Quarterly Labour Force Surveys (QLFS) have consistently shown that young people constitute over 70% of the unemployed. It is estimated that about 320 000 young people between 18 and 24 years have lost jobs since December 2008.² It is against this backdrop that the NYP places employment creation at the centre of any intervention aimed at youth development.

The past 16 years have had the following prominent economic features:

¹ World Development Report 2007

² Confronting Youth Unemployment: Policy Options for South Africa

- The labour supply has grown faster than the economy's absorption capacity.
- The South Africa labour market remains dependent on high-skill technology and therefore is not labour intensive, which has lead to the exclusion of many youth, particularly those in rural and semi-rural areas.
- There is also a huge skills mismatch, which has lead to many young graduates being unable to be absorbed into mainstream economy.
- There is a shortage of entrepreneurial, management and leadership skills to initiate and support economic growth.
- Lack of awareness: there is a general lack of awareness amongst the youth of career and entrepreneurial opportunities within the sectors. There is also a general lack of role models for young people across all sectors.
- Lack of mentorship/'hand holding' support and exit strategies in the key identified sectors of our economy has been pointed out as one of the key challenges. This has created problems with retaining young people in the sector. There are also no follow-up/after-care support programmes, such as incubator programmes.
- Wealth and poverty are dictated largely by salary or wage income.
- GDP growth has not been consistent and sustained at or above 4%, or the 6% required to start reducing unemployment.
- Achieved success in controlling inflation and interest rates; and
- The industrial base and beneficiation of both mineral and agricultural output has not developed to any significant degree.
- The policy frameworks that support new entrance to the job market and certain minimum standards for the employee do not support the key purpose for the new employee to gain work experience.
- A lack of structured networking opportunities for young people was also presented as a key challenge. Young people seem to 'exist in silos' and most operate informally and club together only for their 'local' focus and for their day-to-day survival There are perceptions that there are no concerted efforts to integrate young people across key sectors of our economy through:
 - the sharing of best practices;
 - learning new trends in economic transformation discourse;
 - understanding the dynamics of key sectors of the economy;
 - understanding policy and governance requirements;

- understanding issues relating to competitiveness, globalization, etc. in the sectors.
- Youth are a vulnerable group and most of them participate as unintended beneficiaries in the economic mainstream. The lack of targeted interventions for young people implies that the youth find themselves participating in programmes with no structured engagement and monitoring mechanisms for them to benefit fully from such programmes. In these instances young people found themselves being 'used' to front by manipulating adults.

Opportunities

The New Growth Path 2010 and DTI's Industrial Policy Action Plan 2010 (IPAP) provides industrial and infrastructural development opportunities in the following sectors:

- Agro-processing, bio-fuels, forestry, cultural industries, aquaculture, tourism;
- Nuclear, advanced, materials, aerospace, and ICT industries;
- Green and energy-efficient goods and services;
- Downstream mineral beneficiation;
- New economies, i.e. green economy, knowledge economy;
- Spatial development sector;
- Infrastructure and services;
- Social entrepreneurship.

6.8.2 Education and Skills Development

a) Basic Education

Challenges

Despite high enrollment in basic education, there is however a growing concern that enrollment in Grades 10–12 declines sharply. Anecdotal information reveals that a staggering 57% of learners who enrolled in Grade 8 in 2005, for example, did not enroll for Grade 12 by 2009 (DBE, 2010). In confirming the loss of learners to the

system, the report further illustrates that only 38% of the youth aged between 19 and 25 have Grade 12 or NTC III.

The Social Survey (2010) compiled a list of factors that have an impact on learner low progression and drop-out rate. These include:

- Vulnerability to risky social and sexual behaviour;
- Inadequate preparation of learners in foundational phases which affects their learning capacities in senior phases;
- Inadequate remedial support to learners who have learning challenges;
- Farm learners tend to drop out and take up unskilled labour in the farms;
- Inadequate supply of facilities for learners with disabilities in ordinary public schools and general social exclusion;
- Lack of transport for children coming from poor households; and
- Peer pressure.

In addition, hidden costs such as school uniforms and lunch boxes have direct implications on the learners' confidence. Where such necessities are lacking, this has the potential to permanently erode the confidence of the affected learners, which may result in drop-out and unwillingness to return to school.

Opportunities

Public information reveals that access and retention rate in the basic education sub-system has improved, and almost all children (98%) aged 7 to 15 are attending school. Only 10% of children aged 16 to 18 are reported to be out of school (DoE, 2010). These estimates suggest that about a marginal 12% of children of school-going age are not attending school. The 12% would include children who might have otherwise passed Grade 12 before the normal completion age, children heading households, child labour activities, farm labourers and pregnant teens.

The following best practices can be attributed to improved access and retention rate in the basic education sub-system, and continue to offer opportunities to many youth coming from disadvantaged households:

- Rapid increase in budgetary allocation for school education and prioritization of the sector as the number one sector for public investment;
- School fee exemptions policy and the increased number of no-fee schools: in 2010, 19 000 public schools enrolling 8 million (68%) learners were classified as no-fee schools (DBE, 2010);
- The expansion of school nutrition programmes in poor communities has had an enormous positive impact on the overall enrollment and retention of learners in schools;
- Improvement in teacher: learner ratios, which has the potential to contribute towards quality of teaching and learning. Research has shown that teaching classes with fewer learners are more manageable when compared to teaching crowded classes;
- Despite the few reported incidents of violence and abuses of children while in the custody of school authorities, the atmosphere in most schools has improved. Cases of corporal punishment and other forms of abuse have decreased. This could be attributed to the passing of laws abolishing corporal punishment and the improved levels of tolerance and respect for human rights

b) Further Education Colleges

Challenges

Due to planning marginalization and the resultant low profile of the FET Colleges in the recent past, enrollment in this sub-education system had been relatively modest and unstable. The total enrollment in FET colleges dropped by 15% for the period 2005 to 2007. In 2005, there were 361 386 registered students in the 50 public FET colleges, which steadily grew to 420 475 in 2009. The trend was reported to be common in developing countries where over-concentration of students is observed in universities.

