



PILOTING THE BASIC PACKAGE OF SUPPORT

An Activation Programme for Young People Who are Not in Employment, Education or Training

Developed by a consortium of South African researchers, policy-makers and youth development initiatives.

A CALL FOR INVESTMENT

2020/2021

INTRODUCTION

The persistent and multiple challenges faced by South Africa's youth not in employment, education or training (NEET) have led to serious personal and societal consequences. These include deteriorating physical and mental health, poor job prospects, discouragement, exclusion and risky behaviour.

Innovative and evidence-based solutions are needed. Informed by the lived realities of the country's youth and conceptualised by researchers, development practitioners and policy-makers, a new and comprehensive approach to the urgent NEET youth challenge will be piloted.

The Basic Package of Support (BPS) can be tailored to meet each individual young person's unique needs; brings together multi-sectoral support; and uses technology innovatively. It is part of the current critical focus on youth in the national policy environment, including the Presidential Youth Employment Intervention, which increases the chances for wider institutional support and scale up after the pilots.



The Basic Package of Support for youth who are NEET addresses the various challenges facing these young people by offering them integrated, long-term, and multi-faceted support that will help them to take up pathways to sustainable livelihoods.



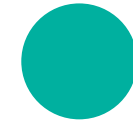
This brief is a call for investment in two pilot sites in the Western Cape and Gauteng provinces to test and roll out the Basic Package of Support intervention.

The different sections of the brief provide information to explain:

What is the Basic Package of Support?



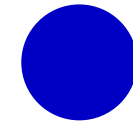
Why is the BPS important?



How does the BPS differ from other youth programmes?



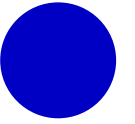
What does the BPS offer to young people?



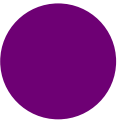
Who are South Africa's young people who are NEET?



What are the plans for a BPS programme pilot?



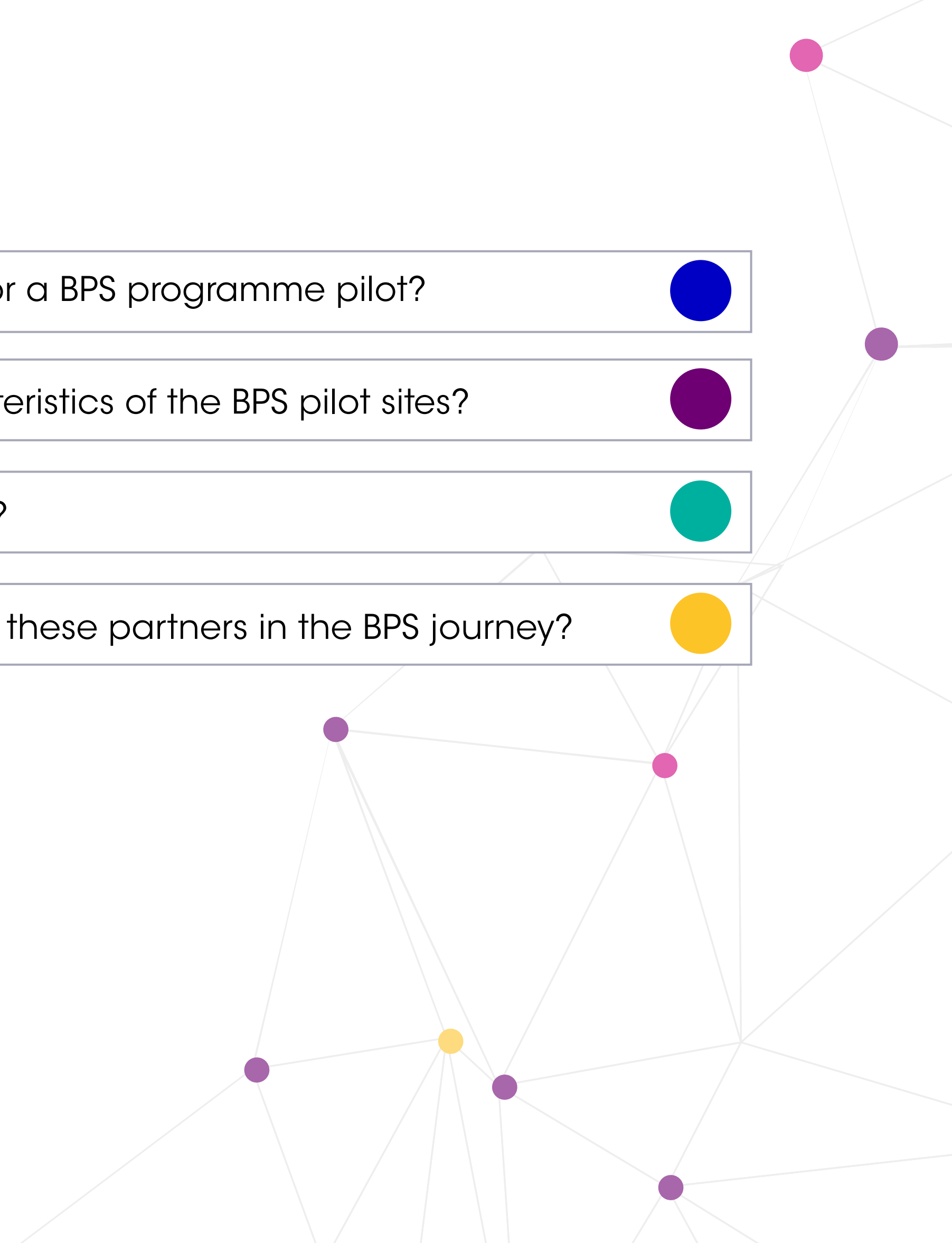
What are the characteristics of the BPS pilot sites?

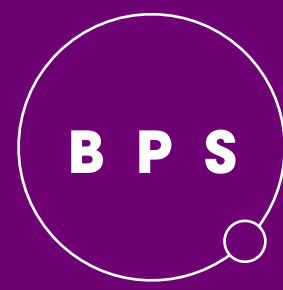


Why invest in the BPS?



Would you like to join these partners in the BPS journey?





WHAT IS THE BASIC PACKAGE OF SUPPORT?

The BPS is an activation and guidance programme that provides integrated, long-term support, tailored to the needs of young people who are NEET.

