



basic education
Department:
Basic Education
REPUBLIC OF SOUTH AFRICA



**Northern Cape
Department of Education**



**PRESIDENTIAL
EMPLOYMENT
STIMULUS**

PRESIDENTIAL YOUTH EMPLOYMENT INTERVENTION (PYEI) IN THE BASIC EDUCATION SECTOR

HOW TO GUIDE AND SUPPORT COMMUNITIES DURING RECRUITMENT OF YOUTH FOR PLACEMENT IN SCHOOLS

Issued in September 2022

APPROVED

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1. Introduction and background

As part of Phase IV of the Presidential Youth Employment Initiative (PYEI) in the Basic Education Sector will be placing 255 100 youth, who will be in public ordinary schools and Schools for Learners with Special Education Needs (LSEN). This forms an integral part of the Presidential Employment Stimulus (PES). It seeks to confront the devastating economic challenges caused by the COVID-19 pandemic, as part of government's broader economic recovery agenda. It is a large scale public employment intervention targeting unemployed youth, who are 18 – 35 years old. The intervention also seeks to address the high levels of youth unemployment in South Africa. The youth will be offered seven, eight or five months' contract, commencing on 1 February 2023 to 30 September 2023. Provinces will be approaching Phase IV with differing approaches including staggered approach.

The youth will be appointed in six focus areas, which are curriculum support, Reading Champions, Care and Support Assistant (CSA), Handyman, e-Cadres, and Sport and Enrichment Assistants (SEA). This guideline is meant to assist provinces, districts, circuits, schools and communities during the period when applications open

2. Problem Statement

There are communities that will have a challenge with connectivity problems due to the land not serviced for connection. There are communities that are not easily accessible by network mobiles due to their location, some being in dense mountains. Those communities struggle to connect to any network mobile, and therefore to use equipments that require network connection is a challenge, hence mostly the communities could go to the cities to have connectivity.

3. Aim of the Guideline

The aim of the guideline is to assist communities that have network challenges so that the youth in those communities are not disadvantaged during the period when applications are open. The second aim of the guideline is to support communities that are thinly populated.

4. Assumptions

Schools located where there is connectivity received applications from outside communities, as youth in that community did not manage to apply

The schools resorted to walk-in applications and therefore ignoring the lists from SA Youth.mobi

5. Processes to follow:

1. Provinces to identify:
 - (a) All schools and communities that have connectivity challenges.
 - (b) all the schools that are located in thinly populated communities
 2. Provincial Project Managers to submit the names of the schools identified to Department of Basic Education and Head of Education Department
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The Strategy

3. Dates will be identified during the application period (26 September – 16 October 2022), that the province will deploy officials to support communities with application process.
4. The officials that will support the communities will be identified as well as verification that these officials have equipments (computers and data)
5. The PED identified the communities with a challenge of connectivity or where the school is small school with roll of less than 150,
6. The PED then allocate number of schools per official/s, ensuring that all schools are covered in the deployment.
7. The province to identify the offices that could be used for the purpose of supporting communities with applications. It could be the circuit office, Teacher Centres, schools with good connectivity in that location.
8. The Province will deploy officials from PED, District and circuit to these communities to support application process. The officials deployed will be provided with laptops/tablets with WIFI/or allowance to purchase data.
9. The province will also need to write a circular and posters or pamphlets to notify communities of this plans.
10. The communities will be alerted through community structures of the specific dates that officials will be available in communities at the specified venue to support the youth to apply using SA youth mobi.
11. The officials deployed at these venues, should be there a day before to test if the systems work properly.
12. **Second Strategy**
Use the

6. Period of Applicability

The guideline is applicable for the duration of implementation of PYEI in the Basic Education sector. All PEDs, Districts, Circuits and schools must make this guideline available to all school principals.

