



NATIONAL YOUTH DEVELOPMENT AGENCY  
OUR YOUTH. OUR FUTURE.



22  
/ 23  
ANNUAL REPORT



NATIONAL YOUTH DEVELOPMENT AGENCY  
**OUR YOUTH. OUR FUTURE.**



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**THE NYDA**

# **BOARD OF DIRECTORS**



## **STATEMENT OF RESPONSIBILITY AND CONFIRMATION OF ACCURACY FOR THE ANNUAL REPORT**

### **TO THE BEST OF OUR KNOWLEDGE AND BELIEF, WE CONFIRM THE FOLLOWING:**

All information and amounts disclosed in the Annual Report are consistent with the annual financial statement audited by the Auditor General.

The Annual Report is complete, accurate and free from any omissions.

The Annual Report has been prepared in accordance with the guidelines on the Annual Report as issued by National Treasury.

The Annual Financial Statements have been prepared in accordance with the GRAP standards applicable to the Public Entity.

The Accounting Authority is responsible for the preparedness of the Annual Financial Statements and for the judgments made in this information.

The Accounting Authority is responsible for establishing and implementing a system of internal control that has been designed to provide reasonable assurance as to the integrity and reliability of the performance information, the Human Resources information and the Annual Financial Statements.

The External Auditors are engaged to express an independent opinion on the Annual Financial Statements.

In our opinion, the Annual Report fairly reflects the Operations, the Performance Information, the Human Resources information and the Financial affairs of the Public Entity for the Financial Year ended 31 March 2023.

Yours faithfully



**Waseem Carrim**

Chief Executive Officer: NYDA



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NATIONAL YOUTH DEVELOPMENT AGENCY  
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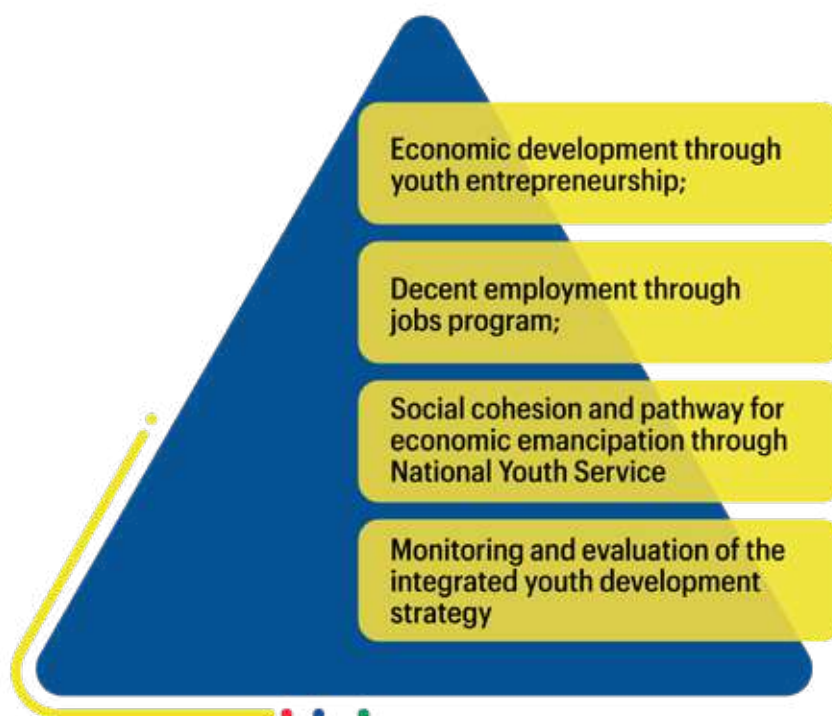
# 1

**INTRODUCTION  
OF THE NYDA**

# STRATEGIC OVERVIEW OF THE NATIONAL YOUTH DEVELOPMENT AGENCY

The NYDA is a South African-based agency established primarily to address challenges faced by the nation's youth. The Agency was established by an Act of Parliament (Act 54 of 2008). The institution was established to be a single, unitary structure addressing youth development issues at National, Provincial and Local Government level. The Agency should be seen within the broad context of South Africa's development dynamics.

The Agency derives its mandate from the legislative frameworks, including the National Youth Development Agency Act, 2008 (Act 54 of 2008) (NYDA Act), the National Development Plan 2030, the National Youth Policy 2030 and the draft Integrated Youth Development Strategy (IYDS). The Agency assumed and improved the operational platform developed by the merger of the National Youth Commission and the Umsobomvu Youth Fund, which rendered the Agency operational with immediate effect. In addition, the staff component of its predecessors was also incorporated into the NYDA. The strategy of the NYDA can be summarized as follows:



The NYDA Act no 54 of 2008 further mandates the NYDA to develop an Integrated Youth Development Strategy (IYDS) for South Africa and initiate, design, coordinate, evaluate and monitor all programmes that aim to integrate the youth into the economy and society in general. These initiated programmes aim to alleviate poverty, urban and rural development, combating of crime and substance abuse as well as social decay amongst youth. The NYDA lobbied other organs of state to consider national priorities in respect of youth development when planning their activities regarding their implementation of youth development priorities. The NYDA will continue to monitor and evaluate youth development interventions across the board and mobilize youth for active participation in civil society engagements.

The IYDS has been designed as a strategy that any role-player could get involved in at any point in time. The primary role within this strategy is for the NYDA to act as a catalyst.

The NYDA with the support of the Office of the Presidency, can create the political will and momentum within Government, to allow the Integrated Youth Development Strategy to gain the traction that is required for successful implementation. The opportunity to influence what other Departments are doing in the youth development space, must be driven quite strongly by both the NYDA and the Presidency.

The main aim is to make youth development part and parcel of what other line departments are delivering, to the point where organizational and individual performance agreements include youth development as a clear area of

focus. The role is, therefore, to remove barriers to success and to assist with the development and delivery of critical success factors. Our role can broadly be described as to:

- Provide planning and decision making information for projects.
- Coordinate key engagements.
- Facilitate critical discussions and to ease projects through conceptualization into design and ultimately implementation.
- Establish key partnerships with private sector organizations at national, provincial and local levels.
- Monitoring, evaluation and reporting requirements of the liaison function.

After a thorough process of consultation and through five Cabinet Committees, Cabinet in June 2022 approved the first Integrated Youth Development Strategy of the NYDA. In approving the IYDS, Cabinet made the following comments:

- Ensure that Government Departments submit their annual plans to the NYDA.
- Annually compile the Status of the Youth Report and present to the sector via the Integrated Youth Development Summit as an accountability mechanism.
- Provide greater alignment to the National Strategic Plan on Gender Based Violence and youth in conflict with the law.
- An official release of the IYDS to the public.

IYDS should be understood in the context of the policy and legislative frameworks that have been developed in the country and with reference to the youth. This has been further informed by the IYDS process of development, one which has been characterized by research, synthesis, engagement, consultation and finally consolidation championed by the Presidency. In moving into implementation, it should be seen as a national strategy that encourages on-going engagement and participation by all partners: Public, Private and Civil Society. The success of the strategy lies in the collective efforts of key role players, working together to ensure an empowered and enabled youth in South Africa.

**Furthermore, the NYDA designs and implements programmes aimed at improving the lives of youth and the opportunities available to them. These programmes may be clustered as follows:**

- At an individual level (micro-level), the NYDA provides direct services to youth in the form of providing information, jobs services, youth services and linkages to other youth development programs.
- At community level (meso -level), the NYDA encourages young people to be catalysts for change in their communities through involvement in community development activities, social cohesion activities, National Youth Service (NYS) programme and dialogue.
- At a provincial and national level (macro-level), through its policy development, partnership and research programmes, the NYDA facilitates the participation of youth developing key policy inputs which shape the socio-economic landscape of South Africa

The National Development Plan (NDP) 2030 states that: "Having a relatively young population can be advantageous, provided most working-age individuals are employed. The challenge is to convert this into a demographic dividend. This will only be possible if the number of working-age individuals can be employed in productive activities. The National Development Plan 2030 also sets targets to intervene in the number of youth that are Not in Employment, Education, and Training (NEET) by setting targets for increased enrolments in Further Education and Training (FET), Higher Education Institutions and provide second chance opportunities for young people to complete Grade 12.





# NYDA MANDATE, VISION, MISSION AND VALUES

## Mandate

Creating and promoting coordination in youth development matters.

## Mission

- To mainstream youth issues into society through stakeholder coordination
- To facilitate and champion youth development with all sectors of society

## Vision

A credible, capable, inclusive and activist development agency that is responsive to the plight of South Africa's youth.

## Values

Our shared values articulate what we stand for, what we value as an organization and inform how we interact with our valuable stakeholders especially young people.

INTEGRITY

AGILE

ACCOUNTABLE

COLLABORATIVE

ACCESSIBLE

RESPECTFUL



NATIONAL YOUTH DEVELOPMENT AGENCY  
OUR YOUTH. OUR FUTURE.

# 2

## PRESIDENTIAL YOUTH EMPLOYMENT INTERVENTION



## PRESIDENTIAL YOUTH EMPLOYMENT INTERVENTION

The PYEI is South Africa's most comprehensive effort to address youth unemployment to date. Its goal is to enable more young people to move from learning to earning. It seeks to coordinate, accelerate and enhance existing programmes and unblock pathways to employment, training and youth enterprise. Additional resources drive the development of innovative approaches.

The PYEI is coordinated by a Project Management Office (PMO) in the Presidency and combines the know-how of leading experts, government departments, the private sector, social partners and young people themselves. The PMO's direct reporting line to the President adds convening power. Implementation is led by national departments and entities best positioned to ensure rapid and effective delivery. The PMO provides oversight, strategic direction and support to implementing departments. This includes unblocking administrative bottlenecks, co-creating interventions, securing funding and sourcing technical support. The PMO also facilitates and strengthens linkages with stakeholders outside government.

Presidential Youth Employment Intervention is designed to transition young people along multiple pathways into the economy and to make government's support for young people more visible and effective by:

- Accelerating delivery by coordinating and streamlining government's response to youth unemployment
- Allow firms to expand and employ more young people
- Address the current cohort of young people that remains unemployed

To achieve these imperatives, the following table with 5 key interventions will be implemented and prioritized with a view to maximizing the impact of the different initiatives already underway.

## WHAT THE PRESIDENTIAL YOUTH EMPLOYMENT INTERVENTION PLANS TO ACHIEVE

The PYEI is contributing to the President's stated goal of creating 2 million new jobs for young people in this decade. It is pursuing results in the following outcome areas over the medium term:

- ▶ New demand is generated, and opportunities are aggregated and made visible for young people.
- ▶ An increasing number of young people are employed in the formal and informal economy, including through youth entrepreneurship.
- ▶ An increasing number of young people access opportunities for workplace experience, service and training. Young people seamlessly transition and navigate different pathways (within and beyond the PYEI, and across learning and work areas).
- ▶ An increasing number of enterprises are owned and managed by young people.
- ▶ An improved system (across government/non-government/private sector) enables opportunities for young people.

The PMO in the Presidency continuously monitors progress with implementation. Quarterly updates are published on the PYEI dashboard available here: [www.stateofnation.gov.za](http://www.stateofnation.gov.za)



**1. PATHWAY MANAGEMENT NETWORK:**

To view and access available learning and work opportunities, and providing a range of support services.

**2. WORKFORCE SOLUTIONS FOR GROWING JOBS:**

Implementing demand-led skills development programmes that allows 500 000 young people to develop the capabilities in growth sectors.

**3. ENABLED YOUTH SELF-EMPLOYMENT AND TOWNSHIP ENTERPRISE:**

Stimulate economic activity in marginalised communities.

**4. WORKPLACE-BASED EXPERIENCE:**

Providing opportunities for workplace experience through the Youth Employment Service.

**5. OPPORTUNITY TO DO SERVICE:**

Expanding a Presidential Youth Service to provide 250 000 young people over five years with publicly funded opportunities to engage in service.

**DELIVERY MODEL OF THE PRESIDENTIAL YOUTH EMPLOYMENT INTERVENTION**

The Presidential Youth Employment Intervention is cross cutting across government leveraging the strengths of various government departments while bringing in the creativity and innovation of the private sector and civil society.



THE PRESIDENCY  
REPUBLIC OF SOUTH AFRICA

Overall custodian of the PYEI giving oversight, and strategic direction over all aspects of the intervention



supported by other spheres of government, development partners, private sector and civil society





The National Pathway Management Network of Networks that seeks to pathway young people into aggregated opportunities. Below is a graphical representation of the National Pathway Management Network:



**The National Pathway Management Network is a central component of the PYEI designed to support the country's PSET system.**

## NATIONAL PATHWAY MANAGEMENT NETWORK

Our National Pathway Management Network, which links young people to opportunities for earning, learning and support, has now signed up over 2.9 million users. Young people can join the network through an online platform, SAYouth.mobi, which is data free on all mobile networks. Since SA Youth was launched, it has placed more than 600,000 young people in earning opportunities and provided support to many more, including interview preparation, job search, and entrepreneurship training.

As part of government's commitment to remove the barriers that young people confront when trying to enter the public service, we are reducing the cost and effort of applying for positions. For example, applicants for public service positions are no longer required to submit certified copies of their educational qualifications and other relevant documents. This simple change will significantly reduce the cost of applying, improve turnaround times, and reduce the administrative burden on departments.

## FUTURE OF WORK PROGRAM

The DPSA, NYDA and PSETA have launched the Future of Work Ambassadors programme. This programme will focus on improving and modernising the recruitment and retention of youth in the public service.

### Pay for performance skills program

We are pursuing innovative new ways of linking learning with earning. For example, the National Skills Fund is pioneering the pay-for-performance skills development model that will create 8,000 job opportunities for young people in digital skills. We expect the recruitment of young people to occur in the second quarter of the financial year.

### National Youth Service

We look to the National Youth Service to inculcate in all young people the habits of work, the value of community service and a sense of duty to our democracy. The NYS has already recruited 30 000 of the planned 50 000 participants.

## YOUTH EMPLOYMENT SERVICE

The Youth Employment Service – known as YES – is another important initiative which has reached key milestones over the last year. Through its partnerships with the private sector, YES has created nearly 82,000 quality work opportunities for young South Africans. This has injected over R4.6 billion into the economy through salaries alone. Corporate partners use the Youth Employment Service to build their own workforces by creating work experiences for youth in industries of the future. These include as the digital economy, the green economy, urban agriculture, mining, global business services, the creative sector and many more.

The Department of Trade, Industry and Competition, for example, is establishing a fund that will support an enabling ecosystem for young people to engage in enterprise and self-employment. In the past financial year, 7,500 young people have received financial support and over 30,000 young people have received other enterprise support from the National Youth Development Agency and the Department of Small Business Development.



## **NATIONAL YOUTH POLICY (NYP 2030) LENS**

The National Youth Policy (NYP) is developed for all young people in South Africa, with a focus on redressing the wrongs of the past and addressing the specific challenges and immediate needs of the country's youth. The NYP 2020 seeks to create an environment that enables the young people of South Africa to reach their potential. The policies, mindful of the global economic challenges that affect South Africa, identifies the mechanisms and interventions that will act as catalysts to help clear critical blockages and achieve this positive environment. The desired outcome is empowered young people who are able to realise their full potential and understand their roles and responsibilities in making a meaningful contribution to the development of a non-racial, equal, democratic and prosperous South Africa.

The NYDA planned performance over the next five years is focused on providing a comprehensive suite of interventions that leads to decent employment, skills development, education, and entrepreneurship for all young people in the age group 14 to 35. These outcome areas focus on fostering a mainstreamed, evidence based, integrated and result oriented youth development approach, through and monitoring and evaluation services, lobby and advocacy to bring on board key stakeholders to implement youth development programmes. The NYDA must implement and coordinate interventions aligned to the MTSF Priorities and reviewed Policy 2020-2025.

Integrated Youth Development Strategy (IYDS 2022/25) Lens

The Mandate of the NYDA as per the Act is to develop the Integrated Youth Development Strategy for South Africa, initiate, design, coordinate, evaluate and monitor all programmes. The Integrated Youth Development strategy is developed as a strategic framework for coordinating government wide priorities born from the National Youth Policy 2030. The priorities will be identified from gaps, challenges and opportunities to ensure effective contribution of the National Development Plan 2030. The government wide priorities will include all youth development interventions.

The Integrated Youth Development Strategy should be understood in the context of the policy and legislative frameworks that have been developed in the country and regarding the youth. This has been further informed by the IYDS process of development, one which has been characterized by research, synthesis, engagement, consultation and finally consolidation championed by the Presidency. In response to promoting co-ordination, the NYDA will consult with stakeholders, submit a report for approval. Going forward, the NYDA needs to ensure review, alignment and development in developing the strategy.

## **NATIONAL YOUTH SERVICE LENS**

In response to coordination, the NYDA is engaging in partnerships with stakeholders from public, private and civil society to create institutional delivery mechanisms that support the effective coordination and implementation of National Youth Service Programmes across all sectors of society. This will position the NYSP as the single largest Youth Service Programme to coordinate delivery of 250 000 active participants in the next five years.

## **NATIONAL YOUTH DEVELOPMENT AGENCY YOUTH LENS**

The NYDA continues to play a leading role in ensuring that all major stakeholders prioritise youth development and contribute towards identifying and implementing lasting solutions which addresses youth development within the MTSF 2019-2024 priorities. The Agency realised the importance of a streamlined, relevant and responsive youth development strategy that associates directly with broader South African development objectives, as encapsulated in the NDP 2030.

In response to MTSF 2019-2024, the NYDA will continue to prioritise, support the implementation of impactful and relevant youth development programmes. The outlook reports will be informed by legislative and strategic frameworks as informed by youth development priorities at global, regional, national, provincial and local level. The NYDA is expected to provide status of youth report on a 3-year cycle. The report has been finalised and endorsed of the Minister (DWPYD).

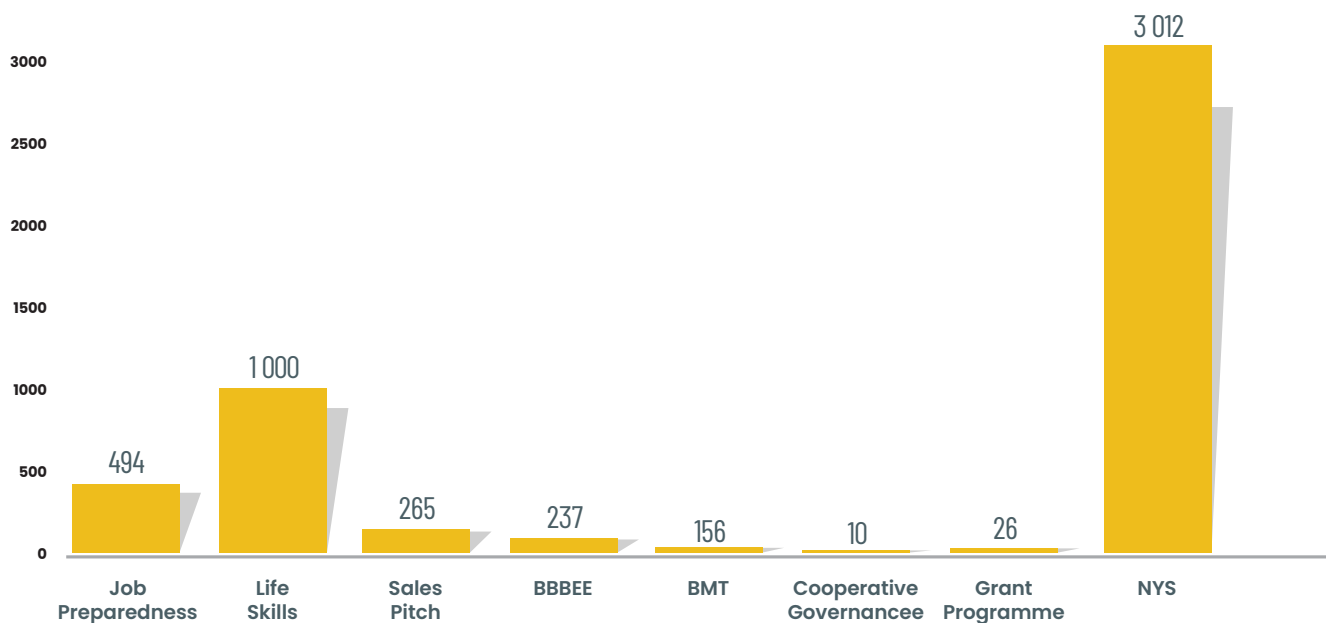
## **YOUTH WITH DISABILITIES**

Youth with disabilities constitute the world's largest minority which continues to experience barriers to participation in all aspects of life including the economy. These barriers take a variety of forms, including those relating to the physical environment or to information and communications technology (ICT), or those resulting from legislation or policy, or from societal attitudes and discrimination. The result is that persons with disabilities do not have equal access to socio-economic rights and services, including education, employment, health care, transportation, political and economic participation, or justice. The NYDA management developed the disability strategy focusing on inclusion for youth with disabilities in all programmes.

The NYDA has since :

- Dedicated branch training officers in each branch, trained on disability and will continue to support persons with disability with NYDA programmes at a branch level.
- NYDA has created an enabling environment that would promote the full participation of youth with disabilities in the NYDA programs.
- Inclusion of Youth with Disabilities on Expanded Volunteer Projects
- Conduct social campaigns on GBV for youth with disability.
- Make NYDA online services available to persons with disability
- Capital budget set aside to upgrade facilities for access of youth with disabilities.
- Budget for printing of training manuals in braille and for sign language interpreters.
- We have allocated specific quantitative targets on all programs for youth with disabilities
- The NYDA will continue to make inroads in the disability sector in accordance with the disability strategy.
- Produced an Annual Report on partnerships established with Disability organisations to promote youth development.

### DISABLED BENEFICIARIES PER PROGRAMME





## LEGISLATIVE AND OTHER MANDATES

The Agency derives its mandate from the legislative framework, including the NYDA act no 54 of 2008. The NYDA complies with legislation and regulations that affect its environment and has adequately developed policies to ensure proper organization management and regulate staff and youth towards the realization of the organization's mandate.

The below listed legislative instruments and policies highlight the National Youth Development Agency's mandate with the aim of ensuring that it aligns and falls within the parameters of the legislative framework.

## FUTURE OF WORK PROGRAMME

The DPSA, NYDA and PSETA have launched the Future of Work Ambassadors programme. This programme will focus on improving and modernising the recruitment and retention of youth in the public service.

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LEGISLATION	WHAT IT MEANS
<b>The Constitution of the Republic of South Africa (Act 108 of 1996)</b>	The Constitution is the supreme law of the country that entrenches specific rights, responsibilities and ethos that everyone in South African must uphold. In the Bill of Rights, specific human rights are guaranteed and these rights and responsibilities guide the inherent rights and responsibilities of everyone, including youth.
<b>The National Development Plan (NDP 2030)</b>	<p>The NDP is a plan to unite South Africans, unleash the energies of its citizens, grow an inclusive economy, build capabilities, enhance the capability of the state and leaders working together to solve complex problems.</p> <p>The National Development Plan (NDP) offers a long-term perspective. It defines a desired destination and identifies the role different sectors of society need to play in reaching that goal.</p> <p>As a long-term strategic plan, it serves four broad objectives:</p> <ul style="list-style-type: none"> <li>• Providing overarching goals for what we want to achieve by 2030.</li> <li>• Building consensus on the key obstacles for achieving these goals and what needs to be done to overcome those obstacles.</li> <li>• Providing a shared long-term strategic framework within which more detailed planning can take place to advance the long-term goals set out in the NDP.</li> <li>• Creating a basis for making choices about how best to use limited resources.</li> </ul>
<b>Preferential Procurement Policy Framework Act (2000)/Preferential Procurement Regulation (2017)</b>	<p>Preferential procurement in South Africa is not only about proper financial management of public monies, it also presents an opportunity for government to correct the socio-economic imbalances of the past by awarding government work to individuals disadvantaged by historical practices.</p> <p>The purpose of this act is to enhance the participation of Historically Disadvantaged Individuals (HDIs) and the Small, Medium and Micro Enterprises (SMMEs) in the public-sector procurement system.</p> <p>Procurement is regulated in the South African Constitution in the provisions dealing with general financial matters, imposing certain obligations on government entities to ensure the proper and responsible expenditure of public funds.</p>
<b>The New Growth Path (2011)</b>	<p>This emphasises the need for the state to create jobs through:</p> <ul style="list-style-type: none"> <li>• Direct employment schemes.</li> <li>• Targeted subsidies.</li> <li>• Expansionary macro-economic package.</li> <li>• Supporting labour absorption activities.</li> <li>• Generate large-scale employment.</li> <li>• Creation of incentives and support mechanisms to encourage the private sector to invest in new ventures.</li> <li>• Extend existing operations and concentrating resources in areas that yield the most jobs will ensure the greatest impact.</li> </ul>
<b>National Youth Policy 2030</b>	The policy aims to enhance the quality of the services rendered, extend coverage and increase impact, attempting to tackle the gaps and stubborn challenges through new approaches. To ensure that youth development programmes are in place to address the challenges faced by the youth of our country, recognise young people as drivers of development initiatives and as key partner for social change and economic expansion. Empower young people to take charge of their future.
<b>National Youth Development Agency (NYDA), Act Number 54 of 2008</b>	NYDA's mandate is to initiate, design, coordinate, evaluate and monitor all programmes aimed at integrating the youth into the economy and society in general.

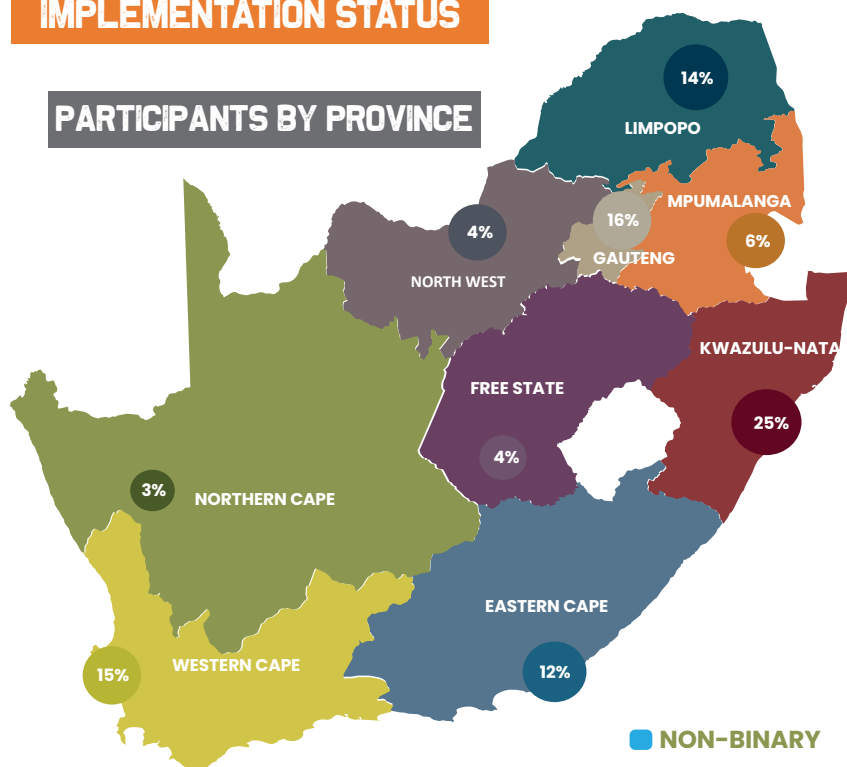
<b>Public Finance Management Act, No 1 of 1999 as amended (PFMA)</b>	<p>The Public Finance Management Act (PFMA), 1999 (Act No. 1 of 1999) is one of the most important pieces of legislation passed by the first democratic government in South Africa. The Act promotes the objective of good financial management to maximise service delivery through the effective and efficient use of the limited resources. The key objectives of the Act may be summarised as:</p> <ul style="list-style-type: none"> <li>• Modernising the system of financial management in the public sector,</li> <li>• Enabling public sector managers to manage, but at the same time be held more accountable,</li> <li>• Ensuring the timely provision of quality information; and,</li> <li>• Eliminating the waste and corruption in the use of public assets.</li> </ul>
<b>Broad Based Black Economic Empowerment Act 53 of 2003</b>	<p>Promotes achievement of constitutional right to:</p> <ul style="list-style-type: none"> <li>• Equality,</li> <li>• Increase in broad based and effective participation of black people in the economy and,</li> <li>• Promote equal opportunity and equal access to government services.</li> </ul>
<b>Skills Development Act of 1998 (as Amended in 2010)</b>	<p>This emphasizes the state to promote the following amongst others:</p> <ul style="list-style-type: none"> <li>• Improving the quality of life of workers, their prospects of work and labour mobility.</li> <li>• Improving productivity in the workplace and the competitiveness of employers.</li> <li>• Establishing the national Skills authority.</li> <li>• Establishing SETAs.</li> <li>• Improving self-empowerment.</li> <li>• Improving the delivery of social services.</li> </ul>
<b>Integrated Youth Development Strategy (IYDS 2022/25)</b>	<p>The IYDS is located within a rich legislative and policy framework, defined by the South African Constitution, (Act 108 Of 1996) as the supreme law of the country and guided by an internationally informed rights-based approach to growth and development. Following the adoption of the IYDS 2022/25 government committed to implement the strategy that will see the recommendations of the policy implemented. The Integrated Youth Development Strategy (IYDS) is the enabler and the vehicle through which the NYP objectives will be realised.</p> <p>The National Youth Policy identified the following five priorities:</p> <ul style="list-style-type: none"> <li>• Education and Skills and Second Chances.</li> <li>• Economic participation and transformation.</li> <li>• Health care and combating substance abuse.</li> <li>• Nation Building and Social Cohesion.</li> <li>• Optimizing the youth machinery for effective delivery and response.</li> </ul>



## REVITALISED NATIONAL YOUTH SERVICE

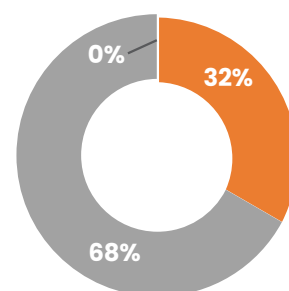
## IMPLEMENTATION STATUS

## PARTICIPANTS BY PROVINCE



n = 47,234

## GENDER



**Surveys and digital mapping** with a focus on data that is relevant to improving service delivery for young people.



**Sports, recreation, arts and entertainment**, especially in support of activities that are available to young people in communities served.



**Learner support programmes** that provide services such as teaching or after-school and homework support to school children.



**Social support and care services**, including those with special relevance for young people, such as activities addressing substance abuse or gender-based violence.



**Early childhood development** with activities such as playgroups, storytelling and reading.

37 %



**Food security and child nutrition**, for instance through food gardening or preparation and delivery of food to vulnerable community members.

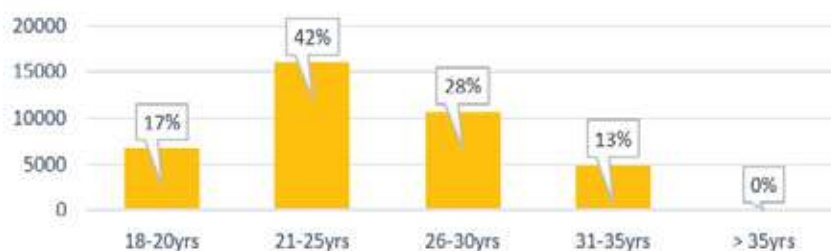
11 %



**Community works and greening programmes** with a focus on revitalising, maintaining or creating community green spaces and public facilities.

13 %

## AGE





## Key updates on participant transitions

- NYS partners are targeting to at least transition 30% of participants.
- Around 25% of participants who completed transitioned into further opportunities

**OVER 1,500 SITES REACHED**



Mentorship



Employer matching



Work readiness competencies + time



Job-seeking tips and experience



An ability to package skills in recruitment language



Ongoing support to apply for multiple opportunities



Economic networks



Formal reference letter

## Examples of NYS partner facilitated transitions:

**Community Chest:** 1193 Participants were employed by organisations including: Project Codex, Montessori Centre, ABSA, Old Mutual, Medi Clinic, PEPKOR, Capitec.

**Afrika Tikkun:** The project was able to transition over 1,000 participants into employment general and mechanical entry level job opportunities with BMW (30) and Anglo American (210) and other were supported through the entrepreneurship development programme to start and operate their own small businesses and co-ops.

**Small Projects Foundation:** The partner entered into a contract with a PYEI – Innovation Fund project called the BPESA Future Skills project. To date 3,420 participants have been onboarded onto the BPESA Future Skills platform and 992 are actively using the platform. The platform offer participants with further training aimed at transitioning them into the global business services sector.

## Examples of Small Businesses started by Participants

- Young people register their businesses, which continue to provide services in the informal economy based on the size of the business and revenue generated.
- This is because its quick and easy to run a business with limited skills in their local communities based on required demand.
- Although participants have not yet reported on revenue and creating additional jobs, they are involved in income generating activities.

### Types of businesses started:

Food gardening/production	Carwash
Animal health services	Auto mechanic
Animal feed production and sales	Garden services
Small retail shops/spaza shops	Shoe fixing
Food and meal preparation sales	Security installation services
Hair/Make up and Nails services/shop	Design/Dressmaking



nyda

NATIONAL YOUTH DEVELOPMENT AGENCY  
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3

## OVERVIEW OF THE PUBLIC ENTITY PERFORMANCE

# OVERVIEW OF THE PUBLIC ENTITY PERFORMANCE

## SERVICE DELIVERY ENVIRONMENT

The NYDA reports to the State President through the Minister of Women, Youth and Persons with Disability in the Presidency. The Agency previously reported to the Department of Planning, Monitoring and Evaluation (DPME) up until 2019 Cabinet announcement adding the youth cluster to the Department of Women. In ensuring that the Executive Authority has significant input in youth development matters, and update on crucial matters, the Board holds regular meetings with the Minister. Parliament portfolio committee on Women, Youth and Persons with Disabilities is responsible for oversight on the work of the Agency and monitors service delivery. The Agency has attended quarterly meetings reporting to the Committee and submitting reports as and when required.

## ORGANIZATIONAL ENVIRONMENT

The NYDA has rationalized its work and had a renewed focus towards youth entrepreneurship and the creation and facilitation of jobs as well as the revitalized National Youth Services Programme across all sectors of government and society. The Agency understands that ultimately its judgement lies in the impact it makes in the lives of young people. To this end, its Annual Performance Plan has been enhanced to ensure maximum impact while reducing functions which are better placed elsewhere in government.

The political environment has become more complex because of changing political dynamics which could mean more pressure on the NYDA to be seen to address youth development issues. The issue of economic transformation is becoming a central theme on the youth agenda requiring further engagements on economic policy. Socio-cultural factors such as, cultural trends, demographics and population dynamics affect the community within which NYDA operates. It is important therefore to develop a multi-level strategy that seeks to build a Private Public Partnership with the aim of getting all business and social partners to be involved in the overarching goal of getting the youth to enter the economic activity space. This enables the Agency's environment to improve efficiently in the provision of programmes, products and services that provides real time data for measurable impact.

## YOUTH SECTOR ENVIRONMENT

The youth sector environment consists of Public, Private and Civil Society. This sector is complex and requires relationships with government and non-government institutions to implement programmes that are run by, for and with young people. This environment requires a multi-sectoral framework within which youth development programmes can be implemented in an integrated manner to maximize outcomes.

The youth sector needs to be responsive to youth challenges that encompass the following:

- Unemployment and joblessness
- Low labour absorption capacity of the economy
- High-skilled technology labour market
- Available skills vs labour market needs
- Low entrepreneurship levels
- Inadequate access to information
- Inadequate mentorship/hand-holding support and exit strategies
- Inadequate economic growth to speed up employment
- Weak performance of sectors in the industry i.e. manufacturing, mining etc.

The youth sector environment consists of Public, Private and Civil Society. This sector is complex and requires relationships with government and non-government institutions to implement programmes that are run by, for and with young people. This environment requires a multi-sectoral framework within which youth development programmes can be implemented in an integrated manner to maximize outcomes.

The youth sector needs to be responsive to youth challenges irrespective of race, gender, colour, creed, geographical location or political affiliation. that encompass the following:

- Unemployment and joblessness
- Low labour absorption capacity of the economy
- High-skilled technology labour market
- Available skills vs labour market needs
- Low entrepreneurship levels

- Inadequate access to information
- Inadequate mentorship/hand-holding support and exit strategies
- Inadequate economic growth to speed up employment
- Weak performance of sectors in the industry i.e. manufacturing, mining etc.

## STRATEGIC OUTCOMES ORIENTED GOALS AND KEY PERFORMANCE AREAS

The NYDA continued with its business of implementing youth development programmes directly. Key programmes that are biased towards unemployed youth, young women, youth in rural areas, youth living with disabilities, school-aged out-of-school youth, youth at risk, youth-headed households, youth in conflict with the law, and youth abusing substances.

The focus of the NYDA's business is informed by imperatives of youth development as contained in the National Youth Policy, which are:

### • ECONOMIC PARTICIPATION:

To assist and facilitate youth participation in the economy, leading to improvement of their livelihoods through NYDA grants as financial support and business development services which are non – financial support interventions. The aim is to respond to the challenges of youth unemployment and low total entrepreneurship activity among youth.

### • EDUCATION AND SKILLS DEVELOPMENT:

To promote access to quality education and skills, to both school-going and out-of school youth, through targeted interventions. The National Development Plan outlines South Africa's education vision to ensure that, by 2030, South Africans have access to education and training of the highest standard possible, producing significantly improved learning outcomes. Nation –building & social cohesion: To promote the implementation of the NYS across all race and class groups.

### • POLICY AND RESEARCH:

To create and produce youth development information and knowledge that informs the Public sector, Private sector and Civil Society on developing policy, and the planning, implementation and review of all (100%) of their programmes related to government priorities.

**The work undertaken in each Performance area imperative is covered through the following key Programme areas:**

## PROGRAMME 1: ADMINISTRATION

The purpose of this programme is to enable effective and efficient capabilities for service delivery and supporting functions

Implementation is at the following Strategic Outcome:

- An efficient and effective Agency characterized by good corporate governance and ethical leadership

## PROGRAMME 2: PROGRAMME DESIGN, DEVELOPMENT AND DELIVERY (PDDD)

The purpose of the programme is to enhance the participation of young people in the economy through targeted and integrated economic programmes.

Implementation is at the following Strategic Outcomes:

- Increased access to socio-economic opportunities, viable business opportunities and support for young people to participate in the economy.
- To provide increased information and universal access to young people
- Increased co-ordination and implementation of NYS programmes across all sectors of society.

## PROGRAMME 3: INTEGRATED YOUTH DEVELOPMENT

The purpose focuses on fostering a mainstreamed, evidence based, integrated and result oriented youth development approach, through and monitoring and evaluation services, lobby and advocacy to bring on board key stakeholders to implement youth development programmes.

**Implementation is at the following Strategic Outcome:**

- To produce research and policy which influences change in youth sector and build sustainable relationships.

The National Youth Development Agency derives its mandate from the NYDA Act (54 of 2008). Section 3 of the Act



mandates the Agency to develop policy and an “Integrated Youth Development Strategy”. The Act further mandates the NYDA to “initiate, design, coordinate, evaluate and monitor all programmes aimed at integrating the youth into the economy and society, guide efforts and facilitate economic participation and empowerment, and the achievement of education and training”. In short, the role of the NYDA can be summarized as follows:

- Lobby and advocate for integration and mainstreaming of youth development programmes in all spheres of government, the private sector and civil society.
- Initiate, implement, facilitate and coordinate youth development programmes.
- Monitor and evaluate youth development interventions across the board and mobilize youth to actively participate in civil society engagements.





## ABBREVIATIONS

LEGISLATION	WHAT IT MEANS
ASB	Accounting Standards Board
AYC	African Youth Charter
BSC	Balance Scorecard
CGU	Cash-generating Unit
CTA	Certificate of Theory in Accounting
DIRCO	Department of International Relations and Cooperation
DPME	Department of Planning, Monitoring and Evaluation
EDP	Entrepreneurship Development Programme
EPWP	Expanded Public Works Programme
ETDP SETA	Education, Training and Development Practices Sector Education and Training Authority
EWP	Employee Wellness Plan
GDP	Gross Domestic Product
GRAP	Generally Recognized Accounting Practice
IAS	International Accounting Standards
IPSAS	International Public Sector Accounting Standards
IYDS	Integrated Youth Development Strategy
KPA	Key Performance Area
KPI	Key Performance Indicator
MIS	Management Information System
NCR	National Credit Regulator
NDP	National Development Plan
NHI	National Health Insurance
NYC	National Youth Commission
NYSP	National Youth Service Programme
NSS	Non-State Sector
NYSU	National Youth Service Unit
OHS	Occupational Health and Safety
PFMA	Public Finance Management Act
PYWG	Presidential Youth Working Group
SADC	Southern African Development Community
SASGAAP	South African Statements of Generally Accepted Accounting Practice
SAICA	South African Institute of Chartered Accountants
SASCOC	South African Sports Confederation and Olympic Committee
SME	Small and Medium-sized Enterprises
TAA	Transitional Accounting Authority
UYF	Umsobomvu Youth Fund
UNIDO	United Nations Industrial Development Organization
VSP	Voluntary Settlement Package
YDISA	Youth Development Institute of South Africa





**FOREWORD BY**  
**MINISTER NKOSAZANA DLAMINI-ZUMA**  
**MINISTER IN THE PRESIDENCY: WOMEN, YOUTH AND**  
**PERSONS WITH DISABILITIES**



**MINISTER IN THE PRESIDENCY:****WOMEN, YOUTH AND PERSONS WITH DISABILITIES**

I am pleased to present the 2022/23 Annual Report of the National Youth Development Agency (NYDA). In the year under review, the NYDA achieved its ninth consecutive clean audit report from the Auditor-General of South Africa (AGSA). We are encouraged by the commitment of the NYDA to good governance and ensuring that there is zero irregular or wasteful expenditure..

We fully support the NYDA Board in vigorously seeking partnerships and implementing interventions that benefit and change the lives of young people for the better. We congratulate the NYDA for achieving 100% of its targets – all 29 of them.

The NYDA's suite of products and services reaches some young people, and enables them access to education and skills opportunities that promote their growth and allow them to become active members of their community. However, due to the limited resources as juxtaposed to the high youth unemployment rate, much more needs to be done to reach a wider pool of young people that are in need of the services. Across the globe, young people face a myriad of challenges in the country and across the African landscape. From high unemployment to various forms of poverty, education inequality, lack of access to mentorship programmes and many others hinders the youth from bettering their lives. While youth unemployment has dominated national and international development agendas, and there have been notable interventions toward the employability of young people, South Africa continues to have the highest youth unemployment since the dawn of our young democracy. The gap between the number of youths seeking employment and the employment opportunities available to them continues to grow wider.

The COVID-19 pandemic has had a particularly severe impact on youth employment owing to disruptions in education, job layoffs and income losses and increased barriers to job market entry. For those young people who are still pursuing education, the pandemic is likely to result in unprecedented new inequalities upon graduation. The NYDA within the youth sector is considered as a nodal point to promote the creation of jobs and ownership of enterprises that benefit young men, women, and youth with disabilities.

Over and above the past three years the NYDA has presented a number of milestones and it has been in the forefront and has achieved a number of milestones in line with the Medium Term Strategic Framework (MTSF) priorities, the NYDA stays committed to achieving of the following over the next 5-year period:

- 2 million youth into jobs through combination of jobs programs, public employment programs, SETA's and ETI.
- 100 000 youth entrepreneurs per annum across DFI's with private sector support.
- 250 000 youth over five years placed in National Youth Service programs.
- One coordinating body that can oversee the workings of the different departments with regards to youth training and employment, accompanied by clear lines of accountability to a parliamentary portfolio committee.

The opportunity to influence what other Departments are doing in the youth development space, must be driven strongly by both the NYDA and the Presidency. We remain committed to do more and achieve our outcomes as per the 5-year strategic plan commitments and the Annual Performance Plan.

We appreciate the work that has been done thus far by the NYDA Board as led by Ms Asanda Luwaca alongside Executive Management and all NYDA staff as led by Mr Waseem Carrim toward the development of young people in the Republic.

As we present this 2022/23 Annual Report of the National Youth Development Agency, we recall the words of uTata Nelson Mandela when he said this of the youth:

*"To the youth of today, I also have a wish to make: be the scriptwriters of your destiny and feature yourselves as stars that showed the way towards a brighter future."*

NC Zuma

**Dr. Nkosazana Dlamini-Zuma, MP**

Minister in The Presidency for Women, Youth and Persons with Disabilities

Date: 30/09/2023





**STATEMENT BY**  
**DEPUTY MINISTER MS. NOKUZOLA TOLASHE**  
**DEPUTY MINISTER IN THE PRESIDENCY: WOMEN, YOUTH AND**  
**PERSONS WITH DISABILITIES**

## DEPUTY MINISTER IN THE PRESIDENCY: WOMEN, YOUTH AND PERSONS WITH DISABILITIES

The NYDA through its mandate continues to implement youth development programmes that are aimed at changing livelihoods of all young people for the better. Despite some of the challenges that we still face as a country, we have also seen hope through the many young people who have benefitted from the government and NYDA programmes. Through the NYDA's enlarged footprint with full-service branches in all nine (9) provinces and district offices in various municipalities, young people have been able to access socio-economic opportunities, viable business opportunities and this has enabled the youth to participate in the economy of our country.

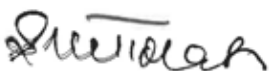
We live in a current state of economic uncertainty and great fiscal challenges. One upside to a down economy is that when businesses, communities, and governments tighten their belts, the result can often be new solutions and ideas. The youth of South Africa are faced with challenges that are multi-faceted, and to meet these challenges, the state relies on innovative ideas and bold collaboration between the public and private sectors to provide services traditionally funded by government. Social programs are an excellent example of how, in the face of limited economic resources coupled with increasing demands, a little innovation between government and private entities can reshape services and improve their outcomes.

The NYDA continue to collaborate and put emphasis on shaping and implementing a bold solution of hope to youth development. Through this youth-driven model, the NYDA is steadfastly championing a vision to change the system of youth development in the country. It has been a huge privilege to serve and advocate with young people across marginalize communities.

Thank you to the entire NYDA team for their spirit of tenacity and an unwavering commitment to the Youth empowerment dream! Our relational strength and digital capabilities helped us to place grassroots youth and communities at the centre of our solution and spurred us on to sustain momentum in our larger technology scale efforts. It has been a year of many invaluable yet sobering lessons.

- A total of 2 320 youth owned enterprises were supported with financial interventions and young people have shown interest in the programme and the NYDA is willing to assist and support these young people.
- A total of 34 209 young people were supported with non-financial business development interventions and this was achieved through collaborations with local municipalities and provinces.
- Jobs that were created and sustained through supporting entrepreneurs and enterprises were 6 796.
- A total of 1 010 beneficiaries supported with business Development Support Services offered to young people by NYDA through partnership established with FASSET to implement the project with 3 Universities: University of Pretoria, University of Free State and University of KwaZulu-Natal.
- A total of 83 923 young people were capacitated with skills to enter the job market, through Life Skills and Job Preparedness and target met and exceeded due to a number of young people who shown interest in life skills and job preparedness offered by NYDA.
- A total of 15 434 young people placed in jobs through partnership established with KZN Department of Public Works which increased the number of jobs for young people to be placed.

We were able to grow our funding in innovative ways and provide critical services to vulnerable youth-witnessing strengthened resilience and servant leadership in an army of youth development practitioners for the hard work and spirit of excellence demonstrated; this was certainly a collective achievement.



**Ms. Nokuzola Tolashe,**

MP Deputy Minister: Department of Women, Youth and Persons with Disabilities

Date: 30/09/2023



**STATEMENT BY**  
**MS. ASANDA LUWACA**  
**NYDA BOARD EXECUTIVE CHAIRPERSON**



## STATEMENT BY THE NYDA EXECUTIVE CHAIRPERSON

As we entered the 2022/23 financial year, we were cognizant of the decisive actions required to advance youth interests and development. Broadly guided by the National Development Plan (NDP) 2030 and specifically underpinned by the National Youth Policy (NYP) 2030 together with the Integrated Youth Development Strategy (IYDS) 2022 – 2025. Young people are at the centre of the national plan, both in terms of human and intellectual capital, that are required to reach the objectives contained therein. Moreover, as the future of the nation, young people should be the chief beneficiaries of these.