“ **It aims to strengthen young people’s agency and improve their social inclusion, mental health and wellbeing. It also aims to offer them a sense of possibility and belonging, provides them with problem-solving tools, and links them to existing opportunities that can enhance their progress in life.** ”

This vision will be enabled by proactively engaging youth through youth mobilisers, by setting up communities of practice of local service providers, and by providing a continuum of support via guidance counsellors.

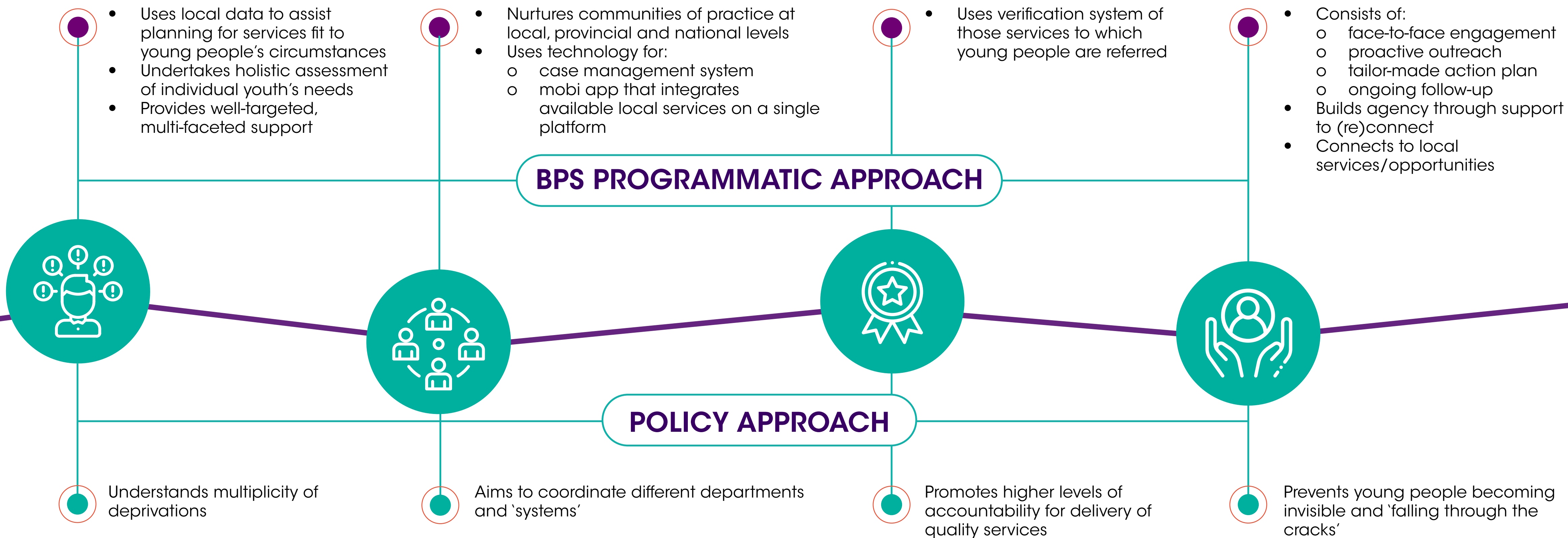
Young people who enrol in the programme will complete a comprehensive assessment; co-develop an action plan with a trained guidance counsellor; and get referred to resources and services to take the next step in their action plan – all from a local community intervention site.

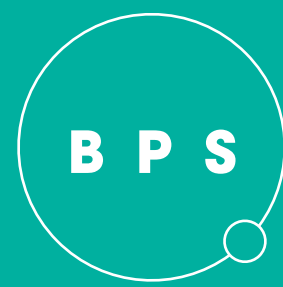
The BPS intervention and its monitoring and evaluation are supported with innovative technology, including a central case management system and a digital platform that maps local services and opportunities for young people.



WHAT IS THE BASIC PACKAGE OF SUPPORT?

The BPS design is based on local and international best practices and decades of research with young people across the country. During the 2019 research phase, key principles for a Basic Package of Support were developed and a national policy framework and location-specific pilot were proposed. This approach has strong synergies with the Presidential Youth Employment Intervention that was announced by Pres. Cyril Ramaphosa in his 2020 State of the Nation Address.





WHY IS THE BPS IMPORTANT?

South Africa's young people can get trapped in low socio-economic and emotional wellbeing during their transitions from adolescence to adulthood. Many do not complete high school; attempt to get work without the necessary education and skills; and are often ill-equipped to navigate access to further education or employment. They operate under significant resource constraints and they experience available services and opportunities as not always accessible or youth friendly. Economic and education opportunities are also severely limited.

Millions of youth, therefore, are not in employment, education or training.

Research shows that when youth remain NEET for a long time, they are at risk of longer-term economic and social exclusion which leads to depression and lower subjective wellbeing (e.g. satisfaction with their lives). There are very few interventions in South Africa that take these interconnections into account.

Instead, the plethora of state and non-state interventions that offer education, work, health and social services support to youth are poorly coordinated and often address only one aspect of youth needs at a time. As young people struggle to access services, they inevitably lose contact with formal systems, and are then difficult to reach for reconnection.





HOW DOES THE BPS DIFFER FROM OTHER YOUTH PROGRAMMES?

The BPS innovation lies in its comprehensive and integrated approach to support youth who are NEET. It will connect these young people to networks of services and help to strengthen connections between the existing services for youth beneficiaries.

INDIVIDUALISED AND COMPREHENSIVE

The BPS is unique because it recognises the connections between unemployment, poverty, risky behaviour, mental health and wellbeing. It seeks to address these in an integrated, whole-person approach based on the individual's strengths and challenges.



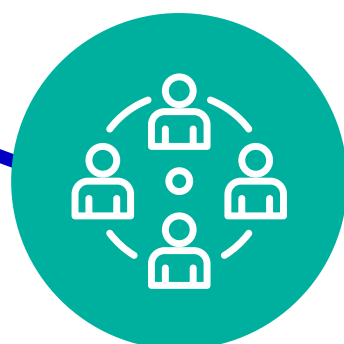
LOCALISED

The dual focus on integrating available services for young people at both policy and local levels aim to avoid the usual disconnect between policies and implementation. The local-level delivery – which involves and employs young people – will help to decrease the sense of exclusion among young people who are NEET.