There are various factors associated with conservative enrollment patterns within the sub-system. The FET Institute (2009) categorised these factors as 'Programme Related', 'Learner Related' and 'College Related'.

- *Programme-Related Factors:*
 - The cognitive demands of particular subjects being inconsistent with the level to which they were assigned;
 - Excessive workload due to long syllabus and assessment requirements; administration overload associated with assessment;
 - Progression and certification criteria set too high; and
 - Imbalance between theory and practical input of the programmes.

- *Learner-Related Factors:*
 - Learner expectations about the courses not being met. For instance, expectations about more practical work and less theory;
 - Inadequate academic preparedness with regard to mathematical and language skills;
 - School learners with learning problems recruited into NCV programmes; and
 - Socio-economic conditions of learners, viz. financial difficulties, transport, living conditions, nutrition, self-management skills and self-discipline.

- *College-Related Factors:*
 - The lack of recreational facilities, comfortable spaces for after-hours study and computer internet access;
 - Inappropriate selection and recruitment practices;
 - Non-inclusive language of teaching and learning;
 - Poor lecturer quality;
 - Poor preparation for the new programmes; and
 - High staff turnover.

Other prominent disjuncture includes college curriculum misalignment to basic and higher education, disparity between urban and township colleges, and a lack of clearly defined transit strategies from college to job placements and/or higher education.

Opportunities

- There is a realization that the technically skilled labour force that develops out of the FET college system enhances the economic and industrial sectors' ability to build the economy and development, sustain growth, create wealth and provide the most needed jobs.
- The restructuring of college councils and the new funding framework provide opportunities for improved quality outcomes, and going forward, these will go a long way to re-shaping the sub-system.

c) Higher Education

Challenges

- Access to higher education due to poverty;
- According to DBE, 2010, Africans in universities are more likely not to graduate, as compared to all the other population groups. There are various reasons attributed to this scenario, including:
 - Lack of solid foundational education (mostly for black people);
 - Lack of adequate preparation for the transition from secondary to higher education environments;
 - Lack of support systems within universities; and
 - Language challenges.
- Skills mismatch with labour market demands: it is reported that unemployed graduates account for 180 000 of the total 8 million unemployed people.

Opportunities

- The introduction of NSFAS Loans to the deserving needy students to further their higher education careers and its recently announced (2009 Presidential State of the Nation Address) conditional conversion into bursary provide significant opportunities for the disadvantaged youth to access higher education;
- The rationalisation process and the 'successful' merger of the 36 tertiary institutions (technikons and traditional universities) into 23 national universities have had positive spin-offs, and continue to provide opportunities, particularly to the previously disadvantaged youth who were excluded from

quality higher education. For example, in 1994 Africans constituted 212 042 of university enrolment, 34 010 were Indian and 27 474 were 'coloured.' By 2006, the numbers had increased to 451 106 for Africans, 54 859 for Indians and 48 534 for 'coloureds' (DoE, 2008);

- The latest undertaking by the DHET to establish fully-fledged universities in Mpumalanga and Northern Cape will go a long way to ensuring that more youth have easy access to high-impact skills training.

d) Skills Development

The New Growth Path 2010 identified six key sectors for employment creation, which also have an impact on the kinds of skills that would be required to achieve its stated goals:

- Infrastructure;
- Agricultural value-chain;
- Mining value-chain;
- The green economy;
- Manufacturing sector; and
- Tourism and certain high-level services.

Career opportunities exist in the following priority skills which are most needed for these identified sectors:

- Artisans;
- Engineers;
- Town and regional planning;
- Technicians and technologists;
- High-level engineering and planning skills;
- Planning and management capacity;
- Planning and management capacity of the public education sector;
- Mathematics, Science and ICT; and
- Tourism skills.

6.8.3. Health and Well Being

Health indicators are globally used to define the quality of life and development status of nations. These indicators include death rates such as infant mortality, maternal mortality; and morbidity rates, which measure the prevalence of certain diseases, especially communicable and preventable diseases such as tuberculosis, diarrhoea, sexually transmitted diseases including HIV and Aids, and others. Life expectancy is also often used to measure the health status of countries. All these indicators are outcomes of a complex social, economic and development web.

Challenges

- Despite all efforts and resources put into South African health systems, the indicators of a healthy nation remain unacceptable. South Africa has the highest number of people living with HIV and Aids, the prevalence of this disease being highest in young people. The death rates are higher in young people too, as shown in data from the General Household Surveys.
- In addition to HIV and Aids, the country faces a quadruple disease burden consisting of TB, high maternal and child mortality, non-Communicable disease, and violence and injuries.
- Infant mortality rates are higher in South Africa than in countries of similar economy and development levels.
- The country has the highest inequity in terms of accessing health services in the world. The public system serves the vast majority of the population, but is chronically underfunded and understaffed.
- The wealthiest 20% of the population uses the private system and are far better served, whereas the poor are left to contest with overburdened and understaffed public hospitals and clinics. A recent publication in the American Journal of Public Health by Stuckler et al. comparing Western Cape and Limpopo provinces in terms of inequities in the health system found that 'In 2007, Western Cape had substantially greater health infrastructure than did Limpopo: 60 private hospitals, 55 public hospitals, and 1 246 doctors for a population of 4.8 million, compared with only 6 private hospitals, 44 public hospitals, and 882 doctors for a population of 5.7 million in Limpopo.

