

Annex 1: Results matrix of module

Name of the TC module

Vocational Opportunities for Employment

Country/region/global/supraregional

South Africa

Project number

2020.2107.9

Term

June 2022 to May 2026

Results matrix created on

13 September 2023

Objectives	Indicators	Sources	Assumptions
<p>DC programme objective TVET quality in South Africa is improved in terms of labour market relevance.</p> <p>(under revision)</p>			not to be filled in
<p>Module objective Young South Africans' employment opportunities are improved in a sustainable and increasingly decarbonised economy (just transition).</p>	<p>Module objective indicator 1 2,155 (70%) of a total of 3,078 participants in employment promotion measures, including 1,293 (60%) women, indicate that their employment situation has improved in respect of one of three criteria.</p> <p>Baseline value: Zero participants (no relevant employment promotion measures conducted to date)</p> <p>Target value: 2,155 (70%) of 3,078 participants with an improvement in one criterion; including 1,293 (60%) female participants (May 2026)</p>	<p>Evaluation of participant surveys based on standardised questionnaires with respect to their working life, the nature of their employment and their income before and after participation in the employment promotion measure. Each of the following are considered a criterion for an improved employment situation six months after the respective employment promotion measure has ended:</p> <ul style="list-style-type: none"> - Starting a new job in an employed capacity - Starting self-employment - Improvement in income or working conditions in an existing employment relationship <p>Employment promotion measures are focused on work in a sustainable and increasingly decarbonised economy and encompass, for example, TVET, career advice and guidance, improve-</p>	<p>The process initiated by the Ramaphosa government for the country's economic recovery and to combat youth unemployment (Economic Reconstruction and Recovery Plan, ERRP, Presidential Youth Employment Intervention, PYEI) is being implemented and structural obstacles in the support system are being further dismantled.</p> <p>The political will to reform South Africa's TVET system and promote it as a high-quality educational alternative has been demonstrated.</p>

		<p>ment of key employment-related skills (soft skills), mentoring, internship programmes and business start-up training.</p> <p>The participants in the measures are, for example, young South Africans transitioning from school to a career or at risk of unemployment.</p> <p>Employment opportunities for young South Africans cover the specific employment situation (Module objective indicator 1), but also, for example, available jobs (Module objective indicator 2), improved employability through better and, most importantly, demand-driven training quality (Module indicator 3) and programme-based framework conditions at governmental level for employment promotion (Module objective indicator 4).</p> <p>Reporting is on a disaggregated basis. Survey dates: May 2023, May 2024 and May 2025</p>	
	<p>Module objective indicator 2</p> <p>389 supported South African micro, small and medium-sized enterprises (MSMEs) and entrepreneurs have created a total of 389 jobs in South Africa.</p> <p>Baseline value: Zero jobs, zero MSMEs and entrepreneurs (no relevant support activities for MSMEs undertaken to date)</p> <p>Target value: 389 jobs, 389 supported MSMEs and entrepreneurs (May 2026)</p>	<p>Evaluation of surveys of the South African MSMEs and entrepreneurs supported by the project based on standardised questionnaires with respect to their staff numbers before the start of the respective support activity and six months after it has ended.</p> <p>Support activities include, for example, business start-up training, business consulting, the provision of support to business networks and integration into value chains.</p> <p>The 'creation of a job' within the mean-</p>	

		<p>ing of the indicator is deemed to have happened if the role is occupied or advertised six months after the support activity has ended.</p> <p>Survey dates: May 2023, May 2024 and May 2025</p>	
	<p>Module objective indicator 3</p> <p>70% of 162 surveyed entrepreneurs confirm that the professional skills taught in newly developed or adapted education and training courses for a sustainable, increasingly decarbonised economy (just transition) meet their needs.</p> <p>Baseline value: Zero entrepreneurs (no new development of education and training courses in relation to the just transition to date)</p> <p>Target value: 70% of 162 entrepreneurs (May 2026)</p>	<p>One-time evaluation of a survey of a representative group of entrepreneurs based on standardised questionnaires regarding the appropriateness of the professional skills imparted with a view to their needs on a five-point scale of 1 (0%–40%) to 5 (requirements fully met). The appropriateness of the professional skills is deemed confirmed if a value of three or higher is achieved on the scale.</p> <p>Survey date: end of the project</p>	
	<p>Module objective indicator 4</p> <p>Lessons learned from four employment promotion pilot projects implemented within the framework of the move towards a sustainable, increasingly decarbonised economy (just transition) are presented by the Department of Higher Education and Training (DHET) at the Presidential Youth Employment Intervention (PYEI) and Presidential Climate Commission (PCC).</p> <p>Baseline value: Lessons learned from zero pilot projects (no pilot projects conducted to date)</p> <p>Target value: Lessons learned from four pilot projects presented at PYEI and PCC (May 2026)</p> <p>The baseline and target values for Module objective indicators 1, 2 and 3 are provisional. They will be assessed in the first implementation year and</p>	<p>One-time analysis at the end of the project of documented lessons learned from the pilot projects undertaken with respect to their contribution to the creation of employment potential and their replicability; evaluation of minutes of working sessions with respect to the presentation by DHET of the results of the pilot projects at PYEI and PCC.</p> <p>Possible pilot projects implemented within the framework of a transition to a sustainable, decarbonised economy include, for example, business start-up support within the context of the installation and maintenance of renewable energy systems, the establishment of urban networks for promoting employment and small enterprises, including</p>	

