



**SABPP™**

SA BOARD FOR  
PEOPLE PRACTICES

*Setting HR standards*

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# FACT SHEET



## THE FUTURE OF YOUTH IN SOUTH AFRICA

# INTRODUCTION

The struggle between the youth and the industry is one that has been on-going. The biggest struggle that has been focused on has always been youth employment and the lack thereof. However, it runs deeper than that. There are many other factors in place. While the focus has been on lack of jobs, there were other struggles facing the youth that were being unaccounted for. Struggles such as the readiness of the youth for the jobs they were so seeking, the correctness and quality of the courses they were undergoing and the skills they needed which went further beyond the textbook. Previously when referring to unemployment, the focus would be on the uneducated and the informal sector. However, the recent trends focused towards youth and not only youth but graduates. This is the society that at times are underemployed, that is if they get to have a job or they are at times regarded as overqualified for specific jobs. With the alarming rate of youth unemployment, the emergence of digitalisation as well as the new trends, it is just fair to say South Africa has a mammoth task to shape its youth. By saying South Africa, I am not just focused on the government but the society at large; business people, NPO's and Learning institutions. All have a critical role to play; it is not a one man's call.

Youth unemployment is a global misfortune; it differs from country to country, including South Africa. However, for this fact sheet, we will focus on South African young people, the challenges they face and available remedies thereof. Just like any other country, South African youth is facing social, political and economic impasses. Over and above, a high fraction of youth is ill-equipped for market readiness. Also, access to funding, education skills training/development are the core challenges. There is now a new term "NEET" (not engaged in employment, education or training). Having said this, the question becomes whether the government, NPO's and businesses are doing much to address this societal conundrum.

## Youth Empowerment



# NATIONAL YOUTH POLICY

The National Youth Policy (NYP 2020) was developed in 2015 (2015-2020), an improvement from the first draft in 2009 (2009-2014) for young people in South Africa. The reason behind this initiative was to address the past experiences the South African youth faced and to bring them to the realisation of their role to the future of this country, as well as addressing the present challenges they are faced with. It is upon this policy that partnership with stakeholders will move the policy forward, ensuring the engagement of the young minds in this country. With technological changes in place and the call for economic juncture, the most affected in the society is the youth. The International Labour Organisation (ILO) estimated in 2013 that, at a global level, 73.4 million young people who want to work and are actively looking for a job cannot find one. About one out of every two young people (52.9 percent) is unemployed or a discouraged work-seeker, and not enrolled at an educational institution. We are now in 2018 and looking at South Africa only, youth unemployment rate increased to 53.70 percent in the second quarter of 2018 from 52.40 percent in the first quarter of 2018, averaging 52.01 percent from 2013 until 2018 (trading economics). It is of a concern that the figures depict increasing levels of unemployment among the youth. This is a debilitating factor as these are the people who are still trying to get their feet in the economic hub and are energetic and brave to change the shape of this country. We have seen their bravery and determination to change the status quo, with the August 2016 fees must fall campaign. They decided not to yield to defeat but stood the ground for what's best for them; these students are the same ones suffering the consequences of the past, inequality and poverty. It is upon this merit that they went out and said it is enough, we need liberation!



# WHAT INFORMED THE POLICY:

The policy is informed by the South African Constitution, the United Nations World Programme of Action for Youth to the Year 2000 and Beyond (1995), the African Youth Charter (2006), the National Development Plan (NDP) (2012) and various other policies. The NDP is anchored on the Constitution's vision of a prosperous, democratic, non-sexist, non-racist and equal society. By 2030, the plan seeks to create an inclusive society that builds the capability of its active citizenry (See the National Youth Policy).



# THE CHALLENGE FOR YOUNG PEOPLE

“Those with a tertiary degree have a significantly better chance of finding employment”; can this be true or not? It is a notion that is commonly uttered and with unfounded truth. South Africa is facing high numbers of unemployed graduates reported continuously. For example, during the first quarter of 2018 the unemployment rate for young people aged between 15 and 34 was standing at 38.2% (STATS SA). Also, the International Labour Organisation (ILO), recorded youth unemployment as a global phenomenon, with about 71 million unemployed young people in 2017. South Africa is experiencing a high rate of drug abuse and crime, especially amongst young people; a concerning national crisis. It is assumed that the motive behind this is the high rate of unemployment. It is not only unemployment but getting discouraged for job search within the tight labour market.