- Health behaviour indicators, which are the building blocks of a productive and economic healthy nation, are showing signs of despair. Studies conducted on health behaviour have shown that young people are starting to have sex at too early an age, thus resulting in unacceptably high incidences of pregnancies amongst girls of school-going age. Alcohol use is very high both in school and out-of-school youth. The use of tobacco products is very high in school-going youths, and there is a significant proportion of young people who show signs of mental illness, such as committing suicide as a result of being in stressful situations. Violence and trauma have increased, and, far above the global average, young people who find themselves in these conditions have been influenced by drugs and or alcohol.
- There is an inequitable distribution of human and financial resources between the public and private sectors. For example, the doctor–patient ratio is as high as 1: 4000 in the public sector, while it is 1:250 in the private sector.

Opportunities

- The continued prioritization of health issues in terms of planning and budgeting continue to ensure access to primary health care. Health awareness campaigns are in place to change unhealthy behaviour, such as:
 - Prevention of Mother to Child Transmission (PMTCT) of HIV Programme;
 - HIV Prevention Programme;
 - Male Circumcision and HIV Prevention;
 - Improving Access to ART;
 - Health Strategic Intervention 2011 on Prevention of Teenage Pregnancy.
- The forthcoming introduction of a national health insurance scheme in 2012 will go a long way to ensuring massive access to quality primary health care in South Africa

6.8.4. Social Cohesion

This strategy on social cohesion is about enabling youth to participate fully in the society by promoting existing positive bonds. Young people should be nurtured as individuals, citizens of their communities and as key stakeholders. They should be empowered to make responsible decisions, take full responsibility for themselves, for

others and the environment, and act as agents of positive social change. The working definition of social cohesion for the youth development sector is:

Social Cohesion is a process where a group of people with the same ideals or a common purpose come together and mobilize to realize a common goal and to make a difference.

Social cohesion is about tolerance of, and respect for, diversity (in terms of religion, ethnicity, economic situation, political preferences, sexuality, gender and age), both institutionally and individually.

Challenges

- Lack of adequate appreciation of the constitutional value systems leading to anti-social behavior such as crime, xenophobic violence, intolerance, fear, ignorance, human rights violations and general unpatriotic behaviour;
- Lack of socio-economic justice continued to make social cohesion an escaping reality.

Some of the issues that the IYDS seeks to address under the Social Cohesion thematic include:

- Youth civic participation as reflected by voter registration statistics has historically been high, although tendencies towards stagnation and even decline have been detected.
- Lack of participation (at about 70%) is typically a function of sheer lack of interest and/or lack of access to suitable facilities.
- There is similarly limited access, both in and out of school premises, to facilities, equipment and guidance for young people interested in and with the talent for arts and cultural type activities and careers.
- Youth with disabilities and those heading households are particularly disadvantaged in all areas of socio-economic access and development.
- More than a fifth of the people in custody and other correctional facilities are young people.

- There is very little evidence-based assessment of the impact of various initiatives on different aspects of social cohesion such as awareness of and respect for national symbols and patriotism.

Opportunities

Given the history of South Africa, a fragmented society, programmes that seek to create trust and nationhood amongst its population would generate a significant improvement on how population groups view each other. The youth of South Africa hold the key in creating a nation of citizens who share the same values, have positive attitudes towards their country and its democratic principles, and are aware of their positive role in making the country function better, such as by actively participating in the political and governance structures of the country. Government continues to encourage social dialogue and youth are likely to benefit from the following social cohesion related activities:

- Political and civic programmes;
- Cultural diversity and respect
- Civic and Citizenship Education Programmes (CCEPs), etc.

6.8.5. National Youth Service

The National Youth Service programme was conceptualised as both a social cohesion tool and a skills development programme. This is a structured volunteer programme that seeks to harness the potential of the youth in the country while affording them the opportunity to develop their skills and acquire work experience. The programme will provide volunteering opportunities that vary in duration and relevance to different age groups.

Challenges

- The available literature on NYS is very limited and provides anecdotal information, making it difficult to properly assess the effect of this programme on young people's lives.
- The current dilemma is balancing the demands of the profession and the markets to service the profession. The NYP is very clear in that youth work

must be professionalized; the challenge lies in the approach on how to do that.

- There have been efforts to create a professional body that will professionalize youth work; however, there are still debates around whether or not to regulate in the quest to professionalize youth work.
- Academic institutions have initiated training programmes on youth work; these efforts have not yet yielded results that are seen by most academic institutions as attractive to invest in. This view is based on the small number of youth work practitioners enrolled in these institutions and the fact that some of these institutions are discontinuing the training programmes.

Opportunities

- Extending and deepening opportunities for youth by engaging them in political and civic participation;
- Provision of opportunities for the development of youth leadership to strengthen civil society voice;
- Promotion of social and cultural diversity and respect. Various awareness and sensitization programmes have to be established to achieve this;
- Building of national identity and pride: there are several existing programmes, particularly in primary and high school, from which programmes to promote national identity and the pride could be extended;
- Provision of a support structure to steer youth in conflict with the law or at risk thereof, towards healthier and better choices.
- Extension and deepening of opportunities for youth with disabilities to aid their equitable integration in society.

