

A NOTE FROM NAJWAH



“Our aim with the 8th funding round is to amplify our efforts and meet the President’s challenge to set the country on a new growth trajectory.”

With youth unemployment and economic growth identified as key priorities for the country, many solutions are being tabled but the key question is whether these proposed solutions are addressing the real issues or just great for public relations.

I recently joined a few of my team members on their quarterly site visits and saw the substantial impact our projects have had on the lives of those most in need. To experience the joy and passion as an emerging farmer shares with you his vision and the detailed plans he has for his future farming operations, the new apple variety he is developing and just how far he has come since joining the project, is one of the most fulfilling experiences one can have. It is testimonies like these that affirm the effectiveness of our approach to tackling the employment challenge, that demonstrates the power of partnerships and which encourages my team and I to appreciate that sustainable development is more than short-term successes.

Our aim with the 8th funding round is to amplify our efforts and meet the President’s challenge to set the country on a new growth trajectory, revitalising high impact industries, creating opportunity for job seekers to productively participate in the economy and creating a conducive environment for small businesses to thrive and make a greater contribution to economic growth.

We are hopeful that there are many South Africans that share our intent and have submitted funding applications that will support the building of a more inclusive economy. It is common purpose, intent and implementation capability from all parts of society that is required in order for us to build our country and economy.

N. Allie - Edries

 @JobsFund_NT

JOBS FUND PORTFOLIO

The Jobs Fund has a portfolio of 127 approved projects with a total allocation of R6.8 billion in grant funds. These projects will potentially leverage an additional R9.7 billion from our partners to create 229 610 permanent jobs.

*Important
DATE!*

Quarterly Reporting –
7 July 2018

Annual Audited Financial and
Performance Statements –
31 July 2018

Jobs Fund Learning Forum –
26 October 2018

AUTOMATION – FRIEND OR FOE?

The rise of the digital economy, rapid technological advances and innovation in robotics, as well as advances in biotechnology and artificial intelligence (AI) are key drivers of change that will have profound impact on the global society, economy and the world of work. For an economy to succeed in a dynamic world characterised by exponential advancements in technology, an effective skills strategy must be able to anticipate the future design of work. There is a growing concern regarding what the jobs of the future will look like and whether or not a country like South Africa – characterised by a high unemployment rate, especially amongst youth, and slow economic growth – is equipped to handle what is to come.

Exactly when and to what extent the labour market will see a shift due to automation is yet unknown as it is dependent on factors such as the development of technological capabilities, cost of technology and social and regulatory acceptance.

Activities that are likely to be automated can be found in highly structured and predictable environments such as manufacturing, data collection and processing.

As processes are transformed by the automation of these activities, it will become important for people to perform activities complementary to those done by machines. History has taught us that long-term mass unemployment does not have to be the future, as long as the labour market is able to create new types of work and embrace new industries that may develop. Coding for instance is different than what it was decades ago.

“Our research shows that if South Africa can double the pace at which its workforce acquires skills relevant for human-machine collaboration, it can reduce the number of jobs at risk from 3.5 million (20%) in

2025 to just 2.5 million,” says Dr Roze Philips, Managing Director of Accenture Consulting in Africa.

What should government be doing to build the capabilities of the future labour force? What are employers doing to prepare their organisations and their workforce?

In a move to overcome the ongoing skills constraints faced by industry, the Jobs Fund partnered with the Cape Innovation and Technology Initiative (CiTi) to scale up its CapaCiTi technology skills and job readiness programmes.

“Disruptive technology is damaging social cohesion throughout the world, but we see this as a massive opportunity for South Africa to unlock all the latent talent which we have by providing access to relevant, responsive skills training and education,” says the CEO of CiTi, Ian Merrington.

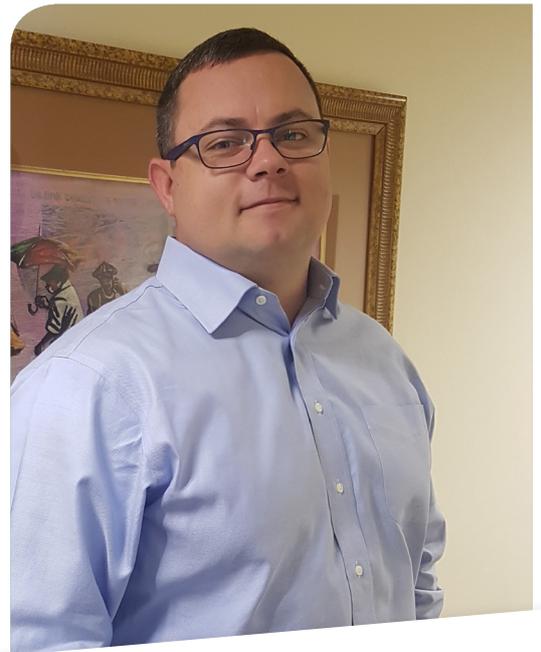
In a move to close the skills gap and progress towards an inclusive economy that is able to adapt to coming changes in the labour force, CapaCiTi will equip in excess of 3 000 talented young individuals, over a three-year period, with industry-demanded technology and business skills, such as software development languages like Java and Python as well as ICT infrastructure.