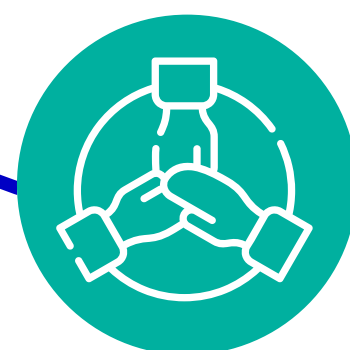
INTEGRATED

The intervention takes an 'all-of-society' approach that integrates existing services for young people through local communities of practice. By promoting synergy between existing interventions, it will decrease scale-up cost and duplication.



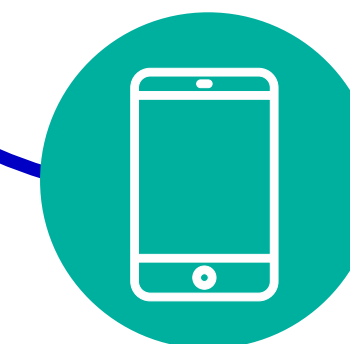
COLLABORATIVE

The BPS will be implemented through partnerships between the government, the non-profit and private sectors. Regular programme evaluation will improve the articulation between the different sectors; lead to higher levels of accountability for service delivery; and stronger, more integrated support for young people who are NEET.



TECHNOLOGICALLY INNOVATIVE

