

Digital skills for young people create employment perspectives

Improving employment perspectives of youth, especially young women, in an increasingly digitalized South African economy.

The challenge

Many young people are struggling in the South African labour market. In fact, South Africa has one of the highest rates of youth not in employment, education or training (NEET) worldwide. Young women from low-income areas are particularly affected. At the same time companies lack well-qualified experts to ensure their competitiveness and capacity for growth, particularly with regard to digital transformation and the future of work.

Factors of this imbalance include the shortage of needs-oriented labour market relevant training offers, the low quality of the (vocational) education system, poorly trained training staff and structural problems in the labour market. The digital transformation and the associated acceleration in economic and innovation processes exacerbate 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. We support:

- integrating digital skills and methods into training courses of the formal vocational education and training system (TVET). Lecturers are trained in digital pedagogy and 1000 TVET



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learners are qualified in demand-oriented digital skills trainings.

- innovative training measures and skills development initiatives, qualifying 2000 young learners for the future of work. 250 young women are supported in a mentorship programme.
- the improvement of recruitment policies of 150 medium-sized companies. Human resource specialists are trained to introduce new, gender-sensitive approaches to identify applicants with the company's digital skills in demand.
- The networking and cooperation of initiatives and participants as well as the exchange of lessons learned in the digital transformation process of the South African economy.

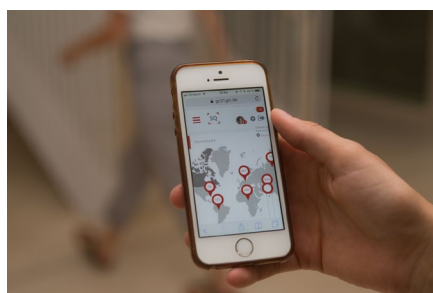


Photo (left): Female participants at the IOT training coding with a laptop at the Digital Transformation Center Kigali, Ruanda 2020.

Photo (right): Campus Kottenforst der Akademie für Internationale Zusammenarbeit (AIZ) in Bonn-Röttgen.

Page 2 (left): Man using goggles at the Virtual Reality Lab at the Digital Transformation Center in Kigali, Ruanda, 2020.



#eSkills4Girls Initiative

The project is partly funded by the G20 #eSkills4Girls Initiative that aims at tackling the existing gender digital divide. Therefore, to a large extent the project's beneficiaries are young women and girls with the aim to improve their access to the digital world.

Results in figures (as of 02/2022)

- 389 learners enrolled in digital skills programmes, 3–12 months in duration.
- Thereof 86 % are female learners.
- Beneficiaries are located across 7 provinces.
- Thereof 82.5 % of learners were neither in employment, education nor training (NEET) previous to the trainings.
- Additional 423 learners commencing on learning pathways in first quarter of 2022.
- Programmes equip learners in Microsoft Digital Literacy, AWS Cloud, Google Certified Skills, IT Project Management, App Development, Drone Pilot Training, 3D Printing and Creative Design.
- All learners are supported by mentoring or coaching and work readiness trainings.
- In progress: Digital Transformation Readiness Assessment of 50 TVET Colleges.

Results in stories

1. Success Story

This young female learner was unemployed before she joined the EdTechPreneur Learnership Programme by Edunova and YES4Youth, supported by GIZ. While job hunting, she thought she would never enjoy any career related to Information Technology. By joining this programme she stepped out of her comfort zone and increased her confidence by gaining digital skills, learning how to solve problems and engaging in group work. She now strives to start her own IT focused business.

2. Success Story

During the pandemic, this female learner kept her head over the water by performing random jobs just to survive. By joining the EdTechPreneur Learnership Programme by Edunova and YES4Youth, supported by GIZ, she not only improved her IT skills but feels that she is ready to be part of a "futuristic" workplace. She sees many more opportunities now as she gained much broader skills than she thought she would have.

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