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	possibly adjusted in the first report.	<p>in the township economy and through township hubs, outcome-based funding of employment-oriented education and training as well as retraining and upskilling of employees in companies involved in energy generation from fossil sources.</p> <p>A pilot project is deemed to have been 'implemented' within the meaning of the indicator if the actors involved (e.g. ministries, TVET colleges, further training initiatives, local business promotion networks, business associations) have designed and agreed such a pilot project, roles and responsibilities for implementation have been defined and the first implementation results are available.</p> <p>Survey date: end of the project</p>	
<p>Output 1</p> <p>The capacity of public, private and civil society actors in South Africa to develop and implement employment promotion measures in a sustainable, increasingly decarbonised economy has been strengthened.</p>	<p>Output indicator 1.1</p> <p>120 participants in capacity development measures for integrating South Africa's just transition strategy into the country's TVET and employment promotion agenda, including 60 women, provide specific examples proving the acquired skills are being applied.</p> <p>Baseline value: Zero participants (no employment promotion measures for a just transition conducted to date)</p> <p>Target value: 120 participants, including 60 women (May 2026)</p>	<p>Regular evaluation of participant lists, surveys of participants based on standardised questionnaires on examples of where the acquired skills are being applied, analysis of programmes/curricula for capacity development measures in respect of their link to the just transition strategy and to the national TVET and employment promotion agenda.</p> <p>Specific examples might include personal action plans or change projects in an institution or in inter-institutional networks.</p> <p>Capacity development measures include, for example, the further development and adjustment of job profiles to take into account new technological</p>	<p>The strategic national objectives in respect of the South African economy's just transition are included and set out in concrete terms in the relevant political fields.</p> <p>The willingness of the relevant state actors to cooperate at an intra- and inter-ministerial level and the willingness for cross-sectoral coordination and cooperation between governmental and non-governmental stakeholders have been demonstrated.</p> <p>TVET institutions are willing to accept the challenges for TVET arising from the just transition agenda and to develop creative solutions.</p>

		<p>requirements or reskilling programmes for employees in the coal-based economy.</p> <p>Participants in the measures might be employees of the following actors: ministries and subordinate authorities, teachers and trainers in state-run or private education and training institutions, e.g. vocational colleges or in-company or inter-company training institutions, as well as non-governmental organisations implementing the employment promotion measures.</p> <p>Public, private and civil society actors include ministries, TVET colleges, further training initiatives, local business promotion networks and companies.</p> <p>Survey dates: May 2023, May 2024 and May 2025</p>	<p>The capacity for increased cooperation within the partner and executing agency structure, including with private sector and civil society stakeholders, has been further developed on its part.</p> <p>The strategic orientation of actors from TVET, business development agencies and organisations supporting MSMEs continues to enable the development and implementation of new forms of cooperation for promoting the employment of young South Africans.</p>
	<p>Output indicator 1.2</p> <p>Four employment promotion pilot projects within the framework of the transition to a sustainable, increasingly decarbonised economy in South Africa (just transition) have been implemented, including one with consideration of outcome-based funding models.</p> <p>Baseline value: Zero pilot projects (relevant pilot projects not yet developed)</p> <p>Target value: Four pilot projects, including one with consideration of outcome-based funding models (May 2026)</p>	<p>Analysis of the minutes of work sessions of the actors involved, annual and final reports, press coverage and documentation of the approaches in respect of the design, planning, results and replicability of the pilot projects.</p> <p>Pilot projects might include business start-up support within the context of installation and maintenance of renewable energy systems, urban networks for promoting employment and small enterprises, including in the township economy and through township hubs, outcome-based funding of employment-oriented education and training and retraining and upskilling of em-</p>	

