



parambee

YOUTH EMPLOYMENT ACCELERATOR

**Scaling up entry pathways for
technical occupations**



PROBLEM STATEMENT

- 43% of the 1 million youth entering the labour market each year get stuck within 6 months and only 6% reach the formal sector
- Around R32billion spent annually to address these transitions is having little effect
- Little of this investment is aimed at addressing the mismatch between supply and demand
- The large majority of youth - who are marginalized and at risk - are not benefiting



HARAMBEE TRACK RECORD



>400,000 workseekers supported

Over 1.5 million assessments

5 offices, 1 hub, all 9 provinces served

**>400 employer
partners (private,
public & SMMEs)
>10 sectors served**



**Multiple government
partners**



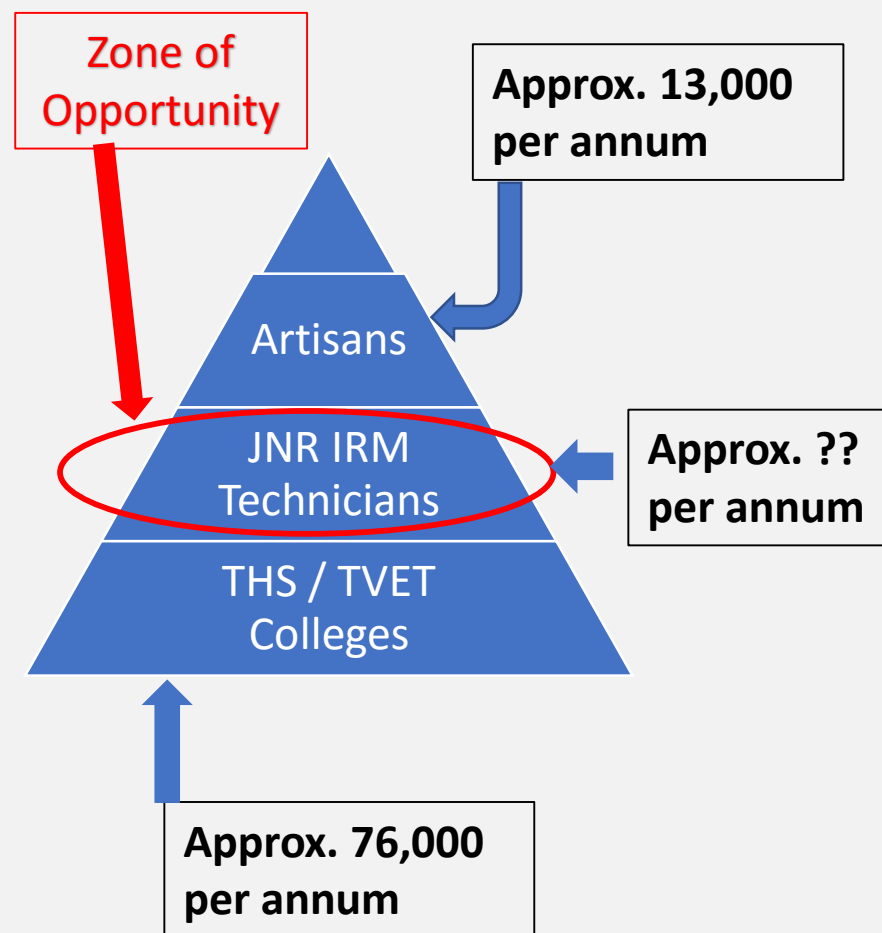
INTRODUCING IRM (.....)

- IRM workers are entry level technical roles across a range of contexts
- Provide scalable access to mid-level technician-type jobs in large companies and SMEs or offer a pathway to artisan trades.
- May be involved in installation, repair and maintenance of machinery, equipment and buildings for IT, security, plant operations, automotive, hospitality, retail, renewable energy, telecommunications, logistics and household services.



