

South Africa: Digital Skills 4 Jobs and Income

The employment prospects of young people, especially women, are improved in an increasingly digitised South African economy.

The challenge

South Africa has one of the highest NEET rates (Not in Education, Employment or Training) of young and adolescent people worldwide. South African women, especially in townships, are particularly affected. At the same time, companies lack well-qualified skilled workers to secure their competitiveness and growth capacity, in particular regarding to the digital transformation from a raw material-based to a knowledge-based economy and society.

Factors of this imbalance are the shortage of labour market relevant education and training offers with few digital competence approaches, the low quality of the (vocational) education system and structural problems in the labour market. The digital transformation and the associated acceleration in economic and innovation processes reinforce these factors and thus increase the pressure on the South African education and training system to provide for digitally skilled workers.

Our approach

The project promotes labour market relevant digital competencies to increase the employability of South African youth on various levels. It supports:

- the access to a qualitatively improved and demand-orientated vocational education at four selected TVET colleges, by integrating digital skills and methods into the training courses of the formal vocational education and training system (Output 1).



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- the access to demand-orientated skills development through supporting 2000 young people in selected innovative, non-formal training measures (Output 2).
- the improvement of recruitment policies of 150 medium-sized companies by supporting 500 HR specialists in the introduction and implementation of new, gender-sensitive approaches to identify applicants with the company's digital skills in demand (Output 3).
- intensified networking cooperation of initiatives and actors and the exchange of learning experiences in the transformative process of digitalisation of the South African economy (Output 4).

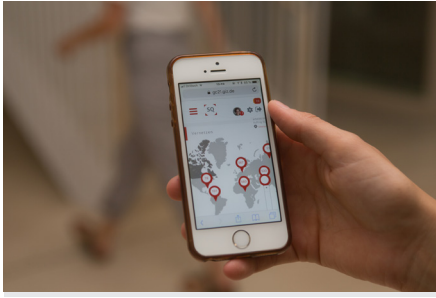


eSkills
4Girls



Photo (left): #eSkills4Girls_Logo_Digital © <https://www.eskills4girls.org/downloads/>

Photo (right): Digital Transformation Centre Kigali, Rwanda © Mali Lazell



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Photo (right): Virtual Reality Lab in Kigali, Rwanda © Mali Lazell.

The project is partly funded by the #eSkills4Girls Initiative that aims at tackling the existing gender digital divide. Therefore, to a large extent the projects beneficiaries are young women and girls with the aim to improve their access to the digital world.

Planned activities (Selection)...

- Integration of digital skills and methods (e-learning; blended learning) into the training courses of the formal vocational education and training system;
- Set up of a female-mentorship network with female managers and role models;
- Enhancement of the skills of training personnel to deliver digital, life skills and entrepreneurial competencies;
- Introduction of digital HR personnel recruitment tools (e.g. video applications, serious games) for the targeted selection of digitally competent young people;
- Promote the tracing of learner pathways through an existing platform;
- Networking among #eSkills4Girls projects and approaches;
- Organisation of networking foras and multistakeholder exchange formats;
- Financial and technical support of existing development initiatives.

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