6.8.6. Sports and Recreation

South Africans' participation in sport is increasing faster than the population growth rate. However, there are obvious opportunities and initiatives that need to be undertaken. These involve the clear identification of the most promising sporting codes with targeted interventions.

Challenges

- There needs to be a de-racializing of sporting codes in terms of participation and funding. Currently, At school level, urban schools have excellent sports facilities, and sports clubs have world class training facilities, as do high performance centres and sports academies, while rural and township schools have inadequate facilities and community sports fields. Most often, facilities in rural communities are barren patches of ground.
- The challenge is to ensure that all the opportunities that are presented by the fast-growing sports and recreation sector are fully exploited and shared. It must be understood that the major agencies for sports promotion are schools, municipalities, provincial governments and the various sports federations.

Opportunities

- Sporting codes that have been previously reserved for white communities are growing fast in black communities.
- Economic opportunities in sport are not only determined by the number of active participants in that sport but also by its fan or spectator base. Spectator mobilization and management is an industry in itself, and the youth should take advantage of these opportunities by pursuing marketing and branding opportunities in the fast-growing sports codes.
- South Africa compares well with some big economies, with sport contributing about 2.1% to the GDP, higher than the 1.7% for USA and UK, and New Zealand's 1%. However, some of the national sporting codes still need to develop a local, regional and global spectator base.

For the purposes of creating benefits for youth in the sector, the following opportunities need to be fully developed and exploited:

- Sports goods and equipment such as manufacturing, wholesaling and retailing;
- Sport sponsorship;
- Club ownership and management;
- Vitamins, supplements and energy drinks;
- Coaching and sport support services;
- Sports science, including bio-kinetics, physiotherapy and sports injury treatment;
- Event staging and management;
- Capital expenditure, including construction of sports facilities;

- Sports tourism; and
- Sports media: magazines, newspapers, websites, TV and radio.

Other key areas

- Need for massive investment in school sports, particularly in rural and disadvantaged communities;
- Need to develop skills for coaches; sports scientists, medical and sports administrators and marketers;
- Strengthening sports 'Meccas' like boxing in the border region;
- Focusing sponsorship and funding on fast-growing sporting code;
- Expanding the scope of sports academies and high performance centres; and
- Accelerating participation in indigenous games and sport in schools.

In the face of these identified challenges and opportunities, the question that the strategy development exercise is trying to answer and will do so below is: What is the unique value adding role of the NYDA in ensuring that key strategic goals, measurable objectives, related interventions and accompanying milestones are set out to guide all stakeholders in mainstreaming and implementing youth development policy in South Africa, ensuring fair and equitable developmental opportunities across all angles of life?

6.9. Strategic Goals, Measurable Objectives, Interventions Tactics and Milestones on Key Thematic Areas

6.9.1. Economic Participation

Strategic Goal: To enhance the participation of young people in the economy through targeted and integrated programmes and support for social enterprises that focus on job development and placement, and other programmes that support youth development, including income-generating activities.

Strategic Objectives

- To identify, create and launch sustainable, large-scale economic ventures for the youth in South Africa, targeting previously disadvantaged groups and rural areas;
- 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 networks owned and controlled by previously disadvantaged individuals that feed into existing large scale corporations;
- To create high-order skills amongst the youth, particularly those in sectors such as green energy and social economy, ICT and agro-processing, as a base for the control of the selected target industry;
- To improve accessibility to information with regard to employment opportunities, business advisory services, youth related activities and programmes as well as funding opportunities;
- 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 ensure equitable participation within the economy.

Interventions Tactics/Methods

i. Creation of an Enabling Environment

The economic sector is largely grounded on industrial policy, labour law and provision or lack of minimum wage regimes. Various South African policies acknowledge the need to prioritize youth in job creation and strengthening entrepreneurship. Amongst these is the Industrial Policy, the Job Fund, and others. What is crucial, though, is proper implementation of these with direct involvement of young people rather than them being the passive recipients of interventions that are crafted with their minimal involvement. The relatively stable and growing economy provides an opportunity for exploitation of

economic gains, but more could be achieved if government adopted the following interventions:

- Decentralization of Economic Development: Industrial policy must be devolved rapidly to provinces and municipalities where there is high potential;
- Increased Local Beneficiation of mineral resources and shared ownership by state and private sector: Nationalization of Mines and involvement of youth in the entire value chain of extraction and beneficiation of minerals;
- Agriculture, Agro-processing and Manufacturing industry expansion: An increase in the number of young people participating in this sector is needed. Industries that process South Africa's raw agricultural products locally must be initiated/expanded. Land for agriculture, due to laws of the previous regime, is owned by a select few who were beneficiaries of the segregative apartheid regime, and over the past few years government has struggled to resolve the land issue and has minimal resources to buy land back. Expropriation and development of land for agriculture and agro-processing purposes will avail opportunities for youth, which will help solve the problem of unemployment and poverty.
- Programming with targeted interventions in all economic sectors: Quotas must be set aside for youth, in particular rural youth, women and youth with disabilities in all economic activities.
- This is the environment which will allow growth and make available employment opportunities for youth.

ii. Direct Interventions

A concerted drive is needed to create a new marketplace, one in which innovative and profitable business models are developed and incubated in order to become the major corporate houses and employers of the future. This will in turn enable the creation of supply chains that provide further employment opportunities for previously disadvantaged individuals, as well as procurement opportunities for micro and small enterprises.

The intellectual and soft skills required to promote the development of these enterprises need to be taught and nurtured, particularly amongst the young population, who either feel a sense of entitlement or struggle with a lack of information and inspiration. From an investment point of view, there is a need for greater education on capital being placed in high growth industries, and for promotion of technological advancements.

