

HOW WE ARE ADAPTING
*to local conditions and building
local ecosystems*



AN ECOSYSTEM APPROACH *to addressing youth unemployment in South Africa*



PHASE 1

PHASE 2

PHASE 3

PHASE 4

PHASE 5

PHASE 1: 2009-2010

*Private sector player leaning in
to address a national imperative*





- Yellowwoods is a **global** investment holding company with **South African heritage**
- Focused on promoting **inclusive growth** in markets we have a presence
- Journey began in **South Africa 10 years ago**
- Identified high levels of **youth unemployment** as one of greatest threats to the country's socio-economic progress
- Worked with our businesses to increase their intake of excluded youth
 - ✓ *Realized that the challenge is complex and requires a multi-stakeholder dedicated solution – the private sector cannot make a meaningful impact alone*

PHASE 1

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PHASE 2: 2010-2012

Incubating the Harambee Youth Employment Accelerator: a social enterprise established to solve youth unemployment through partnerships





- Designed to be a **systems change agent** in the labour market
- Built credibility by demonstrating **alternative viable methods** of preparing excluded youth for the world of work
 - ✓ *Innovating inclusive pathways*
 - ✓ *Solving for market failures and employer exclusionary practices*
- Gained understanding of the **triple causes of unemployment and recognized the need for a triple finance** model including government partnership (funding, solution design and policy)
 - ✓ *First government partnership in 2011 – funding only*

PHASE 1

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PHASE 3: 2012-2017

*Deliberate and focused on orchestrating
the ecosystem and demonstrating scale*



GOVERNMENT



BUSINESS & LABOUR PARTNERS



450+ EMPLOYERS



Solving youth unemployment through partnerships.

harambee
YOUTH EMPLOYMENT ACCELERATOR

SOCIAL PARTNERS



TECHNOLOGY & INNOVATION



KNOWLEDGE & RESEARCH



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**INCLUSIVE
HIRING PRACTICES
AND GROWING
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ENDORING
PRIORITIZATION OF
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FUNDING,
REGIONAL PATHWAY
MANAGEMENT
NETWORK
ADOPTION,
EMPLOYER

BUSINESS PARTNERS

ENDORISING
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South Africa Siyabenzana



SOCIAL PARTNERS

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YOUTH EMPLOYMENT ACCELERATOR

SOCIAL PARTNERS

CATALYTIC FUNDING,
SOLUTION DESIGN



TECHNOLOGY & INNOVATION



KNOWLEDGE & RESEARCH



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CATALYTIC FUNDING,
SOLUTION DESIGN



ENABLING SCALE



SOCIAL PARTNERS

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CATALYTIC FUNDING,
SOLUTION DESIGN