		<p>ployees in companies involved in energy generation from fossil sources.</p> <p>A pilot project is deemed to have been 'implemented' within the meaning of the indicator if the actors involved (see Output indicator 1.1) have designed and agreed such a pilot project, roles and responsibilities for implementation have been defined and the first implementation results are available.</p> <p>Outcome-based funding models are, for example, TVET programmes in which the implementer is remunerated based on the employment impact achieved. Implementers might include state or civil society support organisations.</p> <p>Survey date: May 2025</p>	
<p>Output 2 The support offering for the use of the just transition, focused on South African MSMEs in selected business locations, is improved.</p>	<p>Output indicator 2.1 13 support programmes have been developed for using the just transition in the further business development of South African MSMEs in selected business locations. Baseline value: Zero support programmes (no support programmes for using the just transition in further developing MSMEs developed to date) Target value: 13 support programmes (May 2026)</p>	<p>Analysis of the support programmes in respect of their link to the just transition and their contribution to the further business development of MSMEs. (Possible) support programmes with the links mentioned above might include business consulting, the promotion of cooperation with larger companies and the provision of support for integration into value chains for renewable energy. Survey dates: November 2023, May 2025</p>	
	<p>Output indicator 2.2 In selected business or industrial locations, 389 entrepreneurs or owners of micro or small enterprises, including 194 women, have taken part in support programmes offered for using the poten-</p>	<p>Annual evaluation of lists of participants in the support measures with respect to participant composition and the nature of the enterprises. Support measures might include busi-</p>	

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	<p>tial of the just transition to further develop their enterprises.</p> <p>Baseline value: Zero entrepreneurs or owners of micro or small enterprises (no support programmes for using the potential of the just transition conducted for enterprises to date)</p> <p>Target value: 389 entrepreneurs or owners of micro or small enterprises, including 194 women (May 2026)</p>	<p>ness management training, the provision of support for the registration of businesses or compliance with legal requirements and industrial standards, facilitation of market access, integration into supply chains and industry networks and assistance with using possible business development potential afforded by the just transition.</p> <p>The business and industrial locations encompass, for example, economic zones, township economy clusters and eco-industrial parks.</p> <p>Survey dates: May 2023, May 2024 and May 2025</p>	
<p>Output 3</p> <p>The technical and human resource capacity of training providers to develop and implement training measures in the area of the decarbonised economy has been strengthened.</p>	<p>Output indicator 3.1</p> <p>Three hundred vocational school teachers or in-company trainers, including 150 women, have successfully concluded training on designing lessons or workplace instructions within the framework of new or adapted education and training courses for a sustainable, increasingly decarbonised economy (just transition).</p> <p>Baseline value: Zero vocational school teachers or in-company trainers (no training of trainers yet in the area of the just transition)</p> <p>Target value: Three hundred vocational school teachers or in-company trainers, including 150 women (May 2026)</p>	<p>Regular evaluation of participant lists; analysis of the contents of the training measures as well as the certificates issued to participants for successfully completed training measures with respect to their link to the decarbonised economy (just transition).</p> <p>Training measures might include further professional training, methodological/didactic training or the transfer of skills for helping course graduates to find employment.</p> <p>Training providers encompass, for example, vocational schools, universities, civil society actors and business associations.</p> <p>Survey dates: May 2023, May 2024 and May 2025</p>	
	<p>Output indicator 3.2</p> <p>1,800 (90%) of 2,000 participants in new or adapted training measures in the area of the de-</p>	<p>Regular evaluation of participant lists; analysis of the contents of the training measures as well as the certificates</p>	

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	<p>carbonised economy, including 900 (50%) women, have successfully completed them. Baseline value: Zero participants (no new or adapted education or training courses in the area of the decarbonised economy to date) Target value: 1,800 (90%) of 2,000 participants, including 900 (50%) female participants (May 2026)</p>	<p>issued to participants for successfully completed training measures with respect to their link to the decarbonised economy. The participants in the training measures are, for example, young South Africans transitioning from school to a career or at risk of unemployment. Training providers encompass, for example, vocational schools, universities, civil society actors and business associations implementing the aforementioned training measures. Survey dates: May 2023, May 2024 and May 2025</p>	
<p>Output 4 The support services offered by South African support organisations geared towards improving the employability of young South Africans have been expanded.</p>	<p>Output indicator 4.1 Eight South African support organisations for TVET or employment promotion are offering measures tailored to the needs of girls and young women for improving their transition to employment. Baseline value: Zero South African support organisations (measures tailored to the needs of girls and young women for their transition to employment do not yet exist) Target value: Eight South African support organisations (May 2026)</p>	<p>Annual analysis of the courses offered by support organisations for TVET and employment promotion with regard to the target group and the measures offered for improving the transition to employment. Measures offered independently by the institutions on their own and in cooperation with other further training institutions are considered. Improvement measures might include career advice and guidance, improvement of key employment-related skills (soft skills), mentoring, internship programmes and business start-up training. Survey dates: May 2023, May 2024 and May 2025</p>	
	<p>Output indicator 4.2</p>	<p>Annual evaluation (survey dates: May</p>	