The strategy for Economic Participation should address the following dimensions:

- ***The individual:*** Providing information and training to cultivate the entrepreneurial mindset;
- ***The organization:*** Developing and incubating profitable business models and organizations;
- ***Markets:*** Creating value-chains that serve as feeders into the organizations, providing access to markets and policy advocacy that continues to stimulate the market; and
- ***Value networks:*** Access to peer networks, as well as national and global networks that enable the scalability of the organization.

iii. **Strategic Interventions**

- Mobilize government to create a conducive environment for economic growth and development;
- Promote the establishment of social enterprises and social businesses;
- Promote the establishment of entrepreneurship and the private sector;
- Ensure that 50% of the imperatives of the New Growth Path benefit the youth;
- Schools should provide young people with the knowledge and skills that foster an entrepreneurial culture from an early age;
- Provide mentorship programmes and business development support services to young entrepreneurs;
- Develop business linkages with youth-owned small businesses through strategies such as preferential procurement, and ring-fencing government funds to provide business opportunities to youth owned businesses;
- Re-establish apprenticeships and introduce incentives as a key mode of imparting technical and other job specific-skills;

- Establish a private sector forum through the office of the President where big companies can account on what they do on youth development;
- Design specialized capacity building for young women and the disabled to ensure that they fully participate in the economy;
- NYDA should ensure that their economic participation materials are printed in Braille and big print for disabled youth to access them easily.

6.9.2. Education and Skills Development

Strategic Goal: To promote access to quality education and skills to both in-school and out-of-school youth, including second chance opportunities

Strategic Objectives

- To ensure the provision of quality education at all phases of the education system;
- To create an enabling environment for learners and students, especially young women, to flourish and complete their studies;
- To maximize and improve the financing of education from primary to tertiary levels;
- To increase access and retention in FET colleges and institutions of higher learning;
- To synchronize the curriculum at all levels of the education system;
- To ensure that disabled youth have access to quality education.

Interventions Tactics/Methods

i. Creation of Enabling Environment

There are a number of currently 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:

- Facilitating a policy environment that allows for funding and appropriate skilling at school and tertiary levels;
- Developing and implementing a curriculum that sufficiently prepares learners for the world of work and equips them with life skills;
- Provision of adequate minimum resources for schools in terms of infrastructure and qualified educators;
- Revising the financial support arrangements for needy students at tertiary institution levels;
- Synchronization of the education system from school to FET and tertiary institutions;
- Putting in place and managing functional community libraries;
- Providing a disability friendly education system;
- Continuously providing a safe environment for learners, especially the girl child, to learn and complete education.

ii. Key Strategic Interventions

- Provide schools with the necessary infrastructure, including well-equipped libraries, laboratories, and sporting facilities;
- Lobby for the complete eradication of mud schools and other inappropriate structures;
- Provide free education for first degree entrants;
- Synchronise curriculum between school, FET and tertiary institutions;
- Make career guidance part of the schooling curriculum;
- Link the course content of FET colleges context specific to the provinces within which 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;

- 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;
- Provide quality education to disabled youth by training more educators and providing sufficient teaching aids/equipment in special schools;
- Create an enabling 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.

iii. Milestones/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;
- 30% 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 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)
- A successfully (100%) reviewed funding model for needy students at college and university level by 2012;
- A 30% increase in the provision of teaching 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.

6.9.3. Youth Work

Strategic Goal: To create an enabling environment for the recognition of Youth Work as a profession through ensuring the engagement of youth in meaningful activities that benefit their communities whilst developing their abilities and various other facets of their lives through learning and service, creating jobs and fostering patriotism.

Strategic Objectives

- To develop a 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 create awareness on the importance of professionalization of Youth Work; and
- To lobby and facilitate for the regulation of Youth Work.

Interventions Tactics/Methods

i. Creation of 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.

For Youth Work to thrive, the following needs to be in place:

- Legislative Framework on Youth Work;
- Unit Standards;
- Database of Youth Workers;
- Qualifications offered in institutions of higher learning.

ii. Key Strategic Interventions

- Develop a legislative framework on Youth Work as a profession (to cover the statutory council, and regulatory framework);
- Lobby institutions of higher learning to offer a qualification on Youth Work;
- Develop appropriate unit standards for Youth Work practice;
- Promote Youth Work as a career option in the career guidance and counselling programmes;
- Develop and continuously update a database of youth workers;
- Create awareness on the concept of professionalization of Youth Work;
- Attract demand for the Youth Work qualification – offer bursaries.

iii. Milestones / Success Indicators

- A successfully developed and approved legislative framework on Youth Work by 2013;
- An established Youth Work professional council by 2013;
- Successful introduction of the profession in FET and university curricula by 2013;
- A 10% increase in number of enrollments into the profession by 2013;
- A complete Database of Youth Workers by 2012.

6.9.4. Health and Wellbeing

Strategic Goal: To improve the health and wellbeing of young people to allow them to productively lead fulfilling socio-economic lives associated with a responsible and sustainable nation

Strategic Objectives

- To ensure that youth are brought up and live in environments conducive to making healthy choices;
- To enable young people to become agents of change in the health and wellbeing of their community
- To reduce the impact of HIV infections and Aids amongst young people;
- To improve access to youth-friendly, health-related programmes and services;
- To improve multi-sectoral partnerships on strategies targeted at improving health and wellbeing of youth;
- To ensure improvement on access to youth-friendly health-related programmes and services;
- To enable youth to access quality medical care;
- To ensure capacity development in the communities to support healthy choices for youth;
- To ensure improvement on multi-sectoral partnerships and strategies targeting youth;
- To facilitate multi-sectoral responses to health and wellbeing issues that affect youth. For example, with respect to HIV/Aids, early pregnancies, and substance abuse, leadership and support need to be provided through basic and higher education departments and other sister departments, CSOs and the private sector to help scale-up prevention and, where applicable, treatment efforts;
- To coordinate inter-departmental responses to health issues affecting youth.

