

SUCCESSFUL CSI PROJECTS

Passport to Future case study

Jimmy Mnisi

IAIA15 conference, Florence
Italy



BSR

Bapuleng Social Resources (Pty) Ltd

Olifants River Water Resources Development (Olifants) Project

- Raw bulk water infrastructure project sponsored by SA Government and implemented by Trans-Caledon Tunnel Authority (TCTA)
- Includes 192km long pipeline. The focus is phase 2C, which is 40km long
- Project area has high levels of unemployment, resulting in high expectations of employment on Olifants project
- This led to the development of the CSI project, Passport to Future (P2F)

Project location

- North-east of South Africa, in Limpopo Province
- 5 local municipalities (Phase 2C of project is mainly in Greater Tubatse local municipality – a booming mine area)
- 3 districts
- Largely rural

P2F overview

- P2F was developed to provide job-seekers with the tools to look for jobs, help them follow career paths, and renew their hope in becoming part of the economy
- Skills training program designed for youth job-seekers
 - CV development
 - Preparation for job interviews
 - Guidance on training requirements
 - Relevant computer training
 - Job placements
- Booming economy, yet youth cannot access the opportunities - gap

Criteria for entering the programme

- Youth (age 15-34)
- Minimum high school qualification
- Must be from the Olifants project area



Managing expectations

- No promises of job security but establish partnerships with prospective employers
- Agreement signed with participants to clarify expectations
- Discussed and clarified agreement during induction
- Leadership structures in the project area, e.g. mayors, traditional authorities were made aware of the expectations

Project motivation

- Lack of job-search capabilities
 - Limited experience of formal work environments – 30% work in informal jobs or households
 - Low access to internet (23%) and computers (14%)
 - Lack of English proficiency – business language
 - Low education levels
- Realities on the ground
 - Idling youth
 - Threats of work stoppages
 - Constantly seeking work opportunities in excess of what Olifants project can offer

Impact that P2F has had

- Re-energised youth to proactively advance their careers
 - Finding jobs
 - Securing further education and training
- Relieved pressure from Olifants project to provide jobs
- Diverted idle youth away from unproductive behaviours



Steps taken to confirm Passport to Future Project rationale

- Discussions with project partners, review of specialist reports, review of community meeting minutes and analysis of census data
- Other CSI projects in the area focused on upgrading education and sports facilities, adult education, and small business mentorship, vocational skills training

Implementation challenges

- Communication
 - Poor access to telephones, numbers change
 - Unfamiliar with using email accounts
 - Multiple communication methods were therefore used, e.g. whatsapp, SMS, phone calls
- Transport
 - Sharing of transport with contractor caused schedule clashes
 - Came from dispersed areas, some from 40km away
 - Class time was therefore reduced
 - Participants were regrouped according to where they live

P2F successes... Buy-in from communities, political heads, traditional authorities, employers

18 Steelburger / Lydenburg News

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COO of TCTA, Maeketso Ntsoli, Sekhukhune executive mayor, Mogobo David Magabe and Kgoshi Rantho during the launch of the project at Mapodile Thusong Service Centre.

Project aims to help young job seekers

Monique Labuschagne

MAPODILE - It now seems that the Olifants River Water Resources Development Project 2 (ORWRDP-2) will provide more than only water to the communities.

The Trans Caledon Tunnel Authority (TCTA) that implemented the project on behalf of the National Department of Water Affairs will contribute towards the empowerment of youth in the project area in fulfilment of its commitment to social investment.

The launch of this project called "Passport to the Future" was held at Mapodile Thusong Service Centre last Wednesday. A total of 400 people attended the event comprising the 300 project participants, leadership structures in the area, the project team and municipal officials.

"With 44,4 per cent of youth in the area being unemployed, it was decided that the project would focus on youths and people up to the age of 35. Having worked in the project area for several years, TCTA and its partners have realised that although the Greater Tubatse Local Municipality

(GTLM) is booming with economic development opportunities, local people continue to be largely unemployed. This is partly due to their inability to take advantage of job opportunities that become available," said Jimmy Mnisi, the project coordinator.

This project aims to provide job seekers with the necessary resources and tools to improve their chances of finding work. "Participants will receive career guidance and training about the following: how to write a CV, how to search for jobs and how to prepare for job interviews. They will also receive information about various jobs and have the opportunity to interact with people in these jobs," said Mnisi.

The programme will be offered thrice over a period of a year. Participants will attend just once and each programme will last three months. After participants exit the programme, the project coordinator will contact them to assess progress in their job search.

"A training service provider will be secured through an open-tender process. The latter should ideally come from the region," concluded Mnisi.

P2F successes

- No of youth applied: 506
- No that enrolled: 325
- No who received certificates of completion: 261
- No that were placed in jobs: 37
 - ...and counting
- No that got further education and training opportunities: 24
- Greater maturity observed amongst youth and leaders – discussions have shifted from “we’re not benefitting” to “what more can I do to secure an opportunity”

Lessons learnt

- Need to understand deep-rooted socio-economic challenges – bottom-up edge
- Manage community and client expectations with what can be most beneficial
- Do not assume that people with vocational skills have the capacity to access job markets
- Do not under-estimate the power of hope

Testimony by Meriam Mositsa

To: PASSPORT TO THE FUTURE

It is my pleasure to write this letter to you with respect to give honour to my facilitator for having given me this opportunity to pass the interview that took place last week. I want to say if it had not been ^{his} advice, the knowledge he share to me and the education he has given to me I swear to you that interviews would not have been possible. "THANK YOU VERY MUCH SIR"

To my fellow students lets fill our socks and tie our shoes tight and make sure we prosper because this country can't make it without us.

To my facilitator and members of passport to the future keep it up. guys you are doing a great job. "ONCE AGAIN THANK YOU"

FROM MERIAM MOSITSA