Technological solutions support the BPS services, its monitoring and evaluation. These include a digital platform for young people to access information on services and opportunities in their communities and beyond, and a central case management system to ensure a continuum of support to young people who are enrolled in the programme.





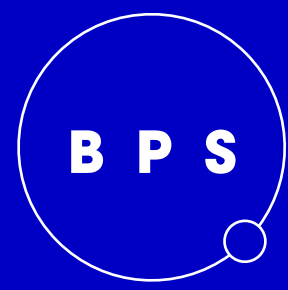
“

**Just imagine there's a place
that I could actually go to for help**

[...] for resources, where someone will tell me, they'll take my hand, and they'll help me. That would make my mom very happy. Because all of our moms don't necessarily know the answer or know where to go.

”

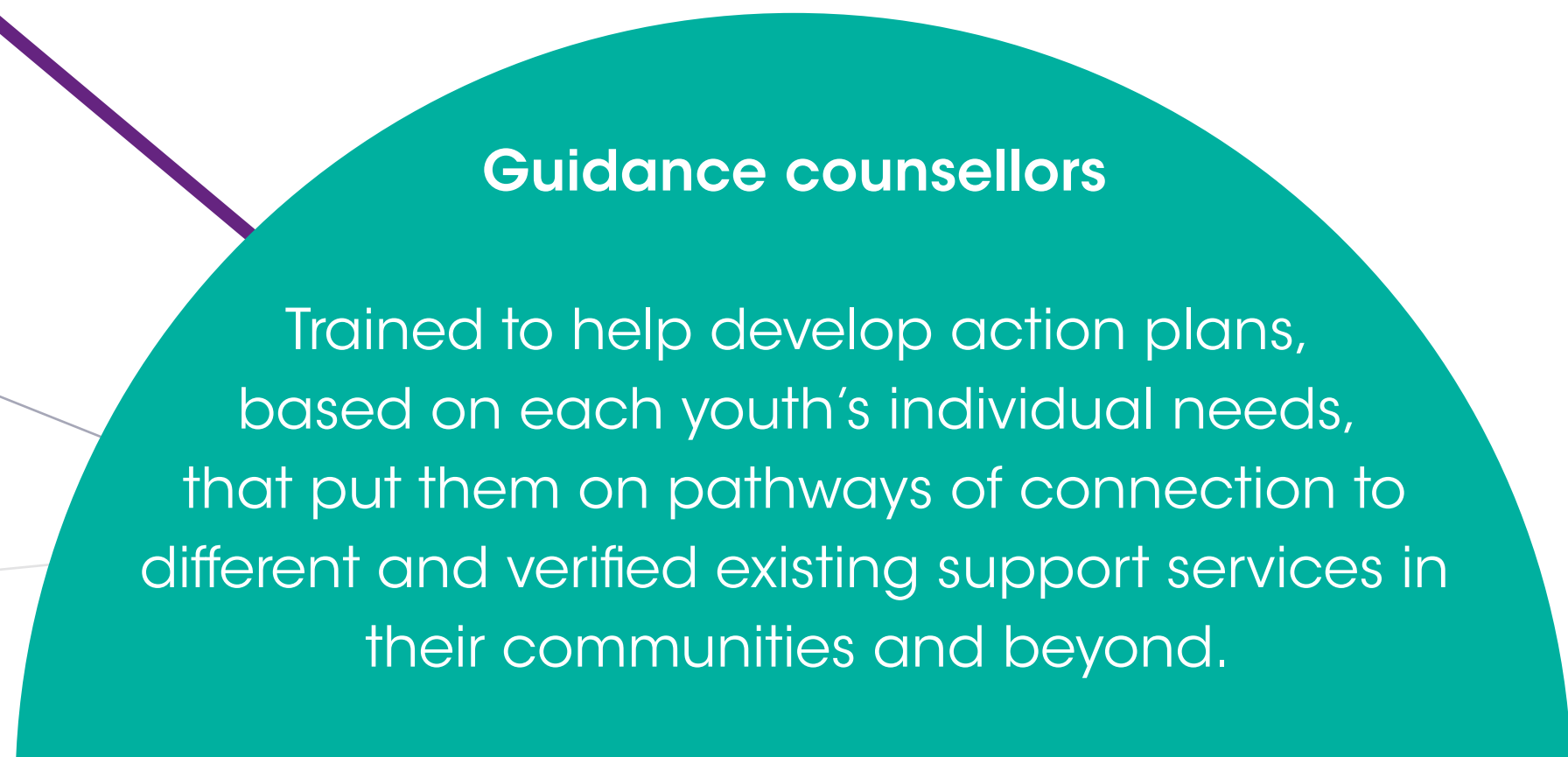
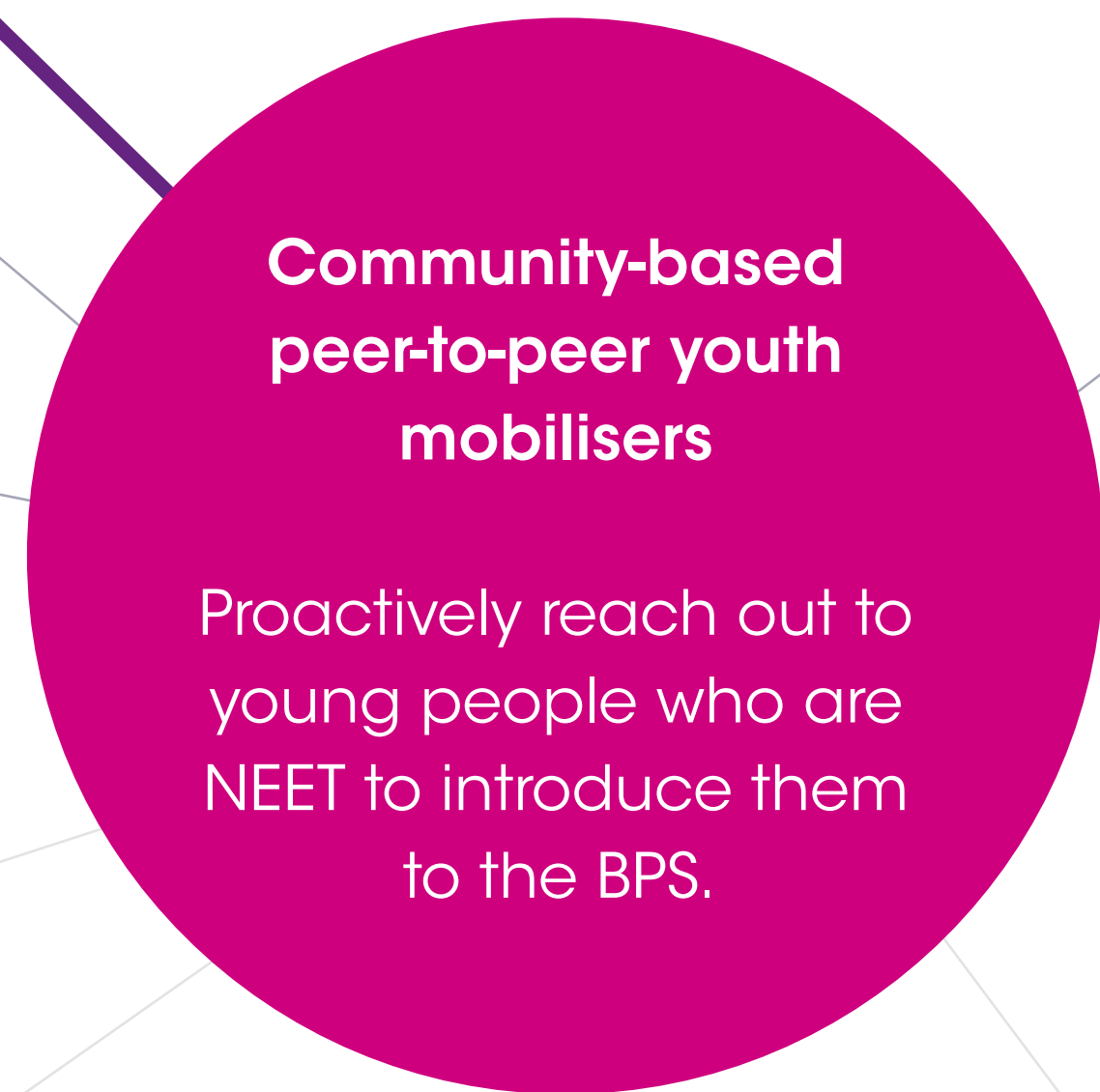
Khanyisa
Bishop Lavis, Western Cape, focus group, 20 — 24-year-olds



