



Group Corporate and Shared Services



Profiling of Chairpersons
Group Human Capital Management
29 August 2018

Socio-Economic challenges faced in the City



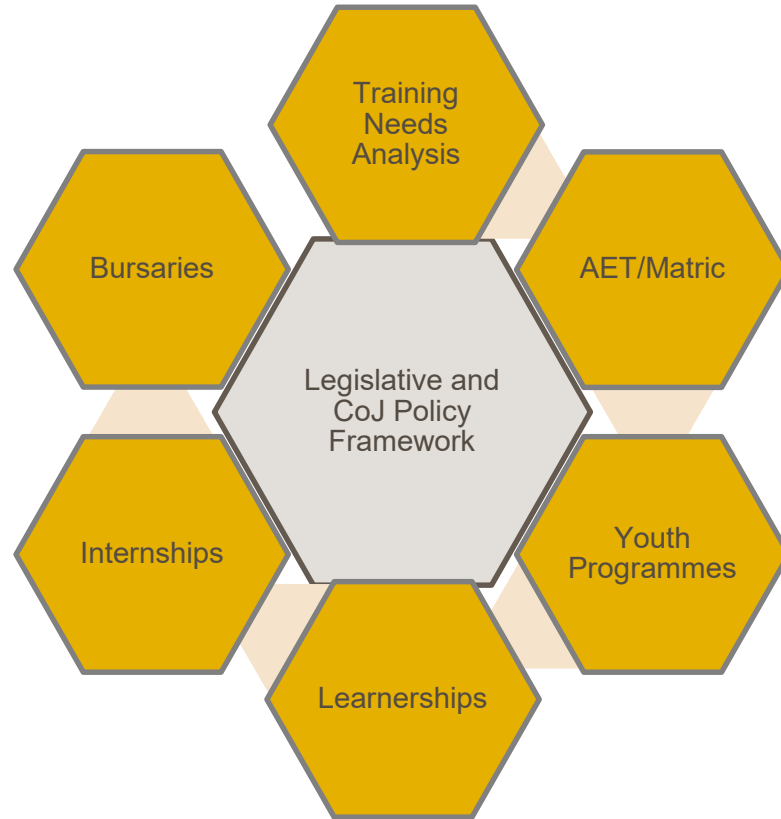
- ✓ Statistics South Africa for the second quarter of 2018, reported an increase in the unemployment rate from 26.7% to 27.2% and it is highest among the youth;
- ✓ The unemployment rate among young graduates is 11% and among their peers with no matric it is 44.1%;
- ✓ Young graduates have an unemployment rate of 11%, which is more than two times higher than that of their adult counterparts at 4.4%;
- ✓ More concerning is the high number of young people who are not in employment, education or training who make up 39.3% of young people aged 15-34 years;
- ✓ There is every indication that the youth in this country is being failed;
- ✓ If the future is in the hands of the youth, then the kind of environment, opportunities and skills that are extended to them must be realised; and
- ✓ The City is facing a challenge in terms of an economy that has stagnated, growing at under 1% in recent history, and the shrinkage of labor absorptive sectors such as manufacturing, mining and agriculture.

If this situation continues unabated,
South Africa is headed for a social crisis of proportions.

Skills Development Approach



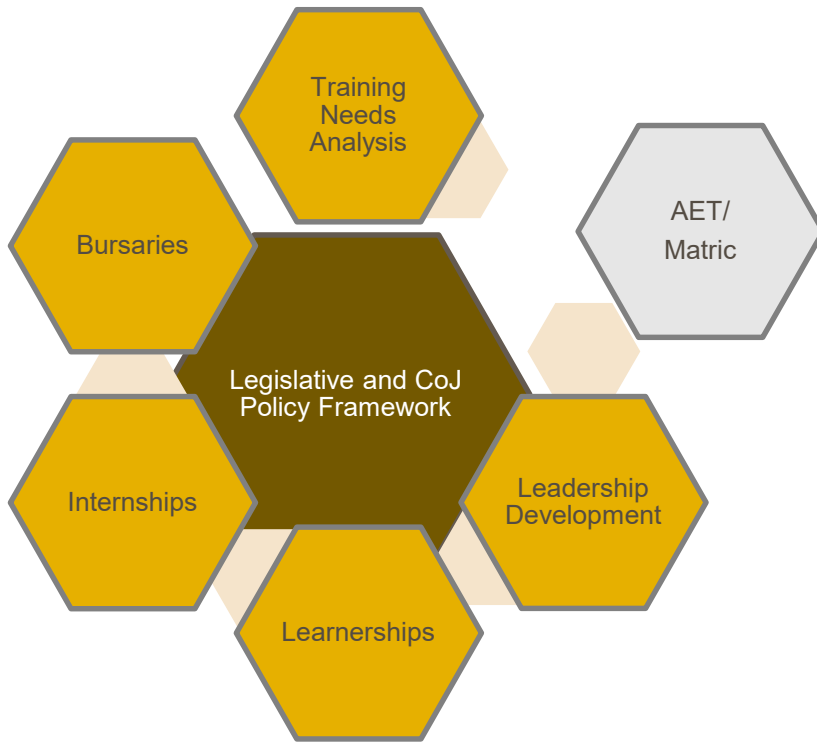
Legislative and Policy Framework for Skills Development