We are pleased that we have maintained good governance within the National Youth Development Agency (NYDA) by attaining a ninth consecutive clean audit report for 2022/2023 from the Auditor-General of South Africa (AGSA). The Auditor General's report stated, no material findings in the agency's compliance with legislation and the AGSA did not identify any significant findings in the internal controls of the entity. Such an outcome proves that the agency is still well on par with fulfilling its constitutional mandate to advance the interests of young people in South Africa.

Our country faces a triple challenge of poverty, inequality, and unemployment. In addition to the divides of geography, race and education, COVID-19 exacerbated the divide between those who are employed, have jobs, and are "included" in society; as well as those who are unemployed and are disenfranchised. Women and young people have always faced more struggles more in the labour market, and since the dawn of the pandemic, this has found them significantly worse off. Youth unemployment is the greatest concern, with two-thirds of more than one million young people entering the labour market each year without employment, education or training. As a South African youth-based agency that was established mainly to address challenges faced by South African youth having reached and exceeded our key performance targets is quite motivating.

The IYDS 2022/25 is our primary tool to ensure that the objectives of the National Youth Policy 2020 – 2030 are achieved. This is even more important as we near the end of the revised Medium Term Strategic Framework (MTSF) 2019 – 2024. The NYDA remains committed to fulfilling the tasks contained in the IYDS 2022/ 25 which was adopted by the Cabinet in 2022.

In line with enhancing the efficacy and proficiency of the NYDA, there is an amendment process of our founding Act taking place in parliament. The Cabinet approved the draft Amendment Bill of the NYDA Act (2008) for tabling in Parliament in February 2022. The amendments seek to address challenges related to our broad mandate which is difficult to implement practically. Furthermore, there is a need to intensify youth development service provisions, enhance good governance and align these with the medium to long-term plans for the country and youth.

Recent statistics paint a grim picture, however, they remain slightly encouraging signs such as the overall increase in jobs and a movement of discouraged work seekers to active work searchers. Only through a social compact of all sectors of society can our ambitious goals be achieved. The NYDA doors remain open to any individual or institution who is committed to giving young people a hand-up.

We are also pleased to announce that following our invitation to the 15th BRICS Summit, where we delivered a presentation that persuaded Heads of State to consider the establishment of the BRICS Youth Council. The Johannesburg II Declaration officially welcomed this clarion call and encouraged the finalisation of the framework that will underpin this structure. It also recognised the youth as a driving force in achieving the Sustainable Development Goals and a Just Transition.

Noteworthy achievements for the year under review are as follows:

- Ninth consecutive clean audit by the AGSA
- A total of 2320 youth-owned enterprises were supported through financial interventions
- A total of 34 209 young people were supported with non-financial business development interventions and the target was met and exceeded due to collaborations with local municipalities and provinces where we have MOUs in place
- 6796 jobs were created and sustained through supporting entrepreneurs along with enterprises. The target was exceeded due to the Grant Programme that was oversubscribed





- A total of 1 010 beneficiaries were supported with Business Development Support Services and the overachievement was due to a partnership and Service Level Agreement established with FASSET to implement the project with 3 Universities: the University of Pretoria, the University of Free State and the University of KwaZulu-Natal.
- A total of 83 923 young people were capacitated with skills to enter the job market, through Life Skills and Job Preparedness
- A total of 15 434 young people were placed in jobs met and this target was exceeded due to the partnership established with the KwaZulu Natal Department of Public Works
- Through the National Youth Service Programme, a total of 73 organizations and departments lobbied to implement NYS and the target was met and exceeded
- Produced an Annual Report on the National Youth Service programme
- A total of 12 172 young people participated in Expanded Volunteer Projects (EVP). The overachievement was mainly driven by the newly introduced incubation programme and the 100 NPOs we assisted in implementing the EVP programme.
- A total of 7 333 young people participated in Community Work Programme (CWP) programmes
- A total of 46 320 young people secured paid service opportunities
- Continued implementation of the Disability Strategy within the NYDA Head Office and Regional Offices

The NYDA recognises that South Africa's youthful population presents an opportunity to boost economic growth, increase employment and reduce poverty. Moreover, it also recognises that young people bear the brunt of unemployment and provides young people with broader opportunities that must be sought. It proposes the strengthening of youth service programmes and the introduction of new, community-based initiatives to offer young people life skills training and entrepreneurship training.

The NYDA working together with its social partners remains committed to the Medium Term Strategic Framework Plan to achieve the following targets:

- Funding and support of 100 000 youth entrepreneurs
- 1 million more young people placed in jobs over and above the current NDP target
- 250 000 youth enrolled in National Youth Service programs.
- A single coordinating body for youth development to oversee the coordination of youth development.

In conclusion, it is not by chance that the NYDA's total staff complement, akin to our Board of Directors, is predominantly made up of young women. Gender equality and the empowerment of young women are objectives that inform our mission.

The Board expresses its appreciation to management and all employees for their efforts, oversight and support in achieving satisfactory performance through another clean audit outcome. We look forward to a better year ahead as we place youth at the front and centre of the economic recovery. I would like to encourage all young people not to lose hope and, to take advantage of all opportunities availed by the government and private sector to aid them in realising their dreams.



**Ms. Asanda Luwaca**

Executive Chairperson: National Youth Development Agency

Date: 31/08/2023





**STATEMENT BY**  
**MS. KARABO MOHALE**  
**NYDA BOARD EXECUTIVE DEPUTY CHAIRPERSON**

**STATEMENT BY****THE NYDA EXECUTIVE DEPUTY CHAIRPERSON**

Hello Southie this report marks two years since the 4th NYDA Board of Directors joined the vibrant National Youth Development Agency (NYDA). This term has given us a renewed sense of hope and moral regeneration, there is indeed a world that awaits the youth; a world anchored on principles of inclusivity and intergenerational co-leadership.

The past year was declared as the year of Trade by the Office of the Executive Deputy Chairperson. Trade is viewed as one of the critical areas that believed to have a great propensity to fight the scourge of unemployment and poverty as it has potential to be labour intensive and to contribute to the growth of the economy. The year saw us making commitments to the youth of this country to create an environment for them to learn on potential market access and expansion outside of the borders of South Africa. An environment that provided young people an opportunity to access international markets through showcasing and selling their products and services. This in an effort to accelerate enterprise development and the economic participation of young people.

At the heart of the challenges young people continue to face, unemployment remains a scathing inhibitor for the growth and development of young people. There is a need for us to ensure structural reforms that ascertain the participation of young people in the economy. STATS SA indicators advise that we have a youthful population with a median age of 28, imploring on all to ensure that young people play a critical role in the development trajectory.

It must be stated that this cannot be done by the NYDA alone, there is a need for there to be a whole of society approach as we forge ahead to build an inclusive and intersectional world. We continue to call for the unambiguous inclusion of youth owned enterprises in governments procurement of goods and services, secondly, for the inclusion of young people in key sectors of the economy through uninterrupted skills development programmes, thirdly for the ease of barriers of entry to markets, and lastly for accessible financial support. These measures will ensure that young people have access to economic opportunities and play a meaningful role in the development trajectory of South Africa.

Apathy amongst young people has implored on the NYDA to be intentional in addressing the multi faceted challenges of unemployment, poverty, barrier to markets, access to information, lack of financial and non-financial support, and food insecurity. These socio-economic challenges have propelled the NYDA to continue fostering strategic partnerships with public and private institutions to contribute to changing the socio-economic conditions of young people.

We encourage all players to be deliberate on institutionalizing intergenerational co-leadership on all levels. Let's all contribute towards building a cohort of young people who are agitators of equity and equality in society, young people who lobby and advocate for a just and inclusive world that is free of violence and discrimination.

We hope that these pages inspire you to be more and do more.

As we always say "There is no time like the present, than to be limitless"



**Ms. Karabo Mohale**

Executive Deputy Chairperson: National Youth Development Agency

Date: 31/08/2023





**STATEMENT BY**  
**MR. WASEEM CARRIM**  
NYDA Chief Executive Officer

## STATEMENT BY THE NYDA CEO

It remains an honour and a privilege to provide this foreword to the NYDA Annual Report for the 2022/2023 financial year. I am proud to be part of a formidable team of young Executives and a female-led Board of Directors that continues to put the rights and needs of young people at the centre of what we do.

Whether it is advocating for access to education, skills training, funding of young entrepreneurs, or job creation, the NYDA recognises the important role that the youth of our country plays.

I am inspired by their resilience and their willingness to create a South Africa that we all want to live in.

Our generation can influence policies and strategies more effectively now more than ever.

As the NYDA, we remain committed to good governance, high ethical standards, highest level of performance, accountability and accessibility.

During the 2022/2023 Financial Year, The NYDA achieved zero irregular expenditure and achieved all of its planned targets.

Key to the NYDA's ninth clean audit are achievements which include:

- The revitalisation of the National Youth Service in which over 48 000 young people participated. This makes the program one of the largest on the African continent and around the globe. 10 000 of these young people have been afforded opportunities to transition into employment and entrepreneurship.
- The non-financial business development interventions through which over 34 000 young people were supported.
- The approval of the first Integrated Youth Development Strategy by Cabinet which is aligned to the National Development Plan and the National Youth Policy 2030. The strategy has five key pillars namely; economic transformation, education and skills development, health, social cohesion, and an effective youth development machinery which are aimed at putting the youth at the centre of South Africa's development agenda.

The township and rural economy have the potential to reduce unemployment and create job opportunities for young people who may face barriers to employment in the mainstream sector.

In this financial year, we are proud to have supported over 2 300 youth-owned business with NYDA financial support.

The NYDA advocates for job creation to find unique skills, grow youth talent, increase chances of employability and secure workforce for the future.

It is for this reason that we have been able to create and sustain 6 500 jobs through NYDA funded youth-owned enterprises.

It is our strong belief that job creation continues to create a positive multiplier effect which ultimately contributes to the country's economic growth and stability.

We have been actively participating as a partner in the Presidential Youth Employment Intervention (PYEI) so that young people can continue to transition successfully from learning to earning. Since the implementation of the PYEI there have been eight consecutive quarters of reductions in youth unemployment.

Through partnerships for young development, we must continue to respond to the ongoing crisis of youth unemployment. Existing programmes must be supported and accelerated to create pathways that lead to young people earning a living. I am proud that we have deepened our partnerships with the Sector Education Training Authorities and the Unemployment Insurance Fund.

It is important that we recognise the participation of countries at the Nelson Mandela Youth Dialogue which was held in March 2023 in Mthatha, Eastern Cape.

The Youth Dialogue was inspired by our former Head of State, Nelson Mandela. Young people came together to forge working relationships and collaborations to solve the many challenges faced by them. Youth leaders want to be a part of the solution and to building a better tomorrow.

As we look forward to 2022 / 2023 a key component of our work will be focussed on the implementation of Phase Two of the National Youth Service, working on the extension of the Presidential Youth Employment Intervention beyond



March 2024, South Africa's Chair of BRICS, continuing to work towards a culture change program and communicating better with our partners, the media and South Africa's youth.

I wish to extend my gratitude to Minister Nkosazana Dlamini-Zuma for her unwavering support, the Department of Women, Youth and Persons with Disabilities, the NYDA Board of Directors led by Ms Asanda Luwaca, the Portfolio Committee on Women, Youth and Persons with Disabilities, my Executive team, NYDA employees and our partners for their contribution of youth development.

We must remain united to building a safer, brighter and prosperous future for our youth.



**Mr. Wasseem Carrim**

NYDA Chief Executive Officer

Date: 31/08/2023









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NATIONAL YOUTH DEVELOPMENT AGENCY  
**OUR YOUTH. OUR FUTURE.**

# **NYDA BOARD MEMBERS**



**MS. ASANDA LUWACA**  
**EXECUTIVE CHAIRPERSON**

Asanda Luwaca began her activism whilst pursuing her qualification wherein she participated in the life of Youth Organisations. She later continued with her activism in the political space where she served across various leadership structures.

She completed her BA Politics qualification in 2012, and later pursued her Honours qualification in Politics. Over the years, she has obtained additional qualifications in the following areas: Evidence-Based Policy Making and Implementation at the Nelson School of Government at the University of Cape Town; Policy Research Training at the University of Stellenbosch; and Academic Writing Skills at the University of Stellenbosch.

Her activism in politics saw her participating in the 2015 #FeesMustFall movement, where she later contributed a chapter in a published book titled 'We Are No Longer At Ease: The Struggle for #FeesMustFall'.

She later relocated to Cape Town to join the ANC Parliamentary Caucus where she worked as a Researcher. Some of her achievements include her being one of the winners of the International Organisation for Migration Competition where she, alongside progressive youth in South Africa, were awarded an all-expenses Educational Trip to the African Union Headquarters in Addis Ababa in Ethiopia. She was also a Finalist for the Moremi Initiative Women's Leadership in Africa (MILEAD) 2015 Fellows Programme.

She was recently appointed by the Minister of Higher Education and Training, where she currently serves as a Council Member at the Ingwe TVET College as Chairperson of the Donor Funding and Stakeholder Relations Committee. In 2021, she was appointed by HE President Cyril Matamela Ramaposa to serve as the Executive Chairperson of the Board of Directors at the NYDA, where she is currently serving.



**MS. KARABO MOHALE**  
**EXECUTIVE DEPUTY CHAIRPERSON**

Karabo is a designated Associate Marketer by profession. She holds a BCom Honours Degree (Cum Laude) in Marketing and is currently pursuing a Master of Arts in Development Studies at The University of Sussex (UK). She has over five years' experience in Governance.

She is a former Member of Council at the Tshwane University of Technology, a former Board Member of the Gauteng Liquor Board and currently serves as The Chairperson of the Board of Directors at The Tshwane Institute for Continuing Education; a company wholly owned by the Tshwane University of Technology (TUT) that exists to generate third stream income to support the academic project through Short Learning Programmes and Continuous Professional Development (CPD).

Karabo pursued her professional career in Corporate South Africa and cut her teeth in the Financial Sector, particularly in Banking and Insurance. She obtained certification in Wealth Management during this tenure. Karabo is an activist for the rights of the marginalised and continues to participate in various youth led organisations.

She currently serves as Deputy Chairperson of the South African BRICS Youth Association.



**MS. PEARL PILLAY**  
**BOARD MEMBER**

Pearl is a youth development practitioner and is currently the Managing Director of Youth Lab, a national youth think tank that aims to mainstream youth participation in community development and policy making. She holds a Master's Degree in Political Studies from Wits University with a focus on youth participation in policy making and is currently a PhD candidate at the University of Cape Town, focusing on social movements and elections.

During her student years, she was involved with organisations like Amnesty International, where she served as President of the branch and was then elected to the Student Representative Council in 2013. She was also extensively involved in various university societies such as the Workers Solidarity Committee and the Wits Palestinian Solidarity Committee, as well as the Wits Feminist Forum and the Golden Key International Honours Society. In 2015, Pearl was selected as one of the recipients of the 2015 Mandela Washington Fellowship. She has also been featured on the Mail and Guardian's Top 200 South Africans 2015 and has been included on Fast Company SA's Top 20 Under 25 List for her work in youth engagement.

In 2021, she was profiled as a young female change-maker in Forbes Africa magazine. Pearl was also part of Back Chat, a youth advisory group, selected by the then Deputy Minister in the Presidency responsible for Youth, Buti Manamela. She has been frequently featured in publications such as The Daily Maverick, The Mail and Guardian and Careers Magazine, particularly writing about politics, race, social movements, and Feminism, and has published academic work on entrepreneurship and Black Economic Empowerment.

Pearl has worked in different countries around Africa, training public officials on how to make their policies more beneficial for young people with organisations like EISA (Electoral Institute for Sustainable Democracy in Africa) and NDI (National Democratic Institute) to name a few. Pearl serves as a Board Member of the African Movement for Democracy, a continental movement of youth organisations focused on strengthening democracy in their home countries. She has a keen interest in democracy and elections, working in election observation missions in Liberia and Tunisia, and has done extensive work focusing on youth and elections in South Africa. Pearl was also appointed by the President to serve on the National Planning Commission as the National Planning Commissioner responsible for youth for the next five years.





**MR. THULISA NOLELA**  
**BOARD MEMBER**

Thulisa holds a Degree in Law and Political Science, an Honours Degree in International Relations and a Post Graduate in Finance, Investment Banking and Management from the University of KwaZulu Natal. He is currently studying towards LLB Degree.

He is also a certified director; a designation obtained from the Institute of Directors of South Africa (IODSA) and has served on the board of directors of KZN Nature Conservation commonly known as Ezemvelo Wildlife as a member of the Audit and Risk Committee, the Commercial Services Committee and Chairperson of the Finance and Governance Committee.

Within the NYDA, Thulisa's additional role includes that of a member of the Investment Committee, the Audit and Risk Committee and the Chairperson of the ICT Steering Committee.



**MR. AVELA MJAJUBANA**  
**BOARD MEMBER**

Avela holds a Bachelor of Technology Degree in Nursing Science, Honours Degree in Public Management and Governance and a Master of Technology in Health Science. Armed with a strong foundation in administration and leadership capabilities, Avela has previously worked for the Department of Public Service and Administration and the KwaZulu Natal Department of Health.

Within the NYDA, he serves not only as a Board Member but as Chairperson of SAECOM tasked with supporting, advising, and providing guidance on the effectiveness of management efforts in respect of ethical leadership, protection of the agency's assets, stakeholder engagement, etc.



**MS. ALEXANDRIA PROCTER**  
**BOARD MEMBER**

Alexandria Procter is the CEO, Founder and Head of Product of a tech startup based in Cape Town, South Africa. She started her company, DigsConnect.com, as an undergraduate student at the University of Cape Town 4 years ago. Her tech startup is now the largest student housing platform on the African continent, helping students across the continent find safe and affordable student accommodation. She has raised record setting venture capital investments, including the largest seed round investment for a female founder in South Africa.

Alexandria holds a Bachelor of Science degree from the University of Cape Town. She is a Board Director for the National Youth Development Agency, as well as for the Cape Innovation and Technology Initiative. Alexandria is a member of Mensa, and she is pursuing her private pilot's licence. She has a book deal with NB Publishers and is writing a book about tech startups in South Africa.





**MS. LBOGANG MULAISI**  
**BOARD MEMBER**

Lebogang is the Head of Policy at COSATU, where she coordinates COSATU's labour market policy implementation. She is an EXCO and MANCO member at the National Economic Development and Labour Council (NEDLAC) and represents organised labour in the labour market chamber of NEDLAC.

She is a commissioner on the Presidential Climate Change Coordinating Commission. She holds a Master of Commerce Degree in Development Economics from the University of Johannesburg. She is currently pursuing a PhD in Economics.





NATIONAL YOUTH DEVELOPMENT AGENCY  
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**NYDA OPERATIONS  
EXECUTIVE COMMITTEE**

NYDA

## SENIOR LEADERSHIP

**MR. WASEEM CARRIM**

Chief Executive Officer

**MS. KHUTHADZO MANANA**

Chief Financial Officer

**MS. MAFIKI DUMA**Executive Director:  
HR & Legal Services**MS. PALESA NOTSI**Executive Director:  
ICT & Communications**MR. SIYABONGA MBAMBO**Executive Director:  
Operations**MS. IKANYENG MASINAMELA**Senior Manager:  
Office of the CEO**MS. AYANDA SIMA**Senior Manager:  
Human Resources**MS. DIMAKATSO MASITENG**Senior Manager:  
ICT**MR. WALTER BANGO**Senior Manager: Strategy,  
Monitoring and Evaluation**MS. CULITA MHLONGO**Senior Manager:  
Financial Services**MS. NONTSIKELELO MAKAULA**Senior Manager:  
National Youth Service**MS. NELISIWE NZIMANDE**Senior Manager:  
QMS and Customer Service**MR. SENZENI MPHILA**Chief of Staff: Office of  
the Executive Chairperson**MR. TSHEPO MANYAMA**Senior Manager:  
Operations**MR. ABBEY NKABINDE**Senior Manager:  
Internal Audit

## NYDA MANAGERS



**MR. PHETOLE SEODI**

Manager: Public and  
International Investments



**MS. MAMOSEBETSI NKALANE**

Manager:  
Performance M&E



**MS. SIBUSISIWE XULU**

Manager:  
Learning and Development



**MR. PRINCE MOTLOUNG**

Manager: ICT Business  
and Applications Support



**MR. SITHEMBISO MTHOMBENI**

Manager: Bid Committee  
& Contract Management



**MR. RONNIE SHUPING**

Manager:  
Financial Operations



**MR. LEHLOHONOLO DIKOTSI**

Manager:  
Facilities and Security



**MR. KABELO BOCA**

Manager:  
ICT Infrastructure



**MS. ROOKAYA BALLIM**

Manager:  
Legal Services



**MR. DUMSANI SITHOLE**

Manager:  
Products and Services



**MS. SIHLE SHABALALA**

Manager: National Pathway  
Management Network



**MS. THOZAMA MDALA**

Manager:  
EVP and Special Projects



**MR. PHUTI SEMENYA**

Manager: NYS Coordination  
and Partnerships



**MS. NOMSA MBATA**

Manager:  
Customer Services



NYDA

## REGIONAL MANAGERS

**MR. LUFEFE MKUTU**Eastern Cape  
Regional Manager**MR. BOITUMELO DITHEBE**Free State  
Regional Manager**MS. REBONE MAJOLA**Gauteng  
Regional Manager**MS. NOMPUMELELO ZUMA**KwaZulu-Natal  
Regional Manager**MR. JERRY SHIRINDA**Limpopo  
Regional Manager**MS. JABULILE MKHWANAZI**Mpumalanga  
Regional Manager**MR. MICHAEL PHOKELA**North West  
Regional Manager**MR. BUHLE NTSENGE**Northern Cape  
Regional Manager**MR. MICARLO MALAN**Western Cape  
Regional Manager





nyda

NATIONAL YOUTH DEVELOPMENT AGENCY  
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6

**ANNUAL PERFORMANCE  
INFORMATION REPORT**

**2022/2023**

## PERFORMANCE INFORMATION SUMMARY

In the period under review the NYDA had a total of 29 Key Performance Indicators of which 13 were met and 16 were met and exceeded. The organization therefore achieved 100% of the planned target in the APP.

### PROGRAMME 1: ADMINISTRATION

- Produced 4 Quarterly Management Report.
- Reviewed and implemented Annual Workplace Skills Plan.
- A total of R236 781 011 million funds was sourced from public and private sectors to support youth development programmes and target met and exceeded due to partners willing to work with the NYDA and an intensive focus on partnerships.
- A total of 6 SETA partnerships were established and target met and exceeded due to willingness by SETAs to work with the NYDA.
- A total of 3 partnerships were signed with technology companies and target met and exceeded due to willingness by partners to work with the NYDA.
- Reviewed and implemented ICT Strategic Plan indicating 75% achievement of ICT targets by end of financial year.
- Reviewed and implemented Integrated Communication and Marketing Strategy
- Produced and approved the NYDA Strategic Risk register.
- Reviewed Annual SCM Procurement Plan and produced quarterly reports.
- Developed annual report on partnerships established with Disability organizations to promote youth development.
- Implemented and monitored 100% ERP modules in all NYDA platforms.

### PROGRAMME 2: OPERATIONS

#### SUB PROGRAMME 1:

##### Economic Development through Youth Entrepreneurship

- A total of 2320 youth owned enterprises were supported with financial interventions and target met and exceeded due to the interest that young people have shown in the programme and the NYDA willing to assist and support these young people.
- A total of 34 209 young people were supported with non-financial business development interventions and target met and exceeded due to collaborations with local municipalities and provinces that we have MOU's in place.
- Jobs that were created and sustained through supporting entrepreneurs and enterprises were 6796 and target met and exceeded due to the Grant programme that was oversubscribed by young people and the interest shown by them.
- A total of 1, 010 beneficiaries supported with business Development Support Services offered to young people by NYDA and the overachievement was due to partnership and Service Level Agreement established with FASSET to implement the project with 3 Universities: University of Pretoria, University of Free State and University of KwaZulu-Natal.

#### SUB PROGRAMME 2:

##### Decent employment through Jobs Programme

- Pathway Management Analytical Report on job placement opportunities facilitated produced.
- A total of 83 923 young people were capacitated with skills to enter the job market, through Life Skills and Job Preparedness and target met and exceeded due to a number of young people who shown interest in life skills and job preparedness offered by NYDA.
- A total of 15 434 young people placed in jobs met and exceeded due to partnership established with KZN Department of Public Works which increased the number of jobs for young people to be placed.

#### SUB PROGRAMME 3:

##### National Youth service

- A total of 73 organizations and departments lobbied to implement NYS and target met and exceeded as a result



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- of the national steering committee of NYS, NPO's implementing NYS and provincial structures.
- Produced Annual report on National Youth Service programme.
- A total of 12 172 young people participated in Expanded Volunteer Projects and the overachievement was mainly driven by the incubation programme that was introduced and the 100 NPO's that assisted in implementing the EVP programme.
- A total of 7333 young people participated in CWP programmes and target met and due to youth being prioritised as new intakes for the CWP.
- A total of 46 320 young people secured paid service opportunities and target met and exceeded, and is a reflection of the dire unemployment state of young people.
- A total of 34 445 people completed planned service activities and target met and exceeded, and is a reflection of the dire unemployment state of young people.
- A total of 7546 people transitioned from the National Youth Service (NYS) into other opportunities and target met due to a relentless focus on transitioning young people into opportunities post service.

### PROGRAMME 3: INTEGRATED YOUTH DEVELOPMENT

- A total of 4 evaluations were conducted.
- Produced Annual Report on Integrated Youth Development Strategy.
- Produced 3 Youth Status Outlook reports.
- Developed a status of the youth report in the country.



**PROGRAMME 1: ADMINISTRATION**

**PURPOSE:** The purpose of this programme is to enable effective and efficient capabilities for service delivery and supporting functions.

**Outcome:** An efficient and effective Agency characterized by good corporate governance and ethical leadership.

Outcomes, Outputs, Output Indicators, Targets and Achievement

PROGRAMME NAME: ADMINISTRATION								
Outcome	Output	Output Indicator	Audited Actual Performance 2020/2021	Audited Actual Performance 2021/2022	Planned Annual Target 2022/2023	Actual Achievement 2022/2023	Deviation from planned target to Actual Achievement for 2022/2023	Reasons for deviations
An efficient and effective Agency characterised by good corporate governance and ethical leadership	NYDA Quarterly Management Reports Produced	Number of NYDA Quarterly Management Reports Produced	3	4	4	4	n/a	Annual target met
	Implement Annual Workplace Skills Plan	Reviewed and implemented Annual Workplace Skills Plan	Implemented Annual Workplace Skills Plan	Reviewed and implemented Annual Workplace Skills Plan	Reviewed and implemented Annual Workplace Skills Plan	Annual Workplace Skills Plan reviewed and implemented	n/a	Annual target met
	Value of funds sourced from the public and private sectors	Value of funds sourced from the public and private sectors to support the youth development programmes.	R88 364 452.00 million	R683 133 204,00 million	R150 million	R219 818 061,48 million	R69 818 061,48 million	Target met and exceeded due to partners willing to work with the NYDA and an intensive focus on partnerships.
	SETA partnerships established	Number of SETA partnerships established.	4 SETA partnerships established	6	6 SETA partnerships established	7 SETA Partnerships established. • FoodBev Seta • PSETA • TETA • INSETA • ETDP Seta • FASSETA • W&RSETA	1	Target met and exceeded due to willingness by SETAs to work with the NYDA
	Partnerships signed with technology companies	Number of partnerships signed with technology companies.	3 partnerships signed with technology companies	2	2 Partnerships signed with technology companies	3 Partnerships signed with technology companies: • DIGIFY Africa Foundation • IBM • NEMISA	1	Target met and exceeded due to willingness by partners to work with the NYDA
	Implemented ICT Strategic Plan and produce quarterly reports	Review and implement ICT Strategic Plan	Reviewed and implemented ICT Strategic Plan indicating 50% achievement of ICT targets in the plan by end of the Financial Year.	Reviewed and implemented ICT Strategic Plan indicating 50% achievement of ICT targets in the plan by the end of the Financial Year	Review and implement ICT Strategic Plan indicating 75% achievement of ICT targets by end of financial year	ICT Strategic Plan reviewed and implemented indicating 75% achievement of ICT targets by end of the Financial Year	n/a	Annual target met
	Review and implement the Integrated Communication and Marketing Strategy	Review and implement Integrated Communication and Marketing Strategy	Reviewed and implemented Integrated Communication and Marketing Strategy	Integrated Communications and Marketing Strategy reviewed and implemented	Reviewed and implemented Integrated Communication and Marketing Strategy	Integrated Communication and Marketing Strategy reviewed and implemented	n/a	Annual target met
	NYDA Strategic Risk Register produced and approved	Produce and approve the NYDA Strategic Risk Register by Ops Exco	Produced and approved the NYDA Strategic Risk Register by Ops Exco	Strategic Risk Register produced and approved by Ops Exco	Produce and approve the NYDA Strategic Risk Register by Ops Exco	NYDA Strategic Risk Register produced and approved by Ops Exco	n/a	Annual target met
	Review annual SCM Procurement Plan	Review annual SCM Procurement Plan and produce quarterly reports	Developed and implemented Annual Procurement plan and produced quarterly reports	Annual SCM procurement plan reviewed and quarterly reports produced	Review Annual SCM Procurement Plan and produce quarterly reports	Annual SCM Procurement Plan reviewed, and quarterly reports produced	n/a	Annual target met
	Annual report on partnerships established with Disability organisations to promote youth development	Produce Annual Report on partnerships established with Disability organisations to promote youth development	n/a	Produced annual report on partnerships established with disability organizations to promote youth development	Produce Annual Report on partnerships established with Disability organizations to promote youth development	Annual report on partnerships established with Disability organizations to promote youth development produced	n/a	Annual target met
	ERP system deployed to all NYDA Modules	% implemented and monitored ERP modules in all NYDA platforms	n/a	ERP modules designed and implemented in all NYDA programmes	100% implemented and monitored ERP modules in all NYDA platforms	100% ERP modules in all NYDA platforms implemented and monitored	n/a	Annual target met



Strategy to overcome areas of under performance.

All targets under Administration were achieved and there is no underperformance.

### **Changes to planned targets.**

There were no changes to planned targets.

## **PROGRAMME 2: OPERATIONS**

**PURPOSE:** The purpose of the programme is to enhance the participation of young people in the economy through targeted and integrated economic programmes including skills and education programmes, and National Youth Services.

**Outcome:** Increased access to socio-economic opportunities, viable business opportunities and support for young people to participate in the economy.

### **SUB-PROGRAMME 1: ECONOMIC DEVELOPMENT THROUGH YOUTH ENTREPRENEURSHIP**

#### **Sub-programme Purpose and Outcomes:**

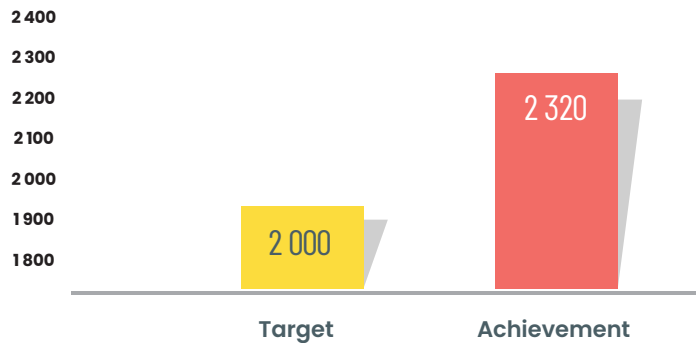
**Purpose:** Facilitating and providing business development services to young people and to enhance their socio-economic well-being

Outcomes, Outputs, Output Indicators, Targets and Achievement

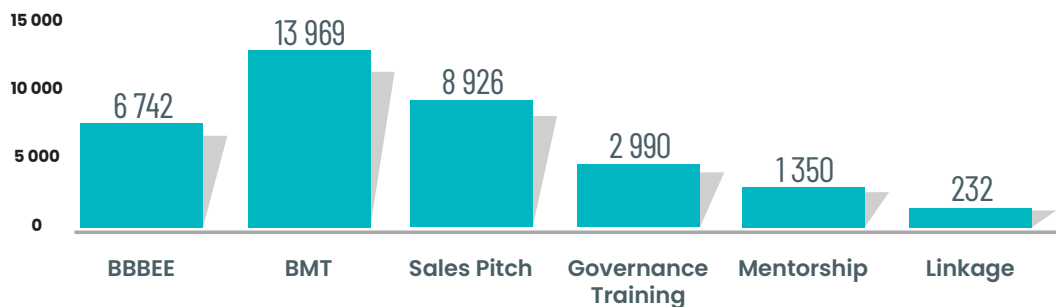
<b>PROGRAMME NAME: OPERATIONS</b>								
<b>Outcome</b>	<b>Output</b>	<b>Output Indicator</b>	<b>Audited Actual Performance 2020/2021</b>	<b>Audited Actual Performance 2021/2022</b>	<b>Planned Annual Target 2022/2023</b>	<b>Actual Achievement 2022/2023</b>	<b>Deviation from planned target to Actual Achievement for 2022/2023</b>	<b>Reasons for deviations</b>
Increased access to socio-economic opportunities, viable business opportunities and support for young people to participate in the economy	Enterprises developed and supported through financial and nonfinancial business development support services offered by the NYDA	Number of youth and youth owned enterprises supported with financial interventions	2316	2005	2000	2320	320	YTD Target met and exceeded due to the interest that young people have shown in the programme and the NYDA willing to assist and support these young people as well additional funding sourced.
		Number of youth supported with non-financial business development interventions	4859	23 267	25 000	34209	9209	YTD Target met and exceeded due to collaborations with local municipalities and provinces that we have MOU's in place that allowed for greater training interventions.
		Number of jobs created and sustained through supporting entrepreneurs and enterprises	8653	7652	6200	6796	596	YTD target met and exceeded due to the Grant programme that was oversubscribed by young people and the interest shown by them.
		Number of beneficiaries supported with business Development Support Services offered to young people by NYDA	1873	n/a	1000	1010	10	Target met and exceeded due to partnership and Service Level Agreement established with FASSET to implement the project with 3 Universities: University of Pretoria, University of Free State and University of KwaZulu-Natal.

**YOUTH AND YOUTH OWNED ENTERPRISES SUPPORTED WITH FINANCIAL INTERVENTIONS**

The NYDA Grant Programme is designed to provide young entrepreneurs with an opportunity to access both financial and non-financial business development support in order to enable them to establish or grow their businesses. A total of 2320 Grants were disbursed in the period April 2022 to March 2023 thus the target was met and exceeded due to the willingness of young people to access the programme.

**YOUNG PEOPLE ASSISTED WITH NON-FINANCIAL INTERVENTIONS**

A total of 34 209 young people received the non-financial services, thus the target was met and exceeded due to collaborations with local municipalities and provinces that we have MOU's in place that allowed for greater training interventions.

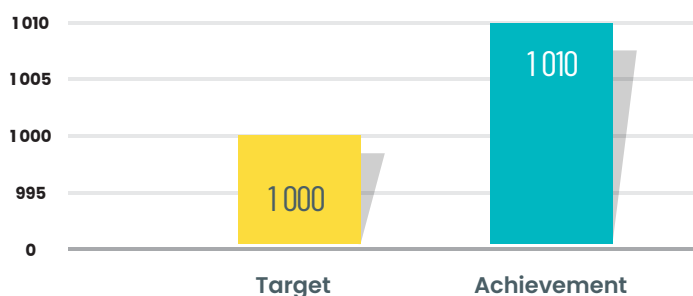
**JOBS CREATED AND SUSTAINED**

Jobs created and sustained through entrepreneurship development are derived from the three programmes, namely; Market Linkages, Voucher and Grant Programme. The jobs are either created or sustained as a result of the intervention offered by the programme in business on a young entrepreneur. A total of 6796 jobs were created and sustained, the target was met and exceeded due to the Grant programme that was oversubscribed by young people and the interest shown by them.



## BENEFICIARIES SUPPORTED WITH BDS

The Voucher Programme is a business support programme aimed at assisting young entrepreneurs by providing one-on-one business development support to access quality business development services through NYDA approved business consultancy service providers thereby enhancing their participation in the mainstream economy. A total of 1010 young people were supported with the Business Development Service (Voucher Programme) the target was met and exceeded due to partnership and Service Level Agreement established with FASSET to implement the project with 3 Universities, namely; University of Pretoria, University of Free State and University of KwaZulu-Natal.



## SUB-PROGRAMME 2: DECENT EMPLOYMENT THROUGH JOBS PROGRAMME

## Purpose:

To facilitate and provide employment opportunities for young people, geared at increasing sustainable livelihoods.

- Increased number of young people entering the job market trained.

## Outcomes, Outputs, Output Indicators, Targets and Achievements

Outcome	Output	Output Indicator	Audited Actual Performance 2020/2021	Audited Actual Performance 2021/2022	Planned Annual Target 2022/2023	Actual Achievement 2022/2023	Deviation from planned target to Actual Achievement for 2022/2023	Reasons for deviations
	Young people trained to participate in the economy and enter the job market	Number of youth Pathway Management Analytical Report produced on job placement opportunities facilitated	n/a	Pathway Management Analytical Report produced on job placement opportunities facilitated.	Pathway Management Analytical Report produced on job placement opportunities facilitated	Pathway Management Analytical Report produced on job placement opportunities facilitated	n/a	Annual target met
		Number of young people capacitated with skills to enter the job market	2790	54 269	75 000	83 923	8923	YTD target met and exceeded due to a number of young people who shown interest in life skills and job preparedness offered by NYDA and collaborations with local municipalities.
		Number of young people placed in jobs	n/a	n/a	10 000	15 434	5434	Target met and exceeded due to intensive focus on partnerships established with KZN Department of Public Works which increased the number of jobs for young people to be placed.

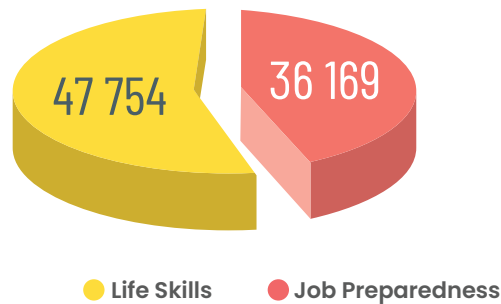
In a constantly changing environment, having Life Skills is an essential part of being able to meet the challenges of everyday life. The dramatic changes in global economies over the past decade have been matched with the transformation in technology and these are all impacting on education, the workplace and in household settings.

To cope with the increasing pace and change of modern life, young people need new life skills such as the ability to deal with stress and frustration. Today's youth will have many new jobs over the course of their lives, with associated pressures and the need for flexibility.

## YOUNG PEOPLE CAPACITATED WITH SKILLS TO ENTER THE JOB MARKET

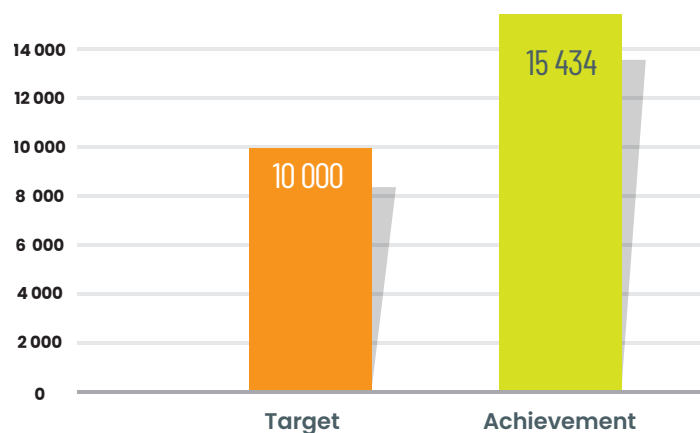
**Job Preparedness** training provides basic information on effective job hunting skills, how to draft an effective CV and motivational letter, how to prepare for job interviews and equip youth with relevant information to assist in employment retention once successfully interviewed.

**Life Skills Programme and Job Preparedness Programme** contributed to capacitating young people with skills to enter the job market. A total of 83 923 young people were trained.



## JOB PLACEMENTS

A total of 15 434 young people were placed in jobs, thus the target was met and exceeded due to intensive focus on partnerships established with KZN Department of Public Works which increased the number of jobs for young people to be placed.





**SUB-PROGRAMME 3: NATIONAL YOUTH SERVICE**

**Purpose:** Facilitate and co-ordinate the effective and efficient implementation of the National Youth Service Programmes across all sectors of society

- Increased co-ordination and implementation of NYS programmes across all sectors of society.

**Outcomes, Outputs, Output Indicators, Targets and Achievements**

Outcome	Output	Output Indicator	Audited Actual Performance 2020/2021	Audited Actual Performance 2021/2022	Planned Annual Target 2022/2023	Actual Achievement 2022/2023	Deviation from planned target to Actual Achievement for 2022/2023	Reasons for deviations
Increased coordination and implementation of NYS programmes across all sectors of society	Increase number of young people participating in National Youth Service (NYS) programmes across all sectors of society	Number of organizations and departments lobbied to implement NYS	37	57	60	73	13	Target met and exceeded as a result of the national steering committee of NYS, NPO's implementing NYS and provincial structures.
		Number of Produce an Annual Report on the National Youth Service program	n/a	Produce an Annual Report on the National Youth Service Programme	Produce an Annual Report on the National Youth Service Programme	Annual report on the National Youth Service Programme produced	n/a	Annual target met
		Number of young people participating in NYS Expanded Volunteer Projects	n/a	33 186	11 000	12 172	1172	YTD Target met and exceeded, and this was mainly driven by the incubation programme that was introduced and the 100 NPO's that assisted in implementing the EVP programme.
		Number of young people participating in CWP programmes	n/a	N/A	7000	7333	333	Target met and exceeded – due to youth being prioritised as new intakes for the CWP.
		Number of young people securing paid service opportunities	n/a	N/A	35 000	46 320	11 320	Target met and exceeded, and is a reflection of the dire unemployment state of young people.
		Number of young people who have completed planned service activities.	n/a	N/A	20 000	34 445	14 445	Target met and exceeded, and is a reflection of the dire unemployment state of young people.
		Number of young people transitioning out of the National Youth Service (NYS) into other opportunities	n/a	N/A	7000	7546	546	Target met due to a relentless focus on transitioning young people into opportunities post service.

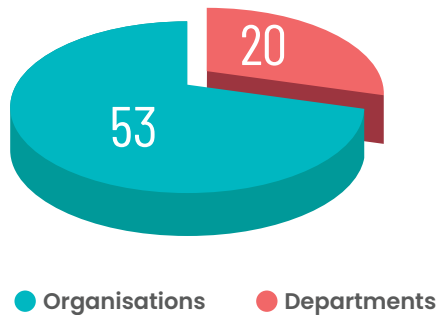
**Strategy to overcome areas of under performance**

All targets under Operations were achieved and there were no underperformance.

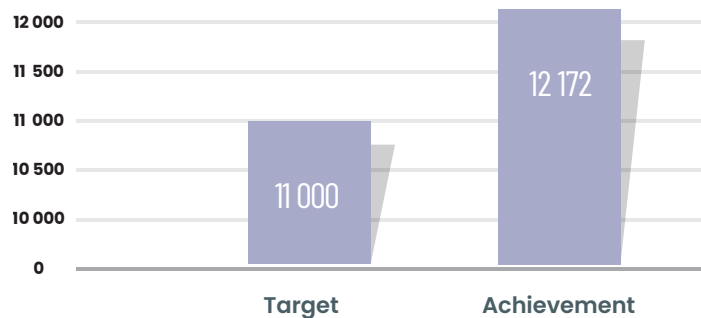


**ORGANIZATIONS AND DEPARTMENTS LOBBIED TO IMPLEMENT NYS**

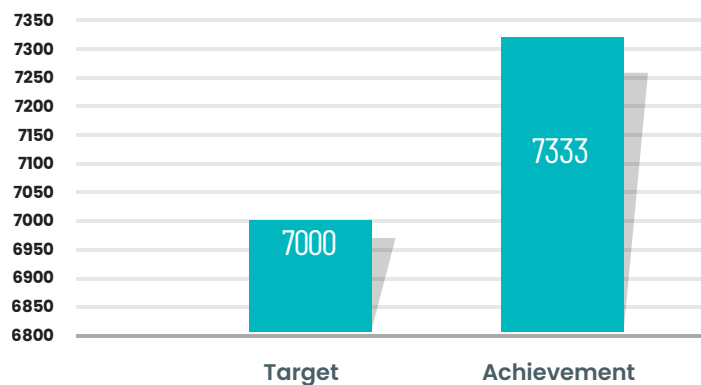
A total of 73 organizations and departments were lobbied to implement NYS. The target was met and exceeded as a result of the national steering committee of NYS, NPO's implementing NYS and provincial structures.

**YOUNG PEOPLE PARTICIPATING IN EVP**

A total of 12 172 young people participated in Expanded Volunteer programme, thus exceeding the target with 1172 due to the incubation programme that was introduced and the 100 NPO's that assisted in implementing the EVP

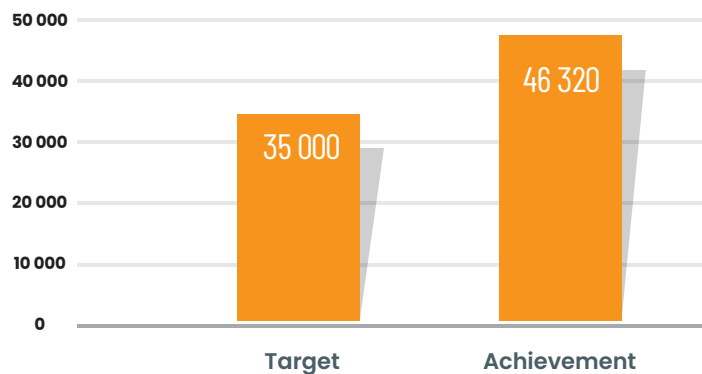
**YOUNG PEOPLE PARTICIPATING IN CWP**

A total of 7333 young people were enrolled in the CWP programme and the target was met and exceeded as young people were prioritised in the intake of the programme.

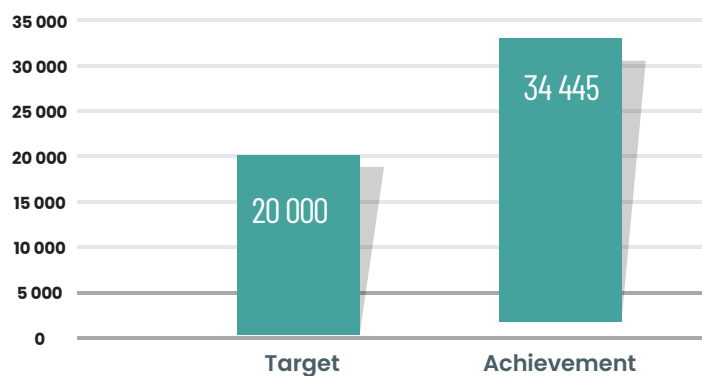


**YOUNG PEOPLE SECURING PAID SERVICE OPPORTUNITIES**

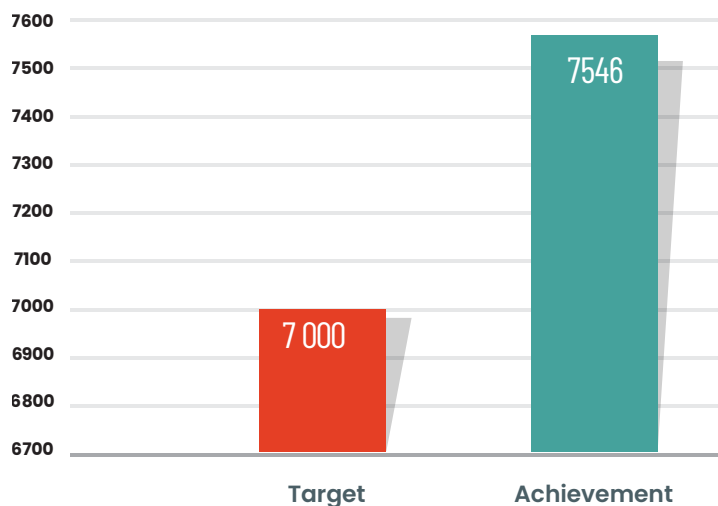
A total of 46 320 young people participated in the paid service activities where they received stipends for their community service work. The target was met and exceeded due to high unemployment faced by young people.