DISRUPTING THE PATHWAYS

- The entry points for technical occupations are restrictive
- Our engagement with a range of employers in the industrial sector suggests a zone of opportunity – expansion of pathways with lower barriers to access
- This requires the combined efforts of a range of role players through a social compact





IRM CROSS-SECTORAL OCCUPATIONS

IRM Technician Roles

IT Networks

Security and Fire Alarm

Plant operations

Automotive

**Telecommunications /
Satellite**

Refrigeration

Solar

Carpentry

Household Repairs

Electronics

**installation, repair
and maintenance
of machinery,
equipment and
infrastructure for**

Work Contexts

Manufacturing plants

Automotive repair centres

Office environments

Hotels / Apartment Buildings

Office Buildings

Public Buildings

Private homes

Wholesale & retail

Restaurants

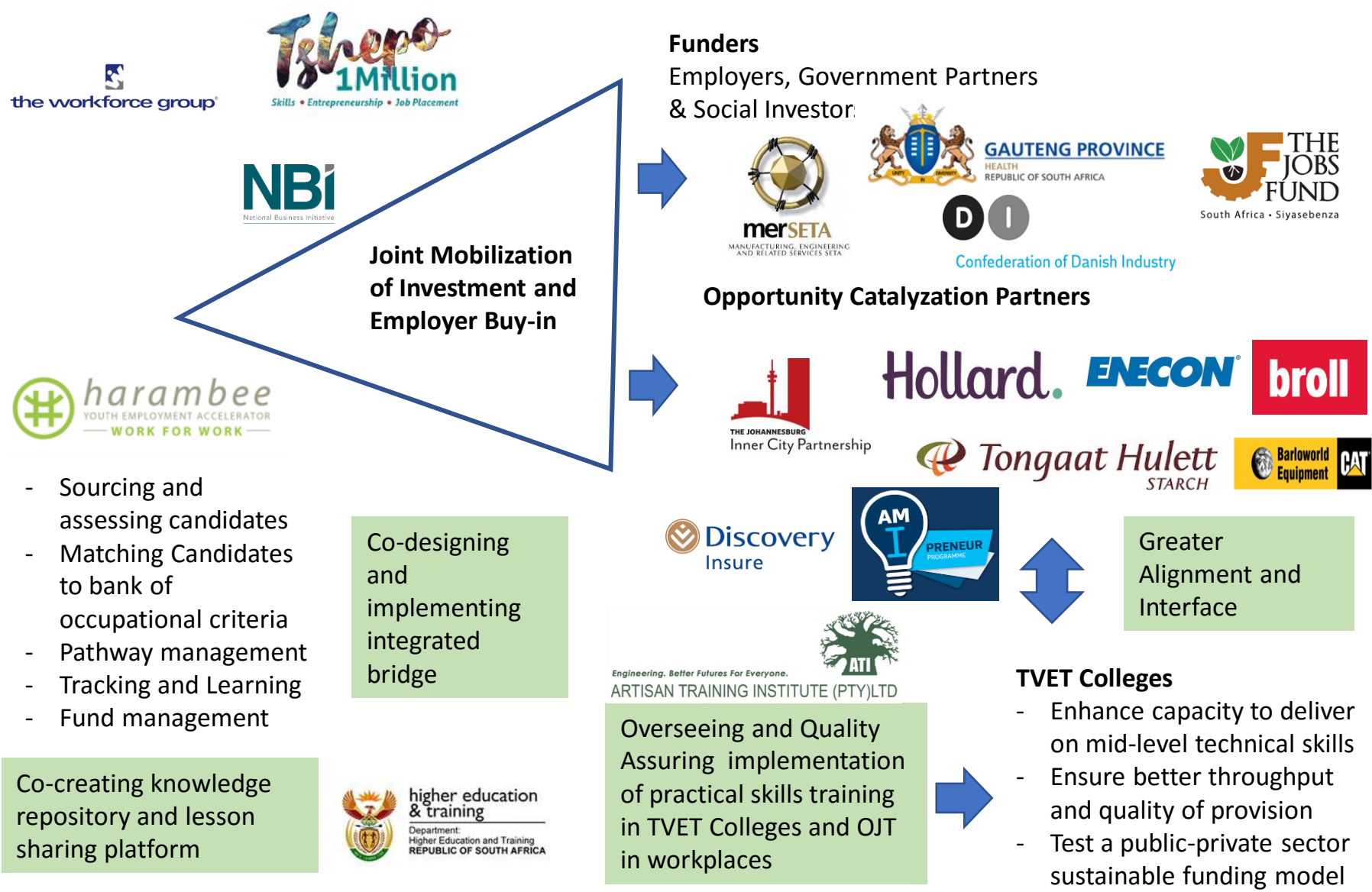


IRM PATHWAYS OBJECTIVES