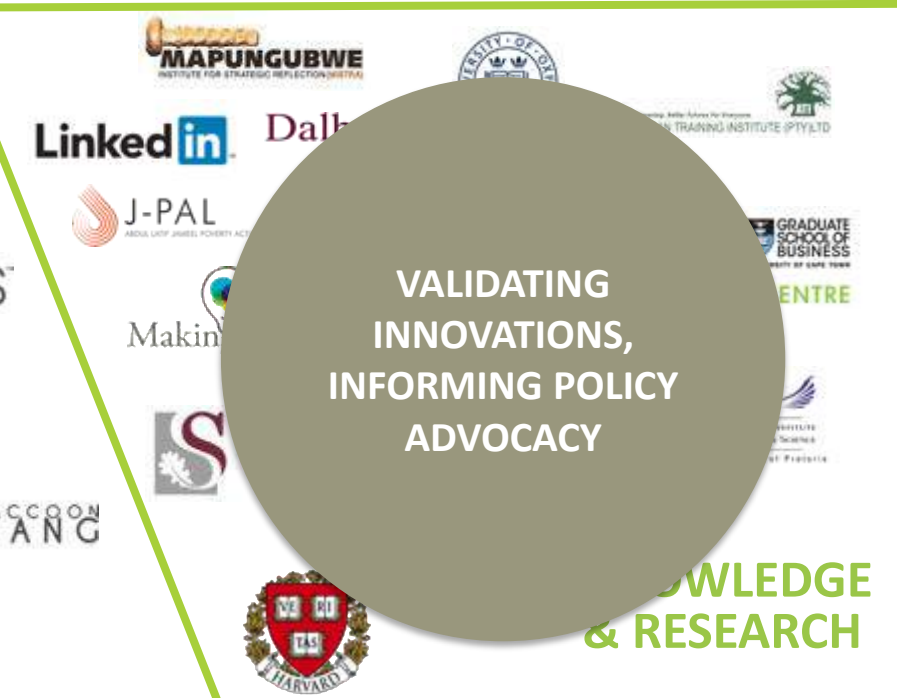
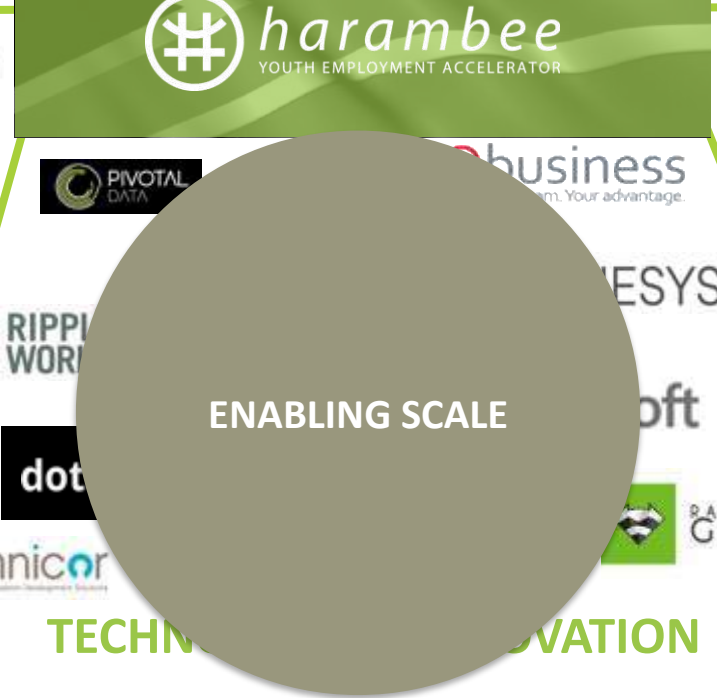
ENABLING SCALE

VALIDATING
INNOVATIONS,
INFORMING POLICY
ADVOCACY

SOCIAL PARTNERS

TECHNOLOGY INNOVATION

KNOWLEDGE & RESEARCH



PHASE 1

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PHASE 3: 2012-2017

*Leadership convening and solutions exchanges
have proven to be an effective modality
of ecosystem orchestration*