**YOUNG PEOPLE WHO HAVE COMPLETED PLANNED SERVICE ACTIVITIES**

A total of 34 445 young people completed planned service activities, thus exceeding the target with 14 445 due to minimal availability of job opportunities.

**YOUNG PEOPLE TRANSITIONING OUT OF NYS**

A total of 7546 young people transitioned out of the NYS into other opportunities, thus the target was met and exceeded due to a relentless focus on transitioning young people into opportunities post service.



**PROGRAMME 3: INTEGRATED YOUTH DEVELOPMENT**

**PURPOSE:** The purpose focuses on fostering a mainstreamed, evidence based, integrated and result oriented youth development.

**Outcome:** Produce research reports which influences change in youth sector and build sustainable relationships.

Outcomes, Outputs, Output Indicators, Targets and Achievement

Outcome	Output	Output Indicator	Audited Actual Performance 2020/2021	Audited Actual Performance 2021/2022	Planned Annual Target 2022/2023	Actual Achievement 2022/2023	Deviation from planned target to Actual Achievement for 2022/2023	Reasons for deviations
Produce research reports which influences change in youth sector and build sustainable relationships	Youth-centric research reports developed	Number of Impact programme evaluations conducted	4	2	4	4	n/a	Annual target met
		Develop a status of the Youth Report in the country	n/a	Develop a discussion document on youth development in the country	Develop a status of the Youth Report in the country	Developed Status of the Youth Report in the country	n/a	Annual target met
		Produce Annual Report on Integrated Youth Development Strategy	n/a	Annual Report on Integrated Youth Development Strategy produced	Produce Annual Reports on Integrated Youth Development Strategy	Produced Annual Report on Integrated Youth Development Strategy	n/a	Annual target met
		Number of youth status outlook reports produced	2	3	3	3	n/a	Annual target met

**Strategy to overcome areas of under performance.**

All targets under Administration were achieved and there is no underperformance.

**Changes to planned targets.**

There were no changes to planned targets.





## EVALUATIONS / REPORTS

The NYDA conducted four programme Evaluations and other three reports within our programmes where we critically assessed and identified quite successes when data was collected and analysed about those programs activities, characteristics, and outcomes. These evaluations assisted the NYDA to make judgments about a program, to improve its effectiveness, and/or to inform programming decisions.

1. Grant Evaluation Wave 5
2. Evaluation of the Youth Micro Enterprise Relief Fund
3. Community Works Program Evaluation (CWP)
4. Impact of loadshedding towards small youth owned business
5. Status of the Youth Report
6. IYDS Assessment Report

## INTEGRATED YOUTH DEVELOPMENT STRATEGY AND STATUS OF YOUTH REPORT

### STATUS OF YOUTH REPORT

The Status of Youth Report (SYR) is a legislated document that is produced by the National Youth Development Agency (NYDA) every three years. It is to be tabled before Parliament by the president of the Republic before it is released to the public. It is mandated by the NYDA Act of 2008, which was promulgated by the South African Parliament as Act number 54 of 2008. It provides an analysis of the youth context and status in South Africa, and it also acts as a background document and basis for future regular assessment of the status of the youth in the country. This SYR builds on the platform built by the extensive work undertaken by NYDA as part of the production of the National Youth Policy and the Integrated Youth Development Strategy in 2022.

The production of the Status of Youth Report undertaken by the NYDA involved the review of secondary literature and data, and a series of focus group interviews with heterogeneous groups of youth in South Africa was conducted in five provinces (two focus groups per province). The provinces and individuals who participated were carefully selected to closely represent the views of youth from various backgrounds in South Africa.

The Western Cape and Gauteng were selected because they are largely prosperous and urban provinces, and the Eastern Cape, KwaZulu-Natal, and Limpopo were selected due to their largely rural character and the high incidence of poverty in these provinces. Individuals were also selected to represent the diversity of youth in the country: the unemployed, the employed, graduates, pre-Grade 12 dropouts, entrepreneurs, the disabled, all races, and other important categories in the South African context. The Status of Youth Report and second progress report for the Integrated Youth Development Strategy are completed and will be published to all stakeholders and through stakeholder dialogues across all provinces.

### INTEGRATED YOUTH DEVELOPMENT STRATEGY ASSESSMENT

In compliance with the NYDA Act (54 of 2008). Section 3 of the Act mandates the Agency has to develop an Integrated Youth Development Strategy (IYDS) which will serve as a strategic operational tool that will ensure that the approved National Youth Policy (NYP) 2030 is implemented. The Act further mandates the NYDA to "initiate, design, coordinate, evaluate and monitor all programmes aimed at integrating the youth into the economy and society. In approving the IYDS, Cabinet made the following comments:

- Ensure that Government Departments submit their annual plans to the NYDA.
- Annually compile the Status of the Youth Report and present to the sector via the Integrated Youth Development Summit as an accountability mechanism.
- Provide greater alignment to the National Strategic Plan on Gender Based Violence and youth in conflict with the law.
- An official release of the IYDS to the public.

The strategy would serve as a vehicle through which the NYP 2030 objectives will be realized and makes provision of actions that need to be undertaken by various key stakeholders within the youth sector to allow for public participation and dissemination of IYDS. Prior approval the NYDA has engaged all 9 provinces and some municipalities to begin to prioritise youth by developing their own youth strategies in order to implement youth programmes. The NYDA has produced an Assessment to manage the delivery of reliable, credible, effective, and efficient programs that can demonstrate tangible impact in the lives of young people which will be released to the public. It aims to knit together key areas in creating an enabling environment for effective and efficient monitoring and evaluation of the Strategy and its partners' efforts.

The Agency further committed to annually develop an assessment report to check and give feedback on coordination of efforts through specified interventions by the national youth sector (youth formations), civil society, NPO's/NGO's, government departments, national, provincial, and local government. Through the Integrated Youth Development Strategy, NYDA will also continue to play an active role in youth sector coordination. The parent departments are urged to continue funding youth programs indefinitely and as previously stated, it is critical that all government departments include youth targets in their strategic plans and action plans.

The main indicators of success are jobs (the number and quality of jobs created), growth (the rate, labour intensity and composition of economic growth), equity (lower income inequality and poverty) and environmental outcomes. The NYDA will continue to create partnership through targeted programs initiated by government, business, and civil society.

There is a need for the state to create jobs through direct employment schemes, targeted subsidies, and an expansionary macro-economic package; supporting labour-absorbing activities, to generate large-scale employment, while creating a set of incentives and support mechanisms to encourage the private sector to invest in new ventures and extend existing operations and concentrating resources in areas that yield the most jobs will ensure the greatest impact.

The NYDA has worked with KZN Province to develop and finalised their youth strategy followed by Gauteng and the following provinces have been engaged and are committed to finalise their provincial IYDS before end of 2023:

1. Limpopo
2. Northwest
3. Free state
4. Northern Cape
5. Eastern cape
6. Western Cape





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## **CORPORATE INVESTMENTS**

The purpose of Corporate Investments unit to undertake the following:

### 1. Partnership Development and Management

- To pursue partnerships with Setas, Private companies and Government departments, SEOs, Agencies & Civil society
- Lobby and advocacy in the public & private sectors for increased investment in youth development programmes in South Africa.

### 2. Fundraising & Resource Mobilisation

- To pursue fundraising opportunities in the public, private and international sectors.
- Support SA Youth Development Agenda in The International Arena
- Overall Stakeholder Relations and Management
- MOU/MOA Register

### 3. Partnerships concluded in the FY 2022/23

PARTNER	PROJECT DESCRIPTION
Services SETA	Artisan training
Department of Arts and Culture	The Young Patriots Program
Flemish Government	NYS Volunteer Program
Department of Co-Operative Governance and Traditional Affairs	Community Works Program – Mpumalanga
Department of Co-Operative Governance and Traditional Affairs	Community Works Program Agricultural Program
Jobs Fund – Innovation Fund	Upgrade of the Empangeni site for a pilot innovation site on the National Path
FoodBev Sector Education Training Authority	Skills development program in the FoodBev Sector
Public Sector SETA	NYDA internship program
Transnet	Mainstreaming youth development within the Transnet Enterprise Development Hubs in the country.
University of Venda	Improve sustainable livelihood for the youth, to cooperate with each other and as appropriate, with relevant national, regional, and international institutions operating within the region in the design, implementation, and assessment of capacity development initiatives to achieve maximum impact on matters of common interest.
Mpumalanga Tourism and Parks Agency	Youth participation in the tourism industry, Mpumalanga
FoodBev Sector Education Training Authority	Skills development program in the FoodBev Sector
FASSET	500 Learners from cooperatives and enterprises on sector & national priority occupations or trained on entrepreneurship programmes
TETA	Last mile delivery programme
INSETA	Skills programmes that support the insurance sector
Department of Employment and Labour	National Youth Service and New Venture Creation programmes
Limpopo Office of the Premier	Limpopo Youth Fund
Royal Bafokeng Resources	Business Development Support (“BDS”) initiatives & Enterprise Supplier Development programme
Vhembe District Municipality	Local Economic Development
Productivity SA	The Competitiveness Improvement Services (CIS) Programme, The Business Turnaround and Recovery Programme, Research, Statistics and Innovation Programme and Productivity Awards
SASOL	Bridge to Work Programme (is an employability programme targeting the unemployed with particular focus on youth and women to assist them with critical skills which will enable them to either be employed or start their own businesses); and any other programmes the Parties may agree to collaborate on
Mpumalanga Steel Initiative	Incubation Programme
Youth Employment Service (YES4Youth)	Presidential Youth Employment Intervention (PYEI)
Mpumalanga Film and Television Agency	Skills and Enterprise Development programme
BBCBE	Implementation of the Youth Accord





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3

**INTERNATIONAL  
RELATIONS**

# INTERNATIONAL RELATIONS

The purpose of the NYDA International Relations work is to Support SA Youth Development Agenda in The International Arena

## 1. BACKGROUND

International Relations activities of the NYDA are derived from work done by the Agency/Act. NYDA seeks to coordinate where necessary and document international youth work across all government departments, civil society organisations, private sector etc. South Africa has a challenge of coordinating International Youth Work. Anybody, be it civil society, private sector etc. trying to command their presence when it comes to International Work. The establishment of the NYDA has provided those in youth development space to better coordinate youth work. Individuals and various organisations travel all over the world claiming to be representing the youth of South Africa. There is lack of reporting and accountability from persons who undertake international duty and representation. The aim is to make sure that there is proper coordination when it comes to International Youth work done for and by various stakeholders in South Africa with the NYDA taking a lead.

## 2. OBJECTIVES

- To coordinate where necessary and documentation of International Youth work programmes on behalf of South Africa across all levels of Government, Civil Society and Private sector in the Republic and,
- To advance skills development/exchange programmes globally,
- To create a platform for young people to showcase their talents globally, and
- To promote South Africa as a preferred destination for the implementation of best practices in youth development.

## 3. FUNCTIONS

The functions of NYDA International Relations are:

- To create awareness and ensure participation of the South African youth in international engagements such as African Union, SADC Youth Forum, Y20 Summits, Commonwealth, BRICS Youth Summits, and all other related youth development activities globally,
- To ensure that international work is done and aligned with Bi-laterals of the Republic of South Africa,
- To monitor the implementation of international work in both public, private, and civil society,
- To identify barriers to international youth work and suggest possible solutions,
- To ensure that clear development plans for youth doing international work are formulated and implemented,
- To ensure that the youth of South Africa participate in international gatherings/conferences/workshops relevant to Youth Development
- To make recommendations to youth development practitioners in respect to international standards regarding youth development,
- To initiate, design, coordinate, evaluate and monitor all programmes aimed at integrating youth into the economy and society in general relating to International Relations,
- To promote a uniform approach by all organs of state, private sector and non-governmental organisations on matters related to or involve youth development within the international arena,
- To establish annual national priority programmes in respect of youth development Internationally, and
- To guide efforts and facilitate economic participation and empowerment, and achievement of education and training internationally



## 4. CURRENT INTERNATIONAL RELATIONS WORK/ACTIVITIES

NAME	PROGRAMME/PROJECT/ACTIVITY	PURPOSE/OBJECTIVES	STATUS/PROGRESS
Commonwealth Youth Forum	Activity	<ul style="list-style-type: none"> <li>The establishment of the CYC was agreed at the 22nd Commonwealth Heads of Government Meeting (CHOGM) in Perth, in 2011. The CYC is the legitimate and official voice of more than 1.2 billion young people from the 54 Commonwealth member countries. It is the largest and most diverse democratically elected youth-led organisation in the world, representing young people from across the Commonwealth in Asia, the Pacific, the Caribbean, the Americas, Africa, and Europe. The CYC is a dynamic mechanism for facilitating meaningful engagement of young people in decision and policymaking across the Commonwealth.</li> <li>The network aims to further advance the youth development agenda by integrating young people into the development and democracy work of the Commonwealth at national, regional, and Pan-Commonwealth levels. It also provides a sustainable platform for unified engagement with decision makers and youth-led development initiatives.</li> <li>The Commonwealth Youth Council is committed to engaging, involving, and advocating for young people. It facilitates and supports the work of youth-led initiatives, and partners with relevant stakeholders in representing and empowering young people in the Commonwealth.</li> </ul>	<ul style="list-style-type: none"> <li>The NYDA nominated youth reps in the election of the new executive committee in May 2021</li> <li>CYF meeting held in Rwanda from 19-21 June 2022, the nominated youth reps participated, the meeting was held on the sideline of biennial Commonwealth Heads of Government Meeting (CHOGM) under the theme of "Taking Charge of our Future."</li> </ul>
BRICS YOUTH	BRICS Youth Summits	<p>In 2015, when Russia was chairing the BRICS group, the inaugural BRICS Youth Summit and Meeting for Ministers and Heads of Executive Authority on Youth Affairs was held in Kazan, Russia. The main outcome of that meeting was the signing of the Memorandum of Understanding by the BRICS nations. The National Youth development Agency (NYDA), signed on behalf of South Africa. The MoU serves as a basis for mutually beneficial intergovernmental cooperation, will be debated. It is aimed at deepening coordination and cooperation in the field of youth development. The 1st BRICS Youth Summit also proposed, amongst others, the following:</p> <ol style="list-style-type: none"> <li>1. Include entrepreneurship as an integral part of the curriculum in schools and universities across the BRICS nations with specific focus on international conditions and to develop a program of intra-BRICS internships and apprenticeships;</li> <li>2. Set up an online centric platform and youth research group, acting in cooperation with the BRICS University to provide a social network for entrepreneurs, investors and governments across BRICS and create a detailed road map of legal framework and experiences to facilitate the creation of youth businesses in BRICS;</li> <li>3. Recognise the special needs of target groups within nations and set up a BRICS Women Entrepreneurship Forum and expand it to rural areas to assist inclusive growth;</li> <li>4. Create the BRICS Youth Energy Association in order to promote cooperation between youth interested in the energy sector and hold the first official meeting of the proposed BRICS Youth Energy Association in November 2015 in Moscow, following the meeting of Energy Association;</li> <li>5. Oppose terrorism in all its forms and suggests cooperation in identifying and eliminating its political, economic, and social causes;</li> <li>6. Support the construction of a polycentric global order based on BRICS+ format. Engagement with various international actors is crucial for forging further understanding on key political issues of global importance;</li> <li>7. Urge BRICS governments to create a joint action plan on combating transnational organized crime, including human and drug trafficking. The adoption of a cooperative action plan is vital for combating these dangers, which are equally damaging to all BRICS countries;</li> <li>8. Increase youth representation in all BRICS institutional bodies and ensure that the youth contribute to BRICS decision-making processes and actively participate in strategic and policy direction;</li> <li>9. Establish a tradition of Youth Sports Tournaments among young people of the BRICS nations in order to promote activities and healthy lifestyle;</li> <li>10. Encourage linguistic learning programmes for young people of the BRICS countries to learn the languages in the BRICS nations;</li> <li>11. Support youth through exchange programmes in academic and humanitarian work aimed at improving capacity of the civil society for BRICS member states; and endorse the establishment of the Youth Fund within the BRICS Development Bank, which is to commit funds for youth research and development, innovation, and technology.</li> </ol>	<ul style="list-style-type: none"> <li>China was Chair for 2022</li> <li>The summit was held virtually in September 2022</li> </ul>

NAME	PROGRAMME/PROJECT/ACTIVITY	PURPOSE/OBJECTIVES	STATUS/PROGRESS
Pan African Youth Union	PYU	<p>The PAN-AFRICAN Youth Union (PYU) is the apex body for National Youth Coordinating Bodies and Mechanism in Africa. Known formerly as the PAN-AFRICAN Youth Movement (PYM), it was transformed into the PYU at the organisation's 2003 congress in Windhoek, Namibia.</p> <p>Two former Board Chairperson of the NYDA led the structure</p>	<ul style="list-style-type: none"> <li>The NYDA participated in the first FIRST ANNUAL CONSULTATIVE DIALOGUE FOR THE AFRICAN YOUTH LEADERS" held in Morocco from the 20th -24th July 2022</li> </ul>
Presidential Youth Dialogue	Nelson Mandela Youth Dialogue	<p>On the 9th of December 2021, during the meeting between President Cyril Ramaphosa and the newly appointed National Youth Development Agency (NYDA) Executive Board, a political commitment was made for South Africa to host the Nelson Mandela Youth Dialogue. The Dialogue would be held annually focussing on the topical issues affecting young people in South Africa and across the globe. It was for this reason that a directive was given to initially invite the ten (10) African countries to the inaugural Nelson Mandela Youth Dialogue.</p> <p>The Nelson Mandela Youth Dialogue seeks to achieve the following key objectives:</p> <ol style="list-style-type: none"> <li>1. To provide a platform for constructive dialogue between South African young people and their peers within the African continent and beyond;</li> <li>2. To serve as a forum for youth to deliberate on contemporary socio-economic issues that catalyse long term change such as those supporting quality education and skills development; youth employment and entrepreneurship; physical and mental health promotion; nation-building and social cohesion as well as effective and responsive youth development machinery;</li> <li>3. To leverage on the existing programmes that are in line with national and international instruments including the National Youth Policy and the African Continental Free Trade Agreement (AfCFTA);</li> <li>4. To foster social cohesion, promote inclusivity, and inculcate the spirit of patriotism amongst African youth;</li> <li>5. To promote the spirit of Pan Africanism and showcase the African cultural heritage.</li> </ol>	<ul style="list-style-type: none"> <li>The dialogue took place in the March 2022, Walter Sisulu University, Eastern Cape</li> </ul>
Japan	<p>a) Capacity building: The Ship World Youth Programme</p> <p>b) Japan Teaching Exchange programme</p>	<p>Aims and objectives Leaders of the next generation who are capable of leading and guiding people are required in this international society and local society. From this aspect, the Ship for World Youth Program (SWY) will focus on implementing programs where participating youth from various backgrounds will gain abilities to deal with different cultures, communication skills, leadership skills and management skills through having discussions, cultural exchanges and workshops that are organized by the participating youth themselves. In addition, SWY aims to establish globally strong human network beyond national borders. Considering the uncertain situation of COVID-19 which has happened pandemic in 2020 is still ongoing, we must make a decision that SWY should not be conducted in-person due to the difficulties to sufficiently secure the safety of the participants and the person involved. Therefore, web-based exchange program would be conducted as a safer alternative with discussion, workshop and so forth by taking advantages of SWY characteristics</p>	<ul style="list-style-type: none"> <li>The NYDA was invited to participate in the second instalment,</li> <li>Programme was held in virtually Japan, November, and December 2022 and in person, Tokyo, February 2023</li> <li>9 young people participated in the programme</li> </ul>
Non-Aligned Movement	The Non-Aligned Movement (NAM) Youth Network	<ul style="list-style-type: none"> <li>The Non-Aligned Movement is a forum of 120 developing world states that are not formally aligned with or against any major power bloc. After the United Nations, it is the largest grouping of states worldwide.</li> </ul> <p>We have been invited to participate in the upcoming forum to be held in July 2022</p>	<ul style="list-style-type: none"> <li>Two young representatives represented South Africa</li> <li>NAM Youth Summit was held on the 25-29 July 2022 in Baku, Azerbaijan</li> </ul>
Federal Youth Agency of the Russian Federation and an invite to Russia in June 2022	Proposed cooperation in Youth Affairs	<ul style="list-style-type: none"> <li>Within the framework of the present Memorandum the Parties will work in the following directions:</li> </ul> <ol style="list-style-type: none"> <li>1. Implementing exchange programs for young people, youth organizations and employees of the state bodies responsible for carrying out youth policy;</li> <li>2. Exchanging information on events (forums, symposiums, congresses, conferences, seminars, trainings, festivals, exhibitions etc.) held on each country's territory and facilitating participation of the representatives of the Parties in the events held on the territory of the states of the Parties;</li> <li>3. Strengthening cooperation in the sphere of volunteering, developing</li> <li>4. The potential of youth and volunteering organizations, implementing educational programs, projects, and events, aimed at exchanging experience in the sphere of volunteering;</li> <li>5. Implementing programs for young entrepreneurs;</li> </ol>	<ul style="list-style-type: none"> <li>Draft MOU done</li> <li>NYDA participated in the EURASIA programme from 07 -13 June 2022 held in Russia</li> <li>II BRICS International Youth Camp in Russia, 1-6 August 2022</li> </ul>
South National Commission for UNESCO	Transforming Education Summit	<p>Taking place during the 77th session of the UN General Assembly, the Transforming Education Summit is an SG-convened event with a view to elevating education to the top of the global political agenda and to maximizing public awareness and engagement. It expects to fully mobilize the support of all UN Member States, development partners, civil society and youth organizations, and all other partners and stakeholders in education and beyond.</p>	<ul style="list-style-type: none"> <li>South Africa participated</li> </ul>



China	a) The All-China Youth Federation (ACYF) will be hosting the World Youth Development Forum  b) Conference on International Cooperation and Development for Young Entrepreneurs	World Youth Development Forum	<ul style="list-style-type: none"> <li>Held virtually from 21 to 23 July 2022</li> <li>NYDA nominated a youth delegate</li> <li>Held in September 21-23, 2022, organised by China Internal Exchange Centre</li> </ul>
Mozambique	VII National Youth Conference	National Youth Council of Mozambique will be convening 5000 young people for a National Youth conference	<ul style="list-style-type: none"> <li>NYDA has been invited to participate from the 6th -10th August 2022</li> </ul>
African Peer Review Mechanism (APRM)		<ul style="list-style-type: none"> <li>The National Youth Development Agency (NYDA) paid a courtesy call to the African Peer Review Mechanism (APRM) Continental Secretariat Offices in Midrand, South Africa on the 19th September 2022</li> <li>The meeting was aimed at brainstorming areas of collaboration with regards to youth development in democracy and good governance. The NYDA was commended for being amongst the few leading youth development agencies on the African continent</li> <li>The APRM indicated that the NYDA is a best practice in youth development and is interested in benchmarking and creating an environment for peer-learning of the South African experience with fellow African countries</li> <li>The APRM and NYDA agreed to partner in sensitising youth on the South Africa APRM 2nd Generation Country Review Report findings, Africa Governance Report (AGR), 3rd APRM Youth Symposium Call for Actions</li> <li>In addition, the partnership will develop proper mechanisms and capacities that would facilitate the integration of youth with disabilities across all programmes. APRM and the NYDA will be signing a Memorandum of Agreement for combined workplans</li> </ul>	<ul style="list-style-type: none"> <li>Draft MOU done</li> </ul>
Addis Ababa, Ethiopia	Invitation to two South African youth to participate in the "Africa Fraternity Nights" in Addis Ababa, Ethiopia	The Ministry of Foreign Affairs of the Federal Democratic Republic of Ethiopia presents its compliments to all embassies and all permanent missions in Addis Ababa accredited to Ethiopia, the African Union and the United Nations Economic Commission for Africa and has the honor to bring the latter's attention to African Prospective Leader's Summit which will be held in Addis Ababa from 18th -20th October under the theme "The integrated Africa under the Bridge of Abiy Ahmed"	<ul style="list-style-type: none"> <li>The Summit was held from 18th -20th October 2022.</li> <li>Organizers to cover the costs</li> <li>Two young people have been nominated from the database.</li> </ul>
Rwanda	The 5th Youth Connekt Africa Summit	The 5th Youth Connekt Africa Summit took place from the 13th -15th October 2022 in Kigali, Rwanda under the theme "Accelerating Investment in Youth: Resilient Youth, Resilient Africa"	<ul style="list-style-type: none"> <li>Two youth participants to be nominated.</li> </ul>





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**NATIONAL YOUTH  
SERVICE**

# Background and Introduction

## Introduction

Year, 2023, marks 20 years since the inception of the National Youth Service Programme (NYSP). It has been a long and winding journey towards fostering patriotism and nationhood while teaching the youth life skills and encouraging community service underpinned by volunteerism. While youth unemployment and under-employment remains one of the challenges threatening the new democratic dispensation, a lot of effort has been put into shaping programmes such as the NYSP to try alleviate and reverse youth unemployment and under-employment through encouraging young people to be the drivers of change in their communities by capacitating them with leadership skills and training opportunities to serve their communities and ultimately achieve their own personal development goals.

The NYSP is a government initiative to engage young South Africans in community service activities in order to strengthen service delivery, promote nation building, foster social cohesion and assist young people to gain occupational skills necessary to access sustainable livelihood opportunities. The programme seeks to give further meaning to the constitutional principle of citizen's rights and responsibilities. It offers youth a platform to express their civic responsibilities in a more structured manner.

The core pillars of the NYS as contained in the NYS National Coordination Framework:

- Service, leading to patriotism and nation building.
- Leadership Development and Character Building.
- Service Preparation.
- Mobilisation / scale.

The NYS model is implemented through application of any of the following:

- Accredited learning programmes with community service and supported exit streams. Targets the NEET youth cohort.
- Voluntary service by the soon to be professionals at higher education and training institutions. Opportunity to give back to communities and gain practical experience Gap year programme for post matric youth who did not get admission into HET institutions.
- Young people who have completed their Grade 12 (Matric) – soon to include graduates) – who wish to take their “gap year” undertaking community service in their own communities

In response to coordination, the NYDA is engaging in partnerships with stakeholders from public, private, and civil society to create institutional delivery mechanisms that support the effective coordination and implementation of National Youth Service Programmes across all sectors of society. This will position the NYSP as the single largest Youth Service Programme to coordinate delivery of 250 000 active participants in the next five years as articulated on the Revitalized NYS led by the Presidency.

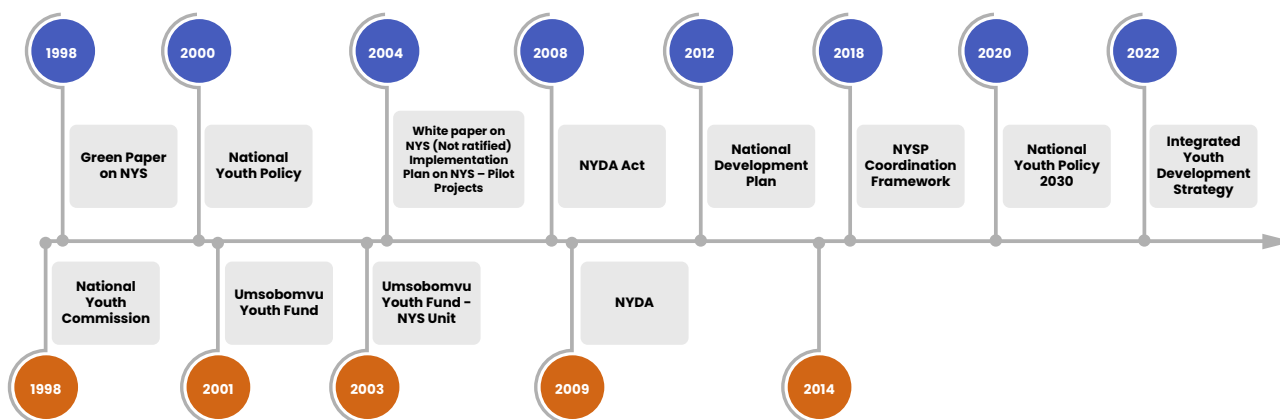
The significance that the National Youth Service plays in reversing the adverse effects of youth unemployment and apathy was demonstrated by its inclusion in the State of the Nation Address, with the declaration that the revitalised National Youth Service will create a further 36,000 opportunities through non-profit and community-based organisations



**Proud to serve**

## Background

### The National Youth Service Programme journey



The graphic illustration above depicts the legislative, policy and strategy journey over the years. It is worth noting that the National Youth Commission came into being just two years after the first democratic elections demonstrating the political will to champion youth development at the very beginning of the new constitutional order.

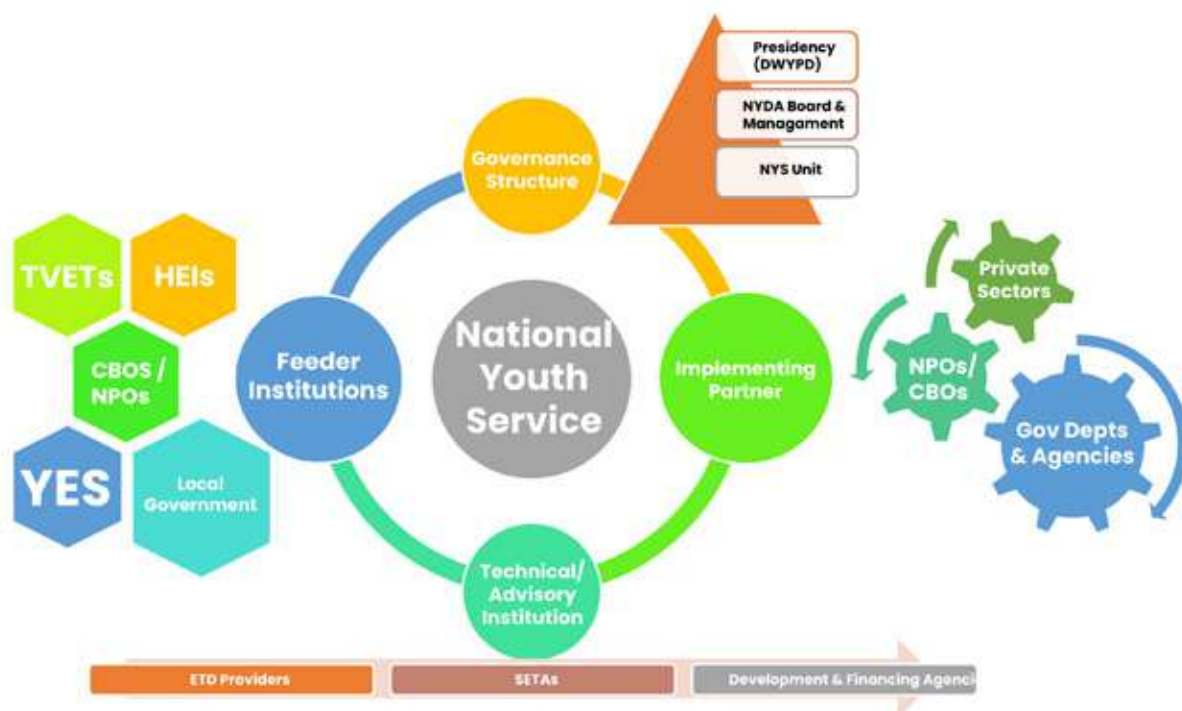
The green paper on National Youth Service was first conceptualized in 1998 with the National Youth Policy following suit in 2000. After the birth of Umsobomvu Youth Fund in 2001, a white paper on NYS was developed but never ratified, culminating in the establishment of the National Youth Service Unit in 2003 with various pilot projects implemented in 2004. The National Youth Development Policy 2015–2020 recognised the National Youth Service as an anchor programme for youth development with positive results but limited by the current coordination mechanisms. The NYDA Act cemented the significance of the NYS by calling for amongst others that the NYDA must establish competencies and capabilities in its operations which included the National Youth Service and Social Cohesion as one of its functional areas to achieve its objects.

The Integrated Youth Development identifies National Youth Service as one of the four key components of the Presidential Youth Employment intervention that seek to address the challenge of youth unemployment. It calls for the revitalization of the National Youth Service to create opportunities for young people to meaningfully contribute to their communities, develop critical skills required to participate effectively in the economy. The National Youth Development policy 2030 advocates for scaling up of the National Youth Service programme and ensuring adequate resourcing.

### The National Youth Services Ecosystem in South Africa

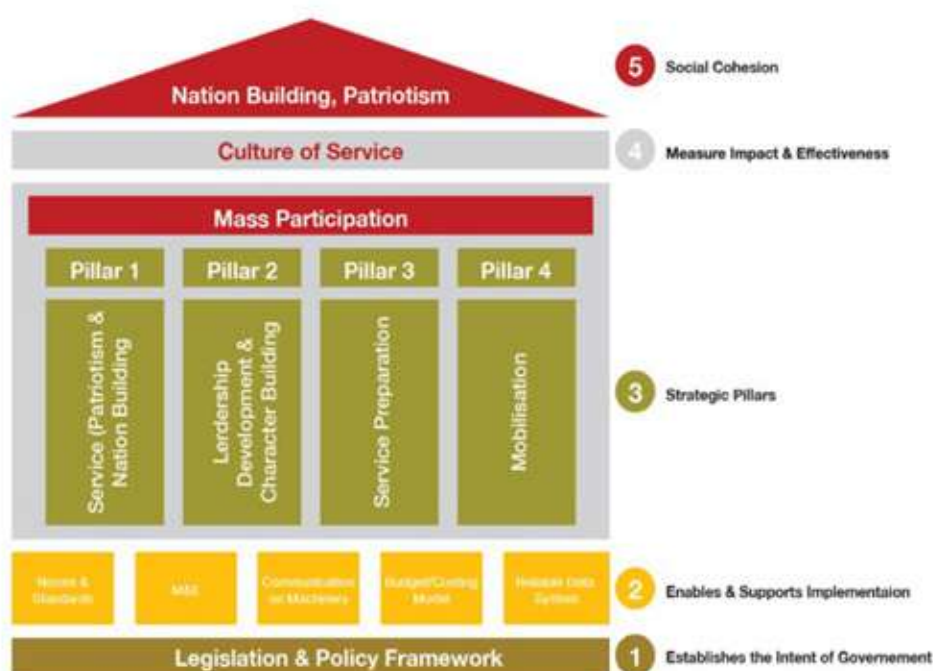
The National Youth Service Green Paper (1998) followed by the white paper on youth service (1999) were drafted but never formally ratified. Instead, there was a 4-year lag within government with no clear consensus on how to approach National Youth Service in the country. Nonetheless, these draft policies provided the conceptual underpinning of NYS, and guided the implementation of the programme when it was adopted in 2003 as a special presidential programme that would be implemented through the NYS unit (NYSU) located within the then Umsobomvu Youth Fund.





It is crucial to note that the success in the implementation of the National Youth Service Programme does not depend solely on the effective governance structure but through a myriad of categories of institutions as depicted in the illustrations above, as they form part of the ecosystem. Feeder institutions are crucial in the identification and mobilisation of beneficiaries while SETAs, ETD Providers and Development and Finance Agencies aid in the provision of quality training, actual delivery of training interventions and support both financial and non-financial for entrepreneurship development respectively. Implementing partners are drivers of programmatic interventions which are informed by the National Youth Service model discussed below.

## NYS Strategic and Contextual Framework

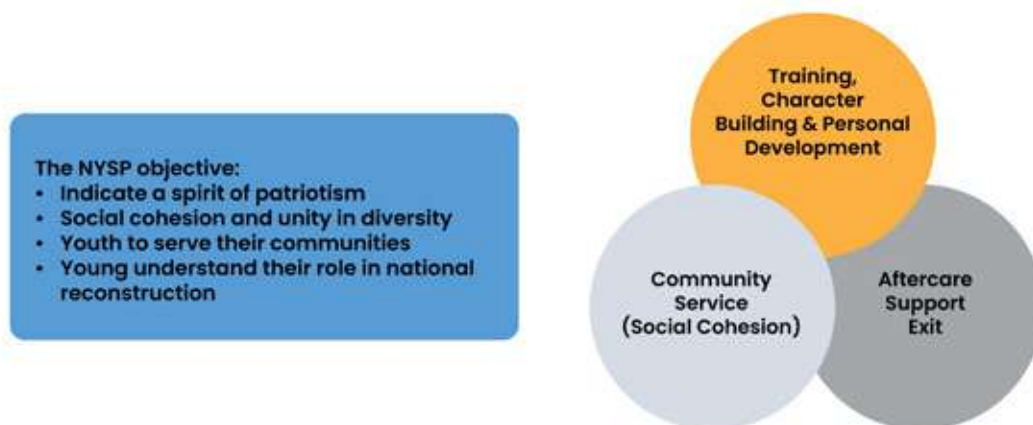


The strategic and contextual framework provides a bird's eye-view of the intricacies driving the National Youth Service Programme. It outlines the strategic and contextual intent of the programme in terms of the aim of the programme to achieve social cohesion, measure of impact & effectiveness of the programme and the strategic pillars that supports programme implementation. The legislative and policy framework provides a holistic view of the intent of government while the norms & standards, M&E, communication, budget & costing model together with a reliable data system effectively supports the implementation of the programme.

The NYS Coordination Framework is a well-articulated process on how best to champion the National Youth Service programme through better co-ordination and expansion of the NYSP since its launch through achieving – better co-ordination, – scaling and – impact by leveraging resources and the capacity of all implementors. The main purpose of the framework was to build on the existing policy framework such as the Green & White Papers 1998 & 1999 respectively, the NYS Implementation Plan of 2003 that was approved by Cabinet rather than replacing existing policy framework. The framework also introduces the fundamental element of interrogating the existing institutional arrangements in a way that will empower the NYS towards a “single window of interrogation”.

## National Youth Service Model

### The NYSP Model



It is worth reiterating and emphasizing that NYS, is a government initiative to engage young South Africans in community service activities in order to strengthen service delivery, promote nation building, foster social cohesion and assist young people to gain occupational skills necessary to access sustainable livelihood opportunities. The programme seeks to give further meaning to the constitutional principle of citizen's rights and responsibilities. It offers youth a platform to express their civic responsibilities in a more structured manner.

The core pillars of the NYSP as contained in the NYSP National Coordination Framework:

- Service, leading to patriotism and nation building.
- Leadership Development and Character Building
- Service Preparation
- Mobilisation / scale.

The NYS programme as contained in the NYSP National Coordination Framework around the following interventions.

- **Character building & development and training** – the provision of structured training that includes accredited technical skills training, life skills, personal and leadership development.
- **Service** – exposure to a community service or work placement that benefits communities while young people gain practical experience in line with the training.
- **Exit opportunities** – access to sustainable economic opportunities such as formal employment, self-employment and further education and training.

The NYS model is implemented through application of any of the following:

- Accredited learning programmes with community service and supported exit streams. Targets the NEET cohort.
- Voluntary service by the soon to be professionals at HET institutions. Opportunity to give back to communities and gain practical experience
- Gap year programme for post matric youth who did not get admission into HET institutions and HE graduates will to serve before the enter formal employment or economic activities

The categories of young people identified are listed hereunder;

Unemployed youth who are not in education and training. These may include vulnerable youth and young persons with disabilities. The NYS participants are engaged in service programmes that have a minimum period of one year. Unemployed youth acquire skills and occupational experience, career guidance as well as an attitude of being lifelong learners while they serve their communities. This would in turn strengthen their social inclusion, social capital and employability.

Voluntary services offered by the soon to be professionals who are students at tertiary or higher learning institutions. The soon to be professionals are given the opportunity to give back to communities. In the process of providing service to their communities they gain occupational or practical work experience to improve their chances of being employed. They are also afforded an opportunity to learn about real workplace settings and be mentored by more experienced professionals. The attitude of being lifelong learners is also instilled.

Youth who have just completed their matric or Grade 12 and wish to take their "gap year" undertaking community service in their own communities, will be targeted. This category is also aimed at absorbing youth who have not gained admission to institutions of post school training or are not decided on their career choice or those who do not have funding to pursue their studies. Attributes of service and lifelong learning are combined with character building to equip them for successful transitioning into the next stages of their lives. Career guidance will also be built into their development and learning.

## **NYSP Norms and Standards**

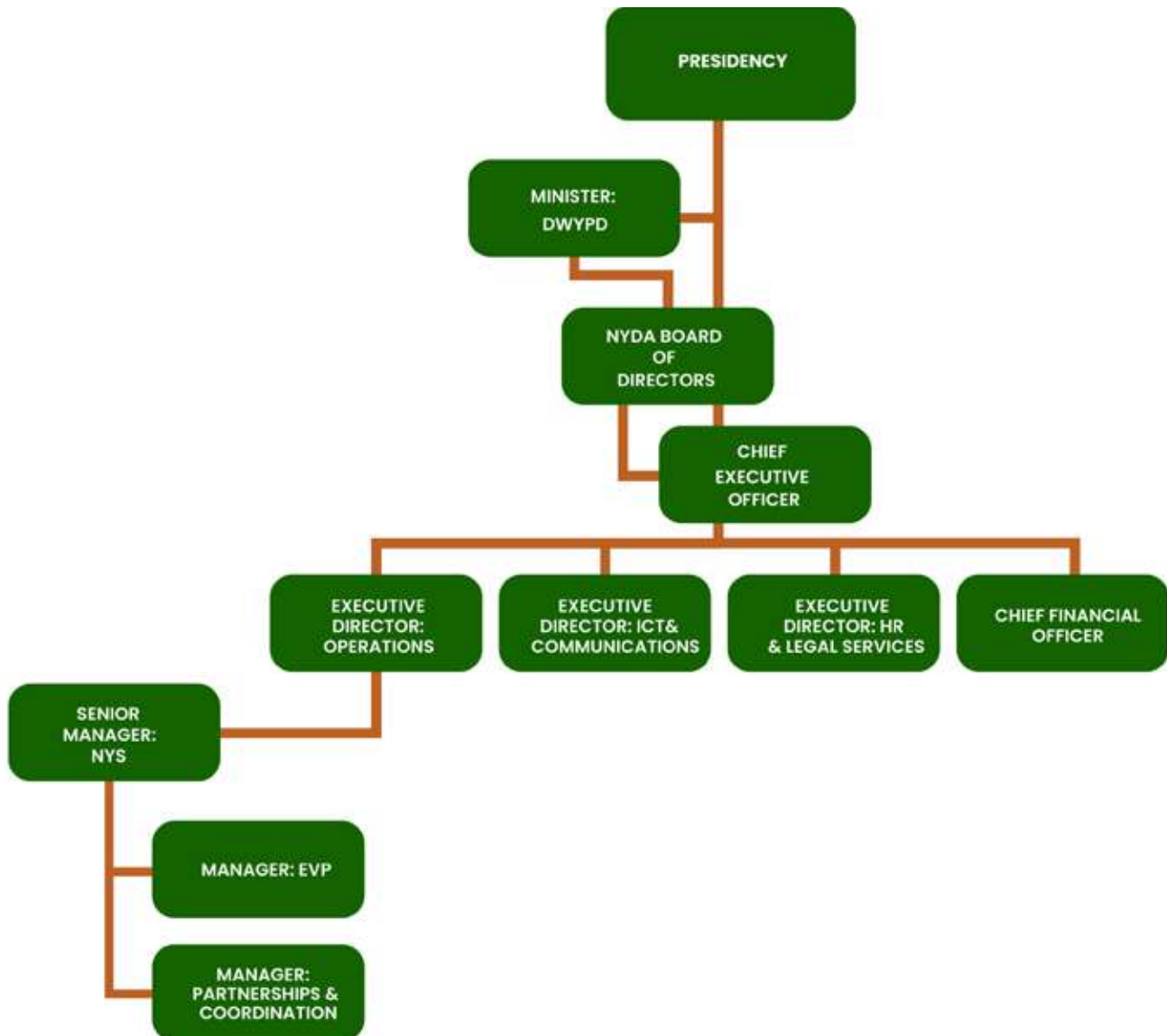
The implementation of the NYSP over the years relied on guidance from the green paper and the NYS Implementation Plan of 2003. These two policy frameworks did not provide standards and norms which implementors could adhere to in order to ensure that projects complied with the NYSP. Although, the NYSP was adopted as a governmental programme, it suffered from the lack of coherent institutionalisation, mainstreaming and integration across all spheres of government. Therefore, conceptually and programmatically the NYSP lost coherence, resulting in all kinds of community projects that involved young people being dubbed NYS projects. The NYSP Norms and Standards therefore seeks to correct this anomaly.

The NYSU is therefore tasked with the responsibility to coordinate the implementation of the NYSP. This coordination has necessitated the establishment of standards to guide the implementation of the NYSP across all sectors and create a common understanding and uniformity in implementation. The norms and standards will ensure that young people across the country benefit in the same way from the NYSP. The norms and standards seek to:

- Support NYSP to continually improve its practices in line with current developments;
- Allow the NYSP to work with its partners to enhance the capacity to plan, manage and deliver programmes that meet the diverse needs of young people and to enable these young people to participate actively in all aspects of social and economic life at the completion of NYSP projects.

The norms and standards if implemented appropriately, are a vital tool towards implementation of the NYS in a coordinated, uniform and standardised approach to achieve quality and effectiveness of outputs across the NYSP pathway. It provides standards for training, community service and exit opportunities/aftercare together with standards for minimum requirements of the various beneficiary categories, reporting and most importantly for coordination.

## Reporting Structure



The NYDA has a mandate from the Department of Women, Youth and People with Disabilities, a department that is in the Presidency, to coordinate and implement the NYSP. The programme is led by a Senior Manager for National Youth Service with a Manager for Expanded Volunteer Programme and Manager for Partnerships and Coordination reporting to the Senior Manager.

### NYS National Steering Committee

Clearly; defined roles and responsibility for the stakeholders in the NYS programme is central to the successful implementation of the programme. Whilst the NYS programme by its nature has a national outlook, we recognize the importance played by provincial and local spheres of government, and regional organisations. Many of the NYSP are executed by provincial governments.

### Role of the National Steering Committee

The NYSP Steering Committee, which is chaired by the NYSU is a key structure that plays a critical role in the execution of the programme. The scope and nature of NYSP requires an adept Steering Committee that can advise and steer the programme in the right direction. It also gives the other stakeholders beyond NYSU a sense of ownership of the programme through their participation and it is also an acknowledgement that NYSP is bigger than any entity. The committee draws from a diverse spectrum of institutions, which is one of its key strengths.