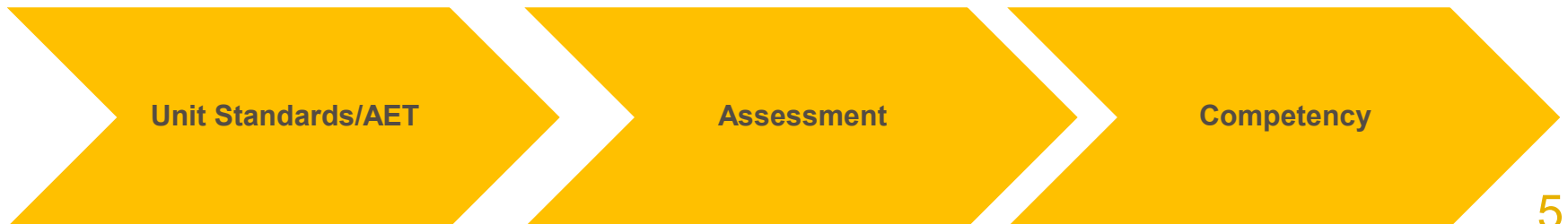
Skills Development Legislation
Skills Development Act
Skills Levies Act
South African Qualifications Act

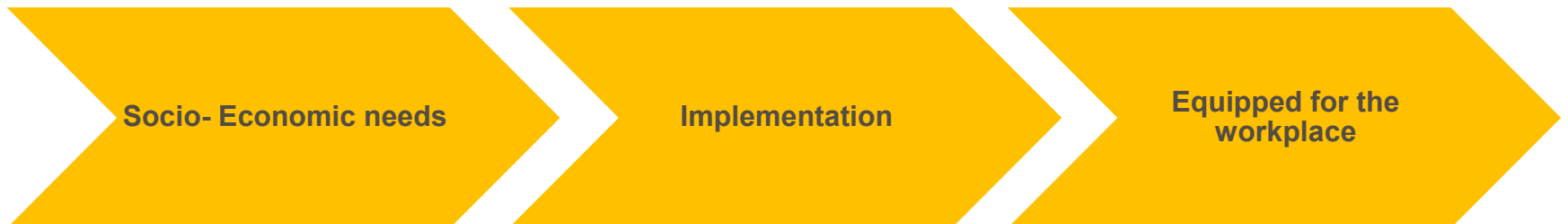
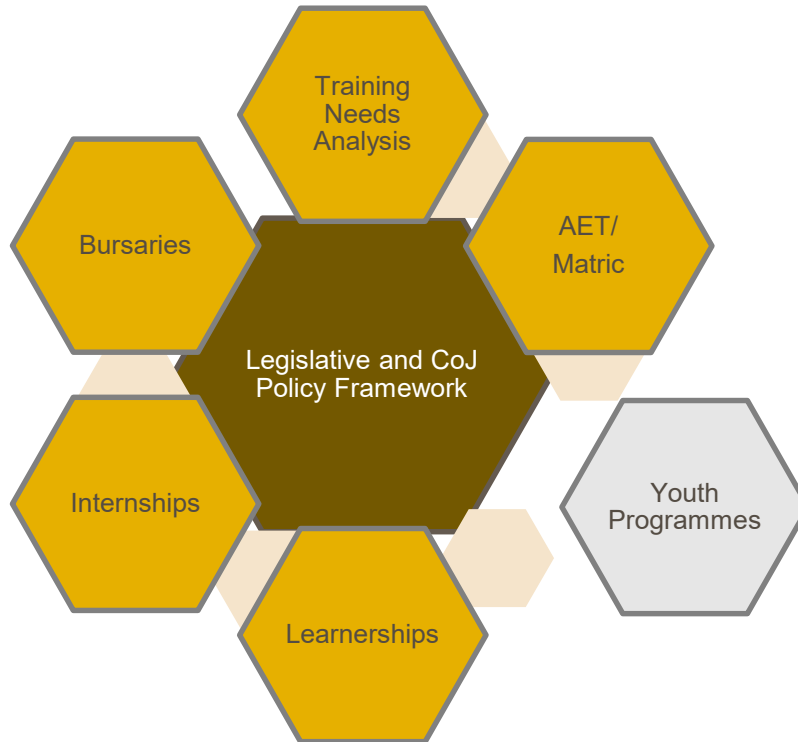
Employment Equity Act

Basic Conditions of Service
HCM Policies
Collective Agreements



AET is seen as both a right (as expressed in the National Constitution) and as a functional economic necessity in a changing society which requires a citizenry engaged in a lifelong process of learning.







500

A Learnership/Apprenticeship is a structured Learning Programme that combines learning at a Training Institution with practical, work-based learning in an Integrated Programme.

**30% Classroom
Training against Unit
Standards**

**70% Experiential
Training**

= Qualification

Internship Programmes



300

An Internship Programme is to address the growing demand by Educational Institution Students to undergo on-the-job exposure, as a pre-requisite to acquire an academic qualification or as a requirement after the acquisition of an academic qualification.

Completed theoretical training and requires practical experience to obtain a qualification

**Logbook
Mentor
Rotation**

**Quarterly reports from
Mentor and Protégé
Certification**

100



The City provide financial support to the youth in the Johannesburg Metropolitan area, who intend pursuing academic studies at a recognized Tertiary Institution in South Africa and who adhere to the prescribed criteria in order for them to acquire their qualification at a recognised FET and/or HET.

Completed theoretical training and requires practical experience to obtain a qualification

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Rotation

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Critical Success Factors

- ✓ Align training with the with the political, economical, social, technical, legislative and environmental requirements;
- ✓ Align all training with the City's strategic objectives;
- ✓ Active partnerships with secondary schools within the Johannesburg communities;
- ✓ Active partnerships with business, HET's, TVET Colleges;
- ✓ Active partnerships with Johannesburg business communities; and
- ✓ Applications for discretionary grants for skill shortage areas.



“When the change outside, is greater than the change inside, the end is near” Jack Welch



THE END

**Thank you!
Ngiyabonga!
Kea leboha!
Dankie!**