## AVAILABLE PROGRAMMES ASSISTING THE YOUTH

<p><b>5%</b> OF OUR GDP</p>			
<p><b>SPENT</b> on education to expand access, improve quality increase output</p>	<p>We have <b>EXPANDED ACCESS</b> to basic and higher education and <b>improved the skills</b> of all South Africans</p>	<p>We created a single, <b>non-racial BASIC EDUCATION SYSTEM</b> from 19 different departments</p>	<p>We <b>TRANSFORMED</b> the post-school education and training sector and introduced an overarching <b>National Qualifications Framework</b></p>

# PREPARING OUR YOUTH FOR THE WORKPLACE OF TOMORROW

*We need to ensure that our ENTIRE APPROACH TO SKILLS DEVELOPMENT is rooted in the future*

<p><b>Private Sector   Industry</b></p>	<p><b>Training Institutions</b></p>	<p><b>Skills Development</b></p>
<p>There needs to be greater <b>PRIVATE SECTOR PARTICIPATION</b> and investment in <b>improving learning and teaching</b></p> <p>Industry needs to <b>work with management</b> to ensure that what is taught is <b>RELEVANT</b> and that those who are doing the teaching are sufficiently <b>KNOWLEDGEABLE</b> and effectively <b>EQUIPPED</b></p> <p>Industry needs to <b>COLLABORATE</b> with management to improve the profile of our <b>TECHNICAL AND VOCATIONAL EDUCATION AND TRAINING (TVET)</b> colleges</p>	<p>Institutions must develop <b>EFFECTIVE ACADEMIC SUPPORT PROGRAMMES</b> for learners from <b>underprivileged backgrounds</b></p> <p>Training needs to become an <b>ATTRACTIVE PROPOSITION</b> for any young person seeking skills for meaningful employment</p> <p>The post-school system needs more places and <b>DIFFERENT AVENUES</b> for people to learn with <b>more types of courses</b> and qualifications</p> <p>We also need an <b>EDUCATION AND TRAINING SYSTEM</b> that anticipates the impact that <b>TECHNOLOGICAL CHANGE</b> will have on our economy and society</p> <p>Schools should mainstream <b>CAREER GUIDANCE</b> and counselling in their activities</p>	<p>We must <b>DEVELOP THE SKILLS</b> that people need now because <b>people need jobs now</b></p> <p>We need to <b>DIRECT RESOURCES</b> towards <b>rural areas</b> and those parts of the country that have traditionally been neglected</p> <p>To serve the poor and working class better, we need more <b>FINANCIAL SUPPORT</b> for students, and better quality education and training</p> <p>Post-school education and training must <b>BROADEN ACCESS FOR WOMEN</b> to skills development opportunities</p>

*Our SKILLS DEVELOPMENT APPROACH needs to redress the injustices of the past, address the challenges of the present and prepare our youth to meet the demands of the workplace of tomorrow*

Extract from address by Cyril Ramaphosa at the National Skills Conference, 24 March 2017



## **YOUTH EMPOWERMENT**

Youth empowerment is a programme aimed at encouraging young people and improving their lives. The message is to motivate them to never give up but to be great. Mainly the government and NPO's are involved in this area. Most of the youth empowerment programmes, are helpful to the young people through availability of resources and some programmes that develop them such as skills development and training on different learning areas. Financial assistance also becomes available at times, for them to start their businesses. The challenge with financial startups often is that they are not skilled enough to run businesses, and we often observe such initiatives failing dismally. Mainly, the government and NPO's are more involved in this area of development.

## **YOUTH DEVELOPMENT**

Unlike youth empowerment, youth development is fundamental for succeeding South African young people. Due to financial constraints, some of the young people are not able to attain tertiary qualifications and therefore unable to fill critical jobs. Youth development plays a major role by offering programmes that prepare young people for labour market. This is achieved through learning which enhances their educational level.

## **YES (YOUTH EMPLOYMENT SERVICE) INITIATIVE**



The YES initiative was driven by President Cyril Ramaphosa, with the aim of addressing socio-economic challenges in South Africa, and mainly youth unemployment. This initiative was broadly covered in the June issue-Fact Sheet

**For more details visit:**

To follow in this fact sheet is the pivotal role that SABPP is playing to empower, develop and ensure that the youth of South Africa have the readiness for work. Over and above, the correctness of the education they receive and more specifically speaking to HR.



# SABPP ROLE

The SABPP realised that it is not just the industry that is failing, the profession itself was failing. What better way to remedy that than to empower the youth? That is the question that the SABPP asked. Yes, we have been accrediting universities to ensure that the material that is being delivered is correct, but what more could be done for the youth to ready them for the industry?

The answer was simple. In January 2015, the SABPP decided that this was the year to turn that around. SABPP piloted what we call the Student Chapter. While SABPP is a professional body catering for professionals, it has also been catering for students. However, membership for students went no further than just that – membership. 2015 was the year for change. The Student Chapter would be a committee for HR students across universities all over South Africa.

A Student Chapter was to be launched in any university that has a membership of more than 50 students. A committee would be elected that would spearhead the students in that university. Already we were developing a certain skill – leadership. Not only would they be exposed to leadership but all the other qualities that come with it – commitment, time management and dedication, just to name a few.