Interventions Tactics/Methods

i. Enabling environment

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:

- 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;
- Teenage Pregnancy Strategy 2011; and
- Life skills training in schools include such topics as nutrition, HIV and Aids, safety, violence, abuse and environmental health.

Other legislative frameworks include:

- 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.

ii. Key Strategic Interventions

- Initiate a comprehensive mass media 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;
- Collaborate with DOH to ensure that VCT health services are youth-friendly;
- Review the need, potential and conditions for male circumcision to be included in the national HIV and Aids preventative policy;
- Implement programmes that will ensure that youth are equipped with the knowledge and support to make healthy lifestyle choices;
- Customize and implement a behavioral 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.
- Increase the number of youth able to access healthcare services;
- 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;
- 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.

iii. **Milestones / Success Indicators**

- Number of PHC Facilities implementing YFS;
- Number of Health Care Provider Trained on YFS;
- Target Messages through various media;
- Implementation of peer learning programmes;
- Number of youths reached by educator-facilitated activities in school;
- Decrease in substance abuse;
- Decrease in risky sexual behavior;
- Decrease in mortality rates of youth in communities;
- Increase in number of community health workers trained;
- Increase in number of youths accessing community health centres;
- Decrease in teenage pregnancies;
- Decrease in new HIV infection rates among youth;
- Increase in number of youths undertaking VCT;
- Decrease in new HIV infection rates among youth;
- Increase in number of youth undergoing circumcision;
- Increase in number of number of youth trained;
- Increase in number of youth practising as community health workers;
- Increased coordination between sectors on healthcare efforts for the youth;
- Forums or platforms for the exchange of information;
- Reduced duplication of efforts; and
- Increased number of youth reached.

6.9.5. Sport and Recreation

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

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;
- To lobby for the mainstreaming of sporting, arts and culture participation of disabled youth, young women and youth in rural areas;
- To create schools into hubs of sport, arts and culture
- To promote marginalized sporting codes such as indigenous games.

Interventions Tactics/Methods

i. Enabling Environment

- Provision of sporting, arts and culture facilities in rural and township areas;
- 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.

ii. Key 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.

iii. Success Indicators

- 30% annual increase in a number of schools with 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 disadvantages communities.

6.9.6. Social Cohesion and National Youth Service

Strategic Goal: To ensure 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, and safer and more cohesive communities.

Strategic Objectives

- To extend and deepen opportunities for youth by engaging them in political and civic participation;
- To provide opportunities for the development of 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.

Interventions Tactics/Methods

i. 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 facilities for youth to engage in sports and arts and cultural activities;
- Strengthened civil society voice;
- Accelerated service delivery in municipalities;
- Continuous Social Dialogues on pertinent issues that are at the core of empowerment and development;
- Increased economic participation especially amongst the youth;
- Strong Policy Framework on NYS.

ii. Key Strategic Interventions

The following interventions are required to address Social Cohesion Imperatives:

- Increase the chances of 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;
- Reduce the risk of youth becoming perpetrators and victims of crime and substance abuse by designing a variety of appropriate programmes;
- Strengthen the reintegration of offenders into the society (who have served their sentences);
- Provide more sporting and arts and culture facilities in communities;
- 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;
- Mobilize resources for civil society organizations whose primary mandate is to advance the political and economic course of the country.

6.10. ANCHOR PROGRAMMES

Now that we have herein above identified, analyzed and understood challenges and opportunities facing young South Africans, and have provided key interventions and related success factors, we shall therefore below provide a plan for about 12 anchor projects that will be pursued in order to realize some of the strategic objectives in the short to medium term.

Project Name	Project Deliverable/Outcome	Input	Output	Responsible	Cost Estimate
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1. Agro-processing Projects	Well-established large-scale agro-processing plants incubating youth owned co-ops & entrepreneurs in four provinces (Mpumalanga Limpopo, Eastern Cape and Northern Cape) creating sustainable businesses & job creation in the agricultural value chain, contributing to inclusive economic growth	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	NYDA, Concern Municipality, IDC, ARC, CSIR, DLA, Department of Rural Development and Land Reform, DTI, universities	370 m
2. Motor vehicle 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	<ul style="list-style-type: none"> ▪ 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. 	NYDA , Concern Municipality IDC, & all relevant departments	8000 mn
3. Green Economy	A well maintained and resourced	Identify & lobby key	First phase: creation of 40 permanent jobs,	NYDA, Concern	50 mn

Training Academy focusing on short courses	training academy producing quality graduates with skills relevant to economy	stakeholders, secure resources, procure and initiate a project, facilitate process leading to signing of MOUs, procure, sign SLA, and initiate a project	training of 500 youth per quarter, incubating them into community development projects	Municipality DHE, DEA, & all key stakeholders	
4. Mineral Beneficiati on Project	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 which integrates academic achievement, work	Facilitating partnerships with stakeholders & ensuring signing of	<ul style="list-style-type: none"> Training of 7 000 young people in various Youth Build SA related 	DBE, FET colleges, DHET CETA,	100 mn

	experience, social action, leadership development, and personal transformation to create sustainable livelihoods through community work	MOUs & SLAs; initiate a project	skills; <ul style="list-style-type: none"> ▪ Creation of 100 small businesses; ▪ 10 scholarships awarded to youth 	Youth Build International, Accredited Training Providers	
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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"> ▪ 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
7. Green Economy Projects	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. NYS	The objective of this project is to create a multi-disciplinary Youth Co-op that can be deployed to tackle and manage any government project whose principal objective is to create a platform for Socio-Economic	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

