

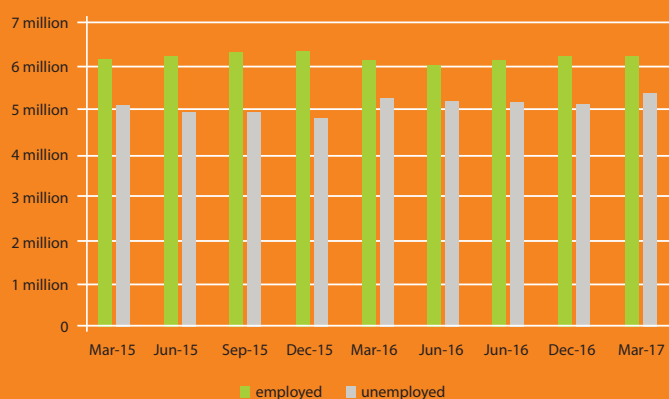
BREAKING BARRIERS

This quarterly analysis from Harambee Youth Employment Accelerator draws on research, data and insights from almost 350,000 work-seekers who were locked out of the formal economy and at risk of sustained, long-term unemployment. Harambee uses this research to develop insights and drive interventions that can more effectively transition unemployed young people into jobs, and address the global challenge of youth unemployment.

Since its inception six years ago, **Harambee has:**

- Enabled the placement of over 35,000 young people into entry-level jobs across the South African economy;
- Administered nearly 1.5 million assessments to over 300,000 excluded youth. These provide valuable information about their potential and match to jobs;
- Worked closely with the private sector and government to define scalable solutions to youth unemployment that are built on successful partnerships.

Youth employment and unemployment in South Africa



(Based on data released by Statistics South Africa Quarterly Labour Force South Africa, Quarter 4: 2016)

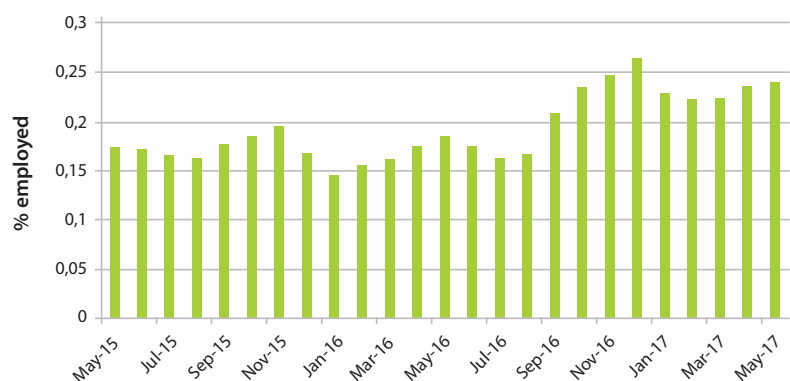
Statistics South Africa's latest Quarterly Labour Force Survey reports that the unemployment rate in South Africa in quarter 1 of 2017 was 27.7% - an increase of a percentage point from the 26.5% in the previous quarter and 26.7% a year ago. Statistics South Africa also reports the overall youth (18-34) unemployment rate is at 46%, the highest rate since 2003. 5.4 million young people remain unemployed with almost 4 million of these actively looking for work.

HARAMBEE'S YOUTH EMPLOYMENT BAROMETER

The Harambee Youth Employment Barometer provides a real-time monthly snapshot of employment rates of young work-seekers (for a data set of over 100,000 respondents) who have participated in Harambee's programme, and who have voluntarily completed Harambee's Employment Journey survey (which tracks at regular intervals over a 24 month period the employment transitions and outcomes of the young person.)

The barometer shows that in the first quarter of 2017, employment rates for work-seekers fell by two percentage points, as is generally the case after the festive season, and have remained relatively stable after that.