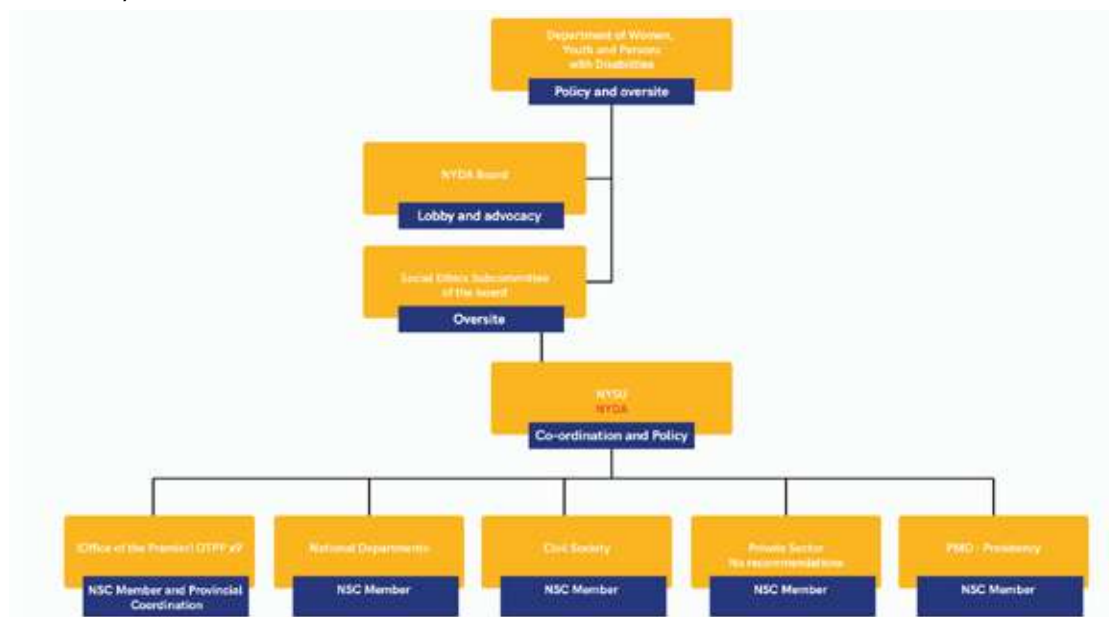
As the key driver of the NYSP, the National Steering Committee of the NYS is tasked with the following roles and responsibilities:

- Oversees the implementation of the NYS
- Mobilisation and support for NYS implementation
- Identify resources (political capital & partnerships)
- Give support & direction to all stakeholders (at national, provincial & local levels)
- Guide the development & implementation of a Monitoring & Evaluation strategy
- Guide the development of a 'National Youth Service' brand and awareness raising strategy
- Give guidance on the development of NYS implementation strategy
- Guide and establishes Provincial Steering Committees of NYS
- Receive reports from the Provincial Steering Committees
- Recommend the appropriate tools and templates for NYSP implementation

These roles and responsibilities are subject to constant review by stakeholders to align and to fortify them so that they can be fit for purpose. The graphic illustration below unpacks the composition and functioning of the NYSP Steering Committee.

## Composition of the National Steering Committee

1. Department of Women, Youth and People with Disabilities
2. Department of Human Settlement
3. Department of Education
4. Department of Public Works
5. Department of Cooperative Governance
6. Department of Social Development
7. Department of Sports Arts and Culture
8. Department of Agriculture, Land Reform and Rural Development
9. South African Association of Youth Clubs
10. Youth Build South Africa
11. South African Youth Council
12. Harambe
13. City Year



## Reporting

The Steering Committee reports to the NYDA board through the Social and Ethics committee of the Board. It is expected to provide periodic reports in line with the Social and Ethics Committee's calendar of meetings. The last meeting of the Steering Committee was held in October 2021, where reports from various stakeholders were shared, not only for updating the committee members, but also to encourage sharing of best practices.

## Role of Provincial Representatives

- Participate at National structure meetings by attending, discussion, and review of minutes, papers, and other Steering Committee documents.
- Report on NYS related projects implemented in provinces to the national structure as and when required.
- Promote the NYS at provincial and District level through the District Development Model (DDM).
- Participate in provincial meetings, by attending, discussions, and review of minutes, papers, and other Steering Committee documents.
- Carry-out technical task team work as directed by the committee.
- or service Without being prescriptive the following broad sectors

## NYS Implementing Partners

To scale up and massify resources, the NYSU is continuously engaging in partnerships with stakeholders from public, private, and civil society to create institutional delivery mechanisms that support the effective coordination and implementation of National Youth Service Programmes across all sectors of society. This will position the NYSP as the single largest Youth Service Programme to coordinate delivery of 250 000 active participants in the next five years.

The NYDA through its National Youth Service Unit has concluded various partnerships with several implementing partners both in the public and private sector spread throughout the country to massify its offering and bring more resources on board.

This section provides a synopsis of the various National Youth Service Programme partnerships. Below is a table depicting the various partners, nature of partnership, programmes underway and number of beneficiaries participating in the programme.

### List of Partners

	Province	Name of Organisation/Department Lobbied 2022/23	Organisation/Department
1	EC	SL Africa Sports NPC	Organisation
2	EC	Nyara Youth Development	Organisation
3	FS	Africa Substance Use Disorder Management Clinic	Organisation
4	FS	God First in Peace Foundation Multi-Purpose Centre	Organisation
5	FS	Department of Agriculture, Land and Rural Development	Department
6	FS	Rouxville Development Agency	Organisation
7	FS	Youth in Action	Department
8	FS	Motja Ithole	Organisation
9	FS	Break Or Build Leadership Institute	Organisation
10	GP	South African Youth Rejoiner Society	Organisation
11	GP	Givers Faith Organisation	Organisation
12	GP	Iculwelisha Foundation	Organisation
13	GP	Maggz Tree and Sports Talent Institution (NPO - FS)	Organisation
14	GP	City of Tshwane	Department
15	GP	Gauteng Province Agriculture and Rural Development	Department
16	GP	Epilepsy South Africa	Organisation
17	GP	Atlas Copco Industrial South Africa	Organisation

18	GP	Botho Botjha Training Centre	Organisation
19	GP	National Lottery Commission (NCL)	Organisation
20	GP	National Care Drive	Organisation
21	GP	Institute of Entrepreneurs	Organisation
22	GP	Kyokushinkan Karate	Organisation
23	GP	Mogale City Local Municipality	Department
24	GP	Royal Young Leopards Movement NPC	Organisation
25	GP	Lesedi Community Development Knowledge Centre	Organisation
26	GP	Department of Co-operative Governance & Traditional Affairs	Department
27	GP	Inkululeko Community, Day Care Centre, advocacy, & Policy unit Tshwane	Organisation
28	GP	Kwala Health Care Group Foundation	Organisation
29	KZN	Department of Correctional Services - Westville KZN	Department
30	KZN	Ethekwini Metro	Department
31	KZN	Fakisandla Make a Difference Organisation	Organisation
32	KZN	Njabulo Khwela Education Foundation	Organisation
33	KZN	Democracy Development Program (DDP)	Organisation
34	KZN	Youth Empowerment NPO	Organisation
35	KZN	Youth Cooperative Hub	Organisation
36	KZN	Ngcweti Organization	Organisation
37	KZN	Welisa Siyafunda Project NPC	Organisation
38	KZN	Umhlabyalingana Local Municipality	Department
39	KZN	Alfred Duma Local Municipality	Department
40	KZN	Impendle Local Municipality	Department
41	KZN	Ubuhlebezwe Local Municipality	Department
42	KZN	Coastal KZN TVET College As-Salaam Campus	Organisation
43	KZN	Okhahlamba Local Municipality	Department
44	Lim	Special Olympics South Africa	Organisation
45	Lim	Tshedza Tsha Vhaswa Youth Organisation	Organisation
46	MP	JumpStart Your Career	Organisation
47	MP	Laapeng Foundation	Organisation
48	MP	Evo2030 Multipurpose Organization	Organisation
49	National	Directors Associations	Organisation
50	National	Digify Africa Foundation	Organisation
51	National	Department of Women, Youth and Persons with Disabilities	Department
52	National	National Department of Human Settlement	Department
53	NW	Soul City Institute - North West	Organisation
54	NW	Department of Social Development	Department
55	NW	Athlets in need (NPO)	Organisation
56	WP	Elevator Ground	Organisation
57	WP	Emthonjeni Netball Club	Organisation
58	WP	Uncedo Lwethu Foundation	Organisation
59	WP	Kraaifo Theatre	Organisation
60	WP	Skills 4 all Development Centre	Organisation

## NYSP Implementation Stories

NYS Unit, and its various implementing partners, embarked on a journey towards meeting the strategic intent of the NYS programme through numerous NPOs/CBOs to reach out to young people who mostly bear the brunt in the decay of our social fabric. These stories span the breadth and depth of South Africa, championed by social entrepreneurs and game changers in positively shaping the lives and livelihoods of young people.

### In the Free State:

- The Rouxville Development Agency hosted an International Nelson Mandela Day categorised as an Expanded Volunteer Programme. The NYS Unit provided information on the NYDA Products and Services including NYSP and service on Cleaning and Vegetable Gardening. Young people who participated were able to be recruited into the planned CWP and EPWP within the Xhariep District Municipality.
- The Botho Botjha Training Centre hosted an International Mental Awareness Day 2022 also categorised as an Expanded Volunteer Programme. It was a worthwhile session with stress, depression, anxiety, substance, and alcohol abuse afflicting young people. Information was provided on the NYDA Products and Services including NYSP. There was also a session on Social Cohesion
- South African Police Service hosted a Free State Provincial Gender Based Violence and Femicide Youth Crime Prevention Dialogue which an Expanded Volunteer Programme to bring awareness to issues of GBV and killing of women and young children.



The NYS Unit provided information on the NYDA Products and Services including NYSP. About 300 young people who participated were also exposed to products and services from various key stakeholders. Furthermore, the purpose was to create a platform for young people to contribute positively and play a meaningful role in ensuring a safe and conducive learning environment inside and outside schools.

- The God First In Peace Foundation Multipurpose Centre conducted a Youth Crime Prevention Dialogue and NYS Cleaning & Small Garden Programme. The NYS Unit provided information on the NYDA Products and Services including NYSP. Young people were also exposed to products and services from various key stakeholders including establishing a food garden. The God First In Peace Foundation Multipurpose Centre also hosted a Zamdela Sports Against Drug and Alcohol Abuse with the same results as the previous activity
- Youth in Action organization hosted a sports tournament to promote Social Cohesion. The NYS Unit provided information on the NYDA Products and Services including NYSP. Young people were also exposed to products and services from various key stakeholders.

### In Gauteng:

- The Young and Living Development Centre conducted an environment clean up as an Expanded Volunteer Programme. The NYS Unit provided information on the NYDA Products and Services including NYSP.





- Gauteng Cooperative Governance and Traditional Affairs (COGTA) hosted The Women in Democracy session. The NYS Unit provided information on the NYDA Products and Services including NYSP. Information was also shared on Social Cohesion and Nation Building. Young people were also exposed to products and services from various key stakeholders.
- The Maggz Tree and Sports Talent Institute conducted a Sports Tournament Promoting Social Cohesion to commemorate June 16 through sports. Likewise, the NYS Unit provided information on the NYDA Products and Services including NYSP. Information was also shared on Social Cohesion and Nation Building. Young people were also exposed to products and services from various key stakeholders.
- Kereke ya Luthere Ya Efangele Afrika kwa Borwa hosted a Youth Crime Prevention Dialogue and GBVF campaign. The NYS Unit provided information on the NYDA Products and Services including NYSP. Information was also shared on Social Cohesion and Nation Building. Young people were also exposed to products and services from various key stakeholders.
- The City of Tshwane Metro Municipality implemented a Tshwane Environmental Education and Awareness Training Programme. The NYS Unit provided information on the NYDA Products and Services including NYSP and Youth NPOs will benefit from the City of Tshwane environmental programmes (training and subcontracts)
- The Gauteng Department of Agriculture and Rural Development spearheaded an Environmental Management and Cleaning Campaign in various sites involving all five Gauteng corridors. The NYSU was involved through providing information on the NYDA Products and Services, including a Cleaning Campaign, Environmental Management Training and session on Social Cohesion and Nation Building
- In a more prolonged intervention, the NYS Unit in partnership with (GDARD) Gauteng Department of Agriculture and Rural Development implemented a Community Service activity which involved engaging 50 young people from the community of Honeydew - Zandspruit informal settlement in a cleaning campaign for the period of thirty (30) days. Throughout the 30 days, young people moved around the township targeting the dumping hot spots where the locals dump thrash to clean. The project was on 1st August to 31 August 2022. NYDA further engaged these cohort of young people and facilitated Life Skills, Job Preparedness and Mental Toughness workshop. These young people demonstrated their commitment in keeping their environment clean and also vowed to carry on to volunteer their services in the community while they are still hoping for better prospects either jobs, starting businesses or further learning.
- On the 27th of October 2022, the NYDA through the NYS Unit team conducted a site visit at the National Care Drive, an NPO based in Daveyton in the Ekurhuleni region, founded by Mr Calvin Azwifaneli Mabaye, the NPO is one of the beneficiaries of the NYS NPO Incubator programme in Gauteng Province. The NPO offers business advisory and social services to the community. They extended their operations into one stop shop civic center, which is achieved through their partnerships with different organizations and government department which includes: South African Social Security Agency, City of Ekurhuleni Metro Municipality, Intercall Business Group, NHC, PSIRA, Faith-based organizations, For Good Organisation, GEP and NYDA. The skills that young people can access are basic computer and entrepreneurship skills. Young people are also assisted with applications and registration of NSFAS, institutions of higher learning and training, jobs, business, PSIRA security, Gauteng Department of Education, Companies Intellectual Property Commission (CIPC) and company compliance at no cost. The NPO also has community projects that include giving out food parcels, donating clothes and sanitary towels drive, which assist with bridging some of the social issues that we are faced with. National Care Drive has created sustainable employment for five young people and these young people include Sarah Matabela who has given us her testimony. In a day 20+/- young people visit the center. For over six years National Care Drive has been committed in rendering their services to over 1000 young people. One of the key success stories

*"Before I was officially employed at the National Care Drive, I used to come here on daily basis to do volunteer work which includes making copies and housekeeping chores, until a day whereby I was told to come there with a lunchbox and a bag. Which meant that I was officially employed, and I had to come to work on daily basis. I am so grateful for this opportunity because I have learnt a lot throughout these years."* Sarah Matabela



### In Mpumalanga:

The NYS Unit embarked on a process to facilitate workshops. The programme was established in all three district municipalities, namely; Nkangala, Ehlanzeni and Gert Sibande and within those districts the following local municipalities; Thembisile Hani, DR JS Moroka, Emakhazeni, Steve Tshwete, Victor Khanye and Dr JS Moroka for Ekangala, Thaba Chweu, Bushbuckridge, uMjindi, Nkomza and Mbombela for Ehlanzeni and lastly Lekwa, Govan Mbeki, Dr Pixley ka Isaka Seme, Msukalikwa, Dipaleseng, Mkhondo and Nhlazatshe in Gert Sibande.

During this process, a total of 7247 youth participants were engaged and the general feedback was that these young people were delighted for the opportunity that was presented to them by the Agency and were happy to learn more about other products and services the NYDA provided which can benefit them as young people within the CWP as they prepare for their next phase, exit opportunity plans.

Several challenges were encountered during the implementation of this programme which include:

- The minimal engagement from the participants during this programme.
- The participants lack knowledge about the products and services of the National Youth Development Agency as one of the implementing partners.
- The low attendance in most of the sites that we visited.



- The lack of understanding from the young people regarding the purpose or the programme.
- Lack of understanding CWP programme for the participants.

Throughout the programme the following was achieved:

- The CWP programme managed to create skills development opportunities for various people such as women, youth and people living with disability and opportunity pathways for the participants to various sectors of the economy including opening their business or getting sustainable employment.
- The programme has equipped young people with information necessary about NYDA and NYSU, with participants being very grateful for the opportunity given to them by the Department of COGTA.
- The participants delighted in the Mental Toughness Training conducted by the NYS Unit because it gave them a broader understanding about patriotism and the importance of the services they render to the community.

#### **In KwaZulu-Natal:**

The NYS signed a partnership agreement with Department of Correctional Services – Westville, to implement a 3-day Social Cohesion Gardening Project as part of Skills and EVP interventions through conducting a gardening skills session with young offenders from the correctional facility. These young people also attended the Outreach programme as part of June (Youth) month celebrations and life skills training with business training to follow suit. The gardening skills session was to capacitate them so that they could use the skills in and out of the Westville Prison. The NYS Unit went as far as providing seedlings and gardening tools with the 20 young men aged between 17 and 27 years, divided into four (4) groups and each group responsible for a mini garden with a specific vegetable to plant and nurture.

A partnership was signed with the eThekweni Metro, Office of the Premier and Welisa Siyafunda NPO. There is also a national partnership that has been signed with the Department of Social Development. It is through these partnerships, that a Social Relief project was driven especially to respond to the devastating floods that consumed various communities in KwaZulu-Natal. The project was an EVP-based interventions involving young people volunteering over 1 month with a stipend paid to assist in the floods relief efforts. Some of the areas that benefitted from the NYS Unit response to impact of the natural disaster through social relief and volunteerism programmes in and around the eThekweni region were Inanda, Ntuzuma, Luganda, Umgababa, Sydenham and Umlazi. Sixty (60) youth-headed homes were supported with food parcels, blankets, foam mattresses, dignitary packs and sanitary towels with thirty (30) volunteers contracted to partake in community clean-up campaigns, painting of creches, as well as assist in the distribution of the food parcels.



The volunteers and the beneficiaries were then taken through NYDA Life-Skills and Jobs Preparedness Training and Business Management workshops. It is worth noting that, to this date, some of the young people still come through to the NYDA Durban office for NSFAS support as they wish to continue with their studies.

The Welisa Siyafunda NPO added value to the intervention by bringing in youth living with disabilities to be part of the programme. One of the handover social relief programs in Luganda, Ward 13, was attended by the NYDA Executive Board, Office of the NYDA CEO, Office of the Premier and the KZN Department of KwaZulu Natal with their presence and words of encouragement making the support even more meaningful to the young people.

Thirdly, through a partnership signed with the Department of Sports, Arts and Culture, a “Mbazwana “Ward 3” has Talent: Youth Fighting Crime and Other Social Ills through Creative Arts drive was spearheaded over two days as part of Expanded Volunteer Programme. The drive took place in Umhlabuyalingana Municipality Local municipality where Lovelife was also involved targeted local participants between the ages of 5 and 35 years and displayed a wide range of performances which included singing, isicathamiya, poetry on GBVF, izimbongi, dance, drama and modelling. The prizes awarded were trophies for the top 3 (sponsored by the NYS Unit), and prize money of up to R5000 (sponsored by DSAC).

The top two (2) winners were further awarded recording deals. The purpose of the social cohesion program which was also graced by the presence of the Hon Cllr Mngomezulu, was to create community awareness on GBVF, and inculcate an overall sense of dignity and belonging for all community members. It was to also rebuild on the spirit of ubuntu. Umhlabuyalingana has recently seen a rise in the numbers of substance abuse amongst youth, gender-based violence, kidnappings, human trafficking, hijackings, as well as ritualistic murders on people living with albinism.

The partnership with the Department of Sports Arts and Culture saw another intervention also involving Lovelife, in which 120 young people (Grade 10 learners) were put in a one-week Youth Camp as part of EVP held at Kinderstrand Adventures in Port Edward. The national youth camp is an annual programme that is executed in all 9 provinces for school learners. The aim of this program is to empower learners by providing them the opportunity to gain skills and knowledge that will contribute to them being responsible citizens and active patriots. Under the ethos of Learn, Lead and Serve, the learners are taken through a variety of nation-building and character-building, social cohesion, and community service programs, as well as exposing them to the available career opportunities. Amongst the various activities engaged in, the NYS Unit championed the Community Service program that was done at two (2) venues.



The first community service was done at the Ikhyalethu Home of Love and Care Orphanage (a centre in Ezingolweni that cares for majority of young people with disabilities). On said date of the community service, the youth camp participants painted the national flag at the centre, cleaned the orphanage vicinity and donated clothing, adult nappies, sanitary towels, gardening equipment and sports equipment. The second venue was at the Msenti Art centre where there was an outdoor clean-up campaign, art performances and lessons, as well as donations of gardening and sports equipment. There was also a day dedicated for career exhibitions and presentations which was graced by 11 very relevant Stakeholders. Just to name a few, we had the KZN Office of the Premier, University of KwaZulu Natal, Durban University of Technology, Vodacom, KZN EDTEA, Maritime Consolidated Skills Development & Awareness (MARICO), Swissport, The Green Net, Africa Health Research Institute (AHRI), and not forgetting the NYDA.

In collaboration with Ubuhlebezwe Local Municipality, Impunga High School, Hlokozi High School, a “Going green” – food nutrition program in schools programme was held over two days. During August, which is a month to





celebrate women, the Ubuhlebezwe Local Municipality chose two (2) high schools that are female led, to be part of the "Going Green" food nutrition program. The vision was to encourage agriculture in quintile 1 schools, where they could use the very same vegetables in the school nutrition program. The aim was to further instill a sense of entrepreneurship through agriculture amongst the youth in school.

People in rural areas often have broad acres of underutilised land which, if used properly can generate an income for many households. The NYS Unit together with matriculants who are already doing agricultural studies in school, planted onions, tomatoes, cabbages, spinach, beetroot, and carrots in their school gardens.

NYSU. The KZN NYS Coordinator, the respective local Councillors, the Ubuhlebezwe Youth Officials, Community Development Workers, and EPWP workers all rallied together to volunteer on the said dates. The Deputy Mayor of Ubuhlebezwe Municipality, also joined in on the activities at the Impunga High School in Jolivet. The community volunteers have since been exposed to the various NYDA PDDD Trainings and other offerings. By end 2024, the NYDA will have a fully operational Harry Gwala District Service Centre in Harry Gwala that will further boast of more beneficiaries on NYDA products and services.



In a signed partnership signed with Democracy Development Program, a 'Women in Leadership and Development: Promoting Women as Change Agents for Sustainable Development in the Post-COVID-19 Era' session was conducted. The objective of the said program is to promote women as game changers in the post COVID-19 era and encourage women to venture into leader and development spaces through the various opportunities available. The main event was at Elangeni Hotel and there were also satellite venues at Umlazi and Ntuzuma where young people could watch the event live.

NYS Coordinator provided a message of support to the program and re-iterated the President's words when he said that *"the women of today have a freedom that their grandmothers and great grandmothers did not have"*. Ms. Nontobeko Mkhize from NAFCOC, encouraged women to unite and be more entrepreneurs. Cllr. Gabela, Speaker of Umgungundlovu District spoke to challenges women face in male dominated fields. She encouraged women to unite and stay focused to achieve their dreams. Dr. Zama Dlamini, an advocate for gender equality and gender justice, spoke to the different career spaces that women can advance e.g agriculture, sports, and technology.

NYDA, as a Stakeholder distributed dignitary packs to 20 young women and provided catering at the satellite venues. Debates ensued on whether women in leadership positions are indeed fully supported to execute responsibilities and how women can

move away from the “pull her down” syndrome. Another matter deliberated on is how the LGBTQI Community is featured and supported? Are transgenders competing with the already marginalized women? Another program that emanated from this initiative is the “Embracing Cultural Diversity” at Zeph Dlomo High School.

This program sought to embrace cultural diversity amongst learners, encourage the spirit of ubuntu and further embrace our heritage, encourage learners to be active and responsible citizens. Matriculants of Zeph Dlomo were reminded of our rich heritage and path to democracy.

## Performance Information 2022/23

The National Youth Service has been identified as a critical programme in addressing unemployment, skills shortages, community service and issues of social cohesion. . As part of the Presidential Youth Employment Intervention, the NYDA is leading the implementation of the revitalized NYS programme within the PYEI. The National Treasury allocated a total of R904 million over three years from 2021/22 to 2023/24 to which will create over 65 000 opportunities for young people to participate in paid service opportunities. In order to significantly scale the programme to reach at least 100 000 young people annually, significant increase in funding is required from National Treasury over the next MTEF period.

### Purpose of NYS Unit

To Facilitate and co-ordinate the effective and efficient implementation of the National Youth Service Programme across all sectors of society. The NYS Unit is allocated performance targets as per the NYDA Annual Performance Plan of 2022/23 Financial Year.



## Flagship Programmes

To build critical mass and enrichment of interventions, the NYDA entered pivotal partnerships with certain institutions to implement programmes that are of bigger scale in terms of budget and targets of the young people. These are referred to as Flagship Programmes to demonstrate possibilities of scaling up the NYS Programme.

## The Young Patriots Programme (TYPP)

The Department of Sports Arts and Culture made an investment of **R10,426,000.00** into the project which as directly transferred to NYDA. In provinces, DSAC facilitated the recruitment process which was to be completed by end of April 2022. **The plan was to recruit 33 Patriots in 6 provinces and 34 Patriots in 3 provinces. The global recruitment target was set at 300 Patriots.** Other provinces reported challenges and recruitment was delayed and only submitted their patriots list in June 2022 and one province managed to recruit only 20 patriots. The recruitment ended with the NYDA finalising the process of uploading Patriots profiles in preparation for the monthly stipend's payment runs.

As of 30 November 2022, the total number of Patriots recruited was 281 across the country. This is due to KwaZulu Natal recruiting only 20, Eastern Cape recruiting 32, Northern Cape recruiting 31 and Free State 31 patriots. The other provinces have managed to recruit 33 and 34 patriots as planned.

The future of the program in its current form was not yet confirmed, therefore a meeting between DSAC Executive and NYDA executive is necessary to clarify a way forward on the programme.

From 13 to 17 March 2023, the Young Patriots attended a Personal Mastery Training facilitated by the National School of Government and subsequently hosted a Graduation Ceremony to exit these young people from the programme.

## Community Works Programme (CWP)

The NYDA was allocated 18 sites to manage in terms of the Service Level Agreement even though the total number of sites was 19 for a total of 26 900 participants that were to be serviced. The program accounts for a total of 28 000 participants for stipends administered by NYDA at a total cost of R 330 224 850 for stipends. The NYSU was responsible for the Mental Toughness workshops with the 7000 young people enrolled in the programme and ensure that these young people are transitioned from CWP to sustainable economic activities such as full-time employment and or self-employment. The detailed report close-out report will be made available through the NYDA portal.

## Revitalised NYS (PYEI)

The first phase (First Call for Proposals) of the revitalised NYS programme was issued on 29 October 2021, and thirteen successful intermediaries contracted in May 2022. Over 45,000 young people have participated in the NYS programme and received stipends for the completed service work. The income young people received had a significant impact on their lives. Through service work, young people learnt skills that can be applied in the workplace or in their own micro-enterprises (if they choose to go the entrepreneurship route).

Young people have also benefited through training packages offered by the implementing partners such as technical skills (various areas including surveys and mapping, ECD, agriculture, child nutrition, etc.), professional training (work readiness, communication, accountability), Emotional Intelligence (self-awareness, relationship management and resilience) and agency (patriotism, service orientation, goal-orientation, initiative, and innovation). The program has also had a positive impact on young people with much greater self-reliance/increased assertiveness.

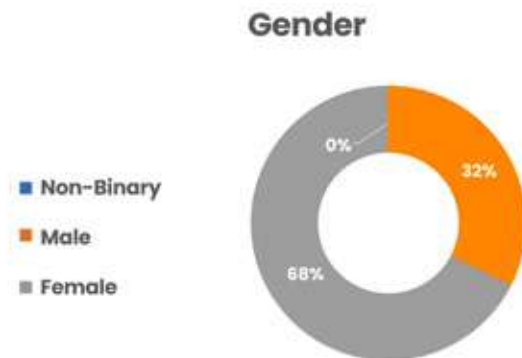
In addition, NYS participants have served more than 50,000 children at early childhood development centres, over 30,000 small-scale and rural farmers, and thousands of patients at clinics and health centres nationwide. NYS participants have also developed community gardens, repaired community infrastructure, strengthened performing arts and culture programmes at schools, and helped maintain school buildings and grounds.

The revitalisation of the NYSP has amplified the need for the NYSU to develop guidelines and training materials for the effective implementation of NYSP projects. The NYSU must capacitate implementing agents and partners through training as implementation support. The support extends to guidance provided through tools such as the NYSP Norms and Standards. The NYSU is responsible for the development of the norms and standards. The norms and standards are critical for a coordinated approach to implementation across different sectors. They

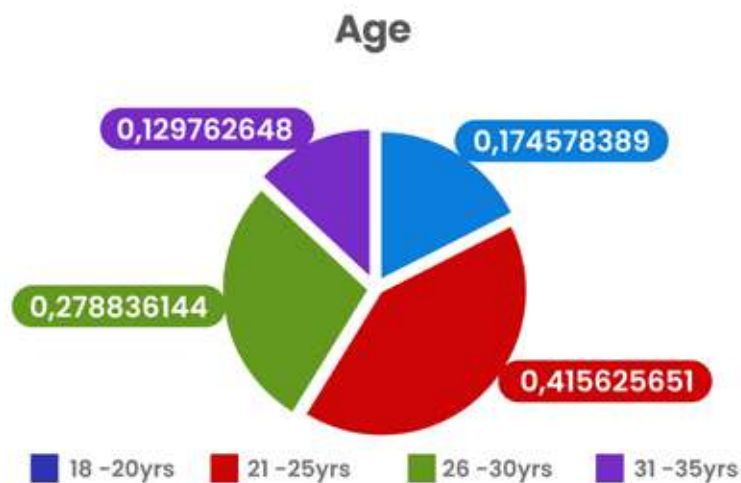


make it possible to standardise the implementation of the core elements of the NYSP and to reposition the NYSP nationally.

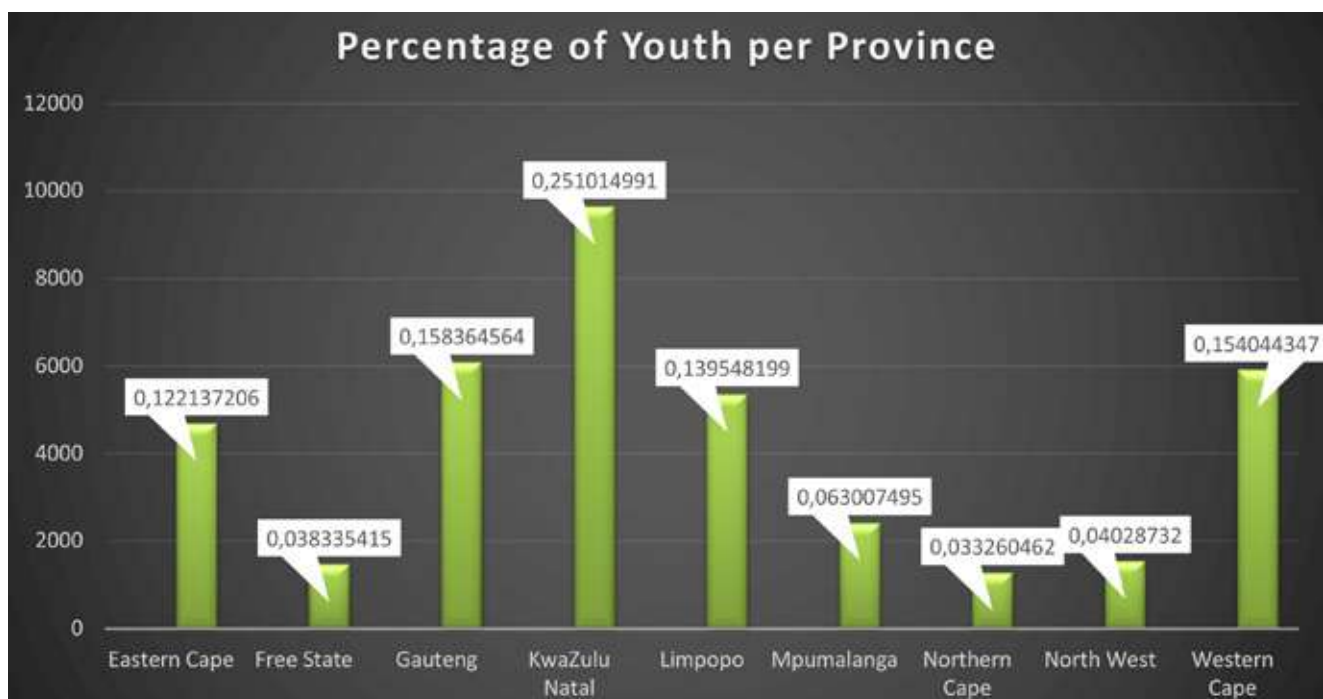
**Figure 1** – Percentage of young people in the program according to gender



**Figure 2** – Percentage of youth in service according to age



**Figure 3** – Percentage of Youth per province





## NPO Incubator Programme

The NYS Unit initiated and implemented an NPO Incubator Programme which is a platform to build capacity of Youth-led NPOs in the country. The programme has enrolled 100 youth led NPOs, through the NYS Service Challenge. The NYS Service Challenge issued request to NPOs to submit proposals on the implementation of NYS Projects. It is on this basis that the NPOs were selected to participate.

The NYS Unit hosted several Capacity Building interventions with these NPOs. Below is a list of Capacity Building Interventions with NPOs:

- One day induction workshop with all NPOs to outline their role in the programme as well as outline expectations from NYS Unit
- One day Information Webinar on funding opportunities and legal compliance by NPOs
- One day Workshop focusing on Compliance, Registration Process, Proposal Writing and aligning organisational programmes with UN Sustainable Development Goals
- Supported their volunteer activities with resources to enable those volunteer activities to be implemented.

All the above interventions were done in partnership with the following institutions:

- South African Revenue Services (SARS)
- Department of Social Development – NPO Directorate
- National Development Agency (NDA)
- National Lotteries Commission (NLC)
- Digify Africa (NPO providing training in the Information Technology sector)
- Directors Association (Providing training to members on Governance Matters)
- Department of Social Development (KZN) access to their Youth Centre



## Beneficiary Stories

**The NYDA Mpumalanga** approved business grants for 63 Community Work Programme (CWP) youth participants who are running their micro-enterprises. These grants will assist with acquiring stock, material, and working equipment for each business. The NYDA is working tirelessly to empower the CWP participants and fight youth unemployment through CWP.



**The NYDA** in partnership with SANParks conducted an induction at the Skukuza Camp for 20 CWP participants who will be taking part in an internship program for 12 months. The young people will be based in the Kruger National Park.



**The NYDA Emalahleni Branch** hosted 25 young women who are current participants of the Community Work Programme (CWP) in Delmas, Mpumalanga. These women run their own businesses and approached the NYDA for support such as Business Management Training and grant funding to grow these establishments. They aim to use the financial support to buy stock and equipment for their businesses.





**The Department of Sport, Arts & Culture** in partnership with the NYDA awarded certificates to Free State youth graduates who have successfully completed The Young Patriots Programme (TYPP).



**The KZN** graduates of The Young Patriots Programme (TYPP) were awarded certificates upon successful completion. TYPP is a National Youth Service programme by the Department of Sport, Arts & Culture in partnership with the NYDA.





**The Department of Sport, Arts & Culture** in partnership with the NYDA handed over certificates to Eastern Cape youth graduates who have successfully completed The Young Patriots Programme (TYPP).



Below is one of the beneficiaries selected from the NPO Incubator Programme, which is a way of involving Youth-led NPOs in the implementation of NYS. This is her story:

### Robyn Mafanya

From the humble Eastern Cape, I have developed into a passionate and driven individual eager to make a difference wherever I go. I have had the fortunate opportunity to work in the social impact space that I love as well as gained corporate and international experience in my early career. I have a BA in Community Development through the University of South Africa and MA in Development Education & Global Learning. I have also completed several Leadership Development and Entrepreneurship Incubator Programs through the Young African Leadership Institute, The Pollination Project and Border-Kei Chamber of Commerce.

I am currently running a Non-Profit Company which focuses on digital empowerment of rural youth to participate in tech-enabled opportunities that drive inclusiveness, employment, and economic transformation by providing access to 21st Century tools and Wi-Fi in rural areas. Our Youth Resource Centre offers digital literacy, sports facilitation, skills development & entrepreneurship, GBV Awareness, food relief and career guidance workshops. We are always looking for new Networks to further establish our goals. Helping people fulfil their dreams and pursue their passions is what motivates me to do more in a world that desperately needs a Hope to cling onto.



### Grace Nthebe

Motjha Ithole is a NonProfit Organisation based in a small town in the Eastern Free State called Lindley, in Nketoana Sub District (Thabo Mofutsanyana District). It was founded in August 2020 by Miss Grace Nthebe, Mrs Disemelo Kambule, and Mr. Tsienyane Mokemane. Motjha Ithole currently offers academic guidance, career guidance and esteem building services to young people. All services include counselling, mentorship, and workshops. We also have supporting programmes such as the Ntha Menstrual Health Awareness Programme and the Clothe A Learner Programme, which we believe contribute in helping girl-children to stay in school. The programmes rely on financial donations and in-kind donations from various Donors and Funders. Motjha Ithole wishes to open a Youth Service Centre which will provide vocational skills to young people in the next 5 years.





**Restoration Alcohol and Drugs Rehabilitation** is one of the NPOs that is implementing the NYS Programme. We are based in KZN under uMkhanyakude District in Manguzi town under uMhlabuyalingana Municipality in the village called Thelizolo.

We strive to pursue high-quality, flexible and market responsive programs to assist in the economic transformation of South Africa. By providing free psychotherapy and detox to the communities affected with substance abuse, alcohol, and drugs. Rehabilitating them and do awareness's to the schools and communities travelling all over around the KZN province. We are the group of professional multi-disciplinary therapist team including social workers, psychologists, nurses, lay counsellors, psychiatrist, and spiritual guideline counsellors.

We collaborate with other departments for detox and awareness. We also collaborate with a centre called SITHOLIMPILO ALCOHOL AND DRUGS REHABILITATION CENTRE that is based in South Coast uGu District in Port Shepstone for admitting patients. Our Plan for the future is to have our own centre in UMKHANYAKUDE DISTRICT, and to decentralize our services all over around the country because there's high demand of our services, especially in schools.

**Bambi Sandla Sam** is a social and community upliftment organisation which was established in 2014 in Winnie Mandela Town, Majwemasweu. It was registered as an (NPO) on 20 April 2017 also registered as a Public Benefit Organisation (PBO) on 22 May 2019. The Organisation aims to facilitate empowerment of community, fulfil the vision through community health services, building education and civic protection. The organisation also seeks to assist young people with, volunteering and living responsibly in a productive, safe, clean, and healthy environment. We are hopeful that when we get funding, we will accelerate our initiatives in short period to reach more areas in our communities at large as the motto of the organisation says 'Motho ke batho'.

## Overall Programme Lessons

To gain a deeper understanding of the successes, challenges, lessons learnt and suggested areas of improvement from implementation of the programme. Various interviews were conducted with various implementing partners to get a view from them. It's so fascinating to note that most of the implementing partners interviewed provided a common thread with respect of these dimensions under review.

### Successes

- The intended interventions significantly achieve the desired outcome and impact with the lives of young people changing for the better.
- There are young people who are committed and dedicated towards making a positive impact in their lives and communities. A significant portion of young people do achieve success beyond the programme through gainful employment and self-employment.
- The programme assists other young people to return to education. Projects get to be scaled up through partnerships.

### Challenges

- Resources to manage the project with money allocated for actual project costs without project management.
- Lack of capacity-building for programme implementors especially in the NPO/CBO sector.
- There are young people who do not understand the purpose and essence of NYS and view it as an employment scheme.
- Minimal exit opportunities for young people.
- Lack of political champions.
- No uniformity in programme implementation.
- Political interference especially at local government level.
- Working in silos – no model alignment among the involved stakeholders, the results create overlaps, and the National Treasury feels that they are unsure of what they are funding.

## Lessons

- A lot could be achieved through better coordination of resources.
- Partnerships are very essential in delivery of programmes. Collaboration around social and intellectual capital is essential. Partnerships with private sector for implementation rather than funding alone is essential.
- Young people should be involved in programme development to provide innovation and ownership.

## Areas of Improvements

- Capacity-building to produce holistic young people.
- Integration of into operational plans of provinces.
- The programme and its purpose should be well-articulated through various marketing and promotional strategies.
- Improved lobbying by people in authority and power.
- Creation of a centralised NYS Fund.
- Strengthening coordination beyond government also in civil society.
- Volunteerism should be strengthened to a level of providing tangible services instead of the 2-day interventions.

## Recommendations

Given the reviews of the various documents – NYS Framework for coordination, Norms and standards, Previous NYS report, Revitalized NYS – Presidency 5x5 plan; focus groups like the PEP and NYS – as well as the above analysis of the Successes, challenges, lessons learned and areas of improvement, the following are recommendations which shall be structured in four components of 1. Knowledge (information) Management – issues relating to data, reporting, clarity of purpose, evidence, communication; 2. Policy and Regulatory issues – what is the intent to ensure NYSP meets its intended objectives, what regulatory or legislative initiatives that needs to happen to ensure NYSP is implemented by the stakeholders; 3. Service delivery models – are they clear, what is the approach to deliver on future targets and lastly 4. Partnerships development (Ecosystem) for delivery of NYSP – including Public Sector Coordination, private sector, civil society relations – the expected norms and standards for delivery, their contribution, etc.

### Pillar 1 – Knowledge (Information) Management

- It is recommended that clear Definitions of NYS and its components as they appear on the APP targets be done –:(defining and making comparative analysis in relation to the targets)
  - Expanded Volunteer Programme
  - Community Works Programme,
  - Public Employment Programme
  - Young Patriots,
- Clarity through the Norms and Standards on what constitutes a NYS – minimum 720 hours.
- It is recommended that NEET should be inclusive of unemployed graduates as they are Not in Education, Employment nor and Training as well.
- It is recommended that a theory of change (TOC) be conducted for NYSP so that it can reposition itself within the context of new developments, this will include a clear policy posture and advocacy needed, Programmatic Interventions and stakeholder Management.
- It is recommended that NYSP should be positioned as the single largest youth service Programme
- Communication issues – mobilizing, raising awareness, the benefits for individuals and society has to be clearly articulated.
- It is recommended that there should be clarity on the management of the overall target and who are the feeders to the NYS agreed targets (meeting the standards of NYSP as per the norms).
- It is recommended that a central database system for all young people who served be developed.

## Pillar 2 – enabling policy, legislative and regulatory environment

- It is recommended that SONA Commitments need to be followed up and reported on
- It is recommended that Standards and Norms have to be updated to reflect the realities, given the available evidence – this to ensure uniformity across the board.
- It is recommended that a policy position be explored on those young people who are beneficiaries of NSFAS for potential relief of their debts if they have served and or potential prioritization on job applications, especially of the state.
- It is recommended that through the Presidency – stakeholders, especially public sector ones explore having targets for the youth so as to advance the pathways as identified through the Revitalized NYS (5x5 plan) and the Gender, Youth and People with Disabilities (GEYODI) as led by the NYDA parent Department.

## Pillar 3 – Service Delivery Model and Channels

- It is recommended that there should be NYS Programme Description – with minimum standards for uniformity across the board (update of the Norms and Standards):

Section 5.2 of the NYS Framework describes categories of target groups 1-3 and 6.6 further refers to Targeted audiences, which are somehow grouped as per the categories but 3rd category one refers to graduates instead of matriculants (clarity needed)

- It is recommended that some form of assessment with implementing partners be done – the programmes/ initiatives claimed to be NYS – are they truly aligned to the NYS Coordination Framework; Norms and Standards, etc:

An assessment tool like a Questionnaire will have to be designed for stakeholders to participate and give inputs on the following:

- Alignment of their program to NYS model (Service, learning and Exit opportunities)
- Alignment of their programs to principles of NYS (Patriotism, nation building and social cohesion)
- Funding model (source of funding and financing of participants)
- Contracting of participants
- Age of participants
- Collaborations and partnerships
- On Exit opportunities – it is recommended that NYDA grant funding should seek and prioritize those that have served.

## Pillar 4 – strategic partnerships for delivery

- It is recommended as per the NYS Framework, that ecosystem players must be constantly engaged. Amongst others the following key players were identified:

### Youth

- Young people who are the centre of the National Youth Service Programme. They are the custodians of the NYSP, and they should be partners in communicating the programme. Capacity for youth organizations is key, as they can be a strategic partner for the mobilization of young people to drive their own destination.

### Private Sector

- Business organizations have a youth development mandate which government can partner with to expand the NYSP. Business organizations also have financial resources that can assist with communicating and implementing the programme – this can be in line with the BBBEE Socio-Economic Development element.

### Media

- The media will be an important stakeholder in communicating the NYSP. The media should be utilised as a strategic partner. Endorsement from the media will result in buy-in from the public. The major media organizations will be approached for partnership, i.e. print, electronic and social media

## International community

- Countries who have been successful in implementing successful youth service programmes will be approached to study their particular models and explore exchange programmes for knowledge sharing.

**Civil society Civil society organizations** will play an important role in the communication and implementation of the NYSP.

- Public sector (Government) Coordination – National Departments, provincial and local government should be coordinated.

## Institutional arrangements –:

- Single window of coordination – it is recommended that clarity be provided on the overall coordinator of NYS and related institutional capacity.
- Create institutional delivery mechanisms that support the effective implementation of the NYSP
- Clarity has to be provided on the establishment and operations of the National Steering Committee, which should be comprising the ecosystem players

It is recommended that there should be a policy dialogue (Roundtable discussion) with stakeholders (ecosystem players) on the state of NYS and how to move it forward. A concept/discussion paper for the dialogue must be developed and should capture and advance the following:

- How has NYS evolved, do we want to maintain the initial design (which included character building training), what does the country need?
- Does South Africa Need “NYS” – is it still relevant?
- Differentiation and relationship of NYS from other initiatives referring to themselves as “NYS”,
- Norms and Standards for engagement and improvement
- Institutional arrangements for Coordination systems for NYS – Nationally, Provincially and Locally – is there a need for a National Steering Committees and provincial steering committees of the NYS?
- The paper should be informed by practice as captured in various implementation experiences and reports (evidence).





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NATIONAL YOUTH DEVELOPMENT AGENCY  
**OUR YOUTH. OUR FUTURE.**

# 10

**NYDA  
OPERATIONS**

## ECONOMIC DEVELOPMENT THROUGH YOUTH ENTREPRENEURSHIP

Facilitating and providing business development services to young people and to enhance their socio-economic well-being. The Programme aims to enhance the participation of young people in the economy through targeted and integrated economic programmes, including skills and education programmes, and national youth services. The programme also facilitate and provide business development services to young people and to enhance their socioeconomic well-being and to facilitate the effective and efficient implementation of National Youth Service Programme.

Enterprises developed and supported through financial and non-financial business development support services offered by the NYDA, we enhance the participation of young people in the economy through targeted and integrated programmes which are classified under two categories in which are Financial (grant) funding, non-financial business development support (Business Management Trainings, Mentorship, Market linkages, BBBEE, Sales pitch trainings and cooperative governance training).

There is limited support for young people to participate in the economy. Thus, financial and non-financial support is provided for enterprises in order address those challenges facing young people. Young people apparently in rural areas have limited access to information on youth development so by increasing the number of activities on information dissemination around issues of youth development we aim to close those gaps.

The NYDA strategy in partnering with relevant stakeholders in enabling youth development through grant funding has beard fruit in securing R 117 million with Unemployment Insurance Fund (UIF) for Enterprise New Venture Creation to fund 2200 young business (over three years) and also R5 million from Limpopo Office of the Premier to form Limpopo Youth Fund to fund 100 young business .

The NYDA was able fund 2320 business and provide non- financial support to 35210 youth. Through this support intervention of Market Linkages, Voucher and Grant Programme, 6796 jobs were created and sustained.

### DECENT EMPLOYMENT THROUGH JOB PROGRAMME

The NYDA is entrusted with assisting young people to attain jobs through participating employment opportunities for young people, geared at increasing sustainable livelihoods. This is archived through two intervention with are training programmes life skills and job preparedness. The target was set to capacitate 75000 young people and attain skills to enter job market. The NYDA was able to reach 83923 young people in attaining skills to enter job market.

The NYDA is the stakeholder in the Presidential Youth Employment Intervention (PYEI), through the National Pathway Management Network (NPMN). The National Pathway Management Network is a network aimed at facilitating the successful transition of young people into and through the employment opportunities. The NPMN aims to avail a single source platform to a wide range of opportunities in the economy, including entrepreneurship, in a coordinated effort to improve youth economic participation.

The NYDA has established a site for NPMN at our Empangeni centre, which will enable young people to access computer lab with connectivity in order to access available opportunities.

### NYDA DEVELOPING CRITICAL SKILLS

The NYDA's through the Technical Skills Programme collaborates and partners with Sector Education and Training Authorities (SETA's) to increase the availability of artisanal skills amongst young people. This programme is in direct support of the National Development Plan (NDP) Goal target to produce 30,000 artisans per year by 2030. Gazetted as critical skills for the Republic of South Africa, Artisans provide a vital ingredient to growing the country's manufacturing sector value chain.

During the year under review the NYDA has partnered with the following SETA's in pursuit of this goal:

#### SERVICES SETA

A long-lasting relationship with Services SETA (SSETA) (2018 – to date) has continued to develop and support 164 remaining learners across the nine (9) provinces with additional funding of R17 325 000,00. We started with 583 learners and todate 151 of the learners have completed their trade test. These learners have obtained their trade test in critical skill areas including;

- Electricians – 54 qualified artisans from various Training centres (Better Best, Ethekeini TVET College and Industries Education and Training Institute (IETI))
- Plumbers – 14 qualified artisans (Ethekeini tvet college)
- Diesel Mechanics – 25 Qualified Diesel mechanic (Better Best AND KATS Training Providers).
- Boiler making – 33 Qualified Boiler makers from Technotrain Training Provider.
- Fitter and machinery – 14 Qualified Fitters & Machinery from Technotrain Training Provider.
- Welding – 11 Qualified Welders from Better Best Training Provider.