- Explore the scope of IRM Jnr Technician/Technical Assistant occupations as a viable set of labour market entry pathways.
- Unlock scalable opportunities for young people into technical occupations.
- Establish an enabling mechanism for matching supply and demand for IRM Technician occupations.
- Strengthening the capacity of the TVET College system to deliver demand-led work-integrated learning
- Embed a sustainable funding mechanism for mainstreaming IRM pathways into the PSET system.



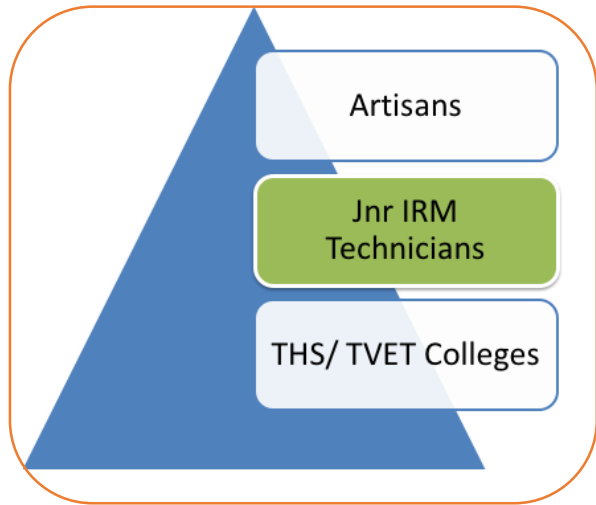
Partnership Model





IRM ECO-SYSTEM ALIGNMENT

ZONE OF OPPORTUNITY



DISRUPTION NEEDED

- Improve effectiveness of existing pathways
- Unblocking pathways for those that are locked out
- Effective and efficient pathway management



IRM ROLES

- IT Networks
- Security and Fire Alarm
- Plant operations
- Automotive
- Telecommunications / Satellite
- Refrigeration
- Solar
- Carpentry
- Household Repairs
- Electronics