Following the three to twelve month training, candidates will serve six to twelve month internships before being placed in permanent jobs in South Africa’s leading companies.

It is up to the private sector, business and civil society to work together and use technology to enhance opportunities for all in order to drive inclusive growth.

“Data driven companies who adopt and adapt tech will survive the surge in digital disruption across all sectors. This rapid digitisation of industry, coupled with the critical skills shortage in tech disciplines and high rates of youth unemployment, makes the environment ripe for job creation. CapaCiTi responds to business needs by designing tech training and job readiness programmes which deliver skilled young talent into the market”, says Soraya Mohideen, Head of the CapaCiTi programme.

STAFF PROFILE



Neville Pretorius

Where are you from?

I have been living in the West Rand since completing my honours degree in 2003.

What did you study?

I completed a B.Com degree in Economics and a B.Com Honours degree in Econometrics at the University of Johannesburg.

Where have you lived?

My family moved from Midrand when I was in grade 2, to Rustenburg where I also matriculated.

What are your hobbies?

I enjoy most forms of sport both as spectator and participant. I recently took up mountain biking which I really enjoy as it challenges me physically and mentally.

What is your role in the Jobs Fund?

I am responsible for the finances within the Jobs Fund, which entails budget processes, reporting and management of operational expenses.

Which part of your job do you like most?

I enjoy being challenged and learning new things on a regular basis. The Jobs Fund ticks both those boxes for me.

INNOVATION IN THE BPO INDUSTRY CHANGING LIVES



Slindile Mkhize

“I have never had a sense of self-worth and value, and that’s what I got from the people here.”

The business process operations (BPO) industry has developed into a key job creator in South Africa but is challenged by a lack of available skilled human resources which presents a major risk to its business growth. The availability of labour resources is a key determining factor for companies deciding on an offshore and outsourcing destination.

CCI South Africa established Careerbox as a skills development catalyst in 2012, to offer education and training to previously disadvantaged, unemployed, unskilled, and inexperienced youth to relieve pressure on skills shortages and provide scalability of labour resources to the digital economy.

The CCI-Careerbox initiative provides an innovative value chain solution for youth skills development and employment in the BPO and other service-based industries in the country. The delivery model enables it to impact source, recruit, train, and place large groups of candidates into employment within 2 – 6 weeks.

In 2016 a 25 year-old Slindile Mkhize was hit with an unexpected blow when her mother had to resign from her job, forcing a desperate Mkhize to enter the jobs market. It was a friend’s positive experience and Careerbox that encouraged her to head to the Careerbox offices and hand in her CV.

Things moved faster than she could have imagined when Careerbox not only took her CV but interviewed and accepted her into the programme that very same day. Mkhize’s training began the following week and she has not looked back since.

“Being in that two-week training honestly shift[ed] my perspective in so many ways. If you want something work for it, decide that you want it and go for it, and that’s what I learnt,” reflects Mkhize.

She adds that it was at Careerbox that she met people that wanted to help her. It is where she learnt about business processes systems, culture and philosophy.

“I have never had a sense of self-worth and value, and that’s what I got from the people here,” says Mkhize, who now has her mind set on applying for the first skills development programme (Step Up) in the CCI development journey.

CCI places immense value on high performance in both its people and technology, this is why it has invested heavily in technology to enhance, not replace, its human capabilities.

In its first 15 months of implementation the project created 1 409 new permanent jobs and placed 811 beneficiaries in vacant permanent positions with project partners. Further to this, 2 974 beneficiaries completed training, which includes both contact centre and product specific training. “Our partnership with CCI and Careerbox is an exciting one because it gives us a sense of hopefulness for the future. We commend all the investors, both international and local, for making the smart choice to partner with CCI and Careerbox,” says Najwah Allie-Edries, Head of the Jobs Fund.