HARAMBEE YOUTH EMPLOYMENT BAROMETER



This data is not drawn from Statistics South Africa's dataset, and is representative of youth who meet Harambee's specific criteria (typically between the ages of 18 and 29, have finished grade 12 in a township or rural school and are in grant-dependent households).



KEY INSIGHTS FOR **THIS QUARTER**

Globally – whether in developed or developing countries – the need for solutions that address youth employment are even more urgent; with the International Labour Organisation's World Employment and Social Outlook report showing that this year the **global number of unemployed youth is set to rise by 71 million**. In South Africa the outlook is similar, with an already sluggish economy offering fewer entry points into the formal economy for young work-seekers.

Where there are more work-seekers than there are formal job opportunities, it will become increasingly necessary to **better equip young people** to increase their employability and "self-navigate" their way to **income generating opportunities** that are wider than just jobs and the traditional straight line from learning to earning. These include, for example:

- Jobs in Growth Sectors. Even in low-growth economies there remain pockets of **growth and entry-level job opportunities** either within sectors or across sectors (technicians for example).
- Learning interventions and platforms that are demand-led, build specific sought-after opportunities that **build work-readiness skills** and add to the young person's CV.
- **New economic and self-employment pathways** through opportunities that incubate micro-enterprises (for example, localised logistics opportunities that link subsistence farmers to markets).

Creatively thinking about how to keep young people productively engaged is important both for income generation and to address a growing cohort of discouraged work-seekers from entirely disengaging with the economy.

In addition to being proactive around growth opportunities where they arise, **employers** have other roles to play too: **advocating** for the removal of unwieldy and unnecessary **accreditation requirements** where they do not produce the desired result; thinking about **HR practices** that are exclusionary; and **identifying better ways to measure the potential of young people** for job opportunities.

Now more than ever it is important to **consciously and deliberately implement inclusive hiring** when vacancies for entry-level positions do arise. Opening up opportunities for scarce opportunities matters – making sure that **the most vulnerable are able to access available jobs** so that the transformative impact of work and income for young work-seekers and their households is fully realised.

KEY INSIGHTS INTO **WORK-SEEKERS**

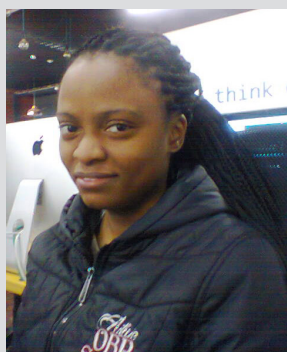
Global research confirms that most people find work through social networks:

- (1) Family
- (2) Community
- (3) School friends
- (4) University friends
- (5) Prior work

Most young people in South Africa lack social networks for work. Harambee and its partners seek to create a "network" that connects excluded youth to economic opportunities.



CANDIDATE **PROFILE**



Bernadette Ramaano is 22 years old and has lived in Alexandra all her life. She found out about Harambee through her uncle, who encouraged her to register on the mobi-site in 2014. In 2015, she was selected to volunteer as part of the Ecomobility World Festival held in Sandton. It was her first work opportunity, "I really enjoyed it, it wasn't a permanent job but it gave me the confidence I needed when getting my next job at Nando's in February 2016", commented Bernadette.

At Harambee, Bernadette also completed the online coding tests and did so well she is now participating in a programme with WeThinkCode, which is an amazing opportunity that offers a two year fully-funded course in coding for people with any background and any education level, who have the potential to be excellent coders. Bernadette is really excited about this opportunity and is looking forward to what the future holds. "The bootcamp is a four week intensive coding training course where only the top 30% are selected for the two year course, so I'm really excited to be part of the programme. I am so grateful for the opportunities I have had. Any kind of work is better than sitting at home. I've learnt so much at each stage in my journey and I now have better times ahead," she said.

To learn more please contact us at:

🌐 www.harambee.co.za

✉ marketing@harambee.co.za

🐦 @Harambee4Work

in Harambee Youth Employment Accelerator

For media enquiries please contact: Gwen Paulson gwen@harambee.co.za

