

# Impactful Youth Employment Through Education

LIVES ARE CHANGED WHEN BUSINESS GETS INVOLVED

Fedgroup – Iteke Learnership Programme



## Overview

In South Africa, it is regrettably common for children to experience the loss of a parent, caregiver, or mentor, leaving them to traverse the complexities of their formative years and transition into adulthood without access to financial resources, opportunities, or adequate guidance.

In response to this pressing need, Fedgroup initiated the groundbreaking Iteke Learnership Programme in 2014. This unique programme extends its reach to beneficiaries of the Fedgroup Beneficiary Fund, specifically targeting youth who have endured the loss of a parent, thereby confronting formidable obstacles as they progress from matriculation to post-school education and the workforce.

Through a strategic partnership with Siyanqoba Seminars, Fedgroup has successfully implemented a comprehensive learnership initiative, encompassing accredited qualifications, ultimately leading to invaluable work placements and official certification for the participants.

## The Scope

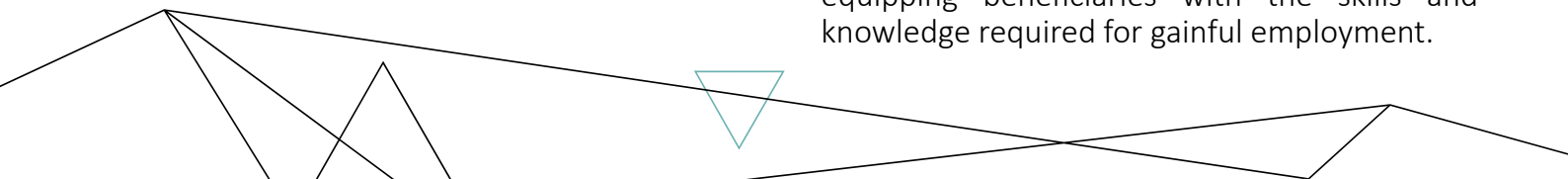
Fedgroup's Beneficiary Care Division leadership recognised the imperative of offering enhanced experiential learning opportunities to care beneficiaries during their transition from school to tertiary studies and professional work environments.

Fedgroup sought a strategic training partner capable of delivering a range of comprehensive programmes, designed to equip individuals with the skills and knowledge necessary for possible careers in the corporate South African landscape or to embark on entrepreneurial ventures.

## The Proposed Solution

These individuals required a unique blend of accredited qualifications, along with essential professional and personal development skills, to effectively transition into the workforce and gain valuable experience. This approach was seen as vital in empowering them for future career progression.

Siyanqoba emerged as the ideal partner for the learnership. With an impressive portfolio of accredited NQF qualifications, Siyanqoba perfectly aligned with the training objectives of the programme and could provide the educational and experiential components equipping beneficiaries with the skills and knowledge required for gainful employment.



## The Solution

The programme was designed around accredited qualifications that were carefully aligned with Fedgroup's specific skills requirements, while taking into consideration the educational levels and capabilities of each care beneficiary.

To ensure success, the following qualifications were selected as the most suitable:

- **New Venture Creation L2:** Provides a foundational understanding of entrepreneurship, essential for those with aspirations of starting their own businesses.
- **Business Administration L3 and L4:** Offering comprehensive knowledge and skills related to effective office and administrative management, catering to a broad spectrum of roles within corporate environments.
- **Project Management L4:** Designed to equip participants with essential project management skills.

Siyanqoba effectively managed the entire process, including SETA registration, classroom-based facilitation, assessment, moderation, and certification. Participants benefited from small-group instruction, one-on-one mentorship, and guidance throughout the year-long programme, supported by a monthly stipend.

This holistic approach ensured that each beneficiary acquired the necessary academic qualifications, and received the practical skills and support required for a successful transition into the workforce.

## Impact and Results

- **Youth Unemployment Mitigation:** The programme effectively tackled the pervasive issue of youth unemployment in South Africa. Since its inception in 2014, a remarkable 97% of the programme's 72 beneficiaries have successfully graduated, showcasing its exceptional completion rate.
- **Diverse Workplace Experience:** Learners were strategically placed across various industries and businesses, enabling them to acquire cross-functional workplace experience and adaptability, enriching their skill-set and enhancing their employability.
- **Enhanced Employability:** Participants significantly bolstered their potential for permanent employment, not only within Fedgroup but also in other organisations. This transformation was achieved through the attainment of nationally recognised qualifications, invaluable workplace experience, and proficiency in business administration and project management skills.
- **Entrepreneurial Skills:** The programme equipped beneficiaries with the skills required to initiate and manage new businesses, contributing to the growth of entrepreneurial endeavors in SA.
- **Talent Pipeline for Fedgroup:** From a business perspective, the programme supplied Fedgroup with a pipeline of exceptionally well-prepared individuals who can provide high-quality services to clients and contribute to the organisation's growth and success.
- **Peer Support:** Notably, past beneficiaries who successfully transitioned into employment, are now actively involved in supporting current beneficiaries. This cyclical support system underscores the sustainability and community-driven nature of the programme, creating a positive ripple effect within the organisation and the broader community.



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### About Us

*With over 20 years' experience in delivering industry-relevant learnerships, Siyanqoba Seminars remains committed to people development, offering a range of learning development solutions applicable across industries.*