## THE CHEMICALS INDUSTRIES EDUCATION AND TRAINING AUTHORITY [CHIETA]

As an extension of the artisanal skills development training programmes, we also continued implementing the CHIETA SETA Apprenticeship programme with 70 apprentices. Out of 70 in the programme 15 electricians graduated with NQF Level 2 certificates and 32 Fabrications apprentices graduated with NQF Level 3 certificates. Following SETA's have partnered with the NYDA to support Artisans in establishing their own enterprises in funded New Venture Creation Programmes:

## FOOD AND BEVERAGE SETA

Food and Beverage SETA funded the NYDA with an amount of R9 000 000,00 to implement a New Venture Creation Learnership targeting 150 learners. With 5 left in the programme we still have all 150 learners looking forward to complete the training. Through this intervention 30 youth co-operatives were formed and 145 individual businesses to be registered (in a progress) with the assistance of the NYDA.

## SOUTH AFRICAN NATIONAL PARKS [SANPARKS]

NYDA partnered with SANPARKS to provide work exposure opportunity to 22 unemployed youth in Mpumalanga Province for a period of 12 months. The NYDA is providing funding of R1 254 000,00 to cover learner stipend. The learners were placed at Kruger National Park, Skukuza Camp 11 learners were placed in Warehousing and the other 11 placed in Supply Chain environment. One of the learners by the name of Sibongile Mathebula is permanently employed by SANPARK effective from 01 April 2023

## PUBLIC SERVICE SETA [PSETA]

### PSETA: DISABLED YOUTH LEARNERSHIP

National Youth Development Agency (NYDA) in partnership with the Public Service Seta and KwaZulu Natal Department of Social Development entered into partnership to train fifty (50) disabled youth in Ndumo under uMkhanyakude Municipality in Kwa-Zulu Natal. The project started in February 2023 and learners received training in full qualification New Venture Creation NQF Level 4 SAQA qualification ID 66249 with 149 Credits. The FASSET SETA Committed R3,624,500.00 and NYDA Co-funded the programme for the amount of R500 000.00.

### PSETA: FUTURE OF WORK AMBASSADORS INTERNSHIP PROGRAMME

Public Service Sector Education and Training Authority partnered with the NYDA and the Department of Public Service and Administration to place 33 unemployed Graduates on the internship programme (Future of Work Ambassadors Programme) for a period of 24 months. PSETA Committed funding of R 4 890 000.00 for the implementation of the programme by the NYDA. The project commenced in July 2022 and interns are placed various Government departments and Office of the Premier in Limpopo, KwaZulu Natal and Mpumalanga provinces.

## FASSET SETA

FASSET SETA funded the NYDA for R1 750 000 to implement training programme for 500 youth entrepreneurs from SMMEs and Cooperatives. The Programme was implemented in partnership with four (4) Higher Education Institution (HEIs) who provided training on financial literacy, Entrepreneurial Skills and Digital Skills to youth entrepreneurs as follows

- Enterprises University of Pretoria was allocated to train 100 youth
- Tsimologong – University of the Witwatersrand was allocated to train 150 youth
- University of Free State trained was allocated to 100 youth
- University of KwaZulu-Natal trained was allocated to train 150 youth

The programme was a great success as FASSET SETA Intends to fund the NYDA for the 2023/2024 financial year.

## MUSIC CREATIVES SCOOTER PROJECT

The NYDA entered into a partnership with Redamandy Lifestyle & Entertainment and the Department of Sports Culture and Recreation in 2018. The purpose of the agreements was to create meaningful platform to unearth, polish and showcase the talent of the Mpumalanga Youth within the music creative industry value chain.

The Music Creatives Workshop continues to empower and Upskill the youth of Mpumalanga through this programme. Over the past 5 years, our Mpumalanga based project in the artists development space has Empowered 3000 Beneficiaries from all regions of Mpumalanga and witnessed exceptional talents start up and run their own businesses and gain exposure to local, national and international stages.

Over R1,2M Worth of grants have been contributed by the NYDA in support of the creatives starting up their new businesses. This programme uses creative platforms to address job creations and skills development challenges in the Province as well expose the youth in the creativity to use their CRAFT to commercialize and sustain their livelihoods and make meaningful contribution in their communities.





## REVITALISED NYS PROJECTS

**PARTNER NAME:**

Lima Rural Development

**PROJECT NAME:**

Youth Employment and Development Programme

**WEBSITE:** www.lima.org.zaWestern Cape, Eastern Cape, KwaZulu-Natal,  
Limpopo, Mpumalanga and North West**PARTNERS:** None**PROBLEM STATEMENT**

Food insecurity and access to productive land are a challenge for low-income earning families. In addition, poor education outcomes exacerbate social exclusion and the marginalisation of identified communities in rural parts of the country.

**PARTNER(S)**

Lima Rural Development Foundation is engaged in a broad range of rural development interventions throughout South Africa. It also acts as a comprehensive rural development resource, providing administrative, project management and participatory research services.

**INTERVENTION**

The project has addressed youth unemployment by closing learning support and social support gaps which continue to affect rural and semi-urban communities. Youth participants on the programme have learnt techniques to work with various structures of their communities and accumulated working experience through engagement as teaching assistants, home-based caring, homework club caring, educational awareness campaigns in greening initiatives and food and nutrition support.

This partnership has increased youth employability and helped them develop their newly found interests in farming, teaching, environmental activism, caring and entrepreneurship. The outcomes of this has been a cohort of youth which is economically active and productive with a sense of patriotism.

**EXPECTED RESULTS:**

3963

Securing paid  
service  
opportunities

3566

Transitioning  
into other  
opportunities

284

Transitioning  
into other  
opportunitiesSeriti  
A Development Facilitation Agency**PARTNER NAME:**

Seriti Institute NPC / NPO

**PROJECT NAME:**

NYS – Work Learn Grow and aRe Bapaleng

**WEBSITE:** www.seriti.org.za

National

**PARTNERS:** None**PROBLEM STATEMENT**

Many of South Africa's young children do not have access to early childhood development (ECD) services and are not exposed to quality early learning opportunities. Similarly, many young people remain outside employment, education and training. Some of the challenges facing the ECD sector include a lack of funding, the absence of higher quality learning material and resources and a lack of qualified teachers. Access to quality ECD services prepares children to be ready for school.

**PARTNER(S)**

Seriti Institute is a non-profit development facilitation agency and public benefit organisation formed in 2009. It provides technical support, project and programme management and implementation support, facilitates learning and promotes civic-driven change. Seriti have previously implemented other government public employment programmes such as the Community Work Programme (CWP).

**INTERVENTION**

The program has provided higher quality early childhood development services to children in targeted communities, it has increased awareness and understanding of the role of caregivers in the provision of ECD services. The program has played a crucial role in the increased access to information on child nutrition. Participants were recruited and trained as caregiver networkers who identified and trained other caregivers. They conducted ECD awareness campaigns, child nutrition awareness campaigns, as well as starting reading circles for the improved literacy of children in their communities. They young people on this programme also conducted workshops (including making of toys) within their targeted communities.

**EXPECTED RESULTS:**

3320

Securing Paid  
Service  
Opportunities

2624

Completing  
Community  
Service

198

Transitioning  
into other  
opportunities

**PARTNER NAME:**

Early Learning Resource Unit

**PROJECT NAME:**

ELRU Early Childhood Development Youth Project

**WEBSITE:** www.elru.co.za

Western Cape

**PARTNERS:** Cence, Children's Campaign Trust**PROBLEM STATEMENT**

Early Childhood Development (ECD) is recognised globally as the most critical building block in a child's successful path through school and life. It is estimated that there is a shortage of 100 000 practitioners in South Africa, with the Western Cape accounting for approximately 10% of that.

**PARTNER(S)**

The Early Learning Resource Unit (ELRU) is a non-profit organisation based in Cape Town with 43 years' experience in the Early Childhood Development (ECD) sector. It has trained and supported ECD practitioners in over 700 ECD Centres, benefiting 31,686 children. In addition, their home- and community-based Programmes (Home Visiting Programme and Playgroups) have provided 4,163 young children with access to quality early learning opportunities. Cence NPC, which has been operational for 10 years. Through collaboration with different institutions, Cence enables sustainable development solutions in Education, Skills training and Entrepreneurship – creating opportunities for employment and social enterprise in the communities of South Africa.

**INTERVENTION**

The NYS initiative has been a starting point in terms of opening up employment and earning opportunities to young people in the ECD space. The ELRU recruited unemployed young people from marginalised communities of the Western Cape (Khayelitsha, Gugulethu, Mitchells Plain, Philippi and Delft) and provided them with service opportunities to work as ECD Practitioners within the Early Childhood Development sector. The project has yielded a combination of in-class training and online coursework as a foundation for participants to pursue a career in Early Childhood Development. NYS participants were engaged as ECD teaching assistants. The first part of the project was structured to expose participants to community engagement by working in local ECD centres for the 6-month period where they have gained practical knowledge and experience in childcare and development support. During this period, they were working under the supervision of an experienced mentors who ensured that they get comprehensive learning. Candidates used this as their practical work portfolio towards the completion of their NQF Level 4 qualifications. Participants were also supported to complete the entrepreneurship programme for those who would like to start their own centres in the near future.

**EXPECTED RESULTS:****2488**

Securing Paid  
Service  
Opportunities

**2170**

Completing  
Community  
Service

**841**

Transitioning  
into other  
opportunities

**PARTNER NAME:**

HPSA

**PROJECT NAME:**

Empowering Rural Youth in Agriculture,



KwaZulu-Natal

**PARTNERS:** Mdukatshani Rural Development Trust**PROBLEM STATEMENT**

There is a mortality rate of approximately 60% in goats and chickens in rural communities where there is a lack of information and resources for small-scale farmers. The same applies to cattle and other livestock and this persisting challenge hinders the sustainability of these farmers.

**PARTNER(S)**

HPSA, formerly known as Heifer International South Africa, is a non-profit and public benefit organisation that works with impoverished rural communities to end hunger and poverty in South Africa by empowering these communities with skills in sustainable agriculture and commerce. Mdukatshani Rural Development Trust has over 40 years of experience working in community development in rural areas. They provide technical expertise in livestock, working with youth in rural areas.

**INTERVENTION**

Pursuing a career in agriculture is not a choice that many young people make, yet there are many opportunities for meaningful economic engagement. The project has given youth the necessary experience and skills in managing livestock, animal health and production while providing them with paid community service activities working as community animal health workers, animal census field workers and animal nutrition assistants. This program has increased the employability of these young people and capacitated them to start entrepreneurial ventures in the sector. It has also given small-scale farmers and agricultural communities access to more technical assistance and support, which aided the communities reduce livestock mortality and increased returns.

**EXPECTED RESULTS:****3062**

Securing Paid  
Service  
Opportunities

**1905**

Completing  
Community  
Service

**1173**

Transitioning  
into other  
opportunities

**PARTNER NAME:**

Enke: Make Your Mark NPC

**PROJECT NAME:**

Enke: Youth 4 Service



Eastern Cape, Gauteng, Limpopo, Free State and Northern Cape

**PARTNERS:** None**PROBLEM STATEMENT**

Youth unemployment is one of the most persistent challenges South Africa faces, accompanied by inequality and poverty that undermine youth's potential for growth. Young people are gradually becoming despondent citizens continuing the vicious cycle of poverty.

**PARTNER(S)**

Enke: Make Your Mark NPC is a youth-oriented organisation that started its operations in 2009 to address socio-economic challenges faced by young people of South Africa. Since its inception, Enke has directly contributed to training thousands of young people who have generated social impact projects in their communities. The organisation focuses on building the inherent assets in young people in order to reverse negative trends affecting youth. Enke's programs assist youth to develop skills leading to future employment success and lasting impact within the communities they come from. Program curricula focus on developing social and emotional skills that are associated with future employment success, social responsibility and personal well-being. 91% of Enke graduates are in education or employment, a success attributable to the organisation's leadership programs for high school and post-school youth as well as Enke's specialised services.

**INTERVENTION**

The project has managed to recruiting unemployed youth aged between 18 and 35 years from disadvantaged households in four provinces and equipped them with technical skills, power skills and an entrepreneurial mindset. This has significantly increased their chances of accessing employment, enterprise, education and training opportunities. Recruits from the cohort were divided into youth volunteers and placed with placement partners as well as independent youth volunteers working on their own identified projects from their communities. Enke has coordinated the rolling out of community services from both tracks focusing on HIV/AIDS, and environmental cleanliness awareness, while other participants were engaged as teacher assistants and sports coaches. The provision of earned income through paid community services is a catalyst for breeding young people who value citizenship aspiration for their communities.

**EXPECTED RESULTS:****3077**

Securing Paid  
Service  
Opportunities

**2563**

Completing  
Community  
Service

**116**

Transitioning  
into other  
opportunities

**PARTNER NAME:**

Hand in Hand NPC

**PROJECT NAME:**

HIH National Youth Service (NYS) Programme

**WEBSITE:** [www.handinhand-sa.org](http://www.handinhand-sa.org)

Free State, Mpumalanga, Eastern Cape and Limpopo

**PARTNERS:** None**PROBLEM STATEMENT**

Young people in the targeted marginalised areas tend to get "lost in the system", falling in and out of education and short-term work, so they cannot realise their potential to participate in the economy. Added to this are the public health crises characterised by an overstretched primary health care system, which is working under strain from the impact of HIV/ AIDS and the COVID-19 pandemic.

**PARTNER(S)**

Hand in Hand Development NPC was registered in 2008 with a vision to eradicate poverty in its various forms amongst the underprivileged with a focus on livelihoods through capacity building and empowerment. The Applicant is steered by seasoned development practitioners with a network of over fifty (50) non-government organisations (NGOs) as well as key private sector players including UNWomen, FHI360, ABSA bank and the Jobs Fund with whom they have implemented various interventions in South Africa and the rest of the continent.

**INTERVENTION**

More than 6,000 young people have received experiential learning and life skills while working with local communities, public and non-state actors to address critical gaps concerning access to HIV programmes, gender-based violence, climate change awareness, waste management services, food security and decent public infrastructure. The intervention has had significant benefits to the community which include, but are not limited to cleaner environments, the rehabilitation of public infrastructure, improved access to fresh farm produce through community food gardens, and digital mapping and surveying of rural and informal settlements. NYS participants have been engaged as survey enumerators, general workers in community works interventions, and as infrastructure revitalisation and greening agents.

**EXPECTED RESULTS:****7649**

Securing Paid  
Service  
Opportunities

**5358**

Completing  
Community  
Service

**1058**

Transitioning  
into other  
opportunities

**PARTNER NAME:**

Southern African  
Association of Youth Clubs

**PROJECT NAME:**

Maendeleo NYS Project



YouthBuild South Africa NPC

**PARTNERS:** None

**PROBLEM STATEMENT**

A large number of rural communities face food shortages and access to healthy eating options and yet there are open public spaces that can be used for community food gardens. Furthermore, the same communities experience challenges with environment management and protection, and this has resulted in the degradation of the environment, littering in public spaces and pollution. There is an opportunity for young people in communities to become active starting up food gardens and establishing recycling and waste management initiatives. Other community needs that can be filled focus on the need for after school support and sports programmes to keep youth engaged in developmental activities.

**PARTNER(S)**

Southern African Association of Youth Clubs provides training and program support services to youth leaders, youth clubs, individuals, youth practitioners and youth organisations. YouthBuild South Africa works with young people living in informal settlements, providing remedial education, work readiness, and technical skills training, linking graduates to work and self-employment in construction, tourism, hospitality, and ICT sectors.

**INTERVENTION**

Young people on the programme were involved in community food gardens, tutoring, social support services and sports and recreation following training and programme orientation. There was also a focus on critical life skills to help them cope with the general challenges of life and help them plan for future activities by creating individual development plans (IDP) and taking them through work readiness trainings.

This has been a journey of nurturing a young breed of people who are productive and economically active in their communities. They have been nurtured while helping to improve the living conditions of their communities through food security, arts and culture, sports and recreation, and environmental management interventions. With their increased employability, young people will be better equipped to transition into further paid opportunities.

**EXPECTED RESULTS:**

**3409**

Securing Paid  
Service  
Opportunities

**1917**

Completing  
Community  
Service

**1323**

Transitioning  
into other  
opportunities

**PARTNER NAME:**

The Mvula Trust

**PROJECT NAME:**

National Youth Service

**WEBSITE:** [www.themvulatrust.org.za](http://www.themvulatrust.org.za)



Eastern Cape, Gauteng, KwaZulu Natal & Limpopo

**PARTNERS:** None

**PROBLEM STATEMENT**

The Department of Basic Education has identified that 483 schools were built from inappropriate materials, 932 schools do not have access to electrical supplies, and 1,145 do not have access to water supply. The Department has developed the Accelerated school infrastructure Delivery Initiative to address these issues.

Operation and maintenance activities in schools are done based on the availability of funds, and funds are usually minimal.

**PARTNER(S)**

The Mvula Trust was established in 1993 and specialises in community project management of new public infrastructure and the community management of public facilities while supporting local government authorities in creating an enabling environment for sustainability. The Mvula Trust have previously implemented other government public employment programmes such as the Community Work Programme (CWP).

**INTERVENTION**

The proposed National Youth Service initiative has addressed some of the maintenance and operational issues faced by the schools in rural areas while simultaneously putting a dent in youth unemployment.

Over three thousand young people were deployed to schools across Eastern Cape, Gauteng, KwaZulu Natal and Limpopo for maintenance, landscaping and general gardening activities. This initiative has resulted in an extended lifespan of buildings and furniture in targeted schools, a safer and cleaner environment for teachers and learners, improved skills in operations and maintenance for participants, and enhanced possibilities of participating youths being hired into similar roles.

**EXPECTED RESULTS:**

**2848**

Securing Paid  
Service  
Opportunities

**2536**

Completing  
Community  
Service

**234**

Transitioning  
into other  
opportunities



**PARTNER NAME:**

Afrika Tikkun NPC

**PROJECT NAME:**

National Youth Services Programme

Eastern Cape, Gauteng, KwaZulu Natal,  
Limpopo, North West, Western Cape**PARTNERS:** Afrika Tikkun Services (Pty) Ltd**PROBLEM STATEMENT**

Unemployment is one of the biggest challenges facing young people today, who are not only looking for a job but also looking for their work to be meaningful. There are many reasons for this, but one of the contributing barriers is not having previous work experience. At the same time, poor and marginalised communities are coping with poorly resourced service delivery and, in some instances, not even managing to ensure basic needs are met.

**PARTNER(S)**

Afrika Tikkun is a non-profit company with over 23 years of experience in development and fundraising expertise, working with public sector entities and private sector players. The organisation has grown its footprint in many provinces around the country with a positive reputational status within the Corporate Social Investment sector.

Afrika Tikkun Services focuses on the concluding phase of a cradle to career model: Career Development and Placement. It provides career guidance, job readiness training, specialised training, sources learnerships, job placements (entry-level jobs and work experience) and bursaries for further learning.

**INTERVENTION**

More than 3000 youth have been given an opportunity to be ambassadors of change in their communities by providing community services aimed at improving the living conditions of the identified communities. Participants have gone through a work-readiness training programme which was for the duration of five days. This program has equipped candidates with the framework, language and practical experience necessary to develop their professional behavioural competencies – (the soft skills) – which are much needed to prepare them for the world of work.

Young people have filled roles such as teaching assistants and general workers at ECD centres; sports coaches, referees and facilitators; performing artists (music, dance, drama, public speaking, leadership coaching).

**EXPECTED RESULTS:****3501**Securing Paid  
Service  
Opportunities**2329**Completing  
Community  
Service**1127**Transitioning  
into other  
opportunities**PARTNER NAME:**Small Projects  
Foundation Trust**PROJECT NAME:**

Pathways Through Service

**WEBSITE:** [www.spf.org.za](http://www.spf.org.za)

Eastern Cape

**PARTNERS:** None**PROBLEM STATEMENT**

Many young people in the identified Eastern Cape communities tend to get "lost in the system", falling in and out of education and short-term work, so they cannot realise their potential to participate in the economy.

The Eastern Cape (Buffalo City Metro and Amathole district) has high unemployment, in-migration of rural youth, high school dropout rates and poor health services.

Health and education engagement programmes require many young people; however, government budgeting is often limited to fund these on a rolling basis.

**PARTNER(S)**

The Small Projects Foundation is an NGO / NPO registered Trust operating for 34 years. Over this period, the foundation has been a significant contributor to development in the Eastern Cape, with specific emphasis on identifying critical constraints, establishing pilot projects, and later replicating these pilots into self-sustainable programmes.

**INTERVENTION**

Through this intervention, young people have fulfilled critical roles in promoting educated and healthy communities by supporting public awareness on education and health programmes as learner assistants and community health agents. The youth were exposed to civic and career opportunities in the education and health sectors to the benefit of the impacted marginalised communities.

**EXPECTED RESULTS:****3362**Securing Paid  
Service  
Opportunities**2234**Completing  
Community  
Service**1503**Transitioning  
into other  
opportunities

**PARTNER NAME:**

Sport for Social Change Network (SSCN) Southern Africa NPC

**PROJECT NAME:**

Sport for Social Change South Africa

**WEBSITE:** [www.sscn.co.za](http://www.sscn.co.za)



National

**PARTNERS:** Altus Sport NPO, Special Olympics South Africa NPC, Tidimalong After Care Centre NPO, Sports Coaches' Outreach NPO, Children of the Dawn NPO, Skateistan South Africa NPO

**PROBLEM STATEMENT**

Many young people are dealing with peer pressure, bullying, substance abuse, and teen pregnancies.

**PARTNER[S]**

The Sport for Social Change Network was founded by Nike in 2007. In collaboration with other organisations, Nike created 'Sport for Social Change Networks' (SSCNs) in four countries that strive for strategic collaboration between the private and public sectors to create opportunities for sports as an agent for change and development. Altus Sport utilises sport as a tool for community, youth and girl empowerment with the support from strong public and corporate partners. Founded in 1995, Special Olympics South Africa is home to more than 45 000 talented athletes trained in 18 competitive sports. It provides year-round training for men, women and children with intellectual disabilities. Sports Coaches' Outreach uses sport to provide children and youth with valuable skills and opportunities to succeed in life and contribute to their communities. Children of the Dawn is a Non-Profit Organisation working to support and strengthen rural community initiatives which focus on caring for HIV/AIDS orphans and vulnerable children in South Africa. Skateistan is an award-winning international non-profit organisation empowering children and youth through skateboarding and education.

**INTERVENTION**

Youth participants were trained to deliver community service activities in sport, recreation, and life skills advocacy to predominantly school-going learners (NYS participants were engaged as sports coaches and recreation centre facilitators. The aim was a healthy learning environment that has unlocked the hidden potential in youth and inspire a positive life trajectory for both the youth participants and the community who are the recipients of the services.

More than 4,000 young people (more than 80% of whom have special needs) from lower-income households were receiving valuable on-the-job project management and facilitation training whilst providing additional human resource capacity to the various partner NGOs/NPOs and will be readily available to support fitness health programmes beyond this initiative.

**EXPECTED RESULTS:**

4410

Securing Paid Service Opportunities

3040

Completing Community Service

1253

Transitioning into other opportunities

**PARTNER NAME:**

The Community Chest of the Western Cape NPO

**PROJECT NAME:**

YearBeyond – a Social Sector Youth Service

**WEBSITE:** [www.comchest.org.za](http://www.comchest.org.za)



Western Cape and Eastern Cape

**PARTNERS:** None

**PROBLEM STATEMENT**

Most primary school learners fall short of grade-level performance standards, while high dropout rates threaten high school learners' progress. Regrettably, those learners who may successfully navigate a path through the schooling system risk joining the burgeoning ranks of unemployed youth. By implication, these young people who have dropped out of schooling are likely to be trapped in unemployment and poverty and eventually become a despondent generation.

**PARTNER[S]**

Community Chest of the Western Cape is a philanthropic organisation founded over 90 years ago to address socio-economic challenges in the Western Cape and Eastern Cape Provinces

**INTERVENTION**

Community Chest of the Western Cape has scaled its multi-stakeholder partnership initiative termed YearBeyond from 500 youth participants to 3201. These young people were operating as community service providers to the school-going population in the Western Cape and Eastern Cape provinces in schools, libraries and their homes. Each learner was allocated 90 minutes of literacy support and 90 minutes of numeracy support, 1-2 home visits per week, and participate in a reading race encouraging them to read between 10-20 stories a week.

The programme promoted a culture of learning and reading to young people which reduced school dropouts and failures while contributing to youth's increased self-confidence, resilience, and employability. NYS participants were engaged as learning assistants, and education activators.

**EXPECTED RESULTS:**

3007

Securing Paid Service Opportunities

1590

Completing Community Service

1233

Transitioning into other opportunities

**PARTNER NAME:**

Cricket South Africa NPC

**PROJECT NAME:**

Youth Job Creation through Cricket South Africa

**WEBSITE:** [www.cricket.co.za](http://www.cricket.co.za)

National

**PARTNERS:** None**PROBLEM STATEMENT**

Poor and marginalised communities lack adequate sporting facilities – which limits children and youth's athletic potential. Many poor and marginalised communities are faced with issues of lack of proper playing fields, sport equipment and poor access to decent sporting facilities. In most cases, the available facilities are poorly maintained and vandalised. In addition, cricket enjoys minimal participation in rural schools and communities. Similarly, there is a lack of learner support programmes in poor and marginalised communities, especially in mathematics, science, and English. Access to these learner support programmes prepares learners to excel in their studies and, ultimately, their futures.

**PARTNER(S)**

Cricket South Africa (CSA) is the country's governing body for professional and amateur cricket. Its intention and purpose are to deploy capital and income towards promoting its objectives and the advancement of cricket in South Africa.

**INTERVENTION**

More than 3000 young people have joined the hubs programme as club administrators, groundskeepers, tutors, security personnel and club and school coaches. This initiative has resulted in well-maintained hubs, improved access to cricket facilities in rural and township communities, enhanced participation in cricket and increased access to learner support programmes/ tutorials in mathematics, science and English.

The partnership has contributed to the sustainability and growth of cricket in South Africa, particularly in poor and marginalised communities within the targeted areas, it has improved the skills and employability of participating youths.

**EXPECTED RESULTS:****3063**Securing Paid  
Service  
Opportunities**2783**Completing  
Community  
Service**184**Transitioning  
into other  
opportunities



NATIONAL YOUTH DEVELOPMENT AGENCY  
**OUR YOUTH. OUR FUTURE.**

# 11

**HUMAN RESOURCES  
AND LEGAL SERVICES**  
**2022/ 2023 FINANCIAL YEAR**



## 1. LEARNING AND DEVELOPMENT

During the year under review, National Youth Development Agency (NYDA) has implemented number of people development interventions to build and strengthen its employees and to ensure organisational sustainability in line with the mandate of the Agency. These included the flagship bursary support programme and various skills programmes and in line with supporting employees personal development plans. The flagship bursary programme funds NYDA employees from undergraduate to postgraduate level (NQF 10).

## 2. NYDA BURSARY PROGRAMME

NYDA as an organisation that encourages learning and development of its employees, has in place the learning and development policies which guides the implementation of learning and development interventions that enables employees to acquire necessary knowledge, skills, and qualifications to perform in their jobs.

During the period under review, a total of Eighty-one (81) employees were funded in the NYDA bursary programme for undergraduate and postgraduate studies in the 2022 academic year. In support of diversity, inclusion, and transformation imperatives of the NYDA, 47 black females, one (1) coloured female, one (1) white male, three (3) coloured males and 29 black males benefited from the programme.

Table below depicts number of bursary beneficiaries for the academic year 2022:

RACE	NQF LEVEL	FEMALE	MALE	GRAND TOTAL
African	NQF 10	1	0	1
African	NQF 9	7	5	12
African	NQF 8	14	14	28
Coloured	NQF 8	1	0	1
African	NQF 7	17	8	25
Coloured	NQF 7	0	2	2
African	NQF 6	5	1	6
White	NQF 6	0	1	1
African	NQF 5	3	1	4
Coloured	NQF 5	0	1	1
<b>Grand Total</b>		<b>48</b>	<b>33</b>	<b>81</b>

The below table illustrate status quo of 2022 bursary holders. Whereby, Fourteen (14) bursary holders successfully completed their studies during the said academic year.

2022 STUDENTS STATUS	FEMALE	MALE	GRAND TOTAL	GRAND TOTAL
Completed	7	7	14	1
Continuing	39	24	63	1
Termination	2	2	4	2
<b>Grand Total</b>	<b>48</b>	<b>33</b>	<b>81</b>	<b>39</b>

The total cost of bursary for the 2022 academic year covered tuition fees and book allowance for the undergraduate and postgraduate programmes. Below table illustrates the total cost of bursary for the academic year 2022:

NQF LEVEL	2022 TUITION AMOUNT PAID	2022 BOOKS AMOUNT PAID	TOTAL BURSARY AMOUNT
5	R 125,034.00	R 6,250.00	R 131,284.00
6	R 179,643.00	R 16,895.40	R 196,538.40
7	R 781,386.64	R 99,528.96	R 880,915.60
8	R 1,475,153.16	R 151,989.14	R 1,627,142.30
9	R 662,595.00	R 35,115.21	R 697,710.21
10	R 41,215.00	R 1,895.00	R 43,110.00
<b>Total</b>	<b>R 3,265,026.80</b>	<b>R 311,673.71</b>	<b>R 3,576,700.51</b>

### SOME OF NYDA EMPLOYEE GRADUATES



**Dr. Nompumelelo Zuma**

PhD in Management Studies  
University of Western Cape



**Ms. Unathi Tsoai**

Diploma in Development Finance  
University of Cape



**Mr. Goodwill Ndou**

Diploma in Business Administration  
UNISA



**Ms. Nomsa Mbata**

PhD in Management Studies  
MANCOSA



**Ms. Nomsa Mkhwanazi**

Diploma Diploma in Business Management  
MANCOSA



**Mr. Phuti Mojela**

Diploma in Business Administration  
Wits University

### 2.1 TRAINING PROGRAMME

During the year under review the learning and development initiatives enabled continuous professional development through skills programmes aligned with Workplace Skills Plan (WSP). Total of three hundred and thirty-four (334) employees benefited during the year under review. The table below depicts number of employees who attended a variety of short courses during the year. Some employees benefited from more than one programme per year.

LEARNING INTERVENTIONS	FEMALE	MALE	GRAND TOTAL
5th Annual CFO Africa 2022: Supercharging the Finance Role	1	0	1
APMG Change Management Foundation And Practitioner	2	2	4

Basic Principles Of Cleaning	52	9	61
CPD Training: Part 2 & 3 – CIA Learning System	1	0	1
Employee Wellness	1	1	2
Excellent Customer Service	26	19	45
Facilitator Course	8	10	18
Finance For Non-Financial Managers	1	0	1
Financial Management & Cost Accounting	1	0	1
Health And Safety Representative Committee	5	2	7
Individual Labour Law Practice	0	1	1
Organisational Internal – Induction Programme	25	12	37
Induction programme For Board of Entities	11	5	16
Masterclass in Principles and Fundamentals of Fundraising	5	2	7
OD ETDP Certificate level 5: Assessor course	1	0	1
PFMA Powerhouse session	1	0	1
Presentation Skills	12	8	20
Programme in Project Management	1	0	1
Project Management	30	18	48
Project Management Professional Exam Preparation	1	0	1
SCM: Contracts & Sourcing Strategy	1	3	4
Special Needs Training	18	7	25
Supply Chain Management	9	3	12
Microsoft Word Level 2-3 & Excel Level 1-3	17	2	19
<b>Grand Total</b>	<b>230</b>	<b>104</b>	<b>334</b>

Over and above short courses offered by various service providers, the NYDA also offered professional development in terms of membership registration with national and international Professional Bodies. These employees benefited from the professional recognition, networking opportunities, information & advice and career development that encompasses continuous professional development.

LEARNING INTERVENTION	FEMALE	MALE
CIMA Membership	1	0
Association of Fraud examiners South Africa Membership	0	1
CIGFARO Membership	1	0
Institute of Directors South Africa Membership	0	1
Institute of Internal Auditors South Africa Membership	4	1
Institute of Risk Management South Africa Membership	2	0
<b>Grand Total</b>	<b>08</b>	<b>03</b>

Below table illustrate the total cost of training programmes implemented during 2022/23 financials cycle:

TRAINING INTERVENTIONS	SUM OF AMOUNT
5th Annual CFO Africa 2022: Supercharging the Finance Role	R 32,434.25
APMG Change Management Foundation And Practitioner	R 61,987.28
Basic Principles Of Cleaning	R 66,586.99
CIMA Membership	R 2,682.12
CPD Training: Part 2 – CIA Learning System	R 9,528.90
CPD Training: Part 3 – CIA Learning System	R 12,268.20
Employee Wellness	R 14,800.00
Excellent Customer Service	R 213,750.00
Facilitation Skills	R 8,901.00
Facilitator Course	R 58,650.00
Finance For Non-Financial Managers	R 21,400.00
Financial Management & Cost Accounting	R 6,300.00
Health And Safety Representative Committee	R 57,960.00
Individual Labour Law Practice	R 13,650.00
Induction programme For Board of Entities	R 132,090.08
Masterclass in Principles and Fundamentals of Fundraising	R 63,000.00
Microsoft Word Level 2-3 & Excel Level 2-3	R 8,050.00
OD ETDP Certificate level 5: Assessor course	R 4,591.67
OD ETDP Certificate level 5: Facilitator course	R 4,591.67
PFMA Powerhouse session	R 2,305.00
Presentation Skills	R 79,980.00
Programme in Project Management	R 34,500.00
Project Management	R 55,200.00
Project Management Professional Exam Preparation	R 8,510.00
SCM: Contracts & Sourcing Strategy	R 21,850.00
Special Needs Training	R 25,875.00
Supply Chain Management	R 41,400.00
Association of Fraud examiners South Africa Membership	R 2,300.00
CIGFARO Membership	R 626.00
Institute of Directors South Africa Membership	R 3,500.00
Institute of Internal Auditors South Africa Membership	R 16,071.85
Institute of Risk Management South Africa Membership	R 3,234.25
Microsoft Excel Level 1-3	R 6,900.00
Microsoft Word Level 2-3 & Excel Level 1-3	R 37,500.00
<b>Grand Total</b>	<b>R 1,132,974.26</b>



## 2.2 INTERNSHIP MANAGEMENT

The Agency applied for PSETA Discretionary Grant to support implementation of Graduate Internship Programme. As a result, NYDA was awarded R 4 890 600,00 by Public Sector Education and Training Authority (PSETA) to implement Graduate Internship Programme targeting 33 unemployed graduates aged between 18 – 35 years old with National Diploma (NQF6) / Degree (NQF 7&8) covering field of study such as Financial Management, Supply Chain Management, Marketing Management, Communications, Human Resource Management, Public Administration and Management, Internal Audit and Law. In a quest for the NYDA to increase pool of young graduates to gain valuable work experience, the Agency approved additional funding of R 1 536 000,00 to recruit additional 18 unemployed graduates. Following above, it is worth noting that the NYDA and PSETA concluded signing of Memorandum of Agreement (MoA) on the 24th March 2022. The contractual obligation of graduate internship programme runs from date of the signing of MoA and will lapse on 31st May 2024. Following a thorough recruitment process, 51 interns have since been appointed and allocated to various units within the agency. The interns are currently in the second year of the program. Since the start of the program, we have had 5 exits from interns who have pursued other opportunities. There are currently 46 interns on the program which is on-going until May 2024. PSETA has paid NYDA a total of R3 575 325 as part of the discretionary grants towards the program.

## 2.3 SKILL AUDIT PROJECT

The NYDA appointed Fachs Consulting to conduct org-wide skills audit for the Agency to determine the current and future skills requirements. The project resumed from the 01 March 2021 and was concluded in March 2023. Proposed skills gap interventions have been included as part of the WSP for the financial year 2023 and the training implementation is on-going.

## 2.4 ORGANISATIONAL INDUCTION

In terms of learning and Development Policy, the NYDA is required to conduct Organisational Induction and Orientation Programme for newly appointed employees on a quarterly basis or as and when need arise. Therefore, during the period under review 25 newly appointed females and 12 newly employees' males participated in the three day induction programme that focused on the following organisational thematic areas: About NYDA, NYDA Operations, Communication & ICT, Human Resources Management & Legal Services and Financial Services. In addition, the organisation hosted an Induction for board members programme which was facilitated by the National school of government which was attended by 11 Females and five (5) males board members. Upon engagement of the 63 Housekeepers on a permanent basis NYDA also held a 3 days Induction Programme for our Housekeepers which was held in Gauteng. This programme covered critical Human Resources / Employee Relations Policies and Procedures vital for all newly appointed employees and Core Operations functions. The employee benefits service providers also attended to engage employees on the medical and provident fund benefits offered by NYDA.

## 3. NYDA EMPLOYEE EQUITY INFORMATION AS AT 31 MARCH 2023

OCCUPATIONAL LEVELS	MALE				FEMALE				FOREIGN NATIONALS		TOTAL
	A	C	I	W	A	C	I	W	MALE	FEMALE	
Executive	1	0	1	0	6	0	0	0	0	0	8
Senior Management	4	0	0	0	6	0	0	0	0	0	10
Professionally qualified	51	1	0	0	55	2	1	0	0	0	110
Skilled Technical	72	6	0	0	115	2	0	0	0	0	195
Semi – Skilled	36	0	0	1	66	4	0	0	0	0	107
Unskilled	16	0	0	0	54	3	0	0	0	0	73
<b>TOTAL PERMANENT</b>	<b>180</b>	<b>7</b>	<b>1</b>	<b>1</b>	<b>302</b>	<b>11</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>503</b>
Temporary Employees	5	0	0	0	7	0	0	0	0	0	12
<b>GRAND TOTAL</b>	<b>185</b>	<b>7</b>	<b>1</b>	<b>1</b>	<b>309</b>	<b>11</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>515</b>
<b>Total Females :</b>	<b>321</b>				<b>Total Males:</b>				<b>194</b>		

#### 4. ANNUAL PERSONNEL COST BY PROGRAMME

PROGRAMME	TOTAL ANNUAL EXPENDITURE FOR THE ENTITY [R'000]	ANNUAL PERSONNEL EXPENDITURE [R'000]	ANNUAL PERSONNEL EXPENDITURE AS A % OF TOTAL EXP [R'000]	NO. OF EMPLOYEES	ANNUAL AVERAGE PERSONNEL COST PER EMPLOYEE
Executive Chair and Deputy Chairs Office	R37 562.00	R10 694	0,90%	7	R1 528.00
CEO's Office	R40 421.00	R19 771	1,66%	28	R706.00
HR and Legal Services	R28 288.00	R12 574	1.06%	13	R967.00
ICT and Comms	R79 196.00	R14 420	1.21%	32	R451.00
Finance	R45 277.00	R18 605	1,56%	45	R413.00
Operations & NYS	R 882 007.00	R134 331.00	11,28%	373	R360.00
Temps & CWP	R77 727.00	R42	0.00%	91	0
<b>Total</b>	<b>R1190 478.00</b>	<b>R210 437.00</b>	<b>17,68%</b>	<b>589</b>	<b>R4 426.00</b>

#### 5. ANNUAL PERSONNEL SALARY COST

LEVEL	TOTAL ANNUAL EXPENDITURE FOR THE ENTITY [R'000]	% OF ANNUAL PERSONNEL EXP. TO TOTAL PERSONNEL COST [R'000]	NO. OF EMPLOYEES	ANNUAL AVERAGE PERSONNEL COST PER EMPLOYEE
Top Management	R13 273.00	6,31%	8	R1 659.00
Senior Management	R12 585.00	5,98%	10	R1 259.00
General	R184 579.00	87,71%	485	R381.00
<b>TOTAL</b>	<b>R210 437.00</b>	<b>100,00%</b>	<b>503</b>	<b>R3 298.00</b>

#### 6. STAFF MOVEMENT AS AT 31 MARCH 2023

REASON	NUMBER	% OF TOTAL NUMBER OF STAFF LEAVING
Death	0	
Resignation	24	
Dismissal	1	
Retrenchment	0	
Retirement	2	
Ill Health	0	
Expiry of Contract	239 (This is inclusive of temps and CWP)	
Voluntary Severance Package		
Other		
<b>Total</b>	<b>266</b>	

NUMBER OF EMPLOYEES PER PROGRAMME	2020/2021 NO. OF EMPLOYEES	2021/2022 NO. OF EMPLOYEES	2022/2023 NO. OF EMPLOYEES
Office of the Chief Executive Officer	30	28	28
Finance and Supply Chain	41	42	45
Human Resources and Legal	46	42	13
Operations & NYS	358	330	373
ICT and Communications	32	31	32
Office of the Executive Board	1	3	7
Temps & CWP	-	104	91
<b>Total</b>	<b>508</b>	<b>580</b>	<b>589</b>

PROGRAMME	2022/2023 NO. OF EMPLOYEES
Office of the Chief Executive Officer	28
Financial Services Division	45
HR and Legal Services	13
ICT and Comms	32
Operations and NYS	373
Office of the Executive Board	7
Temps & CWP	91
<b>Total</b>	<b>589</b>

## NYDA WELLNESS PROGRAMME

NYDA has worked prominently with Workforce since the partnership in 2021. Employees have had access to various programmes ranging from Legal, Financial and Health Advice, Family Care and Support. During the 2022/23 financial year the KZN Region hosted a Wellness Day in which encompassed a range of health activities supported by our medical aid providers and workforce to promote a healthier lifestyle for our employees. Wellness Day ensures that NYDA employees are introduced to a healthy lifestyle that includes medicals, exercise and the correct eating habits through nutritional programs. The EWP has a dual focus to enable the individual to manage the problems that are affecting their ability to maintain desired level of work performance and healthier personal life and to enable the Agency to manage the impact of impaired work performance effectively. The EWP has assisted employees that require intervention due to addictions, this has helped employees to return to their best levels of production and helped with employee and manager relationship.



NATIONAL YOUTH DEVELOPMENT AGENCY  
**OUR YOUTH. OUR FUTURE.**

# 12

**SPECIAL  
PROJECTS**



## YOUTH MONTH 2022 LAUNCH

The launch for Youth Month 2022 took place at Morris Isaacson High School in Soweto on the 2nd of June 2022. This was followed by a wreath laying ceremony at Hector Pieterse Memorial and a press briefing at Uncle Tom's Hall. The 2022 Youth Month campaign was hosted under the theme, "Promoting sustainable livelihoods and resilience of young people for a better tomorrow".

The 2<sup>nd</sup> of June launch was covered by national and community media including Eldorado, Radio, Soweto TV, Vuma FM. These media houses enabled us to inform the communities regarding Youth Month activities, conduct interviews regarding the approved theme and share information on the NYDA's role, products, and services.

Below are some of the images from the Youth Month launch:



## YOUTH DAY COMMEMORATION

The year 2022, marks 46 years since the 1976 Student uprising. The National Youth Development Agency (NYDA) under the authority of the Department of Women Youth and Persons with Disabilities (DWYPD) and Department of Sport Arts and Culture (DSAC) hosted the 2022 Youth Month activities and Youth Day Commemoration event.

The Presidency, Eastern Cape Provincial Government and Government Communication and Information System (GCIS) were key players in providing strategic support for the 2022 Youth Month commemorative programme.

The 16 June Commemoration event took place at Mthatha Stadium and was attended by young people from surrounding schools, government officials, beneficiaries of the various government programmes and members of the media.

After the formal programme, the President did a walk about of the exhibition area. The President was exposed to the ERP system which serves as a tool that enables youth access to the NYDA's products and services. Throughout the course of the day, we also had opportunity providers who exhibited on the day and government service were also accessible to the youth.

Exhibitors included:

- NYDA
- Eastern Cape Provincial Government
- SA Youth
- Yes4Youth
- SETAs
- Department of Health

- Department of Home Affairs
- Department of Higher Education
- Various universities
- Youth Health Africa
- DTIC, etc.

The objectives of the Youth Month campaign were:

- To educate and commemorate 46 years of Soweto uprisings.
- To raise awareness to the upcoming Youth Month activities.
- To highlight the challenges faced by the youth.
- To promote social cohesion and collaborations amongst the youth.
- To showcase opportunities available to the youth.
- To highlight IYDS progress and showcase key government programmes.



**"Promoting sustainable livelihoods and resilience  
of young people for a better tomorrow"**



## THUSANO FUND

### REMARKS FROM THE CHAIRPERSON OF THUSANO SPONSORSHIP FUND

In recent times, South Africans, in particular young people, are bearing the burden of unemployment and poverty on their sleeves. These challenges need multiple prolonged approaches from all sectors of society, so the NYDA's social corporate responsibility must contribute in this regard.

The NYDA, through the Thusano Sponsorship Fund, has played a critical role in advancing the main assistance of NPO's, which focuses on youth development in relation to skills development. These NPOs are grounded in the communities and are experiencing the frustration of young people who are less skilled or lack the skills to play meaningful roles in advancing themselves as young adults.

Apart from the above, Thusano Sponsorship Fund is also cognisant that some of the young people are taking extra measures to develop they're by applying to post-schooling institutions with anticipation that parents will afford only to find themselves in the predicament of being unable to settle their tertiary institution debts due to many reasons which make them not to pay. Therefore, we have assisted most of the students who have historical debts and current debts.

In this regard, NYDA, through the office of executive chairperson, has spent more than 3.5 million rands in assisting these dire situation young people face with. The resources are not enough however, every cent is utilized according to the mandate of the agency.



THUSANO  
FUND



# TRAILBLAZERS CAMPAIGN 2022

A total of 20 young trailblazers were selected from entries received. These trailblazers are young people who are doing extra ordinary things in their line of work and in the community in which they live and work.

Below are some of the trailblazers that we profiled:

## TRAILBLAZERS CAMPAIGN 2022

### TRAILBLAZERS CAMPAIGN 2022

#### Masonwabe Fuma

Masonwabe Fuma is a change agent who works hard towards changing the lives of young people and the communities in which they live and operate in. He is a 28-year-old dynamic and innovative youth and community developer, a Multi Award Winning Entrepreneur, Inspirational Speaker, Activist and Leader. As a result of the youth and community development work he does, the exceptional leadership and commitment he has in transforming the lives of young people and communities, he received the 2022 Africa Honorary Award in Community Development at the Africa Top 40 under Forty Awards Ceremony which was held in Accra, Ghana.



### TRAILBLAZERS CAMPAIGN 2022

#### Farani Tshishonga

Farani Tshishonga is a former UJ student. Born and bred in Limpopo Province, this young trailblazer turned his home into an entertainment centre which offers access to various activities that include swimming, movies and other fun activities for the kids.



### TRAILBLAZERS CAMPAIGN 2022

#### Phakamani Ndlovu

Phakamani Ndlovu is passionate about social change, youth and community development. He started his community work at a young age and in 2009 he registered a NPO. Later in 2017, he started Phakamani Empowerment with a focus on social behavior change to educate the young on safer sex practise, circumcision, STI screening and treatment and condom usage, etc. He is also a public speaker who gives motivational talks at schools and TVET colleges.



### TRAILBLAZERS CAMPAIGN 2022

#### Mbongiseni Samuel Mngomezulu

Mbongiseni Mngomezulu is a 28-year-old Social Worker. He is playing a pivotal role in addressing substance abuse in the community of Standerton. He renders outpatient treatment services including individual, group and family therapy as well as runs awareness campaigns on substance abuse where members of the community are educated about the dangers of substances abuse. He also renders voluntary services on Saturdays where he provides capacity building workshops.





TRAILBLAZERS  
CAMPAIGN 2022

## Tankiso Joseph Moremi

Tankiso Joseph Moremi is a 27-year-old founder of Kasi Hero Foundation from Pimville, Soweto. Despite losing his job due to COVID-19, Tankiso approached a group of other young unemployed people in his community to start a soup kitchen. The soup kitchen runs from Monday to Saturday serving hot meals to over 300 children daily. Tankiso has also been able to secure donations of 25 wheelchairs, 1000 school shoes and blankets for the elderly in need. He has been able to create earning opportunities for 12 young unemployed people who are cooking for kids and receive monthly stipends from a well-known foundation.