Annexure 1: Request for deviation template for the appointment of youth in Phase III of PYEI in the Basic Education Sector

LETTERHEAD OF THE SCHOOL

SUBJECT: REQUEST FOR A CONCESSION TO DEVIATE FROM LIST OF SHORTLISTED AND INTERVIEWED CANDIDATES ON THE SA YOUTH LIST OF ASSISTANTS THAT APPLIED TO PRIMARY/SECONDARY SCHOOL AS A RESULT OF THE UNAVAILABILITY OF APPLICANTS ON THE LIST OR APPLICANTS NOT MEETING THE PYEI REQUIREMENTS.

As a result of the requirements for reappointments from PYEI (II – III), our school had to replace an education assistant/s from the list of shortlisted and interviewed candidates and the SA Youth list of applications as per the implementation framework, guidelines on placement requirements, and replacements. All remaining assistants on the SA Youth list either did not meet the PYEI requirements or declined the employment opportunity.

In view of the above, the SGB of Primary/Secondary school hereby requests a concession to recruit outside of the SA Youth list. Upon an approved concession, the school will ensure that the overarching recruitment principles are adhered to, that is:

- (i) the Education Assistants and General School Assistants (GSAs) should come from the community where their school is located;
 - (ii) Schools are discouraged from NEPOTISM, therefore discouraged from advantaging youth related to staff members or SGB members;
 - (iii) To ensure that the initiative reaches as many households as possible, youth that were placed in schools in Phase I of the project, should be placed/appointed based on their performance in Phase I and they should meet the requirements;
 - (iv) Prioritise assistants that will be assisting with curriculum, reading, ICT, infrastructure maintenance, psychosocial support, and extracurricular support;
 - (v) To ensure that there is a fair distribution of appointments within the local community; it would be preferable where possible to limit appointments to one per household (e.g. where more than one applications are received from one household, the appointing committee must consider and recommend only one person for appointment);
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- (vi) EAs should be unemployed youth between the ages of 18 - 35, not in education, employment or training (NEET);
- (vii) EA category will include – Assistants that are placed to assist with Curriculum, Reading and eCadres/ICT;
- (viii) EAs should be in possession of a minimum of an NQF Level 4 qualification; however, an NQF Level 7 will be an added advantage;
- (ix) GSAs should be youth between the ages of 18 – 35 years old, not in education, employment or training (NEET);
- (x) GSAs will include – Assistants that are placed to assist with Infrastructure Maintenance as Handymen or women, Child and Youth Care Workers to assist with Psychosocial Support and Sport and Enrichment Assistants to assist with extracurricular activities (sports, arts and culture);
- (xi) For GSAs an NQF Level 4 qualification is not a requirement; however, having such a qualification or higher will be an added advantage;
- (xii) For GSAs, applicants with qualifications in the built environment (infrastructure/construction) OR Sports OR Arts, OR Child and Youth Care Workers should be prioritised;
- (xiii) Both EAs and GSAs at a school for LSEN may be a person living with a disability, not in not in education, employment or training (NEET); 18 years-old and above. The school should determine the suitability of such a person to work with LSEN;
- (xiv) in selecting suitable candidates, consideration should be made to prioritise female applicants and people with disabilities (project is targeting a minimum of 2% of youth with disabilities and 65% females); and
- (xv) LSEN schools will have a concession, whereby their assistants will be based on a school's needs; however, a candidate should not be older than 40 years old.

For ease of reference, see attached the following where applicable:

1. The SA Youth list of applications to primary/secondary school for phase two of the PYEI project.
2. List of shortlisted and interviewed candidates
3. Letter of concession for walk-in applications

YES	NO
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4. List of walk-in applications

YES	NO
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The school and SGB acknowledges that an interview must be conducted from the submitted applications that were a deviation to select a suitable candidate.

Yours Sincerely

_____ NAME AND SURNAME IN PRINT (SGB CHAIRPERSON)	_____ SIGNATURE	_____ DATE
_____ NAME AND SURNAME IN PRINT (SCHOOL PRINCIPAL)	_____ SIGNATURE	_____ DATE

_____ SCHOOL STAMP AND DATE