The purpose of the Student Chapter was clear – educate the students about HR beyond the textbook. Educate them on skills they would need once they enter the workplace – even as further as before entering the workplace. Workshops would be hosted on Interview skills, CV writing, debates hosted which tackle issues such as need for internships and quite recently a merge between universities.

After the Student Chapter initiative, SABPP didn't end there. Then another gap arose. Yes, students were now being exposed to skills they needed which were to assist them in getting into the workplace or rather securing a job. However, SABPP once more realised that the other gap is that when these students get into the workplace more so on internship placements, by the end of that internship, they do not have the practical experience that is needed. So SABPP launched the Candidate Programme.

Some universities incorporate HR Standards into their curriculum – not all. Therefore, there is a pool of graduates who do not even know what HR Standards or the HR Competency Model. Especially if they are coming from a university that is not accredited and is without a Student Chapter – as recently, one of the Student Chapters hosted a workshop on HR Standards.

There is also the Candidate Programme which is a 70-week long programme set upon HR Competency Model which is aimed at graduates who have just entered the workspace without any prior experience and knowledge except the textbook. The programme looks at practical situations that the Candidate faces every day in the workplace and whether the Candidate has the basic understanding of HR to be able to understand and relate these to everyday practical experiences.

## HR Candidate Development Programme

This year, at the end of August, SABPP decided to take it even further. While we realise that our students are still in university, we also realise that they are the future leaders. Then it was said to create a mini-board of SABPP. The mini-board was the very first SABPP HR Youth Council. One of the objectives of the SABPP, as stated in the SABPP Charter, is to promote the quality and standard of HR education and training. This is where the Youth Council comes in.

The purpose of the Youth Council is to create national awareness of the profession and create alliances that advance the interest of the youth while ensuring progression of HR Students.

## SABPP HR Youth Council



# CONCLUSION

Our youth needs the skills that will fit into the future world of work. There is room for improvement and well-thought ideas on new opportunities, rather than simulating on how the robotics will close the space for employment. Young people should look at the 4IR rather as something that offers them an opportunity to think and create new jobs; they need not be despondent that it will exacerbate the current situation. Human capital will never diminish and therefore, there is still vast work to be done for uplifting young people and making South Africa a better place for them. Young people represent the future and as a result much must be invested in their well-being as well as elevating their skills. This can be through training and development and higher institutions of learning incorporating the market-related curriculum. Businesses can also create more opportunities to adopt students while they learn so they are prepared for the world of work. Young people are a representative of the future work, in all respects of life and they need to be well aligned with market trends; they need to be bold to say, “we are proudly South Africans”! This is achievable, when everybody plays their role.





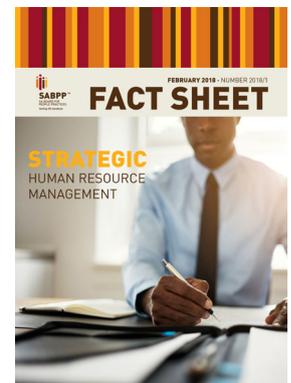
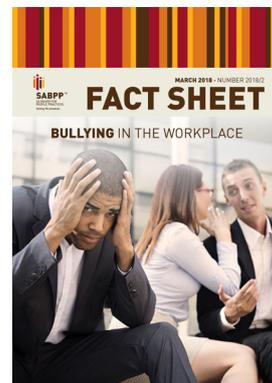
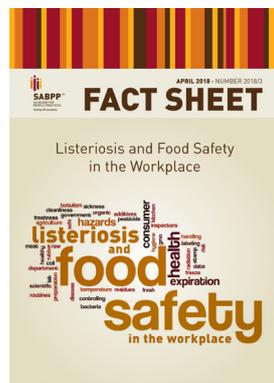
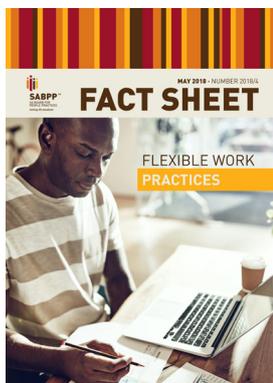
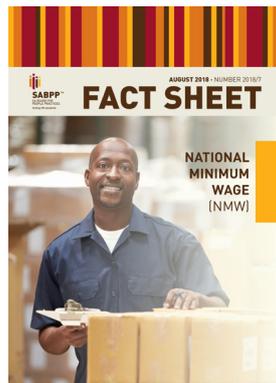
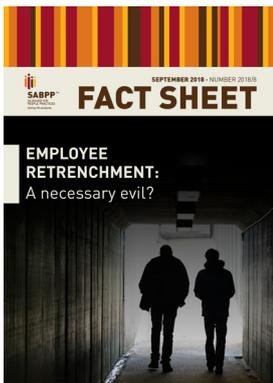
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DATE	NUMBER	SUBJECT
<b>2013</b>		
February	1	<b>GAINING HR QUALIFICATIONS</b>
March	2	<b>ETHICS, FRAUD AND CORRUPTION</b>
April	3	<b>NATIONAL DEVELOPMENT PLAN</b>
May	4	<b>BARGAINING COUNCILS</b>
June	5	<b>EMPLOYMENT EQUITY</b>
July	6	<b>HR COMPETENCIES</b>
August	7	<b>HR MANAGEMENT STANDARDS</b>
September	8	<b>PAY EQUITY</b>
October	9	<b>COACHING AND MENTORING</b>
November	10	<b>HIV/AIDS IN THE WORKPLACE</b>
<b>2014</b>		
February	1	<b>EMPLOYING FIRST-TIME JOB MARKET ENTRANTS</b>
March	2	<b>PROTECTION OF PERSONAL INFORMATION ACT</b>
April	3	<b>QUALITY COUNCIL FOR TRADES AND OCCUPATIONS</b>
May	4	<b>WORK-INTEGRATED LEARNING</b>
June	5	<b>RECRUITMENT – SCREENING OF CANDIDATES</b>
July	6	<b>HR RISK MANAGEMENT</b>
August	7	<b>BASIC HR REPORTING (1)</b>
September	8	<b>BASIC HR REPORTING (2)</b>
October	9	<b>EMPLOYEE ENGAGEMENT</b>
November	10	<b>SEXUAL HARASSMENT</b>