TRAILBLAZERS  
CAMPAIGN 2022

## Edwina Mlondobozi

Edwina Mlondobozi is the founder of Girls Matter Drive Organisation. This young trailblazer has been driving social change in her community for the past five years. Amongst her many initiatives, Edwina has been able to secure sponsors for wheelchairs for a special school in Limpopo.

TRAILBLAZERS  
CAMPAIGN 2022

## Lunga Ngcabashe

Lunga Ngcabashe started his business graduating from varsity. Ploughing back into his community, this young trailblazer teaches kids dramatic arts. Despite starting small, Lunga has been able to change the lives of young people through the arts, won several awards and is celebrated by many in his community of Tsomo in the Eastern Cape.

TRAILBLAZERS  
CAMPAIGN 2022

## Cwenga Katlego Koyana

Cwenga Katlego Koyana is an outstanding trailblazer and was honoured with the UCT Inspirational Graduate award for her recent endeavours at the 2022 UNESCO & Women@Dior Conference in Paris, France. Cwenga also represented South Africa and Africa at the conference where her initiative, Talitha Together, won the Dream for Change Project against 75 other initiatives in the running. Talitha Together is an initiative that serves to provide education, empower, and support pregnant girls in Africa. Cwenga also manages her business, Value Youth SA Podcast, a podcast incubation business that provides podcasting services to schools and youth organisations, giving the youth a platform to voice out their visions and dreams. She is also passionate about issues such as poverty, hunger and GBV and volunteers at various organisations to tackle these issues.

TRAILBLAZERS  
CAMPAIGN 2022Avhasei Messie  
Raphalani

Avhasei Messie Raphalani is a trailblazer who is committed to finding solutions to put an end to gender-based violence against women and children. Furthermore, she continues to help less privileged young people with supply of sanitary towels.

TRAILBLAZERS  
CAMPAIGN 2022

## Montjane Mohlomphegi

Montjane Mohlomphegi offers extra classes for primary and secondary school learners. Through his organisation, Montjane also offers free computer lessons and access to Wi-Fi for learners to do their school researches.

TRAILBLAZERS  
CAMPAIGN 2022Matome Rodden  
Rakhomana

Matome Rodden Rakhomana is a trailblazer who has been instrumental in the development of communities in Blouberg Municipality providing social and educational services including building a community library.

TRAILBLAZERS  
CAMPAIGN 2022

## Lehlohonolo Mabaso

In 2020, Lehlohonolo Mabaso initiated a clean-up campaign in Qwa-Qwa, turning illegal dumping sites into community food gardens and youth business sites into fruits and vegetables markets. This young trailblazer aims to stop climate change by reducing carbon emissions. Food and garden waste from illegal dumping sites is turned into compost which then gets used to growing food that benefit over 113 vulnerable people in his community. Lehlohonolo's Qwakhanda E Ntjha NPC has been able to create employment for 12 people.



**TRAILBLAZERS  
CAMPAIGN 2022****Koketso Fortunate Mathibe**

Koketso Fortunate Mathibe is one amazing young leader who is making a difference in the lives of less privileged children. Through her car wash initiative, Koketso has managed to raise funds to buy school shoes and school uniform for those children in need.

**TRAILBLAZERS  
CAMPAIGN 2022****Thando Shabalala**

Thando Shabalala is dedicated to youth empowerment in South Africa. Thando, like many other graduates was unable to find stable employment after he graduated from the University of Cape Town in 2019. Thando, alongside two other co-founders, started GrabAGrad in December 2020, a company that helps unemployed graduates use skills developed at college and university to create real and practical solutions. Since its launch, GrabAGrad has provided basic training to 65 graduates, provided advanced training and placement on contracts at GrabAGrad to 28 graduates and integrated 12 graduates into their core team.

**TRAILBLAZERS  
CAMPAIGN 2022****Dr. Simo Mthethwa**

Dr. Simo Mthethwa is the founder and a director of Mthethwamatics movement, a non-profit organization that aims at promoting Mathematics understanding and skills to young people from previous disadvantaged backgrounds. Dr. Simo is passionate promoting a positive Maths culture in South Africa. This is evident as he has been able to find creative ways to enhance interest in Mathematics. Dr. Simo also encourages young people to participate in Maths competitions.

**TRAILBLAZERS  
CAMPAIGN 2022****Dr. Paballo Mosala**

Dr. Paballo Mosala is a postdoctoral research fellow at the University of Cape Town. Her research focuses on repurposing readily available therapeutic drugs to treat and combat helminth infections. This project aims to develop strategies that will improve the quality of life and reduce mortality in developing countries, much like South Africa, with lack of basic sanitation. Dr. Mosala received several accolades in her short academic career including Golden Key Honors Award, scholarships from Tiso Foundation, Bill & Melinda Gates Foundation, Duncan Baxter Award, Frank Forman Grant, several NRF merits and a full scholarship to attend the prestigious AAI Course in Immunology at University of California, Los Angeles, USA. She was recently named among the Top 50 Inspiring women in STEM 2021.

**TRAILBLAZERS  
CAMPAIGN 2022****Etienne Basson**

Etienne Basson, an Ida's Valley (Stellenbosch) local and has been working in under resourced & violent communities in the Western Cape for the last 9 years. He has worked for various NGOs during this time focussing on Project Development and Management, Community and Stakeholder Engagement, Environmental Education and Training. The last 2 years he has however shifted his focus towards the start-up and implementation of his own NGOs. In 2020, Etienne founded Envirolove and Ida's Valley Community Trails. Etienne's NGOs aims to advocate environmental stewardship and community ownership of natural resources and natural spaces in marginalized communities and support the sustainable management thereof to provide environmental, economic and social benefits for communities.

**TRAILBLAZERS  
CAMPAIGN 2022****Siyanda Khumalo**

Siyanda Khumalo is a young, black and disabled director of a non-profit organisation based in a small township of Glencoe. He is passionate about uplifting the lives of children and youth and the community at large through his charity projects. Siyanda is trailblazer that shows that disability is not inability.

**TRAILBLAZERS  
CAMPAIGN 2022****Thabang Shongwe**

Thabang Shongwe from Backyard Farmers is a job-creator who provides opportunities for youth. He has been able to covert an illegal dumping site into a community park. Thabang's organisation was formed in 2020 to tackle food insecurity, environmental degradation and tourism. Furthermore, Thabang uses his organisation to encourage community members to have their own backyard gardens.

**TRAILBLAZERS  
CAMPAIGN 2022****Kgopotso Sekwati**

Kgopotso Pearl Sekwati is a hardworking young woman who wants to change the lives of young people through her after school project. She is also an author, self published and advocates STEAM (Science, Technology, Engineering, Aviation and Mathematics) by teaching children from a young age coding and robotics.





## THUSANO FUND

## GRATITUDE LETTERS

Thusano Fund  
Gratitude  
Letter

To NYDA

From

Zukiswa

Sonjica

Greetings

To whom it may concern

With this gratitude letter, I would like to take this moment and convey my humble and deepest gratitude to the National Youth Development Agency (NYDA) for the funding awarded to me last year- 2022. This is Zukiswa Sonjica, student of University of Johannesburg.

Education is a symbol of success, and a trajectory of change to background patterns to me and I like to believe also to most young people like me, especially in South Africa. Last year, 2022, being in a position where this symbol of success was slightly being taken away right before my eyes, was a harsh reality that I had no full control over. Last year I was at the edge of de-registering and discontinuing my studies. This was not because it what I wished for. My academic record was great, the passion and determination to continue with my studies was there in me. The hunger for success and access to better opportunities, was there too. My passion and goal to be a vassal of change in South Africa, and gradually globally, through my education, was also there in me. However, all of that was gradually being shattered by the reality that I had no funding to allow me the opportunity to continue with my studies, and fulfil all these dreams and reality. Being a young black determined student is powerfully and great yet also challenging due to our background economic barriers. My family, as much as they wanted to assist me, however because of unemployment and economic impediments that comes with it, they could not. However, this nightmare, it came to end when NYDA funding came to my rescue, awarding me with a partial bursary.

I am honoured and proud to say, NYDA assisting me last year with the bursary, it changed my life. It ignited back the spark of hope in me that I can continue to work towards broadening my horizons, through my education. It allowed me to dream again, and work hard towards achieving those dreams. Today, I am a proud Masters student at UJ, who is also seeking for internship opportunity to equip me. This would not be my current reality as a Masters student if it was not for NYDA funding me last year. What NYDA did for me last year, may it continue to do it also to other many more students. To the team from NYDA that was precisely in my calls and emails, assisting me daily, thank you so much. I know all of you by names, be blessed. To NYDA as a whole, continue doing the work of great leadership.

Enkosi kakhulu.

Kind regards,  
Zukiswa Sonjica

## Thusano Fund Gratitude Letter



To NYDA

From

Obakeng

Kgabi

Dear Thusano Fund,

I am writing to express my sincere gratitude to you for making the Thusano Fund possible. I was thrilled to learn of my selection for this honour, and I am deeply appreciative of your support. After my BCom Financial Accounting undergraduate graduation I had to take a gap year due to lack of funding, this was very stressful on my side because I did not know what to do, I thought that was the end of my career and hope was lost. Fortunate enough I became aware of the Thusano fund, I then did a research on how the bursary works and how one can apply for the bursary, I was then fortunate enough to receive the funding to further my studies in Accounting.

Thusano Fund has changed my life positively, as I'm now in a good position and closer to my dream of becoming a Chartered Accountant (SA)/CA(SA), With this I'm so grateful for the opportunity to further my studies, please continue bringing hope into young people lives in south Africa.

I promise to ensure that I give back to the community where I can, and add into making the world a better place.

Sincerely, Obakeng Kgabi





## Thusano Fund Gratitude Letter



To NYDA

From

Andiswa

Mdletshe

My name is Andiswa Mdletshe and I was part of the many lives you've touched. I was given a chance to work with the agency to obtain my matric certificate as I had trouble accessing it.

The NYDA had decided to come forward and help me with the funding of school fees for me to receive my matric certificate. I seriously cannot say in words how thankful I am to you for doing this beautiful gesture for me. I am honestly so grateful. Since I've accepted my matric results, I will now apply to universities for the next year and I will be also applying for learnerships around in my area to earn a living. With this piece of paper, I will be able to change the situation at home and I now have access to a lot more opportunities that I wanted to obtain in the last year.

In conclusion, I just want to say thank you very much for making a difference in my life and for also giving me a chance to elevate myself. I really hope my future becomes the way I envision it. What NYDA has done for me. I wish they do for the next person. There is a little girl / boy out there who's future will be brightened due to the opportunities that NYDA has given to us.

Thank you.



## Thusano Fund Gratitude Letter



To NYDA

From

Fanelesibonge

Nyawo

To whom it may concern

I write this letter with intentions to pass my gratitude towards the sponsorship that I have received from NYDA- Thusano Fund. This has enabled me to be able to complete my degree without other obstacles and I have obtained my Advanced Diploma in Project Management. When I obtained my diploma, I could not find employment and my dreams were almost shattered. I decided to further my studies with no plan of how I was going to pay for my studies and obtain my qualification. Thusano Fund gave me a fighting chance in the world of work and this has also allowed me to find myself employed in a company that has started a new venture. I am grateful for the opportunity; I hope it does not end with me.

Kind regards Fanelesibonge S. Nyawo



## Thusano Fund Gratitude Letter



To NYDA

From

Mandisa

Ntlabathi

Dear Thobile

I hope this email finds you well. I write this email with a very light heart full of gratitude. I can not describe to you how much your help regarding my education means to me and my family. There has been a tremendous weight and burden lifted off of our shoulders. Because of you and your organization I am given a second chance at being able to fulfill my dream and goal of finishing school.

I am truly and utterly grateful for your organization and what they have done for me and what they do for other people in similar situations. I hope and pray that God gives you all strength and infinite blessings, so that you are able to continue doing the work that you do, so that you may continue to change other young peoples lives, just as you have changed mine.

I cannot thank you enough, thank you for everything.

Kind regards

Mandisa Ntlabathi 063 638 8946

## SOLOMON KALUSHI MAHLANGU

## SCHOLARSHIP FUND



SOLOMON KALUSHI MAHLANGU

SCHOLARSHIP FUND

— AN NYDA INITIATIVE —

**“My blood will nourish the tree that will bear the fruits of freedom. Tell my people that I love them and that they must continue the fight.”**

**— Solomon Kalushi Mahlangu, 6 April 1979**

In its quest to address the challenge of youth unemployment, access to education and shortage of scarce skills, the National Youth Development Agency (NYDA) offers the Solomon Mahlangu Scholarship to youth under 35 years of age to give them an opportunity to study at public universities or university of technologies across South Africa.

To support this new strategic focus, the NYDA established the Solomon Mahlangu Scholarship Fund (SMSF). The Fund seeks to avail financial support to youth to enable them to pursue quality education in an institution of higher learning with youth in rural areas as primary target.

The scholarship fund was established in honour of Solomon Kalushi Mahlangu who at the age of 23, was executed under the apartheid laws after being wrongfully accused of murder and terrorism. Fearing crowd reaction at the funeral, police decided to bury Mahlangu in Atteridgeville, Pretoria.

According to the framework of the Solomon Mahlangu Fund, Financial support is provided to youth who pursue full-time degrees that fall within the priority growth sectors, critical and scarce skills areas outlined in the labor planning frameworks of the country.

The fund is accessible to deserving South African youth who meet the minimum entry requirements set by the NYDA and, who have been admitted for study at public Universities and Universities of Technology.

The beneficiaries of the fund over the previous financial year have done exceptionally well and we have honoured those who have completed their studies through a graduation ceremony which was held at Freedom Park, Salvo, Pretoria.

This graduation ceremony celebrated 34 Number of young people across various fields of studies in South African Universities and TVET Colleges. We continue to engage with our fund recipients which are still completing their studies, to ensure that they are well equipped and always encouraged.





Here are some of our graduates from the 2022/23 Solomon Mahlangu Scholarship cohort:

**Riley Reddy**

Riley Reddy has a Bachelor of Science Degree in Radiography from Durban University of Technology and is currently doing his community service at Eddington Hospital.

**Mabutho Dube**

Mabutho Dube recently completed his in-service training after securing a National Diploma in Mechanical Engineering from the Mangosuthu University of Technology.

**Zeth Komane**

Zeth Komane has a Bachelor's Degree in Business Administration from Rosebank College.

**Dilahloane Ntholeng**

Dilahloane Ntholeng holds a Bachelor's Degree in Health Science majoring in Clinical Technology from Central University of Technology. She is now employed in the healthcare industry in the Free State Province.

**Sinenjabulo Zanele Sithole**

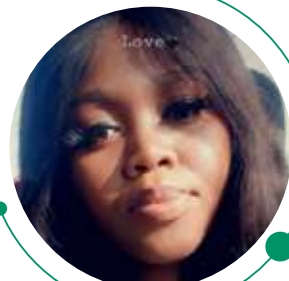
Sinenjabulo Zanele Sithole has a Bachelor of Agriculture Degree majoring in Animal Science. She obtained her qualification from the University of Zululand.

**Mayibongwe Lubisi**

Mayibongwe Lubisi completed a Diploma in Mechanical Engineering at the Vaal University of Technology.

**Lehlonolo Ntimba**

Lehlonolo Ntimba is currently employed as an educator and has a Bachelor of Education Degree from the Vaal University of Technology.

**Grace Mosa**

Grace Mosa studied through the Vaal University of Technology and obtain a Bachelor's Degree in Education.

**Ludwe Gwintwa**

Ludwe Gwintwa is doing his community service in the Western Cape. Ludwe has a Bachelor's Degree in Pharmacy.



### Thobelani Bomela

Thobelani Bomela completed her National Diploma in Electrical Engineering from the Cape Peninsula University of Technology and is currently enrolled in an internship programme.



### Sthabiso Gule

Sthabiso Gule is currently doing his Post-Graduate Diploma in Mechanical Engineering. This young man obtained his Bachelor of Technology Degree majoring in Mechanical from the Durban University of Technology (DUT).



### Mzontsundu Kopolo

Mzontsundu Kopolo obtained his Bachelor of Pharmacy qualification from the Nelson Mandela University through the Solomon Kalushi Mahlangu Scholarship Fund.



### Mzontsundu Kopolo

Mzontsundu Kopolo obtained his Bachelor of Pharmacy Degree from the Nelson Mandela University.



### Yonela Zonke

Yonela Zonke completed her BCom Degree in Polymer Technology at the Nelson Mandela University. She is currently working as an educator in Gqeberha.



### Ken-Lee Hokai

Ken-Lee Hokai is a University of Johannesburg graduate with a Bachelor of Law Degree.



### Dr Avheani Maitakhole

Dr Avheani Maitakhole graduated with Bachelor of Medicine and Bachelor of Surgery from the University of Cape Town.



### Benielle Clementia Bennie

Benielle Clementina Bennie has a BEd Foundation Phase Degree from Rhodes University.



### Tebatso Innocentia Shai

Tebatso Innocentia Shai obtained her Bachelor of Pharmacy Degree from the Nelson Mandela University.



**Nandipha Nomame**

Nandipha Nomame obtained her Bachelor of Pharmacy Degree from the Rhodes University.



**Sikhona Paul Mkhize**

Sikhona Paul Mkhize is currently studying towards a Bachelor of Social Science Degree at the University of KwaZulu Natal.



**Getrude Moriyana**

Getrude Moriyana is a Bachelor of Accounting graduate from the University of Limpopo and is currently studying towards a Postgraduate Diploma in Accounting.



**Boitumelo Makuwa**

Boitumelo Makuwa is a Bachelor of Medical Sciences graduate from the University of Limpopo and is currently studying towards a Degree in Veterinary Science at the University of Pretoria.



**Mashiko Lischen Sehoana**

Mashiko Lischen Sehoana is a Bachelor of Pharmacy graduate from the University of Limpopo and is currently doing her internship at Fresenius Kabi in Port Elizabeth.



**Tsakiso Tracey Mabasa**

Tsakiso Tracey Mabasa has a Bachelor of Pharmacy Degree from the University of Limpopo.



**Lerato Poelano Matlaila**

Lerato Poelano Matlaila holds Bachelor's Degree in Political Science majoring in International Relations from the University of Limpopo.



**Keoagile Wilfred Monchwhe**

Keoagile Wilfred Monchwhe is a Bachelor of Law graduate from the University of the North-, Mafikeng Campus. He is currently studying towards a Master of Law in Environmental Law and Governance.



**Nabeela Motala**

Nabeela Motala is a Bachelor of Medicine graduate from the University of Pretoria and is currently working at Grey's Hospital in Pietermaritzburg.





### **Tihologelo Makwetla**

Tihologelo Makwetla is a BA Governance and Political Transformation graduate from the University of Free State. He is currently studying for a Postgraduate Diploma in Governance and Political Transformation.



### **Jeffrey Mxolisi Tholo**

Jeffrey Mxolisi Tholo obtained his Bachelor of Medicine Degree from the University of Pretoria.



### **Getrude Moriyana**

A Bachelor of Medicine graduate from the University of Pretoria.



### **Refiloe Mothoana**

Refiloe Mothoana has a BTech: Information Technology at Tshwane University of Technology.



### **Khumo Komane**

Khumo Komane is currently doing a Post Graduate Diploma in Accounting: CA stream at UCT.



### **Phuthuma Makhedama**

Phuthuma Makhedama is an LLB graduate and is currently working at the National Prosecuting Authority under the Aspirant Prosecutor Training Program.



### **Fezeka Dlamini**

Fezeka Dlamini obtained her LLB Law Honors degree and is now doing Masters in Law at the University Of Zululand.

“ My blood will nourish the tree that will bear the fruits of freedom. Tell my people that I love them. They must continue the fight. ”

– Solomon Kalushi Mahlangu



## NELSON MANDELA YOUTH DIALOGUE 2022

### REMARKS FROM THE CHAIRPERSON OF THUSANO SPONSORSHIP FUND

On the 9th of December 2021, during the meeting between H.E. President Cyril Ramaphosa, Minister Maite Nkoa-na-Mashabane and National Youth Development Agency (NYDA) Executive Board, a political commitment was made for South Africa to host the Nelson Mandela Youth Dialogue and Ethical Leadership Programme (NMYDELP).

This was intended to be called the Nelson Mandela Youth Programme. This was aimed at using Nelson Mandela's life and legacy as the example of how young people should be resilient and remain focussed on attaining their life's goals in the face of adversity.

The Nelson Mandela Youth Dialogue delivered a PAN-AFRICAN legacy program this is in line with President Mandela's vision for South Africa. The Nelson Mandela Youth we are of the view that the legacy program should be linked to Education and Service.

There are many sectors in which South Africa leads the continent but there are two that stand out from a youth development perspective.

- Higher Education: South Africa has top notch Higher Education institutions with five of the top ten African Universities coming from South Africa. Many young people from across Africa strive to study in South Africa.
- Service: South Africa now has the largest National Youth Service program on the continent.
- We are building a movement of service in the country.



### FELLOWSHIP PROGRAMME

The Fellowship programme was proposed as a Nelson Mandela Youth Dialogue legacy program which then announced the Mandela Fellowship for Young African leaders.

The fellowship's objectives were:

- For it to be one of the leading fellowship programs on the continent.
- To have a thorough adjudication panel comprised of the Department of Higher Education and Training, Presidency, DIRCO and the NYDA.
- For a minimum of 50 young people to be selected annually to participate in the fellowship. These young people must have already secured an undergraduate qualification and have accumulated work experience.
- For the fellowship to consist of one year spent at a South African Public University focusing on the elements of

leadership, economics, and governance on the African Continent.

- For young people to also contribute a certain number of hours to a service program in South Africa.

The Nelson Mandela Youth Dialogue saw South Africa inviting twenty (20) African countries (inclusive of Diaspora). Two delegates per country were invited to attend, however some countries sent more.

Other guests from South Africa included:

- NYDA Board Members
- South African Youth Council
- Provincial Government
- Municipalities
- Young entrepreneurs
- Young professionals, etc.

Below is a map which shows countries that were invited to attend:



The four day gathering of young and sharp minds with industry and policy experts yielded positive results and outcomes. The NYDA is proud to have hosted an engagement of this calibre which had a continental footprint.





## EVENTS AND ACTIVITIES OF THE OFFICE OF THE EXECUTIVE CHAIRPERSON

2022 / 2023

### DISABILITY CAREER EXPO

The Disability Career Expo aimed to connect differently abled learners with opportunities available within government and the private sector.



### KATLEHONG YOUTH WORK IN ACTION WORKSHOP

Women's Socio-Economic Rights and Empowerment:  
Building Back Better for Women's Resilience!



### II BRICS INTERNATIONAL YOUTH CAMP

Ecology and sustainable development were the main themes of the camp

The Camp's program included:

- Project sessions upon the results of which young representatives of Russia, Brazil, India, China, and South Africa proposed initiatives aimed at sustainable development of the Ulyanovsk region;
- Practical measures for cleaning of natural areas and passing of eco-trails, etc. 60 young citizens of Brazil, Russia, India, China, and South Africa will take part in the Camp.



### EXECUTIVE MENTORSHIP PROGRAMME

The programme is a combination of impactful mentoring relationships, and evidence-based programming. The programme aims to equip young women with the skills to navigate barriers to entry in markets and develop their confidence and self-worth, which is critical for the girl child to set and achieve goals and lead productive, independent, and fulfilling lives.





## WOMEN OF FIRSTS

The Executive Chairperson of the National Youth Development Agency, Ms. Asanda Luwaca, cordially invites you to the launch of the Women of Firsts High Tea. The Annual High Tea is an initiative of the Office of the Executive Chairperson aimed at cultivating diverse pool of influence and leverage representation across various sectors in order to address socio-economic challenges faced by South African Youth, particularly women.



## 365 DAYS OF ACTIVISM AGAINST GBV

15 December 2022



## BACK TO SCHOOL CAMPAIGN 2023

- God First in Peace Foundation Multipurpose Centre – **06 January 2023**
- Ekukhanyeni Primary School – **13 February 2023**
- Matseke Primary School – **03 February 2023**





## PROJECTS: OFFICE OF THE EXECUTIVE DEPUTY CHAIRPERSON

### INAUGURAL INVESTMENT ROUNDTABLE

The NYDA hosted its inaugural Investment Roundtable, which brought together strategic partners and stakeholders to engage on how the Agency can build a bankable image and grow investments for the benefit of young people. The theme diversifying financial support for a skills-led economy, laid the basis for conversations to ensue on how a blueprint for contributing towards job creation through skills transfer can be formulated. The Roundtable was a simulation of the Presidential Investment Conference, which made a call to stakeholders to be deliberate in creating spaces and opportunities for young people to acquire skills and expertise which will increase their employability and enhance their business skills. The access to local and international markets was identified as a crucial focal point towards creating jobs. This could be realized through leveraging on the African Continental Free Trade Agreement (AfCFTA) as well as SACU Agreements, as part of building sustainable businesses that contribute meaningfully to the economy.



## DOING BUSINESS WITH SPAIN AND SOUTH AFRICA: TRADE AND INVESTMENT CONFERENCE

The NYDA hosted participated in the “Doing Business with Spain and South Africa: Trade and Investment Conference” which took place in Madrid, Spain; The South African delegation was led by The Deputy Minister of International Relations and Cooperation, Hon. Alvin Botes.

The Conference was held under the theme Promoting Sustainable Livelihoods, Resilience and Youth Solidarity for a Better Today and Tomorrow and was co-hosted in Madrid, by the South African Mission in Spain in collaboration with the Spanish Confederation of Employers (CEOE).

The Executive Deputy Chairperson participated in the youth panel where she presented a business case for investment opportunities which can be leveraged by South Africa and Spain to advance youth development. The objective of the NYDA at the Trade and Investment Conference was to lobby that International Trade becomes more inclusive and ensures that space is created for the youth on the Trade Table as a means of creating access to international markets. The Executive Deputy Chairperson highlighted that a critical component of international relations needs to locate young people at the centre of development and growth in their respective economies.

She emphasized the need for deliberate actions and set asides for the participation of young people in trade relations as South Africa is a youthful country, making it important to secure various arteries of investment for young people.





## SOUTHERN AFRICA YOUTH FORUM (SAYOF)

### 4th SADC Youth Forum: Climate Change and Regional Integration

The NYDA partnered with the SADC Youth Forum (SAYoF) to host the 4th SADC Youth Forum. The Forum hosted in Johannesburg, South Africa was convened under the theme “SADC youth Call for Climate Action: Promoting Peace and Good Governance for a Sustainable environment”. At the core of the conversation around Climate Action was the critical need for accelerated Climate Financing, commitment towards aligning financial flows with a pathway towards reduced greenhouse gas emissions and climate-resilient development. This was a resounding call for the increase in investment towards protecting the environment and investing in new ways of operating.

The 4th SADC Youth Forum, is an annual event hosted before the SADC Heads of States and Government Summit to deliberate on critical issues affecting young people in the Region. It was founded on the basis of the increasing demand by young people to be critical role players and stakeholders in regional processes, offer solidarity and solutions at the national and regional level, and to participate in sustainable transformation.

The Forum was marked by high-level participation from member states and the Minister of CoGTA Hon. Dr Nkosazana Dlamini-Zuma and Deputy Minister of DIRCO Hon. Mr Alvin Botes were among the distinguished guests to deliver addresses and call on young people to be deliberate in their effort towards contributing to building Climate Resilience in the Region.



## BRICS SUMMER SCHOOL SOUTH AFRICA

The NYDA partnered with the South African BRICS Youth Association (SABYA) as well as the Durban University of Technology to host the BRICS Summer School South Africa 2022. This programme brought over 50 young people from over 16 countries inclusive of all BRICS Nations and other countries from the Global South.

The Summer School was hosted under the theme The BRICS bloc in the New Era of Development under the long-term vision of fostering people-to-people diplomacy to advance development and strengthen mutual collaboration. Participants in the Summer School were welcomed to South Africa by the Minister of the Department of Women, Youth and Persons with Disabilities (DWYPD), Hon. Maite Nkoana- Mashabane.

The Premier of Kwa Zulu Natal, Honorable Nomusa Dube-Ncube, highlighted the province's progress as part of its development agenda with an international outlook.

The participants underwent a rigorous week long school covering an array of critical topics (i.e. Climate Change, the reform of multilateral platforms, the role of the New Development Bank). Participants were tasked to develop policy briefs as well as make presentations based on the learning outcomes of the Summer School.

The Institute for Global Dialogue (IGD) committed to awarding the best policy brief an internship opportunity for further policy development training and growth.

The Deputy Minister of the Department of International Relations and Corporations Hon. Alvin Botes was among the distinguished speakers that addressed the participants. The Deputy Minister highlighted the importance of youth activism in multilateral platforms to drive coordinated international action. As South Africa prepared to take over the 2023 BRICS Chairship, the Deputy Minister implored young people to not wait for opportunities to present themselves, but to create and present opportunities for the development and betterment of young South Africans. The Summer School concluded with a closing dinner, to acknowledge delegate participation and celebrate forging of new partnerships as well as networks. The Deputy Minister of Cooperative Governance and Traditional Affairs, Hon. Thembi Nkandimeng delivered the keynote address and reminded participants of the importance of young people being agitators of change, and leaders of innovation for service delivery in their respective countries.



## COP 27

The NYDA represented by the Executive Deputy Chairperson, formed part of the South African delegation to COP27. The delegation comprised of 300 officials from national, provincial and local government, environmental and youth organizations and organized business. There was an identified need for there to be greater focus on Climate Action by the NYDA. The participation of young people in such Conventions made it possible for the youth voice to be recorded. Ahead of the Convention which took place in Egypt, the Department of Forestry and Fisheries and the Environment hosted a national stakeholder consultation regarding South Africa's negotiating mandate going into COP27. Minister Creecy highlighted that South Africa's position was to have a clear roadmap which will deliver on the Glasgow Convention and to double adaptation finance by 2025.





## HENDSOLT OPTRONICS SITE VISIT

The NYDA in collaboration with Hendsolt Optronics provided an opportunity to 20 young people to have a first hand experience in observing how defense products are designed, developed and manufactured. The site visit was aimed at exposing them to the work environment and the opportunity to interact with the different experts. The key divisions of the company are Electronic Warfare, Optronics, Radar, Spectrum management and integrated security solutions. Hendsolt Optronics participates in career days across high schools, universities and TVET Colleges and provides sponsorships for various initiatives as part of their Corporate Social Responsibility (CSR).



## INAUGURAL SINGAPORE–SOUTH AFRICA YOUTH DIALOGUE

The South African Embassy in Singapore in collaboration with NYDA, as well as the Character & Leadership Academy hosted the first Inaugural Singapore –South Africa Youth Dialogue. The Dialogue took place under the International Youth Day theme Intergenerational Solidarity: Creating a World for All Ages.

The speakers were led by Her Excellency Charlotte Lobe, High Commissioner of South Africa to Singapore. Speaking on behalf of the NYDA was the Executive Deputy Chairperson Ms Karabo Mohale, other speakers included Mr Lionel Dorai of Future Ready Asia and Mr Delane Lim of Character and Leadership Academy.

Both countries were represented by their respective Honorable Members of Parliament; South Africa was represented by the Chairperson of the Portfolio Committee on Higher Education and Innovation Hon. Nompandolo Mkhathshwa, while Singapore was represented by Honorable Member of Parliament for the Ang Mo Kio, Group Representation constituency, Hon Gan Thiam Poh.

The Dialogue sought to present solutions and pathways towards economic and financial inclusion of young people as well as a youth led, skills driven economy. There were 80 People in attendance, inclusive of young people from South Africa and Singapore.

**INAUGURAL  
SINGAPORE - SOUTH AFRICA YOUTH DIALOGUE**  
*Intergenerational Solidarity: Creating a World for All Ages*

Ms. Karabo Mohale  
Executive Deputy Chairperson  
NYDA

Her Excellency Charlotte Lobe  
High Commissioner of RSA  
in Singapore

Mr. Lionel Dorai  
Future Ready Asia

Hon. Nompandolo Mkhathshwa  
Member of Parliament  
Chairperson Portfolio Committee on  
Higher Education, Science and Technology

Mr. Delane Lim  
Executive Director of  
Character and Leadership Academy

Hon. Gan Thiam Poh  
Member of Parliament for Ang Mo Kio  
Group Representation Constituency

THE HIGH COMMISSION OF RSA IN SINGAPORE IN COLLABORATION WITH THE NATIONAL YOUTH DEVELOPMENT AGENCY OF SOUTH AFRICA AND CHARACTER AND LEADERSHIP ACADEMY, SINGAPORE, WILL BE HOSTING AN INAUGURAL YOUTH DIALOGUE ON THE IMPORTANCE OF INTERGENERATIONAL CO-LEADERSHIP AND SOLIDARITY.

FRIDAY, 12 AUGUST 2022  
TIME: 08H30 SA TIME  
14H30 SINGAPORE TIME

ZOOM ID: 580 170 4358  
PASSWORD: CLA2022

General enquiries: sato@kiss.gneehaznyda.gov.za

international relations & cooperation  
REPUBLIC OF SOUTH AFRICA

nyda  
National Youth Development Agency  
GROW YOURSELF. GROW YOUR COUNTRY.

Toll Free No: 0800 88 18 88  
Website: www.nyda.gov.za  
#growyourself #growyourcountry #nyda #be limitless

The program highlighted the economic and human capital potentials of each country and emphasized the areas in which both could learn from one another and benefit from an exchange of skills and cross-national trade. Both countries look forward to future collaborations between the youth through implementation of the recommendations from the dialogue.

## MIKTA EMBASSIES YOUNG BUSINESS WOMEN EMPOWERMENT PROJECT

The NYDA partnered with the MIKTA (Mexico, Indonesia, South Korea, Turkey and Australia) Embassies on the Young Business Women Empowerment Project, where 30 South African businesswomen participated in a business training programme to enhance their business skills.

As part of the programme, the businesswomen were provided training in areas such as e-commerce, social media, product photography, product pricing, business idea development, creativity exercises, financial and legal obligations and customer relations. The training was to equip them with tools to grow their businesses and also their trade both regionally and globally.

The Executive Deputy Chairperson addressed the young businesswomen at the closing ceremony and emphasized the importance of empowerment programmes, to develop and harness the business capabilities of women.





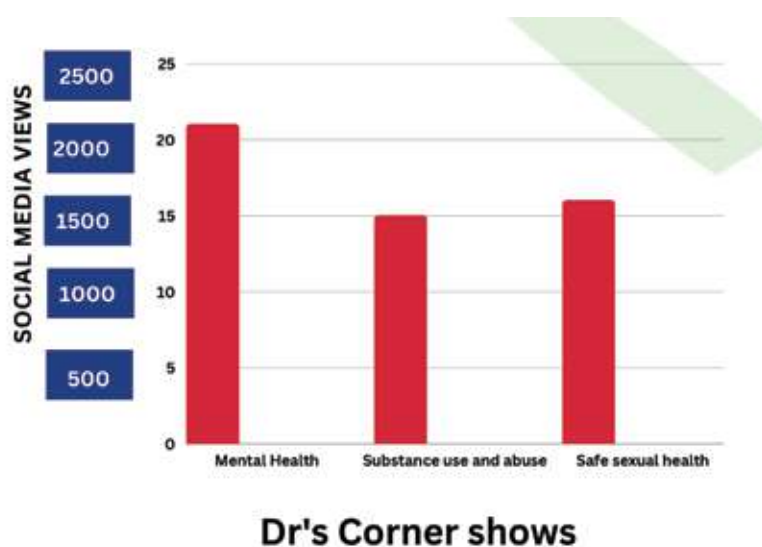
## DR'S CORNER

The Executive Deputy Chairperson in collaboration with Dr Musa Mthombeni, hosted three sessions to discuss various health issues that affect the youth of South Africa as part of the Executive Deputy Chairperson's 'Stay Lit' series.

The sessions were aimed at conveying critical information to young people, in an easy to understand and accessible format from a Medical Doctor.

The sessions hosted young people to discuss the different topics and most importantly addressed misconceptions on health related issues as well as the current stigma's affecting communities.

The topics covered were on mental health, substance use and abuse as well as safe sexual health.



The NYDA hosted two 'Stay Lit' sessions in response to the NYDA strategy to strengthen human capital by creating networking information sessions, on a range of topics affecting the youth and also on different developmental opportunities available to them. Stay Lit also provided the youth and public with the opportunity to engage with heads of institutions responsible for youth development on opportunities available.

The first Stay Lit was hosted on 17th May 2022, in partnership with South African BRIC Youth Association (SABYA) and the University of Sao Paulo. The session was created for young agricultural students and farmers to introduce them to the University of Sao Paulo Agricultural Summer School 2022. Presentations were made by the Executive Deputy Chairperson on behalf of the NYDA, Mr Raymond Matlala on behalf of SABYA and Ms Fernanda Massola on behalf of the University of Sao Paulo.

## USP – BRAZIL SEND-OFF DINNER

The NYDA hosted the University of Sao Paulo Send-Off Dinner in celebration and honour of four young South Africans who were chosen to participate in the 2022 Agricultural Summer School at the University of Sao Paulo, Brazil. The participants were: Mr Dimpho Xaba, Ms Bridget Mkhondo, Mr Kgomotso Ranchu, and Ms Natalie Van Wyk.

The dinner was attended by over 50 key stakeholders in the agricultural sector and key speakers were; former Gauteng MEC for Finance and E-Government Honourable Nomantu Nkomo-Ralehoko (now Gauteng MEC of Health and Wellness), Brazil Embassy in South Africa: Minister Counsellor Joao Marcelo Queiroz Soares, Department of Agriculture, Land Reform and Rural Development: Deputy Director General Ms Nomthandazo Moyo and the Chairperson of the South African BRICS Youth Association Mr Raymond Matlala.





## UNIVERSITY OF SAO PAULO (USALQ) – AGRICULTURAL SUMMER SCHOOL

In response to the NYDA strategy to implement programmes that mainstream young people in the economy and improve their livelihoods, we selected four young South Africans who are involved and have a strong interest in agriculture to participate in the Agricultural Summer School in Sao Paulo, Brazil. The theme of the Summer School was “Tropical Biobased Production Systems”, which presented an overview of technologies, economics and environmental scenario of Brazilian agriculture, forestry and livestock farming in the form of theoretical classes and technical visits. ESALQ is one of the leading Agricultural Colleges in Brazil, founded in 1901 (121 years) by Luiz de Queiroz, an agronomist, farmer and Industrial entrepreneur. Some of the farming enterprises visited during the Summer School were founded by alumni of the College.

Agriculture plays a major role in the economy of Brazil and contributes 5% to the GDP compared to 2.5% in South Africa. Agriculture and processing contributes 30% of GDP (inputs and fertilizers) compared to 12% in South Africa. 1 in 3 workers of the active population is linked to Agribusiness.

Participants came from South Africa, Colombia, United States of America, Netherlands, Italy, Norway, France and lastly Brazil, which encouraged the exchange of interactions and experiences. The students received a certificate with an academic load of 60 hours of activities.



## #987 WOMAN POWER FM

# # 9 8 7 W O M A N

10 - 12 AUG 2022

10 August  
**POWER**  
Perspective  
22h00 – 00h00



**Karabo Mohale**

Executive Deputy  
Chairperson: National Youth  
Development Agency

**POWER**  
FM



The Executive Deputy Chairperson participated in the 2022 Power FM #987 Woman Takeover. The Takeover was hosted in celebration of Women's Month and brought together women from different walks of life to tackle and challenge a range of topics. The EDC was live on the Power Perspective on the 10th of August from 22:00 – 00:00.

The EDC interviewed the following phenomenal women:

Mrs Lebogang Mulaisi whom is a NYDA Board member and PhD Candidate, shared her academic journey. She highlighted the importance for continued funding support for young people to pursue their studies.

Her Excellency Joyce Tsipa whom is Consul-General to Shanghai and China highlighted that times have evolved and more younger people are getting designated to serve in Diplomatic Missions, Consulates and Embassies across the world. This has presented an opportunity for the country to expand on South African exports and have women participating in beneficiation processes. She emphasized that there needs to be more business forums that have a gendered approach and disrupt the status quo so that young people can benefit from trade and investment opportunities.

The conversation also highlighted the need for inter-generational dialogues between older and younger people, to help build an inclusive society and economy.



## WOMEN'S DAY HIKE

The Office hosted a Women's day Mental Health hike commemorating the National Women's month. The walk brought together 25 women to have conversations with an Industrial and Clinical Psychologist on issues primarily affecting them in the workspace and their personal lives.

A presentation was made by Mrs Ginny Thale, a People Analytics Manager who's focus is on change management and organisational culture. Studies conducted in organisations on the types of issues/problems that women face in the workplace and the most common issue being mental health. This occurs as a result of women working twice as hard as men in order to be recognized as an equal in the workplace. Discussions on how women can take care of their mental health were on taking time from work, having a schedule and being aware when work becomes overwhelming, would help avoid mental health breakdowns.

The second presentation was made by Ms Lethabo Baholo, a Clinical Psychologist at the Joburg Health District specializing in mental health and substance abuse. She mentioned that one needs to be self-aware of mental illnesses and the required action taken to get home. The tools and techniques that need to be used to handle mental illness would be identifying hobbies to for as distress mechanisms and focusing on the hobby as a form of self-care.





## WOMEN'S SABC EXPRESSIONS – INTERGENERATIONAL DIALOGUE ON GBV&F DAY HIKE

In commemoration of the 16 days of Activism Against Gender-based Violence and Femicide (GBVF), the NYDA and SABC 1 hosted a show under the theme Can intergenerational collaboration and leadership bring an end to gender-based violence? to unpack, address and find practical solutions in eliminating Gender Based Violence and Femicide (GBVF). A call was made for the young and old people to come together to end the GBVF scourge, Prof Moodley further made an emphasis on the importance of collaborating with communities in conducting research and for students to be active participants in identifying the root causes of GBVF and coming up with solutions through research.



## KWAZULU-NATAL PAD DRIVE

The NYDA ran a Sanitary Towel Drive in KwaZulu-Natal in the township of Inanda in response to the NYDA strategy on leading the implementation of sanitary dignity programmes and donated 17 000 sanitary pads to different schools and local NGO's. This was in response to the recent floods which affected thousands of people.

The Office was joined by Ms Candice Chirwa "Minister of Menstruation" who donated 2000 pads and provided a motivational talk on ending period poverty. Team sanitary pads also donated 5000 pads for the pad drive. The sanitary pads were distributed to Emachobeni Secondary School, Intshikelelo Secondary School, Sithamdimfundo Secondary School, Masisizane NGO, Endumeni Career Expo and Masisizane NGO. The team handed over gardening material as part of the outreach programme. The one school one garden movement that calls on all and sundry to prioritize food security and nutrition in schools, has become a very important focal point for the work that the NYDA undertakes.





## AEROSPACE AFRICA DEFENCE EXPO

The NYDA participated in the Aerospace Africa Defence exhibition where over 10 000 learners got to interact with leading Aerospace and Defense companies on career opportunities they can pursue. The learners were informed about the NYDA products and services.

The office also donated calculators, Mathematics and Physical Science study guides. The Africa Aerospace and Defence (AAD) is Africa's only aerospace and defense expo that combines both a trade exhibition and an air show. Held biennially in the City of Tshwane – South Africa's administrative capital, the AAD Expo is one of South Africa's largest contributors to the country's GDP in show years, and is regarded as a national asset.



## START-UP 30 COMPETITION

The NYDA in collaboration with Uncommon Capital, hosted a pitching session for 13 entrepreneurs in Free State. They were selected from a Start-Up 30 programme where they were taught how to write Business Plans, Pitch their ideas, understanding formal business regulations and compliance, presentation Skills and financial management (Including Payment Systems). The entrepreneurs were from water processing, beauty, cleaning, innovation and agricultural sectors.



## SECOND PRESIDENTIAL SUMMIT ON GENDER-BASED VIOLENCE AND FEMICIDE (GBV&F)

The NYDA attended the second Presidential Summit on GBV&F under the theme Accountability, Acceleration and Amplification, Now. Participation in this Summit was crucial as the NYDA Strategy (2020–2025) highlights our role in prioritizing sectoral interventions and programmes aligned with the National Strategic Plan for GBV&F.

The Summit reflected on the work done since the first Presidential Summit on GBV&F and reported on critical successes, challenges and strategies to overcome them.

While progress has been made in implementing the 2019 Presidential Summit Declaration and its National Strategic Plan on GBV&F, the levels of Gender-Based Violence and the brutal means by which this violence is carried out against women, regardless of age or geography, fundamentally undermine our democracy and women's human rights. This points to serious implementation challenges which must be addressed. The office also exhibited on behalf of NYDA by providing information on the products and services and distributed whistles and pepper sprays.



## Presidential Summit on Gender-Based Violence and Femicide 2

1-2 NOVEMBER 2022





NATIONAL YOUTH DEVELOPMENT AGENCY  
**OUR YOUTH. OUR FUTURE.**

# 13

**BENEFICIARY  
STORIES**



## BENEFICIARY STORIES

## Anda Mthulu



## Msi Exclusive Shoeshine (Pty) Ltd

South Africa has witnessed the rise in local shoe brands that are founded by young entrepreneurs in recent years. The 35-year-old Anda Mthulu from Khayelitsha in Cape Town is no exception! He is the owner of Msi Exclusive Shoeshine (Pty) Ltd, which specialises in both manufacturing and selling of leather products including footwear and bags. The country's high rate of unemployment is what drove him to pursue his passion. Anda had the desire to create work opportunities for other young people with disabilities. He then learned about the National Youth Development Agency (NYDA) through the Small Enterprise Development Agency (SEDA).

This young entrepreneur approached the NYDA Cape Town Branch to request financial assistance. He went through the screening process to assess if his business was eligible for the requested funding. After a successful assessment, his grant application was approved. The grant was used to buy working tools and material as well as procure the signage for his shop, where he has created employment opportunities for 4 young people.

Msi Exclusive Shoeshine (Pty) Ltd is located at C508 Dada Street, Ste C, Khayelitsha, 7784. You may also reach them on 076 310 9379 / msishoeshine@gmail.com / ahmthulu@gmail.com

## Msi Exclusive Shoeshine (Pty) Ltd

Samuel Bongani Zulu is the owner of Rise Ndabezitha Supply and Projects which operates from Elukwatini Chief Albert Luthuli Local Municipality in Mpumalanga. This agricultural business was funded by the NYDA Secunda Branch. The owner used the NYDA grant funding to procure farming equipment and inputs such as a Jojo tank, manure, cabbage, spinach, green pepper, green chilli, as well as tomato seedlings. The NYDA's intervention into his business has enabled him to supply Super SPAR in Elukwatini with 200-300 spinach bunches per week. He has further managed to sustain at least three job opportunities after receiving the funding from the agency.

For orders and business enquiries, email him at mageba.sb@gmail.com or call 060 864 0835.

## Samuel Zulu



## Athayanda Mdanyana



## ANZ Greenfields (Pty) Ltd

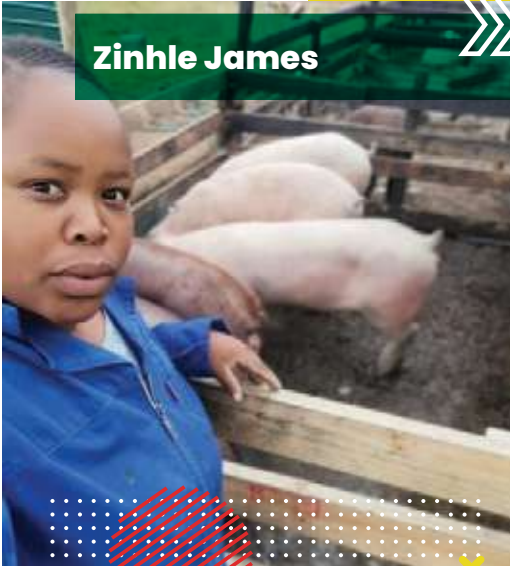
ANZ Greenfields (Pty) Ltd is an agricultural business that is owned by two passionate young women from Bizana in the Eastern Cape Province.