WHAT DOES THE BPS OFFER TO YOUNG PEOPLE?

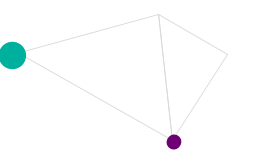
The intervention provides ongoing targeted advice, resources and referrals to young people who are NEET.

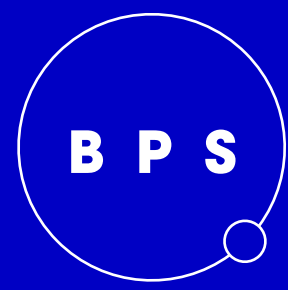
These are delivered via three main connection points:



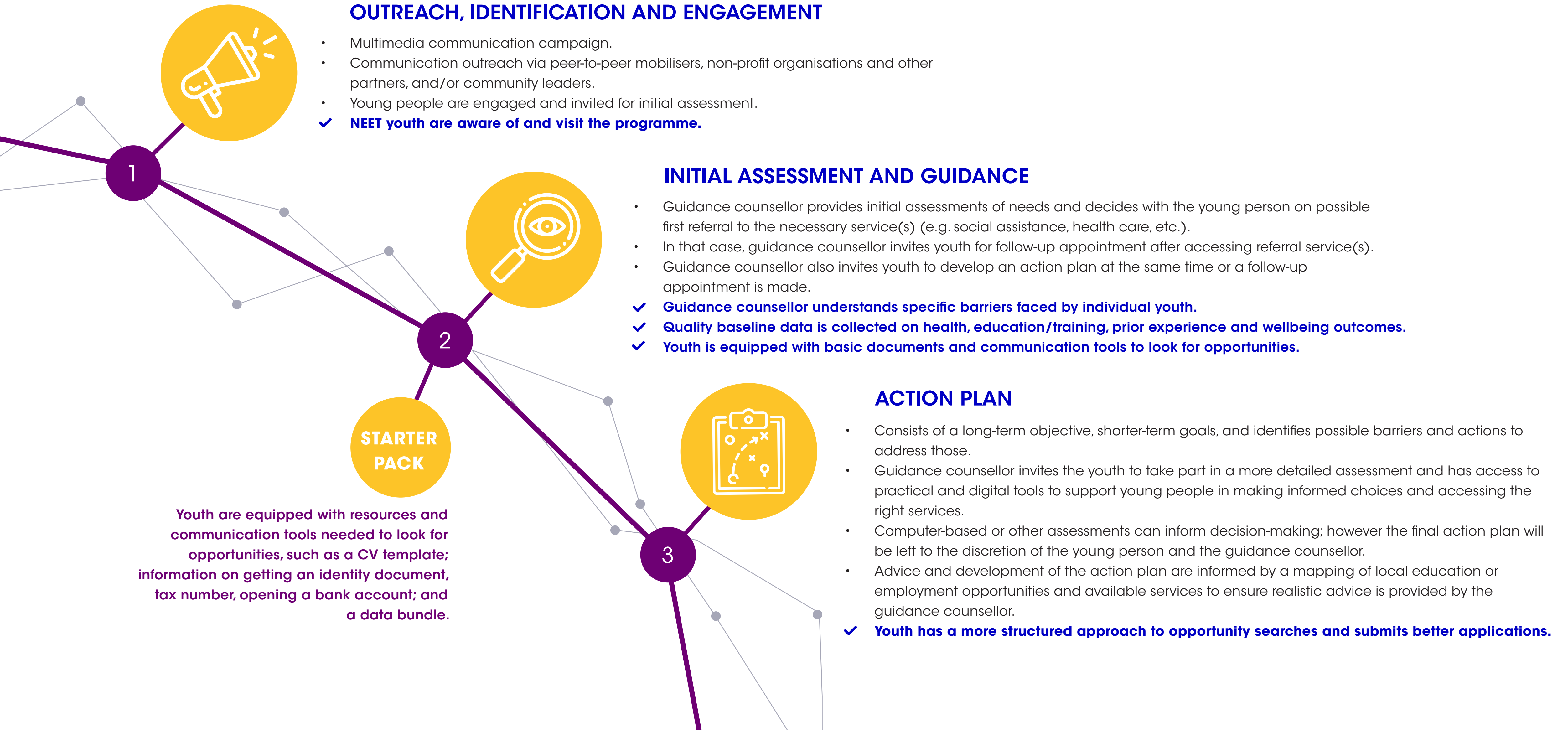
Supported by a case management system, guidance counsellors will be able to provide a continuum of support to enrolled youth through regular meetings, assessments and/or mobile communication; and offer them loop-back options to support their ability and willingness to complete pathways and remain connected over time.

In each pilot area, partner organisations will be invited to host the BPS programme. Peer mobilisers, guidance counsellors, a mentor and auxiliary social worker will be set up with the necessary office equipment and training to implement the intervention.





WHAT DOES THE BPS OFFER TO YOUNG PEOPLE?



OUTREACH, IDENTIFICATION AND ENGAGEMENT

- Multimedia communication campaign.
- Communication outreach via peer-to-peer mobilisers, non-profit organisations and other partners, and/or community leaders.
- Young people are engaged and invited for initial assessment.
- ✓ **NEET youth are aware of and visit the programme.**

INITIAL ASSESSMENT AND GUIDANCE

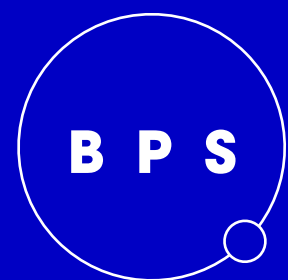
- Guidance counsellor provides initial assessments of needs and decides with the young person on possible first referral to the necessary service(s) (e.g. social assistance, health care, etc.).
- In that case, guidance counsellor invites youth for follow-up appointment after accessing referral service(s).
- Guidance counsellor also invites youth to develop an action plan at the same time or a follow-up appointment is made.
- ✓ **Guidance counsellor understands specific barriers faced by individual youth.**
- ✓ **Quality baseline data is collected on health, education/training, prior experience and wellbeing outcomes.**
- ✓ **Youth is equipped with basic documents and communication tools to look for opportunities.**

ACTION PLAN

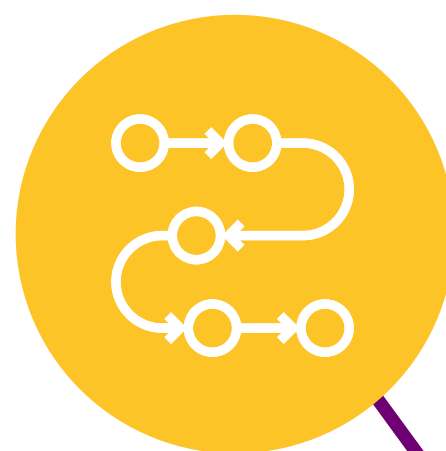
- Consists of a long-term objective, shorter-term goals, and identifies possible barriers and actions to address those.
- Guidance counsellor invites the youth to take part in a more detailed assessment and has access to practical and digital tools to support young people in making informed choices and accessing the right services.
- Computer-based or other assessments can inform decision-making; however the final action plan will be left to the discretion of the young person and the guidance counsellor.
- Advice and development of the action plan are informed by a mapping of local education or employment opportunities and available services to ensure realistic advice is provided by the guidance counsellor.
- ✓ **Youth has a more structured approach to opportunity searches and submits better applications.**

STARTER PACK

Youth are equipped with resources and communication tools needed to look for opportunities, such as a CV template; information on getting an identity document, tax number, opening a bank account; and a data bundle.



WHAT DOES THE BPS OFFER TO YOUNG PEOPLE?



4

REFERRAL AND ACTIVE CONNECTION

- The start of a supported pathway as guidance counsellor refers youth to education, training, administrative or other services and resources depending on the individual's needs.
- Guidance counsellor develops and builds on working relationships with service providers and local networks of support to enable a supported pathway for the young person.
- ✓ **Youth overcomes barriers to employment or education.**
- ✓ **Improvements in self-declared health and wellbeing outcomes.**
- ✓ **Youth submits applications for job, education or training opportunities or additional services, as discussed with the guidance counsellor.**



5

ONGOING SUPPORT AND FOLLOW UP

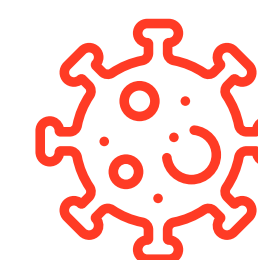
- Regular meeting time set for guidance counsellor to follow up on young person: evaluation of progress and the youth's wellbeing; in-between follow-up may be needed via an SMS, WhatsApp or check-in with a mobiliser.
- Regular meetings between mobilisers, guidance counsellor and mentor.
- ✓ **Youth follows up on action plan and seeks support when faced with setbacks.**



6

LOOP BACK OR RE-EVALUATE

- Youth and guidance counsellor schedule face-to-face check-in meetings and revise action plan when needed.
- ✓ **Youth seeks and is offered support when faced with setbacks in the medium and long term.**



Within the realities of COVID-19, the BPS is exploring the use of online and telephonic psycho-social support and guidance counselling to remain connected to and follow up with young people.