Delivery and ecosystem alignment partners



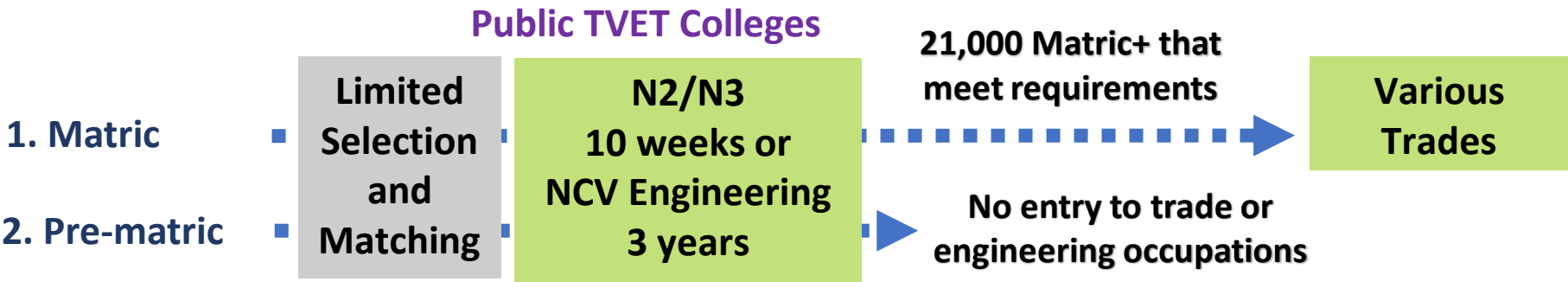
Demand partners & early adopters



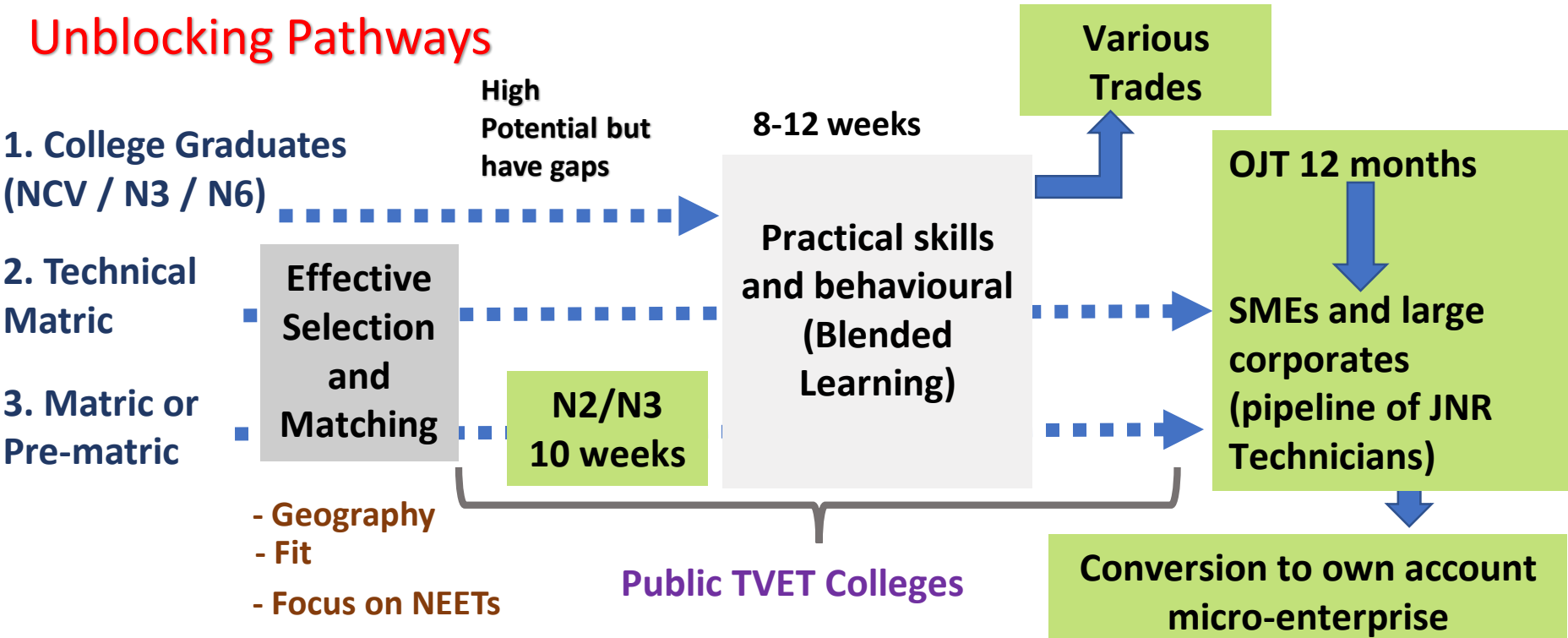


FOUNDATIONAL BRIDGING PROGRAMME FOR ENTRY INTO TECHNICAL PATHWAYS

Existing Pathways



Unblocking Pathways





3-YEAR PLAN

Year	Targets
2018 development	• 3 college partnerships in place • Curriculum and delivery model in place • College capacity and demand activation • Pilot of 200 into entry-level IRM roles.
2019 proof of concept	• 1330 youth across minimum 3 sectors • Sharing of lessons, and determining mechanisms for scale and sustainability. • Design a credentials/signal framework (outside of traditional qualifications) that has industry credibility and adoption.
2020 & 2021 scale	• 2300 & 3870 targeted placements • Scale up placements into entry-level IRM roles • Test ability of a clearinghouse mechanism that links entry-level talent with industry needs on the back of a credential/signal framework.



LEARNING
TOGETHER

we can expand our impact