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DATE	NUMBER	SUBJECT
<b>2015</b>		
February	1	<b>AMENDMENTS TO LABOUR LEGISLATION 2014</b>
March	2	<b>THE REVISED BROAD-BASED BLACK ECONOMIC EMPOWERMENT CODES OF GOOD PRACTICE</b>
April	3	<b>LESSONS LEARNED FOR EMPLOYERS FROM CCMA CASES</b>
May	4	<b>EMPLOYEE WELLNESS SCREENING</b>
June	5	<b>CHANGING THE EMPLOYMENT EQUITY LANDSCAPE</b>
July	6	<b>EMPLOYEE VOLUNTEERING</b>
August	7	<b>DEPRESSION IN THE WORKPLACE</b>
September	8	<b>EMPLOYEE WELLNESS</b>
October	9	<b>EQUAL PAY AUDITS</b>
November	10	<b>BASICS OF EMPLOYEE COMMUNICATION</b>
<b>2016</b>		
February	1	<b>PRODUCTIVITY BASICS</b>
March	2	<b>SERVICE LEVEL AGREEMENT</b>
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May	4	<b>BUILDING ORGANISATIONAL CAPABILITIES</b>
June	5	<b>CHANGE MANAGEMENT</b>
July	6	<b>INNOVATION IN HR</b>
August	7	<b>HR TECHNOLOGY</b>
September	8	<b>HR IN BUSINESS SUSTAINABILITY</b>
October	9	<b>THE LEARNING &amp; DEVELOPMENT LANDSCAPE IN SA</b>
November	10	<b>TOWARDS A CODETERMINATION MODEL FOR SOUTH AFRICA</b>

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<b>2017</b>		
February	1	<b>MODERN SLAVERY</b>
March	2	<b>PENSION LAW FOR EMPLOYERS</b>
April	3	<b>THE GAME CHANGER: ROLE OF HR</b>
May	4	<b>HR GOVERNANCE</b>
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July	6	<b>STRESS MANAGEMENT</b>
August	7	<b>REMUNERATION: RECENT TRENDS</b>
September	8	<b>HOW CEOs AND CHROs CAN USE THE SABPP TO CREATE EXCELLENCE IN HR MANAGEMENT</b>
October	9	<b>PEOPLE WITH DISABILITIES</b>
November	10	<b>RETRENCHMENT</b>
December	11	<b>THE SOUTH AFRICAN LEADERSHIP STANDARD</b>
<b>2018</b>		
February	1	<b>STRATEGIC HUMAN RESOURCE MANAGEMENT</b>
March	2	<b>BULLYING IN THE WORKPLACE</b>
April	3	<b>LISTERIOSIS AND FOOD SAFETY IN THE WORKPLACE</b>
May	4	<b>FLEXIBLE WORK PRACTICES</b>
June	5	<b>YOUTH EMPLOYMENT SERVICE</b>
July	6	<b>HR PRACTITIONERS AS EX-OFFICIO COMMISSIONERS OF OATHS</b>
August	7	<b>NATIONAL MINIMUM WAGE (NMW)</b>
September	8	<b>EMPLOYEE RETRENCHMENT</b>
October	9	<b>THE FUTURE OF YOUTH IN SOUTH AFRICA</b>

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