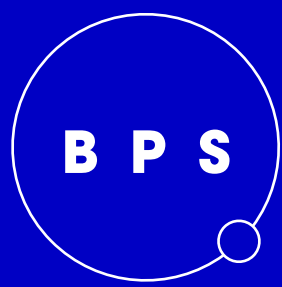


WHO ARE SOUTH AFRICA'S YOUNG PEOPLE WHO ARE NEET?

The majority of 15- to 24-year-olds who are NEET in South Africa are female, black and live in urban areas.



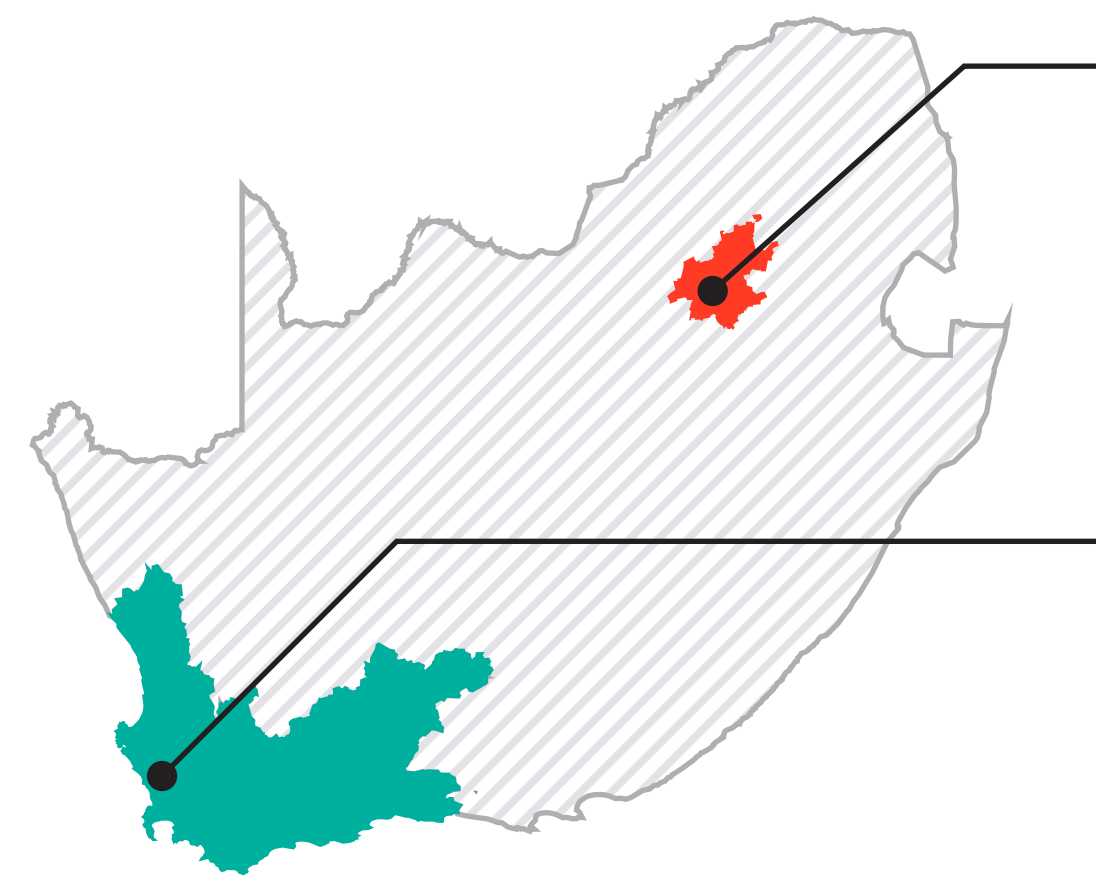
The above figures are for the first quarter of 2020



WHAT ARE THE PLANS FOR A BPS PROGRAMME PILOT?

The aim of the pilot is to reach proof of concept for the BPS. Approximately 300 young people aged between 15 and 24 will be selected to enter the programme.

The pilot will be implemented in the Western Cape and Gauteng provinces in collaboration with the Western Cape government, the City of Cape Town, the City of Johannesburg, and the National Pathway Management Network, one of the pillars of the Presidential Youth Employment Intervention.



