

# South Africa: Skills Development for a Green Economy II (SD4GE II)

The programme supports the South African Government to create a sustainable basis for cooperation between public stakeholders and industry in employment oriented vocational education and training in South Africa.

## The challenge

Youth unemployment in South Africa has been on an upward trajectory since 2008. Following the COVID-19 outbreak the unemployment rate among young people aged between 15-24 years has soared to an all-time high record of 74%. The pandemic has had a particularly devastating impact on both the skills supply and the skills demand ends imperative for dual occupational training, skills development and employment promotion initiatives in South Africa. It has reinforced and made more visible underlying fault lines that have been present in the South African vocational and skills development system for decades. The pandemic has been particularly detrimental for an already fragile TVET system which came partly to a standstill during the hard-lockdown period and, when resumed, was limited to online/remote/blended delivery to a higher extent than the system can manage. Strengthening interventions aimed at addressing socio-economic barriers that inhibit many young people from accessing employment and business opportunities is an essential part of addressing the high rate of youth unemployment. Transition from learning to earning initiatives serve as a key driver for unlocking both formal and informal employment and youth enterprise development opportunities.

## Our approach

SD4GE II applies a multi-level approach to support structural change towards more employment-oriented dual occupational training approaches. This includes supporting the South African Department of Higher Education and Training (DHET) to build a modern, high quality, agile TVET and skills development system, involving actors from the private sector and public TVET sector.



<b>Project name</b>	Skills Development for a Green Economy (SD4GE II)
<b>Commissioned by</b>	German Federal Ministry for Economic Cooperation and Development (BMZ), co-financed by the Swiss State Secretariat for Economic Affairs (SECO)
<b>Implementing organisation</b>	TVET colleges, business associations and training companies, National Business Initiative (NBI)
<b>Project region</b>	South Africa
<b>Lead executing agency</b>	Department of Higher Education and Training (DHET)
<b>Duration</b>	01.04.2018 - 31.05.2022
<b>Finance volume</b>	EUR 15,120,851

### Key interventions are in the following areas:

1. Cooperation between private and public sector actors to promote and implement VET for demand-orientated, employment focused training.
2. Building blocks and core processes supporting the development of artisans of the 21st century.
3. Strengthening of the capacities of VET personnel.
4. Transitioning youth from learning to earning by unlocking opportunities for training and employment in enterprises across the township economy in Installation, Repair and Maintenance (IRM).

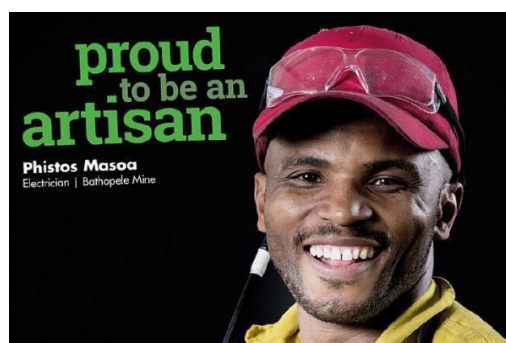


Photo (left): Masia Lerato, apprentice electrician © Ralf Bäcker

Photo (right): Phistos Masoa, proud apprentice © Ralf Bäcker



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*Photo (left): Mdudu Siphamsa, apprentice plumber © Ralf Bäcker*

*Photo (right): Puthi Dikgale, apprentice plumber © Ralf Bäcker*

## Results in figures ...

- 2.572 apprentices are enrolled in dual occupational training courses, 45 in a transition measure.
- Of the first cohort enrolled in the 3-year electrician trade course, 86% successfully concluded the trade test. A first cohort of the 1-year IRM Plumbing Assistant training achieved 100% success rate in the final examination.
- 34% of the first intake electricians trained were employed 3 months after completing training, while 52% are registered in an intervention to transition them to employment.
- Over 200 companies participate in the implementation of dual occupational training qualifications.
- A co-finance agreement was concluded with the Swiss State Secretariat for Economic Affairs (SECO) focused on unlocking employment opportunities in SMEs in the township economy, transitioning youth to employment and mitigating the impact of COVID-19 for township enterprises.
- An agreement concluded with the German-Southern African Chamber of Commerce and Industry (AHK) to showcase good practice in public-private cooperation in dual occupational training
- A multi-stakeholder dialogue series was co-hosted with SECO and the Programme Management Office (PMO) of the Presidency. It brought together stakeholders representing the skills 'supply side' and 'demand side' to initiate collective analysis and planning for more integrated skills development and youth employment interventions.
- A customised, modular, project-based lecturer capacity building intervention combining virtual and real-world components was implemented and endorsed by industry associations. 125 lecturers participated successfully.
- This approach is regarded as an innovative case study for lecturer capacity building under the UNESCO/UNEVOC programme "Building innovative learning and teaching" (BILT).
- A newly implemented Remote Teaching and Learning Micro Course equipped 94 lecturers for virtual teaching, and another training capacitated additional 110 lecturers in virtual and digital tools.
- 108 in-company mentors from 8 industry associations, representing over 15,000 companies, participated in a customised in-company mentor training.
- A first cohort 29 TVET managers completed the Postgraduate Diploma (PGDip) in TVET (Educational Leadership) implemented by the University of Pretoria together with the Technical University of Munich, a second cohort of 30 TVET managers is enrolled.
- A further training on South African National Standards (SANS) was facilitated with 98 participants.
- The further development and application of five core processes (quality assurance, curriculum review, assessments, etc.) essential for quality dual vocational training is underway.
- Establishment of 2 township hubs and a training workshop at a Soweto public hospital to support SMEs and to create employment through the IRM initiative.
- Through the IRM Initiative: 184 SMEs went through virtual mentorship, 71 SMEs receiving intensive enterprise and skills development support, 43 SMEs receiving lighter-touch enterprise and technical support, 223 IRM trainees completed training.
- Local SME contractors involved in major renovation and improvement of 2 public health care clinics in Soweto using local labour were supported through the IRM Initiative.

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