2014

2015

2016

2017

2018

2019

PHASE 1

PHASE 2

PHASE 3

PHASE 4

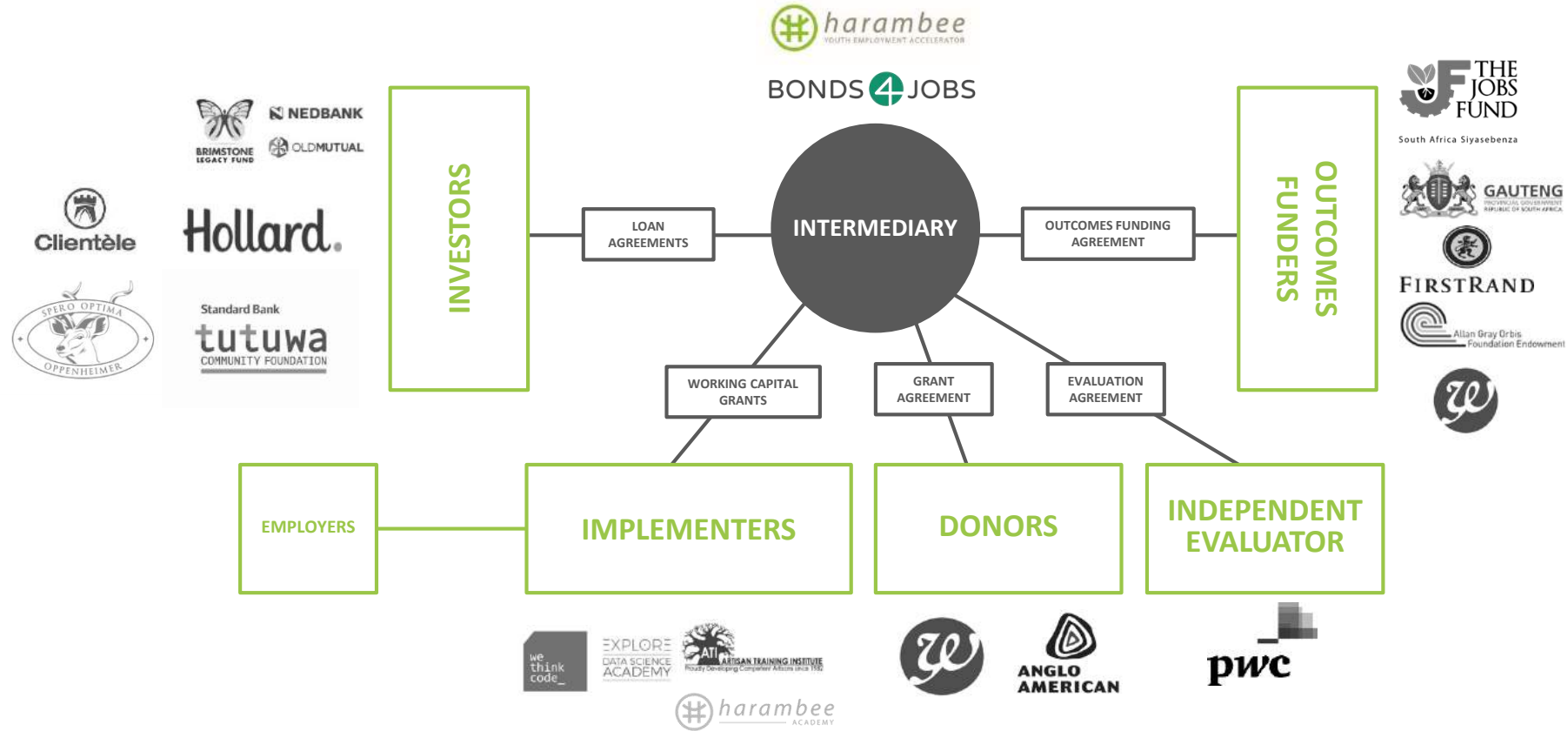
PHASE 5

PHASE 4: 2017-2020

*Influencing the skilling money in the system
to deliver better results*



USD14bn spent on post-school education and skilling with very low conversion into economic opportunities



EARLY ADOPTER PARTICIPANTS

PHASE 1

PHASE 2

PHASE 3

PHASE 4

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PHASE 5: 2020-2030

*Government adoption and replication of solutions
that have been built and demonstrated
over the past decade*



President Ramaphosa has committed to work in partnership with the private sector to create 2 million new jobs for youth



Announced in State of the Nation Address 2020, with a commitment to top slide 1% of all government budgets for implementation costs

Results based financing mechanism for growing sectors of the economy

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*Key lessons learnt from working
in the labour ecosystem*



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- Eco-system impact takes time
- Map and understand the eco-system and the role of each stakeholder at the beginning
- Aim for a healthy blend of theory and learning-by-doing
- Bring the government on board as soon as possible
 - ✓ *Find the easiest way to start a partnership*
 - ✓ *Working with them on solution design and not only funding*

THANK YOU