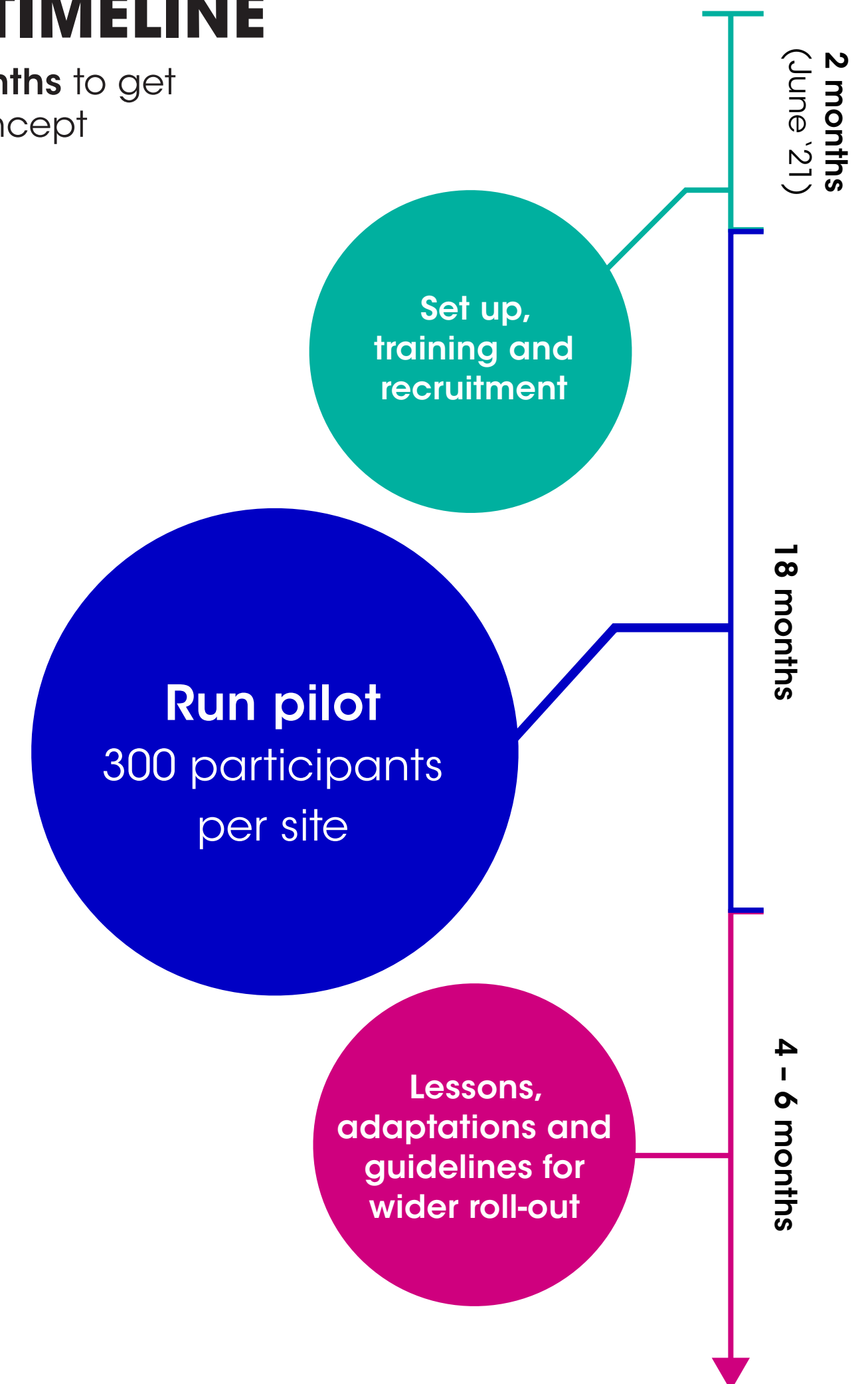
Orange Farm, Gauteng
where 40% of the **16 000** young people aged 15 – 24 years are NEET.

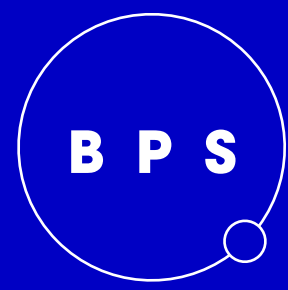
Atlantis, Western Cape
where 41% of its **13 000** young people aged 15 – 24 years are NEET.

Youth in the pilot sites will be consulted on how well services are working in their area, while engagements with the service providers will begin to form the basis of the local communities of practice.

PILOT TIMELINE

22 – 24 months to get proof of concept





WHAT ARE THE PLANS FOR A BPS PROGRAMME PILOT?

THE ROLL-OUT OF THE PILOT INCLUDES:

- Finalising and testing data systems for case management, service mapping and service verification.
- Finalising and testing the assessment and action plan approach.
- Developing programme materials and templates.
- Recruiting and training mobilisers, guidance counsellors, mentors, specialised and administrative staff.
- Identifying implementation partners and local communities of practice.
- Reaching out to young people who are NEET through different methods.
- Collecting of baseline data on youth enrolled in the programme for monitoring and evaluation purposes.
- Analysing and measuring overall outcomes, place-specific learnings; reporting and recommendations for adjustments to and/or for scale-up of the programme; and feedback to all relevant stakeholders.
- Engaging with national and provincial policy-makers as part of advocacy for the BPS intervention and its effectiveness.



ATLANTIS

Western Cape

- It is located approximately 70 km from the Cape Town City centre
- Youth population: just over 13 000 young people aged 15 – 24 years
- NEET proportion among this age group: almost 41%
- Multi-dimensionally poor: approximately 23%
- The broad unemployment rate among 15 – 24-year-olds: 59%

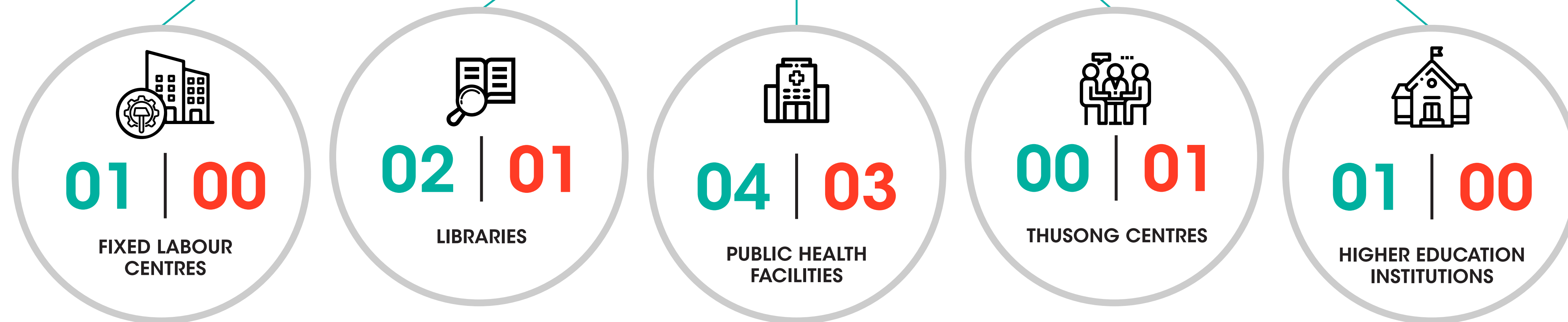


ORANGE FARM

Gauteng

- One of the most deprived wards of the City of Johannesburg
- Peri-urban ward about 45km from the inner city
- Limited transport networks
- Youth population: about 16 000 young people aged 15 – 24 years
- NEET proportion among this age group: 40%
- Multi-dimensionally poor: approximately 21%
- The broad unemployment rate among 15 – 24-year-olds: 73%