The farm is based in Nkantolo location, which is situated within Winnie Madikizela Local Municipality, where they are producing spinach, cabbage, potatoes, and sugar beans.

The young farmers had a goal to reduce the rate of poverty and unemployment in this rural settlement by creating opportunities through empowering other youth with skills and encouraging them to venture into agriculture.

ANZ Greenfields (Pty) Ltd was funded by the NYDA Alfred Nzo District Centre in Mount Ayliff.

To place your order, contact Athayanda Mdanyana on 0833733852.

**Zinhle James****Smeja's Fresh**

Zinhle James from Sterkspruit in Makhetheng Village is a young pig farmer who started with only 2 pigs. Smeja's Fresh Harvest targets individual customers as well as other farmers. The Human Resource Management graduate does not solely focus on pig production. She has in addition established a vegetable garden and chicken farming business.

Zinhle received the NYDA grant funding to buy more pigs and enough feed so that she can continue growing her business. The Eastern Cape-based young farmer encourages the youth to pursue their farming aspirations. "If you have a farming business idea, do it! There are also funding opportunities, but you need to start with what you have. Funding will find you on the way," said the 24-year-old.

There is a large demand for pork in South Africa, and pig farming is a lower-cost/higher-yield option compared to many other types of livestock farming. This makes it a popular option for first-time livestock farmers.

**Not Restricted & Confectionery (Pty) Ltd****James Malatsi**

James Malatsi from Letlhabile Township in the North West Province started a bakery business with his own savings. Not Restricted & Confectionery (Pty) Ltd is a youth-owned business that offers products such as bread, hamburger buns, rolls, scones, as well as muffins. With the limited funds this determined young man had saved up, he could not secure all of the necessary tools his business required. There were limitations as production took longer due to manual processes. He often did not meet the demand of his clients. This negatively affected the business. James decided to seek support from the NYDA Rustenburg Branch because he wanted his business to succeed and expand. After all application processes were successfully completed, he received funding through the NYDA grant programme to purchase advanced equipment for production.

Since the bakery received the new machinery from the NYDA, their production levels have increased. Moreover, delivery turnaround times have become quicker and more efficient. For business-related enquiries, you may visit Not Restricted & Confectionery (Pty) Ltd at address: 3483 Phenyio Street, Block A, Letlhabile, Madibeng Local Municipality, North West, or call 078 435 7369.

**Lulama Mercia Spele****Ethel's Lawn Lovers**

Ethel's Lawn Lovers offers a comprehensive lawn care service to both homeowners and businesses in Cape Town.

The 26-year-old Lulama Mercia Spele has created work opportunities for ten people through this business. She was assisted by the NYDA Cape Town branch with the grant to acquire equipment and tools.

This young woman believes that keeping the landscape clean throughout the year helps to improve the appeal of one's property. It creates the impression that the homeowner takes great pride in their home, and works carefully to upkeep its appearance.

The company's offices are situated at 07 Ntutyana Street, Ilitha Park in Khayelitsha, Western Cape. They can also be contacted via email on: ethelslawnlovers@gmail.com.



**Amukelani Ethel Baloyi****Mookies Munchies (Pty) Ltd**

Amukelani Ethel Baloyi (27) is an NYDA grant funding beneficiary from Mogale City who highly encourages the youth to work hard to ensure that their businesses remain sustainable.

This young entrepreneur is the founder of Mookies Munchies (Pty) Ltd, a fast-food and grab-n-go business that operates at 7218 Otlega Drive Kagiso 2 in Mogale City. She enjoys creating and adding value to society by playing a part in boosting the economy of South Africa through entrepreneurship.

Amukelani believes that entrepreneurship is a key solution to ending poverty and unemployment. Mookies Munchies (Pty) Ltd was assisted by the NYDA with financial support to purchase equipment and stock, through its grant funding programme. The owner was also part of the Coca-Cola Beverages South Africa (CCBSA) project where she received a container. The NYDA is a proud partner of the project!

Amukelani would like to give thanks to the NYDA West Rand Branch for their hard work and support throughout her entrepreneurship journey.

**EZ Smile**

Nhlakanipho Cyril Mnguni is a young and energetic entrepreneur from Pinetown. He approached the NYDA for grant funding to purchase equipment for his business, EZ Smile. This young entrepreneur is a qualified dentist with a dental surgery/practice in the Metropolitan Building, Durban. This dental surgery/practice specialises in scaling, polishing, restoration, excretion, and X-rays of teeth. Nhlakanipho is responsible for all business operations and management. In addition to grant funding, Nhlakanipho also benefited from the NYDA Business Management Training Programme. He completed his Grade 12 at Pinetown Boys' High School in 2009 and then went on to complete his Bachelor of Dental Therapy at University of KwaZulu-Natal. Furthermore, he gained experience while working at Durban City Hospital as a Dental Therapist. He intends to create job opportunities for four young people.

**Nhlakanipho Cyril Mnguni****Amanda Nyoka****Amish Beauty and Glamour**

The 33-year-old Amanda Nyoka is a proud owner of Amish Beauty and Glamour (PTY) LTD, which currently has a contract with Moja Love TV.

The Eastern Cape-based beauty business is situated in Gqeberha. Amanda is a beneficiary of the NYDA grant funding. She initially accessed the NYDA Business Management Training course before proceeding to apply for financial support.

The grant funding was used to purchase make up tools and products that have assisted Amanda to diversify her product offering. She shares that her business has been growing exponentially in Gqeberha. Furthermore, Amish Beauty and Glamour (PTY) LTD's reputation has been internationally recognised. This youth-owned enterprise has worked with BBL Productions, a Los Angeles-based production company. Local corporations such as the SABC, Connect TV, Mahambehlala Communications, Peeteen Finance, and Isuzu South Africa have in addition utilised beauty services offered by Amanda's company. Amish Beauty and Glam manufactures the Amish Healthy skin care products as well. These range from body lotion, tissue oil, face cream as well as face serum oil - designed to improve skin health.

Their social media handles are:

@amish\_makeup\_artists on Instagram

Amish Beauty And Glam on Facebook



**Shannon Erica Mills****Evolve Sport**

The sports business industry presents a solution to job creation through providing diversified products and services. Wide-ranging offerings increase potential for generating multiple revenue streams. Evolve Sport has taken advantage of this factor by offering diverse sports apparel and equipment at affordable prices. These items include but not limited to soccer boots, balls, socks, t-shirts, and gloves.

This business is owned by the 23-year-old young woman from Brackenfell in the Western Cape Province. Shannon Erica Mills was funded by the NYDA Cape Town Branch to procure tools and material for her enterprise. She encourages other young entrepreneurs to seek support from organisations such as the NYDA. Businesses can be a valuable contribution to the unemployment solution in South Africa. According to [www.globaldata.com](http://www.globaldata.com), "the sports footwear category is expected to grow with a Compound Annual Growth Rate (CAGR) of more than 6% during 2021-2025."

For small businesses to succeed, they need to be flexible, adaptive, skilful, and have access to funding and mentorship opportunities. When you support a small business, you are supporting a dream!

Should you wish to engage with Evolve Sport, please send an email to: [info@evolve-sport.com](mailto:info@evolve-sport.com) or visit them at their store address: 21 Doublom Street, Brackenfell, Cape Town, 7560.

**Jaxon Tyres**

Moegamat Jackson is a 30-year-old young entrepreneur from Ottery in Cape Town, who has founded a company called Jaxon Tyres.

Jaxon Tyres offer services such as tyre supply, fitment, as well as wheel balancing, and alignment. Moegamat loves what he does as it gives him joy seeing clients happy when they get their cars back on the road, safely and in good condition.

His company was funded by the NYDA through Cape Town Branch. The NYDA grant funding covered 50% equipment and 50% stock for Jaxon Tyres.

The 30-year-old employs six young people that he partly trained himself. Five of them are full-time employees and one works on part-time basis.

"Never give up, keeping knocking on those doors! Eventually someone will open," he said.

Get your car back on the road, safely! Get in touch with Jaxon Tyres at [info@jaxontyres.co.za](mailto:info@jaxontyres.co.za).

**Moegamat Jackson****Bongiwe Silindiile Nyawo****Nyawo Zendalo Events**

Bongiwe Silindiile Nyawo (28) from Alton in Richards Bay, KZN, was funded by the NYDA to purchase a fitted standard-size mobile kitchen. She is a Business Administration graduate who believes in turning her passion into profit. Her business, Nyawo Zendalo Events specialises in catering, décor services, as well as custom-made gift hampers for prospective clients.

Nyawo was encouraged by her father to visit the NYDA offices for support. She began her journey by acquiring further information online, before approaching the Empangeni Branch. Nyawo Zendalo Events is located at address: 112 Alumina Allee, Alton, Richards Bay.

Township small businesses that are unable to access funding from private funding institutions, government, and other business support programmes are encouraged to apply for the Township Economy Partnership Fund (TEPF). The TEPF application details are available on the link: <https://bit.ly/3TxSDyM>.

**Mukhethwa Khumalo****Mela Publications (PTY) LTD**

One of Mukhethwa Khumalo's (29) long-term aspirations include her enterprise being recognised as one of the publishing giants in the African continent.

Mela Publications (PTY) LTD is a publishing company that has managed to create full-time work opportunities for young people in Gqeberha, Eastern Cape Province. Mukhethwa intends to expand the establishment's footprint by opening additional stores in various parts of the country.

She would like to thank the NYDA Gqeberha Branch for their support in purchasing tools and equipment for her company in 2018. Mela Publications (PTY) LTD has since displayed signs of growth and sustainability.

The NYDA grant funding was used by this young woman to secure items such as Laptop, Personal Computer, Grammarly software, stationery, printing ink, laminator, binding machine, as well as multifunction printing machine.

In a bid to grow entrepreneurship in South Africa, a number of government funding platforms are available to qualifying enterprises and individuals. The Small Enterprise Finance Agency (SEFA) helps start-ups and small businesses. They will either fund grants or loans or help entrepreneurs access funding from other sources. Check out their website for more information: <http://www.sefa.org.za/>.

**Maupa Logistics (Pty) Ltd**

A Chemical Engineering graduate from Emalahleni in Mpumalanga started his own water purification business with the aim to provide access to healthy, clean, and safe drinking water for the community.

Nkosinathi Maupa delivers premium, quality, clean, and fresh water through his company, Maupa Logistics (Pty) Ltd. He thoroughly prioritises health implications in every drop of water supplied to his customers. Maupa's premium prepared water is purified by reverse osmosis, which is a highly advanced purification process that removes water chemicals and impurities.

This young man was assisted by the NYDA Emalahleni Branch with the grant funding after he successfully completed the Business Management Training course. He used the funds to purchase reverse osmosis machinery and equipment. His business offers purified still water in various sizes such as 500ml, 750ml, 1.5L as well as 25L.

Do you need funding for your business? Apply for the Township and Rural Entrepreneurship programme (TREP) by visiting the link: <https://bit.ly/3gDgkz>.

**Nkosinathi Maupa****JOBS BENEFICIARIES****Tenisha Ithuteng Ranato****Business Administrator**  
SEDA**Tshepo Matlhare****Executive Personal Assistant**  
Letsepe Foods**Thembinkosi Mahlangu****Administrator**  
IPID



## NYS BENEFICIARIES – NYS IMPACT

### INDIVIDUAL LEVEL:

**Training** – Generally, NYS Partners were providing training packages consisting of:

- Technical skills (various areas including surveys and mapping, ECD, agriculture, child nutrition, etc.).
- Professional (work readiness, communication, accountability).
- Emotional Intelligence (self-awareness, relationship management and resilience).
- Agency (patriotism, service orientation, goal-orientation, initiative, and innovation).

### Other benefits

- Forming an identity as a working person: Importance of having obtained 'work' (being paid) and providing an 'introduction to the world of work.'
- Financial benefits to participants include (1) less financial stress, (2) contribution to individual and family needs, e.g. electricity costs, rentals, clothing and schooling of siblings etc., (3) resources for going for interviews, buying stock for side hustles etc.
- More hope for the future.
- Service satisfaction from doing meaningful work.



### COMMUNITY LEVEL:

Across the different partners, NYS participants are contributing to valuable social services:

- Helping ECD, schools, community gardens, and clinics.
- Increased awareness in the community about the importance of ECD (over 30,000 children were benefiting from ECD services daily), waste removal, child safety & protection; literacy; food and nutrition e.tc.
- Over 27,000 farmers were being assisted by NYS farm assistants. Over 96,000 young people accessing the sports, recreation, and life skills activities on a monthly basis



**THAPELO PHILIP MOJAPelo** was part of the NYS programme from May 2022–October 2022. He was under Charisma Music Foundation. As a NYS participant under CMF his role involved mentoring and teaching high school learners jewellery making. After the NYS programme he used his NYS last stipend and UIF returns to buy stock and start his own jewellery making company. On a normal day Thapelo sells jewellery from his backyard and has lately been receiving a number of orders to design beads for traditional weddings and heritage day events. His plan is to expand and become accessible to larger market thus he is considering using social media to market his business.

**NICHOLAS HLABANE** was an NYS Participant in Phalaborwa at Matome Malatje High School teaching learners' music, public speaking and organising debating events. With his NYS stipend, Nicholas bought Radio equipment, a printing machine and packs of Typex A4 papers. To date Nicholas has set up his own online studio where he hosts his own podcast with the long-term goal of starting his very own local radio station. The printing machine and start up papers have enabled him to start his enterter café business.



NYS Participant **DOLLY SERIBISHANE** (a writer) has done tremendous work by mentoring one of Moriting Primary learners into publishing her first book. Thirteen-year-old, Basetsana Mphokana's book is officially out now sold at Moriting Primary. All the royalties are going to the learner.

**HLUNGWANI TINTSWALO** is a manufacturer of Tsonga Traditional jewelry. Since this program started he has been saving money to buy a sewing machine. *"In my business there are things that I must buy things like: Fabric, Beads, Sponge Needles and Fabric and Wool. NYS stipend assist me to purchase the tools require to grow my business and generate an extra income"*



**AMOS BALOYI** is a former NYS participant based from Limpopo province. The stipend received from the NYS programme enabled him to save and buy a grass cutting machine.

He registered a business in grass cutting and yard cleaning/grooming services.

To date he has employed 2 other young people his community as his assistants. Amos's garden service business is booming with clients as he is always in high demand request for local schools and church yard grooming.



**LUCAS MANA** is a former NYS participant based in Pretoria in the Gauteng province. Before being onboarded onto the NYS programme Lukas had started his Poultry business but due to the Covid -19 pandemic he was forced to pause the business. After being enrolled onto the programme he saved his monthly stipend to resuscitate his business again. The NYS has challenged Lukas and has enabled his business to access new markets allowing him to network with new clients. To date Lukas's egg business is successful with clients from different areas in Pretoria. The NYS proved instrumental in transforming Lukas's egg business by addressing his financial constraints, providing networking opportunities and increasing his market access.



**MELIKHAYA**

As a Yeboneer working at the local library. During his NYS tenure, the SITA Library Information Management System (SLIMS) was working at a slower capacity and creating frustration among staff. Approaching his contacts in ICT, he collected advice and solutions for the persisting issue. He compiled a plan to present to the Library Manager who guided him and directed him on the right path. On the 15th of November, the situation became desperate when the system crashed and didn't show signs of returning after weeks of being offline. Based on the research and advice, Melikhaya and his team created an app that would assist in the interim with checking books in and out of the library. Regarding its other features, Melikhaya says that the app "can register new patrons, and it can also do reports on a monthly basis. The municipality and the provincial government want statistics of how many books were checked out to how many people." Amongst other functions, the app can also create a catalogue for the library and mark books informing staff which library a book was taken from, to eliminate a mix-up where books are checked into the wrong library





## SAYEC YOUTH JOBS IMBIZO

As means to formulate a coordinated response to the appalling challenge of youth Unemployment, the South African Youth Economic Council convened a Youth Jobs imbizo. The imbizo was convened with the sole intention of bringing together government officials, Captains of various industries, the private sector, Civil society, and young people to discuss in depth, economic reforms and policies that will unlock mass job and business opportunities for young people.

To give context, the expanded version of the Youth Unemployment rate in South Africa sits at a staggering 74%. This means that out of 10 young South Africans you interact with, 7 of them are said to be unemployed. It is also imperative to note that our unemployment rate is the highest in the world. We note with concern this devastating reality and we believe that if we do not unite in our efforts to address this: "Poverty, hunger and unemployment will pose a significant threat to our social security and our democracy".

A social compact must be derived to solve this threat of unemployment. Government must take the initiative to convene relevant players in the commanding sectors of our economy, Civil society, and Youth organizations to discuss and work towards building an economy that will yield opportunities through the exploitation of our resources and the skills possessed by the population of the country.

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A social compact must be derived to solve this threat of unemployment. Government must take the initiative to convene relevant players in the commanding sectors of our economy, Civil society, and Youth organizations to discuss and work towards building an economy that will yield opportunities through the exploitation of our resources and the skills possessed by the population of the country.



**SOUTH AFRICAN**  
YOUTH ECONOMIC COUNCIL





# Our Event Partners

SAYEC would like extend a hand of gratitude and appreciation to organizations that supported our cause and ensured that they capacitate us with the necessary resources to ensure that our event takes place. We are thankful to the following entities:

**01** Petroleum Agency of South Africa



**02** Huawei South Africa



**03** National Youth Development Agency



**04** Chinese Minnan Chamber of Commerce



**05** City of Cape Town



**CITY OF CAPE TOWN**  
**ISIXEKO SASEKAPA**  
**STAD KAAPSTAD**

*We remain grateful for the undivided support you gave to our council. Your efforts to empower the Youth of South Africa are appreciated and commendable.*





NATIONAL YOUTH DEVELOPMENT AGENCY  
**OUR YOUTH. OUR FUTURE.**

# 14

**BENEFICIARIES  
APPRECIATION  
LETTERS**

[www.khulanathiglobal.co.za](http://www.khulanathiglobal.co.za)

### Appreciation Letter for support

Dear NYDA Team,

I'd like to express my heartfelt gratitude for your assistance in reviving, revitalizing, and re-engaging youth empowerment through entrepreneurship. Vuyokazi Lupuwana's commitment was extremely generous, and she assisted the Khulanathi global team in piloting a session with the ward 59 council office to help aspiring entrepreneurs understand the institutional navigation of the journey. This vision will not be limited to ward 59 alone, and thus the passion and energy of assets like Vuyokazi will be valued in many other sessions.

Thank you once more for your assistance in bringing the youth closer to easier navigation for social economic development institutions.

Sincerely,

A handwritten signature in black ink, appearing to read 'Sindile Vena', written over a horizontal line.

Sindile Vena | Director

041 492 4156 | [info@khulanathiglobal.co.za](mailto:info@khulanathiglobal.co.za) | 314 Cape Road Newton Park, Gqeberha, 6070





GOLDFIELDS TOURS

14F COLUMBINE CLOSE | VIRGINIA | MATJHABENG | 9430  
0768933121 | [goldfields.tours@gmail.com](mailto:goldfields.tours@gmail.com)

Dear NYDA

24/08/2022

I would like to take this opportunity to say thank you for assisting my business with the R50 000 grant. With the grant money I have been able to purchase the equipment and to employ the local Youth so that we offer Digital Tourism.

Digital tourism is all about flying Mavic drones and using insta360 to capture Natural sites, Cultural sites, Historical sites and many other tourism sites and then showcase our 360-video clips through VR glasses at the comfort of our Arcade lounges in Malls. The company started in the year 2017 doing only physical Tour Guiding however during the year 2020 we had to stop operations due to Covid-19 and we then changed to the new digital Tourism however we needed new equipment and that's when we reached out for financial assistance to NYDA.

Thanks again  
Kind Regards

  
GT MALOI DIRECTOR



2020/089653/07

[MORNINGRISE304@GMAIL.COM](mailto:MORNINGRISE304@GMAIL.COM)

1683 THABO VILLAGE BREYTEN 2330  
+27 62 2527 204  
B-BBEE LEVEL 1  
MAAA0884268 (CSD)  
10231456 GRADE 1GBPE

To whom it may concern

I hope this letter find you well, On behalf of Morning Rise (Pty)Ltd we like to thank NYDA for funding us with office equipment and stationery that worth R49 638,50. This equipment and stationery will be a big help to the company in terms of providing high quality service in construction, trucking and plant hire because our aim is to archive one of macro-economic objective that is full employment and to develop skills among ourselves.

Thank you.

Kind Regards

Phiwokuhe Manana (DIRECTOR)

0712118061

[phiwokuhelemanana7@gmail.com](mailto:phiwokuhelemanana7@gmail.com)



22 March 2023

Dear Sir / Madam

**RE: ACKNOWLEDGEMENT OF GRANT FUNDING RECEIVED**

Akwande Binda (Pty) Ltd would like to thank the National Youth Development Agency for the assistance and guidance received for the purpose of development of our company in 2022/2023 in the form of

- Grant funding

The benefit was of the value of R50 000 and has been received. These funds were utilized to purchase equipment for starting our business.

We would like to thank Mr. Ntlebi from the Secunda branch for pursuing this journey with us with patience and kindness. It has been approximately 3 months since we received assistance from the NYDA and we are happy to say our business will be opened soon.

We are looking forward to more opportunities and further growth in the level of business awarded to us by the NYDA in the coming years. We are truly grateful for the opportunity shared with us. We are encouraging to grow the business beyond limits to reach our maximum potential as a business.

Thank you so much!

For and on Behalf of Akwande Binda (Pty) Ltd

NDUDUZO VILAKAZI

Kind Regards



To: NATIONAL YOUTH DEVELOPMENT AGENCY MTHATHA BRANCH.

Good Day.

It is with great honor to express my level of appreciation to the commendable contribution NYDA has made towards the vision and mission statement of ILITHALETHU FARMING PTY (LTD).

ILITHALETHU FARMING PTY (LTD), is located in Shawbury which is under Qumbu in the Eastern Cape. We at ILITHALETHU FARMING PTY (LTD) deal with crop production were cabbages, potatoes, spinach, butternut as well as squash is our primary source of production with the aim to build the community through job creation and also alleviate poverty.

We are in the business of producing crops for the purpose of consumption by the community as well as large retailers such as Spar, Boxer and Shoprite. ILITHALETHU FARMING business model is to buy Seedlings for either cabbage, potatoes and spinach, then grow these seedlings to finished goods in order to sell to them to either individuals or businesses in a form of finished goods.

I am so honored to be one of NYDA beneficiaries and thank you for giving young people like myself an opportunity to grow their business.

Yours Sincerely.



social development  
MPUMALANGA PROVINCE  
REPUBLIC OF SOUTH AFRICA

SWARTFONTEIN TREATMENT CENTRE  
R40 Hazyview Road White River 1240 South Africa  
P.O. Box 53 White River 1240  
Tel: (013) 750 9961/625 Fax: (013) 750 9920

Lisiko Lotokutfulukisa  
Tenzhalakhe

Umnqango WazokuThuthukisa  
KwezokuHlolaKuhle

Departement van Maatskappij-  
Ontwikkeling

Date: 2022.05.25

**To whom it may concerned.**

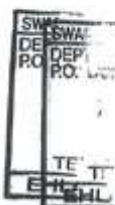
The Swartfontein Treatment Center appreciated the life skills program and business management program received from the NYDA officials. The programs played a vital role during the recovery stage of the service users and they were motivated. The service users promised go out and establish businesses when they completed the program.

Remember life span of the program is a three months in patient program, the Center request that we continue to work together with NYDA so that newly admitted service users will also benefit.

Kindly regards

Henry D Nkuna (064 682 4051).

  
Signature



**RAMOKGADI CARE FOUNDATION**

NPO Reg No 203-166  
South Africa  
North West, Rustenburg

22 July 2022

National Youth Development Agency

Rustenburg Branch

Dear: Mr. Floyd Mokwena

Ramokgadi Care Foundation would like to thank NYDA for acknowledging our invitation and partnership at Matla A Rona event for youth that took place at Orbit TVET College on the 18<sup>th</sup> July 2022.

Your support has strengthened the organization to continue making a difference in our community and we believe that nation building starts with everyone playing part in caring for the less fortunate individuals and our youth.

As Ramokgadi Care Foundation we hope that we will build a long lasting partnership with NYDA.

Most Sincerely

DULY SIGNED

Tshepo Ramokgadi

Chairperson / Founder

065 944 7972



**HALANA LIVESTOCK FARMING**

 **Sigingqini Location**  
**Peddie**  
**5640**

 **zhalana@gmail.com**  
 **073 949 4170**



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**LETTER OF APPRECIATION FOR GRANT RECEIVED**

TO: NATIONAL YOUTH DEVELOPMENT AGENCY

Good day.

It is my sincere pleasure to express my appreciation for the truly commendable contribution NYDA has made to the successful accomplishment of our detachment mission.

Halana Livestock farming is located in Peddie, Eastern Cape. We at Halana Livestock Farming deal with the process of raising and domesticating livestock.

We are in the business of breeding livestock for the purpose of consumption by obtaining their meat and products. Our business model involves buying young livestock, growing them to market weight then sell to individuals or businesses.

I am so honoured to be one of the NYDA beneficiaries and thank you for giving young people like myself an opportunity to grow their business.

Sincerely,

Z.Halana

Director



Office 2, 1938 Market Street, Phase 1 | P O Box 1446, Mafemani 1285  
Tel: 081 785 8881 | 082 8426876  
Email: [info@patronsolutions.com](mailto:info@patronsolutions.com) | Website: [www.patronsolutions.com](http://www.patronsolutions.com)

RE: Appreciation Letter

DEAR NYDA Thulamahashe

Patron Solutions Team would like to extend their gratitude towards the NYDA, especially our nearest branch in which we received a very good service that led to us receiving funding which assisted us in acquiring office equipment which is vital to our line of business.

Patron Solutions is a Financial Services entity offering Funeral Covers and Support Services trading as Patron Funerals.

Our experience at the NYDA Thulamahashe has been beneficial for our growth from the trainings provided, advisory and support throughout the application process.

Our team highly appreciates the service received at the branch, we were warmly welcomed from the reception area on our first appearance and provided with the information we needed to submit to make an application, then referred to Lucricia Ndhlovu, Churchill Mhlaba and Boitumelo Mashego whom assisted facilitate the entire application process with the rest of the team working tirelessly together, leading to our business receiving R44 839.00 worth in funding allocated to purchasing of equipment.

Thank you

Kind Regards

Kholofelo Sekatane

Director

Patron Solutions (Pty) Ltd – REG NO: 2017/268887/07 – NCRCP12084



AREFROM : ALEX MPHO GENERAL CONTRACTOR DEALER & ENTERPRISE PTY LTD

TO : NATIONAL YOUTH DEVELOPMENT AGENCY

I WANT TO GAVE THANKS TO #NDYA FOR TEACHING AND EMPOWERING YOUNG WOMEN AND YOUNG MAN #SIYB. WE LEARN FROM OUR LEADERSHIP HOW TO DRAFTING BUSINESS PLAN MARKETING EMPLOYMENT JOB CREATION

WE ALSO GET OPPORTUNITY TO APPLY FOR GRANT FUND FOR EQUIPMENT AFTER WRITTEN SIYB

THANKSGIVING TO NYDA FOR PROVIDE US WITH BUSINESS CONSULTING BUSINESS COACH BUSINESS MENTOR HELPING OUR SMALL COMPANY WITH

MARKETING STRATEGY  
PLAN BUSINESS RE-ENGINEERING  
WEBSITE DEVELOPMENT AND HOSTING  
FINANCIAL & ACCOUNTING SYSTEMS

YOU DID GREAT WORK THANKS TO MAFIKENG #NYDA

AND ALL NYDA MEMBERS WHO PLAY BIG ROLES IN OUR COMPANY DAILY BASE

WE ARE YOUNG DEDICATED TEAM THAT BRINGS A NEW ENEGRY AND PASSION TO THE NEW INDUSTRY WITH NEW IDEAS AND MORDEN DESIGN

WE ARE COMMITTED TO MEET EVERY CLIENT'S NEEDS

THANKS IN REGARD TO #NYDA

YOURS COMPANY DIRECTOR VICTORIA NTSIE





Ditlakabela Road  
Block 5  
Riverside Office Park  
Riverside  
1200



0678293770 | 0130011921/23  
Interns@eKhonnector.co.za

[www.eKhonnector.co.za](http://www.eKhonnector.co.za)

#### LETTER OF APPRECIATION

We are writing this letter as eKhonnector blossoming with happiness. Starting a company is one thing, growing it is as tough as raising a child but you have made it easier for us grow, Tshepile Sehodi we are highly grateful for granting us the very tools that we needed to grow to the level that we are at now.

Introducing us to Takusani has to be the greatest gift to eKhonnector since 2019. Buhle Pearl Mawila and Trudie Sithole are some of our most disciplined and top programmers amongst our senior interns in the IT department. In the Sales and Marketing department Nobuhle Hlophe has contributed a great deal in terms of growing our client base.

May God bless you more and more.

Lindokuhle Lukhele  
Chief Operating Officer of eKhonnector  
0130011921/23 | 0678293770  
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KwaNdegezi  
3607

09 September 2023

The National Youth Development Agency

Dear Tholakele Mchunu,

**RE: LETTER OF APPRECIATION FOR THE CONNECTION WITH THE HOST EMPLOYER**

This letter serves to express my gratitude to the NYDA for affording me the opportunity and securing an interview with the host employer, Catalyx Consulting, for the internship.

After the interview, I received a temporary contract from 23 January 2023 to 31 August 2023, where I received tremendous support, experience, and growth in knowledge and confidence. Through this experience, the NYDA and Catalyx have enabled me to grow my career in HR.

Through my positive attitude and willingness to learn, Catalyx has absorbed me and offered me a full-time permanent contract as an HR Administrator.

Yours Sincerely,



Nkululeko Ngwane  
[excellent.ngwane@gmail.com](mailto:excellent.ngwane@gmail.com)  
073 060 3561



NATIONAL YOUTH DEVELOPMENT AGENCY  
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# 15

**ENTERPRISE RESOURCE PLANNING  
[ERP] PORTAL**



## ENTERPRISE RESOURCE PLANNING

### [ERP] PORTAL:

In 2021, the NYDA proudly launched the Enterprise Resource Planning (ERP) portal, marking a significant milestone in our ongoing commitment to empower the youth of our nation. This portal has swiftly become a pivotal avenue, revolutionising how young individuals engage with NYDA's diverse range of products and services.

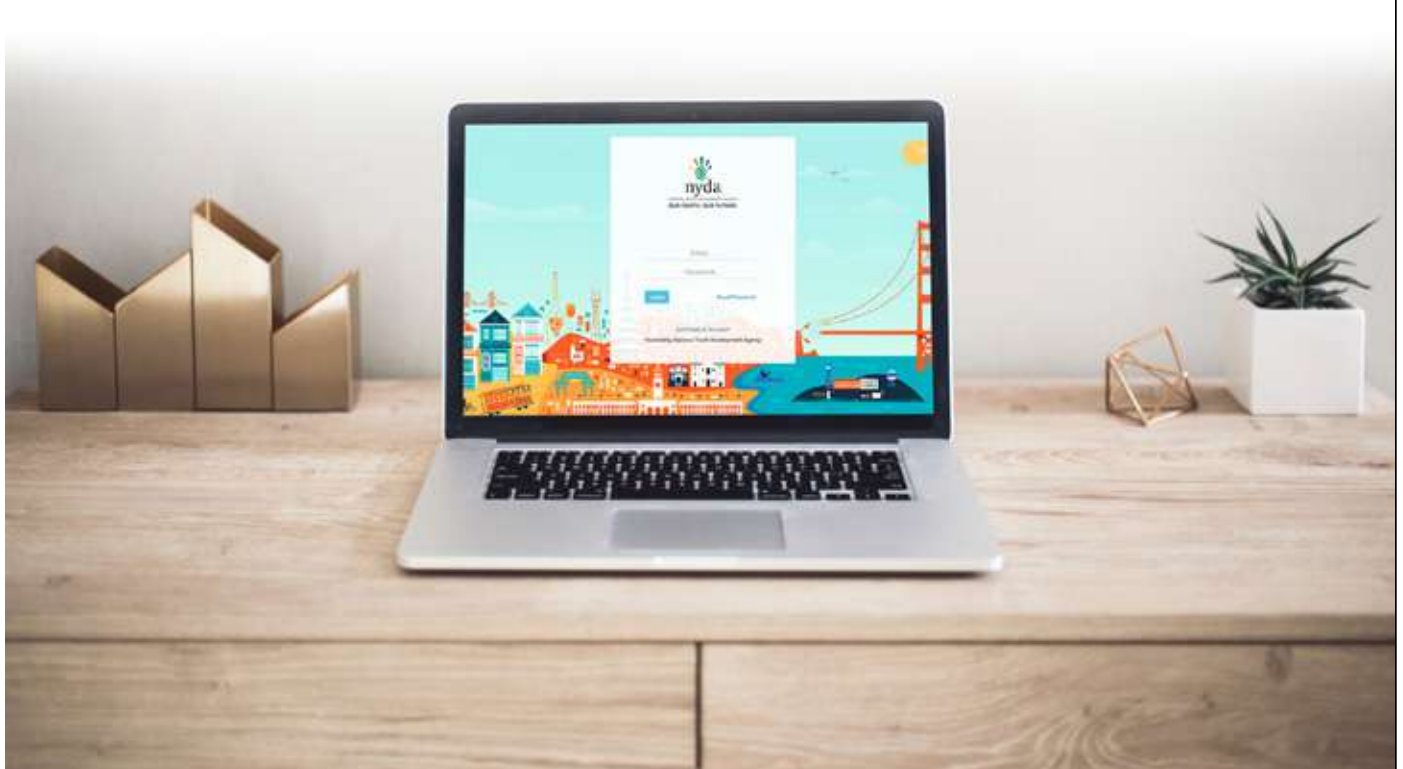
The ERP portal has symbolised NYDA's commitment to excellence since its beginning. It aims to simplify access and increase impact, representing our ongoing efforts to improve the lives and futures of the youth in our country.

With a focus on user satisfaction, the ERP portal provides a centralised hub for accessing NYDA products, services, and vital information. This approach allows young people to conveniently explore opportunities and apply for them all from one platform.

**Strategic Partnership with SA Youth:** A cornerstone of our approach lies in collaboration. The NYDA strategically partnered with SA Youth, cementing the integration of our Jobs and Opportunity modules. This synergy ensures that opportunities published on the ERP portal seamlessly appear on the SA Youth.Mobi platform. Conversely, opportunities broadcasted on SA Youth.mobi effortlessly find their place within our ERP portal, fostering an integrated environment for the youth to access more jobs and opportunities.

**Empowerment through Application Tracking:** A hallmark feature of our ERP system is the empowerment it grants to our beneficiaries. With the ability to track their applications, they gain insights into the status of their submissions. This transparency enhances user engagement and solidifies our commitment to fostering a nurturing and accountable ecosystem for our youth.

The NYDA's ERP portal has been committed to providing opportunities for young people since its launch in 2021. As we move forward on our journey, we remain determined to find new and innovative ways to improve the lives of our country's youth. We are excited about the potential ahead of other strategic partnerships.





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# 19

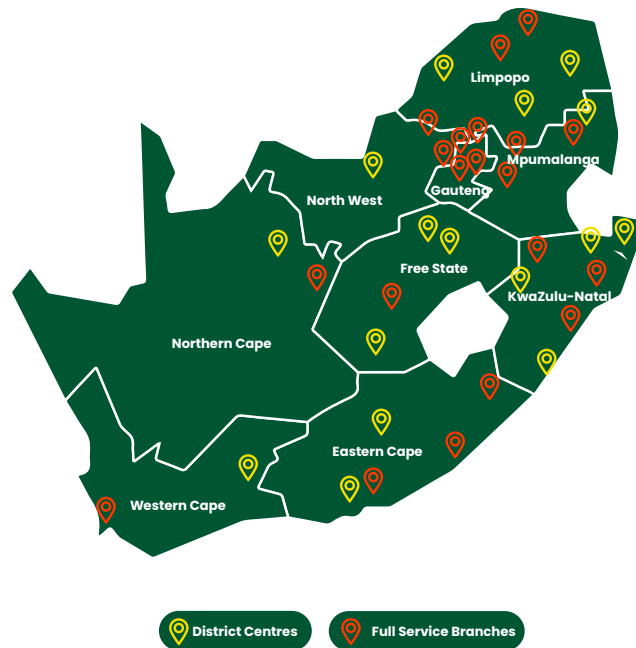
**CUSTOMER  
SERVICES**

# CUSTOMER SERVICE HIGHLIGHTS

## 1. FOOTPRINT

### GEOGRAPHIC COVERAGE

The National Youth Development Agency (NYDA) maintains a significant presence across the nation, with a total of 44 offices strategically located throughout the country. This extensive footprint ensures that young individuals from various regions, provinces, and cities have convenient access to NYDA's array of opportunities, products, and services aimed at enhancing their livelihoods.



### BRANCHES AND OFFICES

NYDA's offices play a pivotal role as central hubs for engaging with youth, providing an array of essential support services. Our branches together create a space where young individuals can actively participate, acquire knowledge, and cultivate personal growth. During this reporting period, these offices hosted a diverse range of events, including workshops, seminars, networking sessions, and entrepreneurship expos, contributing to a dynamic environment of learning and interaction.

### "TAKING SERVICES TO THE YOUTH"

NYDA's innovative approach to customer service includes hosting special events known as "Taking Services to the Youth" days. These pop-up customer service events bring NYDA's offerings directly to the youth, ensuring that even those who may not be able to visit our offices have the opportunity to engage. During these themed events, we provided information, assistance, and resources that align with our commitment to youth development.

## 2. CUSTOMER SERVICES

### SERVICE OFFERINGS

NYDA's commitment to empowering youth is reflected in our comprehensive service offerings. Throughout the reporting period, we facilitated 15 243 Business Management Trainings, conducted 111 566 skills development workshops provided and 2320 funding opportunities. This multifaceted approach ensures that youth receive holistic support tailored to their individual aspirations.



## ACCESSIBILITY

NYDA is dedicated to ensuring that our services are accessible to all. Our footprint covers urban and rural areas alike, with special attention to underserved communities. Of the total youth engaged, majority hailed from rural regions, highlighting our dedication to inclusivity.

## CHANNELS OF COMMUNICATION

We understand the importance of modern communication channels. NYDA's commitment to engaging with youth includes active participation on all major social media platforms, such as Facebook, Twitter, Instagram, and LinkedIn. Additionally, our presence extends to webchat and WhatsApp, enabling seamless interactions and inquiries. Through our Toll-Free Line: 0800 58 58 58, we provide guidance to young people on how to apply through the ERP system, address queries and questions, and log tickets for young people with the ICT department. Our Customer Service Email: [info@nyda.gov.za](mailto:info@nyda.gov.za) also attends to similar issues that go through the toll-free line.

## CUSTOMER SATISFACTION

NYDA places great importance on gathering feedback from our youth. Through post-call surveys and automated walk-in registers, we collect valuable insights that help us make informed decisions. This data is instrumental in enhancing our services and tailoring them to better meet the needs of the youth. We encourage young people to actively rate us during their visits to branches or interactions with the toll-free line, ensuring their voices shape our ongoing improvements.

## 3. DATA AND METRICS

### YOUTH REACHED

During the reporting period, NYDA made a direct impact on the lives of numerous youth through a range of programs, workshops, and initiatives. This reflects our ongoing efforts to extend our reach and influence, furthering our commitment to youth development and empowerment.





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# 20

**NYDA  
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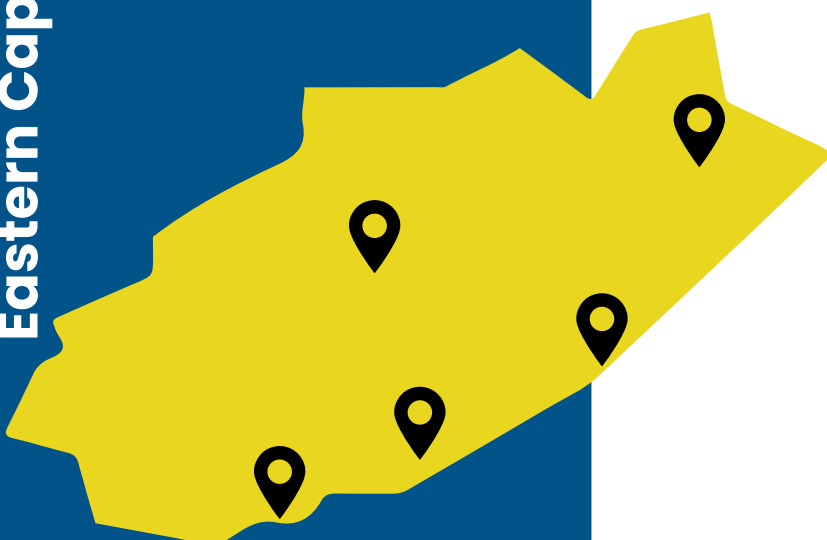
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NATIONAL YOUTH DEVELOPMENT AGENCY  
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# 16

**CORPORATE  
GOVERNANCE**



# CORPORATE GOVERNANCE

## INTRODUCTION

Corporate Governance is defined in the KING IV report as the exercise of ethical and effective leadership by the Board, towards achievement of the following governance outcomes, ethical culture, good performance, effective controls as well as legitimacy. This report aims to assist stakeholders to better understand the NYDA's approach to Corporate Governance and good practices. The NYDA complies with relevant legislations and regulations that affect its environment and has adequately developed policies to ensure proper organization management and regulated staff towards the realization of its annual objectives.

## REPORTING TO EXECUTIVE AUTHORITY

The NYDA reports to the State President through the Minister of Women, Youth and Persons with Disability in the Presidency. The Agency has ensured that the Executive Authority has significant input through participation in Youth development matters, and update on crucial matters, by ensuring participation of Executive Authority representatives in Agency activities and holding the meetings where required. The shareholder's compact guides the relationship and also strengthen the corporate governance processes between the parties while reflecting the expectations and responsibilities of each of the parties.

## REPORTING TO PARLIAMENT

Parliament Portfolio Committee (PC) on Women, Youth and Persons with disabilities is responsible for oversight on the work of the Agency and monitors service delivery. The Agency has attended PC meetings as per invitations for consideration of the required reports that include the quarterly reports for the year under review, the Annual Performance Plan for ongoing financial year as well as the 2022/23 Annual Report. The NYDA has continued to be transparent with the Committee to enable unhindered execution of the PC oversight role in the Agency.

## THE ACCOUNTING AUTHORITY

The Board of Directors (herein the "Board") is the Accounting Authority of the NYDA. The Board ensures that it applies the principles of good corporate governance and relies on the following standards to fulfil its mandate:

- Recognized standards of governance;
- Best practices nationally and internationally;
- the Protocol of Governance in the Public Sector (the Protocol);
- provisions of its Act; and
- the King IV code.

The Board comprises of the appropriate mix of executive and non-executive directors representing the necessary skills, experience and impartiality to guide the Agency strategically.

The AA has also ensured that fraud risks were assessed during the operational risks assessment process including the review of relevant policies such as the Fraud Prevention policy and Fraud Prevention strategy including the Enterprise Risk Management Policy & Framework, in pursuit of strengthening the internal controls to mitigate risks identified.

## APPOINTMENT OF THE NYDA BOARD OF DIRECTORS

The NYDA Board consist of seven members as per section 12 of the NYDA Act, no 54 of 2008, two of whom are the Executive Chairperson and Deputy Executive Chairperson, whereas five members are non-executive members. The Board were appointed in November 2021 by the State President following a recommendation from Parliament after a rigorous recruitment process. The members possess adequate experience, expertise and skills necessary to manage the affairs of the Agency in the most effective and efficient manner.

The Board underwent the necessary induction to ensure that they understand their fiduciary duties as stipulated in the Board Charter. The Board has conducted its annual Board and Board Committee Evaluations and the recommendations thereof will be utilized to upskill and empower the Board Members to ensure that there is continuous improvement on their abilities to execute the mandate of the Agency.

Furthermore, the Board Members have received capacity-building training from the National School of Governance wherein the following modules were completed Ethics and principles of governance, Legislative and regulatory framework, Leadership and Planning and reporting for accountability. In addition to the Board's development plan, the Board Members have completed the Being a Director 1 - 5 course at IoDSA and are scheduled to write their exams in September 2023.

## **BOARD COMMITTEES**

The NYDA Board accepts that it is ultimately accountable and responsible for the affairs of the Agency. The Board resolved to establish the Committees outlined below to assist in the execution of its duties, authorities and ensure rigorous deliberation of matters under each Committee scope as provided in section 12 of the NYDA Act, no 54 of 2008. The Committees have reviewed their charters and adopted the Annual Workplans that set out the yearly Agenda as well as serving as guidance while undertaking responsibilities under their mandates.

### **HUMAN RESOURCE & REMUNERATION COMMITTEE**

The primary objective of the Human Resource & Remuneration (HRR) Committee is to assist the Board to discharge its responsibilities in Human Resource Management within the Agency.

The Board has appointed Lebogang Mulaisi as the Chairperson, with Pearl Pillay as an additional member together with Independent Specialist whose role is to provide the Committee with technical and professional expertise, questing alignment with labour laws and good practices. The Committee has deliberated on HR Strategy and has ensured the finalisation of recruitment of key positions at the Agency and that of independent members of other relevant Board Committees with diligence and efficacy.

### **MANAGING OVERLAPPING OF RESPONSIBILITIES WITH OTHER COMMITTEES**

As a remedy to ensure that other committees whose responsibilities overlap with that of the Committee, the HRR Committee Chairperson serves as a member of SAECOM, additionally, both Committees hold meetings bi-annually for consideration of matters of both concern that include the Employment Equity Plan & Gender Balance Report as well as the Remuneration Reward & Recognition.

### **SOCIAL & ETHICS COMMITTEE**

The Social and Ethics Committee (SAECOM) is constituted as a statutory Committee of the NYDA Board as per section 72(4) of the Companies Act no. 71 of 2008, read with Regulation 43 of the Companies Regulations, 2011. The role of the Committee is to assist the Board with the effective oversight of social and ethical matters in line with leading practices as well as providing guidance on the effectiveness of sustainable economic development matters as outlined in international organizations like the Organisation for Economic Co-operation and Development (OECD) and UN Global Company principles.

The Board resolved to appoint Avela Mjajubana as the Chairperson of the Committee, with Karabo Mohale and Lebogang Mulaisi as additional members. Due to the wider scope of the Committee, Pearl Pillay was appointed to the Committee as a member without voting rights.

The Committee has reviewed the Code of conduct to provide guidance and ensure that desired values reflect in the employee conduct and daily habits, furthermore, the Committee has rigorously considered and made recommendations to the sexual harassment policy to ensure that there is an environment that guides employees to respect the dignity and privacy of each other whilst ensuring respect and protection of victims.

The NYDA Board is responsible for overseeing the governance, culture and management of Corporate Social Responsibility. The SAECOM was tasked to develop the Board Legacy projects as initiatives to be undertaken during their tenure, this is in the quest to provide positive social values and building the brand NYDA as well as ensuring stakeholder inclusive approach in its activities.

- **Managing overlapping of responsibilities with other Committees**

In pursuit of integrated thinking, the HRR Committee Chairperson serves as a member of SAECOM, additionally, both Committees meet bi-annually for consideration of matters of both concern that include the Employment Equity Plan & Gender Balance Report as well as the Remuneration Reward & Recognition. Regarding the shared scope with ARC, SAECOM Chairperson has standing invites to all ARC meetings, moreover, Fraud Risk Register and Fraud & Corruption Implementation Plan tabled at ARC meetings, are considered by the Committee bi-annually.

## INVESTMENT COMMITTEE

The Committee's primary role is to provide oversight on Resource mobilization at the Agency and review debt collection for existing loan book and make recommendations to the Board. Additional to the scope, the Board tasked the Committee to oversee the Youth investment programmes of the Agency and make recommendations that would enhance Youth participation into mainstream economy towards improved livelihoods.

The Board resolved to appoint the Deputy Chairperson, Karabo Mohale, as well as Thulisa Ndlela and Alexandria Procter as additional members. The Committee, scrupulous in its consideration, recommended writing off the non-trading debtors that were deemed irrecoverable while pursuing active ones.