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	<p>810 young South Africans, including 486 women, have taken part in the support measures offered by South African support organisations for improving their transition to employment in business sectors relevant to a just transition.</p> <p>Baseline value: Zero young South Africans (support measures for the transition to employment with a focus on the business sectors relevant to a just transition do not yet exist)</p> <p>Target value: 810 young South Africans, including 486 women (May 2026)</p> <p>The baseline and target values for Output indicators 2.1, 2.2, 3.2 and 4.2 are provisional. They will be assessed in the first implementation year and possibly adjusted in the first report.</p>	<p>2023, May 2024 and May 2025) of participant lists from support organisations.</p> <p>Support measures might include career advice and guidance, improvement of key employment-related skills (including soft skills), mentoring, internship programmes and business start-up training.</p> <p>Transition to employment encompasses both taking up employment and starting up a business as a self-employed small enterprise owner.</p> <p>Business sectors of relevance to a just transition include the energy, mobility and building industries.</p>	
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Outputs	Key activities for outputs	Inputs/planned instruments	Assumptions
<p>Output 1</p>	<ul style="list-style-type: none"> Provision of advice to institutions on employment promotion in respect of holding an ideas competition for innovative approaches to employment promotion in the context of a sustainable economy (just transition) Provision of advice to DHET and civil society and public TVET bodies on developing and trialling outcome-based funding models Provision of advice for the promotion of multi-actor networks for the development and implementation of employment-oriented change projects and the preparation and presentation of results Accompanying evaluation for the pilot implementation of selected innovative approaches to employment promotion in the context of a sustainable economy, particularly with a view to scalability 	<p>International long-term experts National long-term experts Short-term experts Development worker Financing EUR 1,297,350 Materials and equipment EUR 66,701</p>	<p>The political partner will provide the financial and HR resources needed to implement the project.</p> <p>The willingness of civil society, private sector and state actors to cooperate within the framework of the project and to learn from each other is not adversely affected by external forces.</p> <p>The partner and executing agency structure has the capacity for institutional learning.</p> <p>The willingness of companies to take</p>

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	<ul style="list-style-type: none"> Implementation of capacity development measures for actors in South African TVET for integration of the just transition strategy into their designs and plans 		part in education and training is increased.
Output 2	<ul style="list-style-type: none"> Preparation of studies on local and regional business potential in sustainable economic sectors for MSMEs, especially renewable energy and the green economy Provision of advisory and moderation services to TVET and business promotion institutions (e.g. existing hub structures) for networking and cooperation between TVET and local business promotion in selected regions Provision of advisory and coaching services to development agencies for small enterprises run by the state, private sector or civil society on developing and providing support measures (training, consulting, networking) for owners of small and micro enterprises and entrepreneurs Scaling-up of existing work approaches to providing support to MSMEs, e.g. in the area of installation/repair/maintenance (IRM) as well as the green economy and reviewing transferability to other industries Provision of advice for supporting chambers and associations with the running of competitions and implementing support programmes for business development and employment promotion in the green economy 	<p>International long-term experts National long-term experts Short-term experts Development worker Financing EUR 2,014,590 Materials and equipment EUR 66,701</p>	The security situation allows girls and young women to take part in the measures without the risk of sexual assault.
Output 3	<ul style="list-style-type: none"> Determination of local and regional training needs for green professions Provision of specialist coaching to training providers and economic actors for developing tailored training courses (formats, content, methodology) Implementation of capacity development measures for TVET staff for determining and implementing changes needed in TVET in the course of the transformation to a decarbonised economy Moderation of exchange processes between training providers for upscaling the training courses developed Further training of teachers and trainers to develop their technical and teaching skills 	<p>International long-term experts National long-term experts Short-term experts Financing EUR 1,446,950 Materials and equipment EUR 66,701</p>	

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Output 4	<ul style="list-style-type: none">• Moderation of dialogue between actors from TVET/employment promotion and providers of measures for supporting the transition from training to employment (matching measures) in order to strengthen networking• Provision of advice to providers of matching measures and development of the abilities of their training staff to develop soft skills training and (career) advisory services specific to the needs of girls and women• Provision of advice to TVET actors on integrating employment-related soft skills into training curricula• Provision of advice to MSME training institutions on considering gender-specific aspects in entrepreneurship training• Provision of advice to providers on implementing training measures, including in the area of entrepreneurship, internship programmes and soft skills for job seekers in green sectors	International long-term experts National long-term experts Short-term experts Financing EUR 1,584,890 Materials and equipment EUR 66,701	
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