Services and opportunities in pilot sites

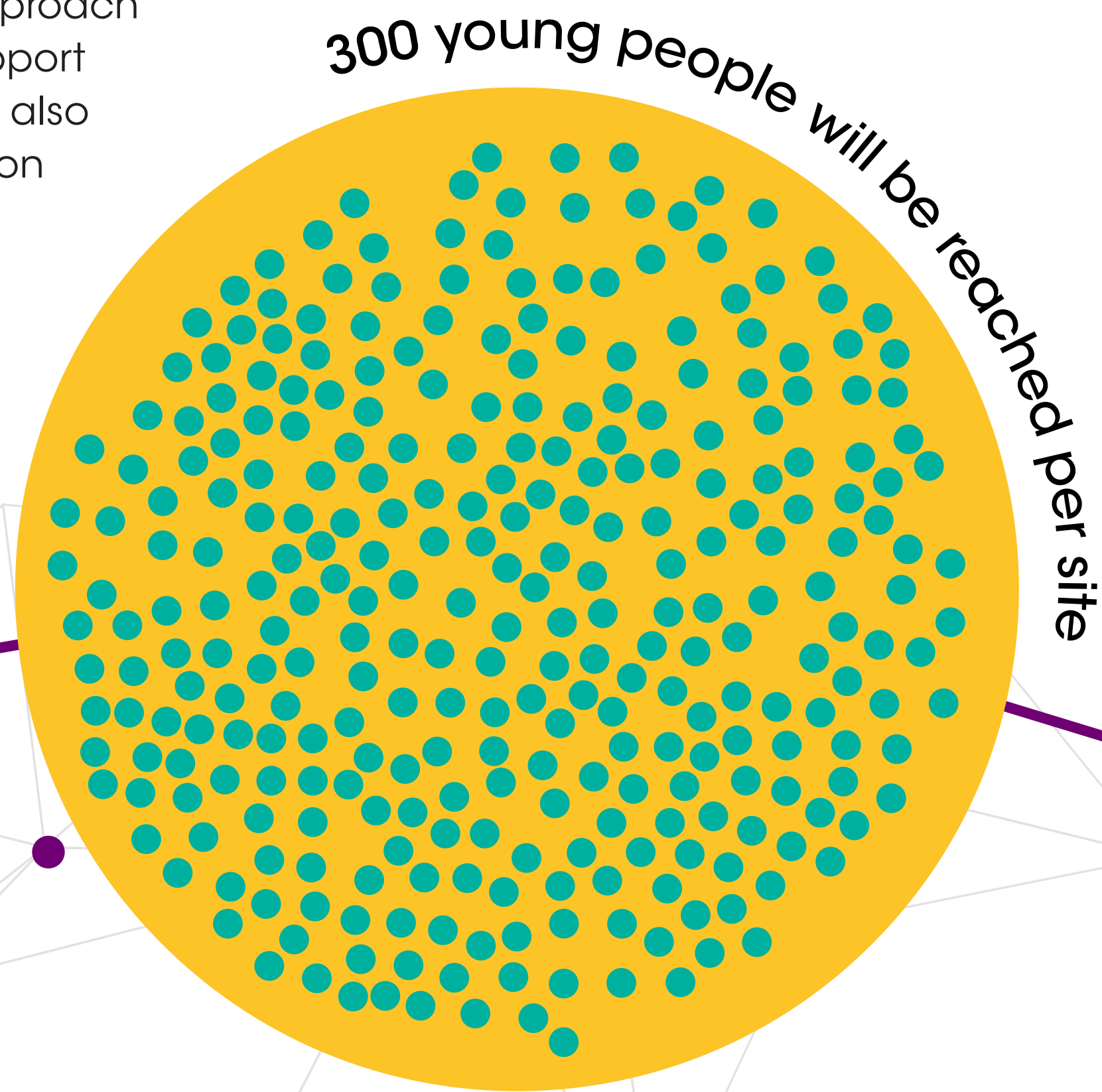




WHY INVEST IN THE BASIC PACKAGE OF SUPPORT?

Your investment in the pilot will help to assess how the BPS approach of individualised, multi-faceted, and longer-term transition support to young people who are NEET improves their wellbeing. It will also inform if this approach can keep BPS beneficiaries in education and job opportunities.

R2 945 000
over 2 years
to set up, run and evaluate one pilot site



Total cost translates to
R446
per youth
beneficiary
per month

The total budget to set up, run and evaluate one pilot site over two years is R2 945 000 and will reach 300 young people. This total cost translates into R446 per youth beneficiary per month.

Investing in the BPS pilot provides the opportunity to contribute to the following overall outcomes:



NEET youth feel supported:

- Better self-esteem, self-efficacy, resilience, sense of belonging;
- Reduced mental health problems, risky behaviour;
- Improved health-seeking behaviour;
- Increased confidence in the future.



NEET youth understand and have improved access to opportunities that help them overcome barriers to employability and leads to:

- Improvements in standard health, education, financial and overall wellbeing.



NEET youth spend more time in employment, training and/or education, leading to:

- Increase in young people placed in employment, education or training;
- Increase in the average duration of placements;
- Reduction in time spent not in employment, education or training.



Families of NEET youth beneficiaries benefit from improved economic activity and youth wellbeing.



Communities experience:

- Long-term positive effects of BPS, including peer-to-peer influence;
- Overall upliftment.



WOULD YOU LIKE TO JOIN THESE PARTNERS ON THE BPS JOURNEY?

Various investment opportunities are available. Speak to us for more information about jointly funding the pilot sites.

The BPS initiative is led by the Southern Africa Labour and Development Research Unit at the University of Cape Town in partnership with:

- The Centre for Social Development in Africa, University of Johannesburg
- The National Pathway Management Network, a pillar of the Presidential Youth Employment Intervention
- The Jobs Fund
- The Capacity Building Programme for Employment Promotion funded by the European Union, and based in the Government Technical Advisory Centre, National Treasury
- The Abdul Latif Jameel Poverty Action Lab Africa
- Alan J Flisher Centre for Public Mental Health, University of Cape Town
- DG Murray Trust
- Harambee Youth Employment Accelerator
- UNICEF
- OpenUp
- Western Cape Government
- Western Cape Economic Development Partnership
- City of Cape Town
- City of Johannesburg

The BPS team expertise includes evidence-informed programme design, local pilot implementation, M&E, budgeting and taking programmes to scale, supported by the use of technology and in collaboration with national and provincial governments and other stakeholders.



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