	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			
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9. Social economy Projects	To create new cutting edge social enterprises that contribute to the economy while addressing social challenges in the country	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 businesses 	NYDA, South African Government, civil society role-players (universities, NGOs, development agencies)	100 mn
10. Furniture Production Project	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. Artisan Skills Transfer Project	<p>An improved apprenticeship system addressing existing 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>	NYDA to lobby SETAs in mining, logistics as in freight (sea, air, land), warehouses, manufacturing and new industries such as in the green economy	<ul style="list-style-type: none"> ▪ Training 100 000 artisans by 2015; ▪ Incubating 15 000 social entrepreneurs ▪ Creating 50 000 jobs 	NYDA, Department of Arts & Culture, Music Entertainment industry, SAA, SASOL, TELCOM SETAs	4000 mn
12. Industrial	Well-trained youth beneficiaries	NYDA to lobby DTI,	<ul style="list-style-type: none"> ▪ 20 000 youth 	NYDA, DTI,	7000

Development Programme	whose mindset is innovatively set to participate in the entrepreneurial value chain	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	<p>trained across value chains of all key sectors;</p> <ul style="list-style-type: none"> ▪ 10 000 cooperatives formed & supported ▪ 5 000 jobs created 	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	mn
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6.11 INSTITUTIONAL ARRANGEMENTS

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.

6.11.1. Public Sector

The public sector is considered as a key arm in the implementation of the IYDS. The following points provide some guidelines on how to implement the IYDS within the public sector:

- a) Government departments at national and provincial levels should develop sector specific strategies to advance IYDS goals. While not necessarily deviating from IYDS, sector strategies should balance the mandate of the specific department and the stated goals of the IYDS. The strategies should have a costed implementation plan, timeframes and clear deliverables.
- b) Municipalities should develop youth strategies that are aligned to their provincial strategies.
- c) Establishment of Youth Directorates: all government departments at national and provincial level should establish youth directorates in line with the Guidelines on the Establishment of Youth Directorates.
- d) At municipal level, local youth units should be established.

The role of the youth directorates will be to ensure:

- Development of youth development strategies in specific departments and municipalities;
- Coordination of youth development programmes as per the implementation plan of departmental and municipal strategies;

- Monitoring the implementation of the Strategy by the departments and municipalities;
- Collating reports on the activities of the Strategy; and
- Representing departments and municipalities on the IDC.

e) Establishment of Inter-Departmental Committee on Youth Affairs (IDC) on Youth Affairs

IDC should be established in all spheres of government and would:

- Meet on a quarterly basis;
- Receive reports on the implementation of departmental and municipal strategies;
- Produce quarterly reports; and
- Participate in the consolidation and finalization of the comprehensive annual reports to be produced by NYDA.

f) Inclusion of core programmes in the departmental strategic plans and IDPs

Departments and municipalities should ensure that the core programmes of the implementation plans for the strategy are elevated and incorporated into the Strategic Plan and IDPs to ensure proper accountability. Directors for Youth Directorates in the departments participate in strategic planning and IDP process to advocate and influence for the alignment and integration of youth strategies into their plans.

6.11.2 Private Sector

The NYDA will establish partnerships with the private sector to ensure that they commit to funding and implementation of programmes in partnership with government departments.

Individual government departments and municipalities should enter into formal partnerships with the private sector to accelerate youth development programmes.

A forum of the private sector should be established and coordinated by the office of the President or Deputy President to consolidate private sector commitment to youth development activities. The forum should develop its own annual to three-year plan on youth development. Furthermore, the forum should sit once a year and receive reports and evaluate progress made on youth development. The forum should publish a quarterly journal informing the public on the youth development achievements.

6.11.3 State Owned Enterprises

The NYDA will establish partnerships with state owned enterprises to ensure that they commit to funding and implementation of programmes in partnership with government departments. A forum of the State owned enterprises should be established and coordinated by Economic Development Department. The forum should develop its own annual to three year plan on youth development. Furthermore, once a year the forum should receive reports and evaluate progress made on youth development. The forum should publish a quarterly journal informing the public on the youth development achievements.

6.11.4 Civil Society Organizations/ NGOs

The NYDA will:

- Develop a database of core civil society structures that have dedicated youth development programmes;
- Partner with some NGOs and fund some of the programmes that are aligned to the IYDS to ensure that the objects are met as required; and
- Establish a forum of civil society organizations that implement youth development programmes as a platform for sharing best practices.

6.11.5 National Youth Development Agency

The NYDA is a custodian of the IYDS. The agency will develop measures for implementation of the Strategy. The following points serve to guide the NYDA on how it will implement the IYDS:

a) Lobby and Advocacy

The lobby should be based on procurement process which should make it compulsory that all the youth related programmes or opportunities that are given to young people should be accounted or coordinated by NYDA. The database in provincial, district and local municipalities would be linked to NYDA. Private entities that do business with government are expected to meet specific quota requirements for procurement, and this needs close monitoring.

It is proposed that for all the businesses ventures that go through procurement processes of different government sectors, 10% should go to the Business Unit of the NYDA. This provides that 30% of the procurement process allocated to youth must be reported and be monitored by NYDA. Of the businesses that will be facilitated by the NYDA for youth in the private sector, 10% must be directed to the Business Unit. The unit should be tasked with mobilizing resources for implementing programmes that have exit opportunities. This should be done in the form of donor funds and 10% should be directed to the Business Unit.

b) NYDA sustainability strategy

NYDA's current mandate and the programmes dictates that it will always be dependant on funding and grants from the government. The fact that the writing off of debts from Micro Finance far exceeds the standard practice is a major concern. The current portfolio at risk, sitting at over 90% when the standard practice is 5 %. The repayment rate is at 3% when ordinarily it is supposed to be 97 %. This is a factual indication, but the organization should be able to change its approach in conducting its business and initiate a revenue-generating mechanism that will assist programmes that do not generate income.

c) Establishment of the Business Wing

In order for the NYDA to sustain its provision of service to young people, there is a need to establish a Business Unit that would generate additional revenue for the institution. It is imperative to reflect that the mandate and the target that the NYDA serves is not in a position to pay for the services that it provides, hence it may be difficult to get money directly from its clients and thus the need to devise a strategic approach to the sourcing of business. It is also very important that in the event that this approach is followed, the CEO and the CFO will need to put in place a proper management and accounting system that will assist in running the Business Unit. The question that follows then is how the Business Unit can mobilize the public and the private sectors to provide opportunities and businesses in this respect.

d) Procurement Policy

There are a number of policies guiding procurement process within both the private and public sectors. In terms of the provision of the procurement policies it is expected that any company that bids for tender within the government sector must have at least 30% of ownership by young people. The fact that there is no verification of skills on the part of the young people participating in the business creates problems for skills acceleration and promotes fronting. The concerns and the issues that need to be addressed involve the skills and procurement opportunities for the youth.

One of the challenges facing the organization is the inability to canvass and lobby successfully on procurement opportunities. Although the provisions of procurement process are clear that 30% of any opportunity should be directed to young people, the state-owned enterprise procurement continues to plead legislative limitation as a factor that doesn't limit them to set aside opportunities for young people. The following is therefore recommended:

- The registration of all youth organizations in the NYDA database for entrepreneurs that are benefiting from both the government and the private sectors;
- NYDA to design its procurement process and reflect in all the service providers whose contracts are expiring and make sure that all the new contracts are aligned to the youth who are registered on it database;
- The NYDA, through market linkages, has to look at and engage the different companies for opportunities directed at young people and must have programmes which are directed at similar objectives. It is therefore very important that NYDA should lead by example, hence the need to set aside opportunities. One way of following proper and relevant process will be to make sure that, moving forward, all the advertising on expiring opportunities must have at least 30% youth holding the percentage in the bidding company. This should be followed by the listing of the said candidates on the NYDA database.

e) Areas of competitive advantage.

South African youth comprises high numbers of unskilled young people with limited financial resources and entrepreneurial ability. It is the duty of the youth provincial boards and other relevant youth formations to identify and look at the competitive advantages in certain areas. For example, the coastal areas may be the strategic component of Fishing/Aqua-Agriculture or maritime opportunities whereas the Limpopo area is rich in General Agriculture opportunities. The current government has introduced a programme on rural development which is strategic in uplifting the

livelihoods of the communities. It is evident that all our rural areas are not industrialized communities, therefore it follows that individual rural areas will focus on the competitive advantages of the area. It is therefore important to provide insight into possible ways of positioning young people in these respective programmes.

- Major role players in the respective areas will need to be identified and engaged in order to link youth in the different identified sectors;
- Companies are profit orientated and as a matter of fact do not compromise the quality of their business for customer satisfaction purposes;
- It is important to create and use the same approach of requesting the company to be mentored by either the company concerned or their clients in the same business;
- It is noteworthy that we acknowledge that the skills gap between the current crops of business far exceed that of our young people who are the future leaders in business and as such they need to be uplifted by the existing resources that we have;
- In the event that the youth in question require skills in the set sector there will be a need to mobilize training resources with the objective of accessing the exit opportunity;
- NYDA has established different boards in the province but through the guidance of the head office they can assist in running with the assessing of the competitive opportunities of the area. This will be followed by the facilitation of the meeting with the intended stakeholder and the youth in the provinces.

f) Coordination

The NYDA will coordinate youth development programmes and initiatives and create a centre that is able to pull all sectors together.

g) Monitoring and Evaluation

The NYDA will develop a monitoring and evaluation tool to track implementation activities of the IYDS. The tool will be shared with all stakeholders and role-players.

h) Funding

The NYDA will allocate specific budget for funding projects and initiatives that advance the implementation of the IYDS.

i) NYDA Strategic Plan

The NYDA will ensure that all its strategic intents and objectives are aligned to the IYDS. The project aims to achieve awareness and know-how with regard to this. The initiative and processes in the programme must always be inclusive and maintain a sense of community participation and ownership. It also establishes the necessary institutional structures and capacity building within these structures. The outcomes will belong to the community, both through the creation thereof and the benefits derived.

There will be an annual summit for all the sectors mentioned above, where reports on youth development will be tabled.

6.12 RISK MANAGEMENT PLAN

The following are identified risks and their implications for IYDS:

1. Limited financial resources: This would have significant negative impact on the implementation of IYDS, both programmatic and human resources capital.
2. 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.
3. 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.
4. 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.
5. 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.

6. 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.
7. 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.
8. 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.
9. 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.
10. Timing of the implementation: Government's shifting priorities will have direct implications on the implementation of the IYDS. This may be affected by both domestics and international socio-economic and political instabilities.
11. 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.
12. 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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