Recommendations were further made for the joint sitting of the Committee with SAECOM due to overlapping of responsibilities relating to socio economic development programmes.

## ICT STEERING COMMITTEE

The primary role of the ICT Steering Committee (ICTSC) is to oversee ICT governance and execution of the IT related decisions across the NYDA within the authorities delegated by the Board. The NYDA Board endeavor to govern technology and information in line with recommendary practices as per King IV principle 12 towards achievement of set objectives.

The Board appointed Thulisa Ndlela as the Chairperson, Alexandria Procter and Pearl Pillay as additional members as well as Independent Specialist who provide technical advice to the Committee.

The Agency has invested resources and partnered with different industries and governments to build its internal and external expertise to safeguard the Agency's information and data. As a result, different Industrial Control Systems (ICS), policies, and procedures have been developed to protect our data and ICT assets. The ICT Steering Committee played an oversight role in ensuring that the Agency complies with the necessary IT governance framework as defined by Information Systems Audit and Control Association (ISACA).

- **Managing overlapping of responsibilities with other Committees**

In ensuring that the other Committees whose responsibilities overlap with the ICTSC, the Chairperson of the Committee is a member of the ARC, both Committees meet bi-annually for consideration of ICT Governance report.

## AUDIT AND RISK COMMITTEE

The NYDA Audit & Risk Committee (ARC) is governed by the Public Finance Management Act No. 1 of 1999 (as amended) (PFMA), and Standards for the Professional Practice of Internal Auditing (IIA Standards). The composition and the functioning of the Committee firmly adheres to the requirements of the Public Finance Management Act. The ARC has ensured appropriate formal terms of reference in its Charter in line with the requirements of Section 51(1) of the PFMA and has discharged all its responsibilities as contained therein. In accordance with the PFMA and the King IV Report on Corporate Governance requirements, Internal Audit provided the Audit Committee and management with assurance that the internal control environment are appropriate and effective.

The Board resolved to appoint Ms Rebeatswe Kungwane as the Independent Chairperson of the Audit and Risk Committee in line with the National Treasury guidelines for Risk Management Committee and Audit Committee. Ms Kungwane resigned on the 01st of November 2022 and the Board resolved to appoint Advocate Mary Rosey as an Interim Chairperson until the vacancy has been filled.

- **MANAGING OVERLAPPING OF RESPONSIBILITIES**

In pursuit of ensuring integrated thinking, the Board resolved to appoint the ICT Steering Committee Chairperson as the ARC member, additionally, both Committees meet bi-annually for consideration of ICT Governance report. The SAECOM Chairperson also has standing invites to all ARC meetings, furthermore, Fraud Risk Register and Fraud & Corruption Implementation Plan is tabled bi-annually at SAECOM meetings.

A comprehensive Committee report in the following pages provide wider information on the Committee work undertaken in the year under review as well as allotted meeting attendance chart for the members.

## EXECUTIVE MANAGEMENT COMMITTEE

Executive Management Committee (EMC) is a standard working Committee chaired by Executive Chairperson, with the Deputy Chairperson and the Chief Executive Officer as additional members. Unlike other Committees, it is required to meet monthly to monitor the performance of the Agency as well as overseeing of the projects on behalf of the Board. The EMC serves as an efficient structure that provides guidance to Management and efficient monitoring of ongoing projects in between set Board and Committee meetings to ensure that the processes are congruent with Board desires.

Below table indicate the number of meetings held in the period under review and attendance thereof.

MEMBERS	BOARD	EMC	ICTSC	INVESCOM	HRRCOM	SAECOM	ARC
No of Meeting Held*	12	3	4	5	6	6	9
Asanda Luwaca	12	2					
Karabo Mohale	11	2		5		5	
Avela Mjajubana	12					6	4
Lebogang Mulaisi	12				4	5	
Thulisa Ndlela	12		4	5			9
Pearl Pillay	11		4		4	2	
Alexandria Procter	12		4	5			
Venisha Nayagar <sup>1</sup>			3				
Sibusisiwe Xulu <sup>2</sup>			3				
Waseem Carrim	12	3	4	5	6	6	9

Notes: \* The number of meetings held includes special meetings. The Attendance of other ARC members is outlined in the below pages in the comprehensive report.

## BOARD AND COMMITTEE CHARTERS

To ensure good governance, compliance with leading practices as well as basic governance principles, the Board has reviewed the charters of all established Committees and its charter that sets out its duties and authority, comprising of key areas that include the following:

- Roles of Executive Board Members and the CEO
- Role of the Company Secretary
- Board Procedures
- Proceedings at Meeting
- Indemnity of Members
- Risk Management Declaration of Interest

Appended to the Charter are the relevant provisions of the PFMA as well as extracts from the King Report.

## ORGANISATIONAL ETHICS

King IV, principle 2 recommend that the governing bodies should govern the ethics in their organisation in a way that supports the establishment of ethical culture. In pursuit of inculcating ethical culture, relevant policies were reviewed to commensurate with the relevant legislature and best practices to ensure that the Agency complies with regulations that affect its operational environment as a Corporate Citizen. The ethics practices are adequately monitored through established systems in Risk management, in addition, the Internal Audit undertake regular assessments and provides recommendations where weaknesses are detected. The NYDA staff members are also

1 IT Specialist – independent member of the ICTSC

2 HR Specialist – Independent member of the HRRC



encouraged to report suspected fraudulent or unethical behaviour through a toll-free whistle-blower line managed by an external service provider. All reported matters are investigated by Internal Audit and the reports thereof are tabled at the Audit & Risk Committee. The Board has reviewed the Code of Conduct to reinforce processes guiding how matters relating to ethics or breaches would be managed. The policy seeks to provide guidance in relation to employee ethical conduct and also guiding the ethics of employees regarding their relationship with the Agency, other employees as well as the public.

## BOARD REMUNERATION

The remuneration of the NYDA Board and Committee members including appointed advisory experts is determined as per sub-category A2 informed and guided by the National Treasury remuneration levels for office bearers of certain statutory and other State institutions. The Non-Executive Board and Committee members are paid for meeting attendance and preparation. Members who are employed by an organ of state are not entitled to remuneration, or any allowance, but are reimbursed for out-of-pocket expenses incurred while executing the NYDA duties.

## INTERNAL AUDIT

The Internal Audit is an independent function responsible to provide assurance on the effectiveness of risk management, governance and internal control processes designed to achieve set objectives. The Internal Audit function, under the oversight of the audit and risk committee, is recognised as an integral part of the governance structure of the Agency. The Internal Audit charter is reviewed annually. The charter is in line with the International Internal Audit (IIA) standards and defines the roles, responsibilities and authority of internal audit, including its role within combined assurance. Updates to the charter are approved by the Audit and Risk Committee. The Internal Audit function is independent of management. Management designs and implements the controls that are in place to manage key risks. Internal Audit provides assurance over the effectiveness of the internal control environment. The Internal Audit function is established by the Board and its responsibilities are determined by the Audit and Risk Committee and it is accountable to the Committee for assurance over internal controls.

## GOVERNANCE OF RISK

The Board is responsible for the oversight of the governance of risk and compliance at the Agency. The designing and implementation of the risk management are assigned to Management whose account provides quarterly reports to the Audit & Risk Committee as delegated by the Board in line with provisions of relevant legislations and leading practices. Risk management is part of the annual operational planning cycle. The divisions review their Strategic Risk Registers while determining the strategic and annual operational plans, for Board consideration and approval prior to the beginning of the year. The Agency has remained vigilant in the management and mitigation of all risks associated with the execution of its mandate and strategic outcomes. A comprehensive Risk & Compliance report in the below pages provides comprehensive risk management and processes undertaken in the year under review.

## COMPLIANCE WITH LAWS AND REGULATIONS

Sec 51(1)(h) of the PFMA compels the Board to comply and ensure compliance by the institutions with the provisions of the Act, and other relevant legislative prescripts.

The Audit and Risk Committee, in conjunction with the Board, reviews the institution's compliance with legal and regulatory provisions.

## COMPANY SECRETARY

The Company Secretary provides access to professional and independent guidance on corporate governance to the Board. The Company Secretary ensures that Board procedures, regulations and governance codes are adhered to. The Company Secretary regularly provides guidance to the Board Members, individually and collectively, on governance, compliance and their fiduciary responsibilities. The Company Secretary acts as the key liaison between the CEO, the Chairperson of the Board and the Board Members.

The Company Secretary works closely with the Chairperson to ensure the proper and effective functioning of the Board and the integrity of the Board governance processes. In addition to the statutory duties of the Company Secretary, the Company Secretary is responsible for the Board Members' capacity building and personal development in relation to executing their fiduciary duties.



NATIONAL YOUTH DEVELOPMENT AGENCY  
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# 17

**REPORT OF THE  
AUDITOR GENERAL**



NATIONAL YOUTH DEVELOPMENT AGENCY  
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## Report of the auditor-general to Parliament on National Youth Development Agency

### Report on the audit of the financial statements

#### Opinion

1. I have audited the financial statements of the National Youth Development Agency set out on pages 215 to 264, which comprise the statement of financial position as at 31 March 2023, statement of financial performance, statement of changes in net assets, cash flow statement and the statement of comparison of budget and actual amounts for the year then ended, as well as notes to the financial statements, including a summary of significant accounting policies.
2. In my opinion, the financial statements present fairly, in all material respects, the financial position of the National Youth Development Agency as at 31 March 2023, and its financial performance and cash flows for the year then ended in accordance with the Standards of Generally Recognised Accounting Practice (Standards of GRAP) and the requirements of the Public Finance Management Act 1 of 1999 (PFMA).

#### Basis for opinion

3. I conducted my audit in accordance with the International Standards on Auditing (ISAs). My responsibilities under those standards are further described in the responsibilities of the auditor-general for the audit of the financial statements section of my report.
4. I am independent of the public entity in accordance with the International Ethics Standards Board for Accountants' *International code of ethics for professional accountants (including International Independence Standards)* (IESBA code) as well as other ethical requirements that are relevant to my audit in South Africa. I have fulfilled my other ethical responsibilities in accordance with these requirements and the IESBA code.
5. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

#### Emphasis of matter

6. I draw attention to the matter below. My opinion is not modified in respect of this matter.

#### Loan Receivables from exchange transactions - Material write-offs

7. As disclosed in note 18 of the financial statements, material write offs of R45 458 000 were incurred due to a write-off of loans receivable from exchange transactions as management was not expecting to recover the related loans.



**Other matter**

8. I draw attention to the matter below. My opinion is not modified in respect of this matter.

**National Treasury Instruction Note No. 4 of 2022-23: PFMA Compliance and Reporting Framework**

9. On 23 December 2022 National Treasury issued Instruction Note No. 4: PFMA Compliance and Reporting Framework of 2022-23 in terms of section 76(1)(b), (e) and (f), 2(e) and (4)(a) and (c) of the PFMA which came into effect on 3 January 2023. The PFMA Compliance and Reporting Framework also addresses the disclosure of unauthorised expenditure, irregular expenditure and fruitless and wasteful expenditure. Among the effects of this framework is that irregular and fruitless and wasteful expenditure incurred in previous financial years and not addressed is no longer disclosed in the disclosure notes of the annual financial statements, only the current year and prior year figures are disclosed in note 31 to the financial statements. The movements in respect of irregular expenditure and fruitless and wasteful expenditure are no longer disclosed in the notes to the annual financial statements of the National Youth Development Agency. The disclosure of these movements (e.g. condoned, recoverable, removed, written off, under assessment, under determination and under investigation) are now required to be included as part of other information in the annual report of the auditees. I do not express an opinion on the disclosure of irregular expenditure and fruitless and wasteful expenditure in the annual report.

**Responsibilities of the accounting authority for the financial statements**

10. The accounting authority is responsible for the preparation and fair presentation of the financial statements in accordance with the Standards of GRAP and the requirements of the and the requirements of the PFMA; and for such internal control as the accounting authority determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.
11. In preparing the financial statements, the accounting authority is responsible for assessing the public entity's ability to continue as a going concern; disclosing, as applicable, matters relating to going concern; and using the going concern basis of accounting unless the appropriate governance structure either intends to liquidate the public entity or to cease operations, or has no realistic alternative but to do so.

**Responsibilities of the auditor-general for the audit of the financial statements**

12. My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error; and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with the ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

13. A further description of my responsibilities for the audit of the financial statements is included in the annexure to this auditor's report.

#### Report on the audit of the annual performance report

14. In accordance with the Public Audit Act 25 of 2004 (PAA) and the general notice issued in terms thereof, I must audit and report on the usefulness and reliability of the reported performance against predetermined objectives for selected programme presented in the annual performance report. The accounting authority is responsible for the preparation of the annual performance report.
15. I selected the following programme presented in the annual performance report for the year ended 31 March 2023 for auditing. I selected a programme that measures the public entity's performance on its primary mandated functions and that is of significant national, community or public interest.

Programme	Page numbers	Purpose
Operations	103 -105	The purpose of the programme is to enhance the participation of young people in the economy through targeted and integrated economic programmes, including skills and education programmes, and national youth services.

16. I evaluated the reported performance information for the selected programme against the criteria developed from the performance management and reporting framework, as defined in the general notice. When an annual performance report is prepared using these criteria, it provides useful and reliable information and insights to users on the public entity's planning and delivery on its mandate and objectives.
17. I performed procedures to test whether:
- the indicators used for planning and reporting on performance can be linked directly to the public entity's mandate and the achievement of its planned objectives
  - the indicators are well defined and verifiable to ensure that they are easy to understand and apply consistently and that I can confirm the methods and processes to be used for measuring achievements
  - the targets can be linked directly to the achievement of the indicators and are specific, time bound and measurable to ensure that it is easy to understand what should be delivered and by when, the required level of performance as well as how performance will be evaluated
  - the indicators and targets reported on in the annual performance report are the same as what was committed to in the approved initial or revised planning documents

- the reported performance information is presented in the annual performance report in the prescribed manner
  - there are adequate supporting evidence for the achievements reported and for the reasons provided for any over- or underachievement of targets.
18. I performed the procedures for the purpose of reporting material findings only; and not to express an assurance opinion.
19. I did not identify any material findings on the reported performance information of Programme 2: Operations.

### Report on compliance with legislation

20. In accordance with the PAA and the general notice issued in terms thereof, I must audit and report on compliance with applicable legislation relating to financial matters, financial management and other related matters. The accounting authority is responsible for the public entity's compliance with legislation.
21. I performed procedures to test compliance with selected requirements in key legislation in accordance with the findings engagement methodology of the Auditor-General of South Africa (AGSA). This engagement is not an assurance engagement. Accordingly, I do not express an assurance opinion or conclusion.
22. Through an established AGSA process, I selected requirements in key legislation for compliance testing that are relevant to the financial and performance management of the public entity, clear to allow consistent measurement and evaluation, while also sufficiently detailed and readily available to report in an understandable manner. The selected legislative requirements are included in the annexure to this auditor's report.
23. I did not identify any material non-compliance with the selected legislative requirements.

### Other information in the annual report

24. The accounting authority is responsible for the other information included in the annual report. The other information referred to does not include the financial statements, the auditor's report and the selected programme presented in the annual performance report that have been specifically reported on in this auditor's report.
25. My opinion on the financial statements, the report on the audit of the annual performance report and the report on compliance with legislation, do not cover the other information included in the annual report and I do not express an audit opinion or any form of assurance conclusion on it.
26. My responsibility is to read this other information and, in doing so, consider whether it is materially inconsistent with the financial statements and the selected programme presented in the annual performance report, or my knowledge obtained in the audit, or otherwise appears to be materially misstated.
27. The other information I obtained prior to the date of this auditor's report is the information on irregular and fruitless and wasteful expenditure, and the general information (including a report

of the accounting officer), governance information (including the audit committee report in terms of treasury regulations) and human resource management information are expected to be made available to us after 31 July 2023.

28. If, based on the work I have performed on the other information that I obtained prior to the date of this auditor's report, I conclude that there is a material misstatement of this other information, I am required to report that fact.
29. I have nothing to report in this regard.
30. When I do receive and read the general information (including a report of the accounting officer), governance information (including the audit committee in terms of treasury regulations) and human resource management information, if I conclude that there is a material misstatement therein, I am required to communicate the matter to those charged with governance and request that the other information be corrected. If the other information is not corrected, I may have to retract this auditor's report and re-issue an amended report as appropriate. However, if it is corrected this will not be necessary.

#### Internal control deficiencies

31. I considered internal control relevant to my audit of the financial statements, annual performance report and compliance with applicable legislation; however, my objective was not to express any form of assurance on it.
32. I did not identify any significant deficiencies in internal control.

#### Other reports

33. I draw attention to the following engagement conducted by various parties. The report did not form part of my opinion on the financial statements or my findings on the reported performance information or compliance with legislation.
34. An independent consultant was appointed to investigate an allegation of impropriety at the request of the entity's board. The outcome of the investigation was expected to be reported by 30 June 2023. As at reporting date, the investigation was still not finalised.

Auditor - General

Pretoria

31 July 2023



AUDITOR - GENERAL  
SOUTH AFRICA

*Auditing to build public confidence*



## Annexure to the auditor's report

The annexure includes the following:

- the auditor-general's responsibility for the audit
- the selected legislative requirements for compliance testing.

### Auditor-general's responsibility for the audit

#### Professional judgement and professional scepticism

As part of an audit in accordance with the ISAs, I exercise professional judgement and maintain professional scepticism throughout my audit of the financial statements and the procedures performed on reported performance information for selected programme and on the public entity's compliance with selected requirements in key legislation.

#### Financial statements

In addition to my responsibility for the audit of the financial statements as described in this auditor's report, I also:

- identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error; design and perform audit procedures responsive to those risks; and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal control
- obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the public entity's internal control
- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made
- conclude on the appropriateness of the use of the going concern basis of accounting in the preparation of the financial statements. I also conclude, based on the audit evidence obtained, whether a material uncertainty exists relating to events or conditions that may cast significant doubt on the ability of the public entity to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements about the material uncertainty or, if such disclosures are inadequate, to modify my opinion on the financial statements. My conclusions are based on the information available to me at the date of this auditor's report. However, future events or conditions may cause a public entity to cease operating as a going concern
- evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and determine whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

### Communication with those charged with governance

I communicate with the accounting authority regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

I also provide the accounting authority with a statement that I have complied with relevant ethical requirements regarding independence and to communicate with them all relationships and other matters that may reasonably be thought to bear on my independence and, where applicable, actions taken to eliminate threats or safeguards applied.

**Compliance with legislation – selected legislative requirements**

The selected legislative requirements are as follows:

Legislation	Sections or regulations
Public Finance Management Act 1 of 1999 (PFMA)	Sections 51(1)(a)(iv); 51(1)(b)(ii); 51(1)(e)(iii); 53(4); 54(2)(c); 54(2)(d); 55(1)(a); 55(1)(b); 55(1)(c)(i); 56(1); 56(2); 57(b)
Treasury Regulations for departments, trading entities, constitutional institutions and public entities (TR)k	Treasury Regulations 8.2.1; 8.2.2; 16A3.1; 16A3.2; 16A3.2(a); 16A6.1; 16A6.2(a) & (b); 16A6.2(e); 16A6.3(a); 16A3.3(a)(i); 16A6.3(b); 16A6.3(c); 16A6.3(d); 16A6.3(e); 16A6.4; 16A6.5; 16A6.6; 16A7.1; 16A7.3; 16A7.6; 16A7.7; 16A8.2(1); 16A8.2(2); 16A8.3; 16A8.3(d); 16A8.4; 16A9.1; 16A9; 16A9.1(b)(ii); 16A9.1(c); 16A9.1(d); 16A9.1(e); 16A9.1(f); 16A9.2; 16A9.2(a)(ii); 16A9.2(a)(iii); 30.1.1; 30.1.3(a); 30.1.3(b); 30.1.3(d); 30.2.1; 31.1.2(c); 31.2.1; 31.3.3; 33.1.1; 33.1.3
Prevention and Combating of Corrupt Activities Act No.12 of 2004 (PRECCA)	Section 29; 34(1)
Construction Industry Development Board Act No.38 of 2000 (CIDB)	Section 18(1)
Construction Industry Development Board Regulations	Regulations 17; 25(1); 25(5) & 25(7A)
Preferential Procurement Policy Framework Act 5 of 2005 (PPPFA)	Sections 1(i); 2.1(a); 2.1(b); 2.1(f)
Preferential Procurement Regulations 2017 (PPR)	Regulations 4.1; 4.2; 5.1; 5.3; 5.6; 5.7; 6.1; 6.2; 6.3; 6.5; 6.6; 7.1; 7.2; 7.3; 7.5; 7.6; 7.8; 8.2; 8.5; 9.1; 9.2; 10.1; 10.2; 11.1; 11.2; 12.1 and 12.2
Preferential Procurement Regulations (PPR) 2022	Regulations 3.1; 4.1; 4.2; 4.3; 4.4; 5.1; 5.2; 5.3; 5.4
PFMA SCM Instruction no. 09 of 2022/2023	Paragraphs 3.1; 3.3 (b); 3.3 (c); 3.3 (e); 3.6
National Treasury Instruction (NTI) No.1 of 2015/16	Paragraphs 3.1; 4.1; 4.2
NT SCM Instruction Note 03 2021/22	Paragraphs 4.1; 4.2(b); 4.3; 4.4; 4.4(a); 4.4 (c)-(d); 4.6; 5.4; 7.2; 7.6
NT SCM Instruction 4A of 2016/17	Paragraph 6
NT SCM Instruction Note 03 2019/20	Paragraphs 5.5.1(vi); 5.5.1(x);
NT SCM Instruction Note 11 2020/21	Paragraphs 3.1; 3.4(a) and (b); 3.9; 6.1; 6.2; 6.7
NT SCM Instruction note 2 of 2021/22	Paragraphs 3.2.1; 3.2.2; 3.2.4(a)&(b); 3.3.1; 3.2.2; 4.1
PFMA SCM Instruction 04 of 2022/23	Paragraphs 4(1); 4(2); 4(4)
Practice Note 5 of 2009/10	Paragraph 3.3
PFMA SCM instruction 08 of 2022/23	Paragraphs 3.2; 4.3.2; 4.3.3
NT instruction note 4 of 2015/16	Paragraph 3.4
Second amendment of NTI 05 of 2020/21	Paragraphs 4.8; 4.9 ; 5.1 ; 5.3
Erratum NTI 5 of 202/21	Paragraphs 1; Paragraphs 2
Practice note 7 of 2009/10	Paragraph 4.1.2
Practice note 11 of 2008/09	Paragraphs 3.1; 3.1 (b)
NT instruction note 1 of 2021/22	Paragraph 4.1



NATIONAL YOUTH DEVELOPMENT AGENCY  
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## **AUDIT AND RISK COMMITTEE REPORT**



## AUDIT AND RISK COMMITTEE (ARC) REPORT

The Audit and Risk Committee is pleased to present its final annual report for the financial year ending 31 March 2023. This report is presented in accordance with the requirements of Section 77 of the Public Finance Management Act No. 1 of 1999, Treasury Regulation paragraph 27.1.8 as amended and the recommendations contained in the King Report on Governance for South Africa and the King Code of Governance Principles (King IV).

### AUDIT AND RISK COMMITTEE MEMBERS AND ATTENDANCE

The National Youth Development Agency has a constituted Audit and Risk Committee for the financial year under review. During the current financial year, 4 (four) ordinary and 5 (five) special Audit and Risk Committee meetings were held. Interactive meetings are held between the Chairperson and Management as the need arises.

The meeting attendance details during the 2022/2023 financial year were as follows:

NAME OF MEMBER	NUMBER OF ORDINARY MEETINGS ATTENDED	NUMBER OF SPECIAL MEETINGS ATTENDED	TOTAL
<b>Adv. M Rosey</b> (Independent Non-Executive Member appointed on 19 November 2020 – term ended 31 March 2022 and re-appointed 01 April 2022)	4	5	9
<b>Ms. Reabetswe Kungwane</b> (Independent Non-Executive Chairperson appointed 01 April 2022) – resigned 01 November 2022	3	3	6
<b>Mr. Thulisa Ndlela</b> (Non-Executive Board Member appointed 01 November 2021)	4	5	9
<b>Gratitude Ramphaka</b> (Executive Authority Audit and Risk Committee shared services from November 2020 to April 2022)	1	0	1

### AUDIT AND RISK COMMITTEE'S RESPONSIBILITY

The Audit and Risk Committee reports that we have adopted appropriate formal terms of reference in our Charter, in line with the requirements of Treasury Regulations paragraph 27.1.6 and have discharged all its responsibilities as contained therein.

### THE EFFECTIVENESS OF INTERNAL CONTROL

The system of internal controls is designed to provide cost-effective assurance that assets are safeguarded and that liabilities and working capital are efficiently managed. The system of internal control applied by the NYDA over financial and risk management is partially effective, efficient, and transparent, with the exception of impairment of the loan book and adequate treatment of Generally Recognised Accounting Practice (GRAP) 109 Accounting by Principals and Agents standard.

In accordance with the PFMA and the King IV Report on Corporate Governance requirements, Internal Audit provided the Audit and Risk Committee and Management with assurance of whether the internal control environment is appropriate and effective. This is achieved by means of the risk management, as well as the identification of corrective actions and suggested enhancements to the internal controls and processes.

In the past financial year, audit findings that relate to the internal control environment such as leadership, financial and performance management, and governance are reflected as below:

- Consistent in financial management at 71%
- Regression in performance information reporting from 100% to 93%
- Improvement in compliance from 93% to 100%

The Agency identified fruitless and wasteful expenditure of R93 000 wherein the supplier failed to deliver goods paid for by the Agency on behalf of two grant beneficiaries. In the latter regard, legal proceedings have been instituted to recover the funds from the suppliers.

From the various reports by the Internal Auditors, and the Management Report and Audit Report by the Auditor General of South Africa, it is noted that there has been a stabilisation in the internal controls environment which has culminated in the NYDA sustaining the clean audit again for the 2022/23 financial year. Worth highlighting is that the NYDA has achieved a clean audit for nine years in succession.

Of significance, is the 100% achievement of planned targets. The quality on In-Year management and monthly/ quarterly reports submitted in terms of the PFMA and Division of Revenue Act have improved.

The Audit and Risk Committee is satisfied with the content and quality of monthly reports prepared and issued by the NYDA during the year under review, noting that there has been a significant improvement on the compilation of the performance information and the reporting thereof.

The Audit and Risk Committee will continue to monitor the achievement of all planned targets for the forthcoming financial year to achieve a clean audit and ensure that said targets are impact responsive.

## EVALUATION OF FINANCIAL STATEMENTS

The Audit and Risk Committee has:

- Reviewed and discussed the audited financial statements to be included in the Annual Report, with the Auditor-General and the Accounting Authority
- Reviewed the Auditor-General of South Africa's management report and Auditor's report thereto
- Reviewed the Agency's compliance with legal and regulatory provisions
- Reviewed significant adjustment resulting from the audit
- Reviewed the information on predetermined objectives to be included in the annual report

## INTERNAL AUDIT

We are satisfied that the Internal Audit function is operating effectively, and that it has addressed the risks pertinent to the NYDA in its internal audits.

## AUDITOR-GENERAL OF SOUTH AFRICA

We have met with the Auditor-General of South Africa to ensure that there are no matters that are unresolved, with the exception of the ongoing investigation of alleged impropriety, at the request of the NYDA's board, which is to be finalized in the financial year 2023/2024. The Audit and Risk Committee concurs with the conclusions of the Auditor-General of South Africa for the 2022/23 financial period.

## OTHER MATTERS/INVESTIGATIONS

The Audit and Risk Committee received allegations through the whistle-blowing hotline. These were referred to Internal Audit to determine the validity thereof and for further investigation and inquest. The Audit and Risk Committee on a regular basis receives progress reports on the status of these investigations. We have reviewed the inquests and investigation reports, ensuring that the necessary corrective action is taken by management.

## APPRECIATION

We would like to extend our appreciation to the Accounting Authority, Management, and Internal and External Auditors for their tireless efforts in co-operating with us during the course of the year, in our bid to meet our statutory obligations. We look forward to another successful year ahead.

The Committee has fulfilled its responsibilities as per the Audit and Risk Committee Charter by meeting quarterly and playing the necessary oversight, to ensure the integrity of financial reporting and audit process and to oversee the

maintenance of sound internal control and risk management systems within the NYDA.



Advocate Mary Rosey  
Interim Chairperson of the Audit and Risk Committee  
National Youth Development Agency



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**ANNUAL FINANCIAL STATEMENTS**





NATIONAL YOUTH DEVELOPMENT AGENCY  
**OUR YOUTH. OUR FUTURE.**

**National Youth Development Agency**  
**Audited Annual Financial Statements for the year ended 31 March 2023**

# National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2023

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The reports and statements set out below comprise the financial statements presented to the parliament:

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## Abbreviations

CHIETA Chemical Industries Education & Training Authority
CIPC Companies and Intellectual Property Commission
CWP Community Works Programme
DSD Department of Social Development
ETDP Education, Training and Development Practices
GTAC Government Technical Advisory Centre
ICT Information and Communications Technology
IDC Independent Development Corporation
IDT Independent Development Trust
GRAP Generally Recognised Accounting Practice
NYC National Youth Commission
NYDA National Youth Development Agency
PFMA Public Finance Management Act
SETA Sector Education Training Authority
TYPP The Young Patriots Programme
UIF Unemployment Insurance Fund
UYF Umsobomvu Youth Fund
VSP Voluntary Settlement Package

# National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2023

## Accounting Authority's Responsibilities and Approval

The National Youth Development Agency (NYDA), a Section 3A Public Entity was established by National Youth Development Agency Act, 2008 (Act No.54 of 2008) (NYDA Act) through the merger of the National Youth Commission (NYC) and the Umsobomvu Youth Fund (UYF).

The merger was pursuant to section 21(2) of the NYDA Act, effective from 1 October 2009. This report and the accompanying financial statements cover the period 1 April 2022 to 31 March 2023. The NYDA is governed through the NYDA Act and focuses on youth development between the ages of 14 & 35 through the Key Programmatic Areas of Economic Development through youth entrepreneurship, Education and Skills Development through the creation and facilitation of jobs, the coordination of the National Youth Service Programme and the implementation of the Integrated Youth Development Strategy across all sectors of government and society as well as Research and Knowledge Management.

The NYDA is established within the Department of Women, Youth and Persons with Disabilities which is the transferring Department of the Agency and represents the Executive Authority.

The Accounting Authority is the NYDA Board of Directors.

The Accounting Authority is required by the Public Finance Management Act No. 1 of 1999 (PFMA), as amended, to maintain adequate accounting records and is responsible for the content and integrity of the financial statements and the related financial information included in this report. It is their responsibility to ensure that the financial statements fairly present the state of affairs of the NYDA as at the end of the financial period, and the result of operations and cash flows for the period then ended, in conformity with Standards of Generally Recognised Accounting Practice (Standard of GRAP), and directives and guidelines issued by the Accounting Standard Board (ASB). The external auditors are engaged to express an independent opinion on the financial statements and are given unrestricted access to all financial records and related data.

The annual financial statements were prepared in accordance with the Standards of GRAP, including any interpretations, guidelines and directives issued by the ASB. These annual financial statements are based upon appropriate accounting policies which were consistently applied and supported by reasonable and prudent judgements and estimates. The Accounting Authority acknowledges that it is ultimately responsible for the system of internal financial control established by the NYDA, and places considerable importance on maintaining a strong control environment. To enable the Accounting Authority to meet these responsibilities, the authority sets standards for internal control, aimed at reducing the risk of errors in a cost-effective manner. The standards include the proper delegation of responsibilities within a clearly defined framework, effective accounting procedures and adequate segregation of duties, to ensure an acceptable level of risk. These controls are monitored by the NYDA and all employees are required to maintain the highest ethical standard in ensuring that the NYDA's business is conducted in a manner that is above reproach, in all reasonable circumstances. The focus of risk management is on identifying, assessing, managing and monitoring all known forms of risk across the NYDA. While operating risk cannot be fully eliminated, the NYDA endeavours to minimise risk by ensuring the appropriate management and application of infrastructure, controls, systems and ethical behaviour, with predetermined procedures and constraints.

The Accounting Authority was of the opinion that the system of internal control provided reasonable assurance that the financial records were reliable for the preparation of these annual financial statements. However, any system of internal control can provide only reasonable, and not absolute assurance against any misstatement or loss. The annual financial statements for the year ended 31 March 2023, which were prepared on a going concern basis, were approved for issue by the Accounting Authority and were signed on its behalf by:



**Ms Asanda Luwaca**  
Accounting Authority  
31 July 2023

# National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2023

## Accounting Authority's Report

The Accounting Authority of the National Youth Development Agency is pleased to submit its report, together with the NYDA's annual financial statements for the year ended 31 March 2023.

### Board of Directors

The members of the Board of Directors are comprised as follows:

Board of Directors	Role
Ms Asanda Luwaca	Executive Chairperson
Ms Karabo Mohale	Executive Deputy Chairperson
Mr Avela Mjajubana	Non-Executive member
Ms Alexandria Procter	Non-Executive member
Ms Lebogang Mulaisi	Non-Executive member
Ms Pearl Pillay	Non-Executive member
Mr Thulisa Ndlela	Non-Executive member
Mr Waseem Carrim CA(SA)	Chief Executive Officer

The Chief Executive Officer is an ex officio member of the Board without voting rights.

### Bankers

Standard Bank of South Africa Limited

### Auditors

Auditor General of South Africa

### Company Secretary

Ms Veronica Mkhize

The annual financial statements for the year ended 31 March 2023, as set out on pages, which have been prepared on a going concern basis, were approved by the Accounting Authority.



Ms Asanda Luwaca  
Accounting Authority  
31 July 2023



**National Youth Development Agency**

Audited Financial Statements for the year ended 31 March 2023

**Statement of Financial Position as at 31 March 2023**

	Note	2023	2022
		R'000	R'000
<b>Assets</b>			
<b>Current assets</b>			
Receivables from exchange transactions	2	5 123	4 293
Receivables from non-exchange transactions	3	76 461	209 217
Cash and cash equivalents	4	44 184	296 326
		<b>125 768</b>	<b>509 836</b>
<b>Non-current assets</b>			
Property, Plant and Equipment	5	41 969	36 175
Intangible assets	6	23 959	23 433
Loan receivables from exchange transactions	7	-	-
Rental deposit		5 611	5 393
		<b>71 539</b>	<b>65 003</b>
<b>Total assets</b>		<b>197 307</b>	<b>574 839</b>
<b>Liabilities</b>			
<b>Current liabilities</b>			
Finance lease obligation	8	470	632
Payables from exchange transactions	9	56 421	50 298
Employee cost provisions	10	16 807	17 835
Deferred income	11	16 858	7 890
Deferred expenses	12	3 523	2 236
		<b>94 079</b>	<b>78 891</b>
<b>Non-current liabilities</b>			
Finance lease obligation	8	147	618
Deferred expenses	12	907	4 863
		<b>1 054</b>	<b>5 481</b>
<b>Total Liabilities</b>		<b>95 133</b>	<b>84 372</b>
<b>Net Assets</b>		<b>102 173</b>	<b>490 466</b>
<b>Accumulated surplus</b>		<b>102 173</b>	<b>490 466</b>

# National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2023

## Statement of Financial Performance

	Notes	2023	2022
Revenue		R'000	R'000
<b>Revenue from exchange transactions</b>			
Interest income	14	17 048	5 823
Other income	15	385	1 168
Gain on disposal of assets and liabilities		113	16
		<b>17 545</b>	<b>7 007</b>
<b>Revenue from non-exchange transactions</b>			
<b>Transfer revenue</b>			
Grant income	16	681 265	900 962
Donor funding income	23	113 595	50 261
		<b>794 860</b>	<b>951 223</b>
<b>Total revenue</b>		<b>812 405</b>	<b>958 230</b>
<b>Expenditure</b>			
Operating expenses	17-22	(193 355)	(151 795)
Donor funding disbursements	23	(113 595)	(50 261)
Finance costs		(63)	(81)
Project disbursements	25	(794 380)	(232 257)
Grant disbursements	24	(89 085)	(93 703)
<b>Total expenditure</b>		<b>(1 190 478)</b>	<b>(528 096)</b>
<b>Surplus / (Deficit) for the year</b>		<b>(378 073)</b>	<b>430 134</b>

# National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2023

## Statement of Changes in Net Assets

	Accumulated Surplus R'000	Total net assets R'000
Balance at 1 April 2021	60 332	60 332
Surplus for the year	430 134	430 134
<b>Balance at 31 March 2022</b>	<b>490 466</b>	<b>490 466</b>
Unapproved surplus funds	(10 222)	(10 222)
Surplus for the year	(378 072)	(378 072)
<b>Balance at 31 March 2023</b>	<b>102 173</b>	<b>102 173</b>

# National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2023

## Cash Flow Statement

	Notes	2023 R'000	2022 R'000
<b>Cash flows from operating activities</b>			
<b>Receipts</b>			
Grant income		681 265	900 962
Interest income received		16 527	4 511
Other receipts		113 980	1 168
		<b>811 772</b>	<b>906 641</b>
<b>Payments</b>			
Employee costs		(209 409)	(186 894)
Suppliers		(968 049)	(260 503)
Changes in working capital		144 130	(191 214)
		<b>(1 033 329)</b>	<b>(638 611)</b>
<b>Net cash flows from operating activities</b>	26	<b>(221 557)</b>	<b>268 030</b>
<b>Cash flows from investing activities</b>			
Purchase of Property, Plant and Equipment		(25 610)	(5 521)
Proceeds from disposal of equipment		206	286
Purchase of intangible assets		(4 462)	(3 848)
<b>Net cash flows from investing activities</b>		<b>(29 866)</b>	<b>(9 084)</b>
<b>Cash flows from financing activities</b>		<b>(719)</b>	<b>(536)</b>
Finance lease payments		(719)	(536)
Net increase / (decrease) in cash and cash equivalents		<b>(252 142)</b>	258 409
<b>Cash and cash equivalents at the beginning of the year</b>		<b>296 326</b>	<b>37 917</b>
<b>Cash and cash equivalents at the end of the year</b>		<b>44 184</b>	<b>296 326</b>



# National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2023

## Statement of Comparison of Budget and Actual Amounts

Statement of Budget against Actuals	Approved Budget	Adjustments	Final budget	Actual amounts on comparable basis	Difference between final budget and actual
<b>Statement of Financial Performance</b>	<b>000</b>	<b>000</b>	<b>000</b>	<b>000</b>	<b>000</b>
<b>Revenue</b>					
<b>Revenue from exchange transactions</b>					
Interest and loan income	5 000	11 090	16 091	17 048	(957)
Other income	1 840	121	1 961	385	1 576
Gains on disposals of assets	-	-	-	114	(114)
<b>Total revenue from exchange transactions</b>	<b>6 840</b>	<b>11 212</b>	<b>18 052</b>	<b>17 546</b>	<b>506</b>
<b>Revenue from non-exchange transactions</b>					
Transfer revenue Department of Women, Youth and Persons with Disabilities	481 265	-	481 265	481 265	-
Grant Income - PYEI Special transfer	200 000	-	200 000	200 000	-
Prior year approved rollover	-	420 723	420 723	420 723	-
Donor funded income	64 133	97 287	161 420	113 595	47 825
<b>Total revenue from non-exchange transactions</b>	<b>745 398</b>	<b>518 010</b>	<b>1 263 408</b>	<b>1 215 583</b>	<b>47 825</b>
<b>Gross revenue</b>	<b>752 238</b>	<b>529 221</b>	<b>1 281 460</b>	<b>1 233 129</b>	<b>48 331</b>
<b>Expenditure</b>					
Administration and Overheads	62 250	(3 437)	58 813	59 514	700
Communications and Public Relations	15 121	(3 687)	11 434	9 394	2 040
Employee costs	206 019	(6 000)	200 019	210 437	(10 419)
Information Technology	30 037	(3 270)	26 767	25 723	1 044
Audits	5 630	700	6 330	6 266	64
Capacity Building	5 697	6 417	12 114	13 239	(1 125)
Legal Fees	880	3 535	4 415	3 638	777
Risk	2 753	(300)	2 453	1 946	507
Travel	38 804	6 647	45 451	46 840	(1 388)
Workshops	23 247	(3 216)	20 031	19 112	919
Interest Paid	-	-	-	63	(63)

# National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2023

Project Disbursements	29 630	6 025	35 655	41 879	(6 223)
Impairment, write off, depreciation, amortisation	-	-	-	23 884	(23 884)
Donor funded expenditure	64 133	97 287	161 420	113 595	47 825
Grant disbursements	84 900	(4 868)	80 032	89 085	(9 053)
Project Disbursements - PYEI - NYS	200 000	-	200 000	141 052	58 948
Project Disbursements - PYEI - Rollover	-	384 812	384 812	384 812	-
<b>Total expenditure</b>	<b>769 101</b>	<b>480 644</b>	<b>1 249 746</b>	<b>1 190 478</b>	<b>59 268</b>
Capital expenditure	8 400	24 748	33 148	30 071	3 077
Contingency Reserve	4 813	(6 247)	(1 434)	-	(1 434)
<b>Gross expenditure</b>	<b>782 314</b>	<b>499 146</b>	<b>1 281 460</b>	<b>1 220 549</b>	<b>60 911</b>

# National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2023

## Accounting policies

### Basis of preparation

The NYDA was established by the South African Government through the National Youth Development Agency Act, 2008 Act, (No. 54 of 2008). This Act, in particular Section 21(2), made provision for the merger between the Umsobomvu Youth Fund and the National Youth Commission, to form the NYDA. It is classified as a National Public Entity under Part A of Schedule 3 of the Public Finance Management Act of South Africa, 1999 (Act No. 1 of 1999) as amended.

The NYDA is established within the Department of Women, Youth and Persons with Disabilities which is the transferring Department of the Agency and represents the Executive Authority.

### Statement of Compliance:

The annual financial statements were prepared in accordance with the Standards of Generally Recognised Accounting Practice (Standards of GRAP), including any interpretations, guidelines and directives issued by the Accounting Standards Board.

The following Standards and Interpretations of GRAP are approved but not yet effective:

GRAP 1	Presentation of Financial Statements
GRAP 25	Employee Benefits
GRAP 104	Financial Instruments

As at the reporting date the above mentioned GRAP standards do not have an impact on the annual financial statements as at year ended 31 March 2023.

### Basic of measurement:

These annual financial statements have been prepared on an accrual basis of accounting and are in accordance with historical cost convention, unless otherwise specified. The NYDA's functional currency is the South African Rand and the annual financial statements are presented in South African Rand. Assets, liabilities, revenues and expenses have not been offset, except where offsetting is required, or permitted, by a Standard of GRAP.

### 1.1 Significant estimates, assumptions and judgements

The key assumptions concerning the future and other key sources of estimations, and uncertainty at reporting date, which hold a significant risk of causing material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below:

#### Financial Assets and Liabilities

##### Determination of recoverable amount and impairment of non-financial assets:

Where impairment indicators exist, the determination of the recoverable amount of non-financial assets requires management to make assumptions on non-financial assets to determine the recoverable amount. On each reporting date, the NYDA assesses whether there is an indication that an asset may be impaired. If any such indication exists, the NYDA estimates the asset's recoverable amount. An asset's recoverable amount is the higher of the asset's fair value less costs to sell and its value in use and is determined for an individual asset. In assessing the value in use, the estimated future cash flows are discounted to their present value, using a pre-tax discount rate that reflects current market assessments of time value of money and the risks specific to the asset.

##### Determination of recoverable amount and impairment of financial assets:

Where impairment indicators exist, the determination of the recoverable amount of financial assets requires management to make assumptions to determine the recoverable amount. On each reporting date, the NYDA assesses whether a financial asset is impaired.

# National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2023

Individual financial assets are reviewed for any indicators of impairment. If there is objective evidence that an impairment loss on a financial asset has been incurred, the amount of the loss is measured as the difference between the asset's carrying amount and the present value of the estimated future cash flows discounted at the financial asset's original effective interest rate (the effective interest rate computed at initial recognition). When an amount is outstanding in excess of 90 days, this is considered by management as objective evidence that an impairment loss has occurred. However, there may be other objective evidence, either indicating or not indicating impairment, which management considers when assessing a financial asset.

## Property, Plant and Equipment

### Depreciation and carrying value of property, plant and equipment

Residual values are the estimated amounts that could be currently obtained from disposal of the asset after deducting costs of disposal if the asset was already or age and condition expected at the end of useful lives. The estimation of useful lives and residual values of assets is based on management's judgment. Any material adjustments to the estimated remaining useful life and residual value of assets will have an impact on the carrying value of those items.

### Change in useful lives of assets

The useful lives and residual values of property, plant and equipment and intangible assets were assessed at year end and adjustments were made where necessary.

### Provision for Bonus

The provision for bonus is estimated based on management's best estimate of the expected bonus pay-out which is based on average employee and organisational performance scores.

### Contingent Liabilities

A contingent liability is an existing condition or situation involving uncertainty as to possible loss to an organisation, which will ultimately be resolved when one or more future event occur or fail to occur.

Contingent Liabilities for litigations are determined and recognised as an estimate based on the information available. Additional disclosure of these estimates of litigation are included in note 28.

## 1.2 Property, Plant and Equipment

### Definition of property, plant and equipment

Property, Plant and Equipment is a tangible item that is held for use in the production or supply of goods and services, for rental to other or for administrative purposes and is expected to be used during more than one reporting period.

### Initial recognition of equipment

The cost of an item of property, plant and equipment is recognised as an asset when:

- It is probable that future economic benefits or service potential associated with the item will flow to the entity; and
- The cost of the item can be measured reliably.

Property, Plant and Equipment is initially measured at cost. The cost of an item of property, plant and equipment is the purchase price and other costs attributable to bringing the assets to location and condition necessary for it to be capable of operating in the manner intended by management. Trade discount and rebates are deducted in arriving at the cost.

Where an asset is acquired for no consideration or for nominal consideration, its cost shall be its fair value as at date of acquisition.

When significant components of an item of property, plant and equipment have different useful lives, they are accounted for as separate items (major components) of property, plant and equipment.



# National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2023

## Subsequent recognition of property, plant and equipment

Costs include costs incurred initially to acquire an item of property, plant and equipment and costs incurred subsequently to add to, replace part of, or service it. If a replacement cost is recognised in the carrying amount of an item of property, plant and equipment, the carrying amount of the replaced part is derecognised.

## Depreciation and impairment of property, plant and equipment

Property, plant and equipment is depreciated over its expected useful life on a straight-line basis, at rates estimated to write each asset down to its estimated residual value over the term of the useful life. Depreciation on equipment begins when an asset is available for use. Property, plant and equipment is carried at cost, less accumulated depreciation and any accumulated impairment losses.

The residual value, useful life of an asset and depreciation method is reviewed at least at each reporting date and, if expectations differ from previous estimates the change is accounted for as a change in accounting estimates.

At each reporting date, all items of property, plant and equipment are reviewed for any indication that they may be impaired. Impairment exists when an asset's carrying amount is greater than each recoverable amount. The recoverable amount of an asset is the higher of its fair value less cost to sell and its value in use. If there is an indication of impairment, the asset's recoverable amount is calculated. An impairment loss is recognised in surplus or deficit and the depreciation charge relating to the assets is adjusted for future periods.

The useful lives of items of property, plant and equipment for the current and comparative period is as indicated below:

Motor vehicles	Straight line 4-6 years
Office equipment	Straight line 5-10 years
Computer hardware	Straight line 2-3 years
Leasehold improvements	Straight line

Leasehold improvements are depreciated on a straight line over shorter of the term of the lease or the useful life thereof. Useful life is between 5 -10 years while lease terms range from 5 – 7 years.

## De-recognition of property, plant and equipment

The carrying amount of an item of property, plant and equipment is derecognised:

- on disposal
- when no future economic benefits or service potential are expected from its use or disposal.

The gain or loss arising from de-recognition of an item of property, plant and equipment is included in surplus or deficit when the item is derecognised. The gain or loss arising from de-recognition of an item of equipment is determined as the difference between the net disposal proceeds, if any, and the carrying amount of the item.

## 1.3 Intangible assets

An asset is identifiable if it either:

- Is separable, i.e. is capable of being separated or divided from an entity and sold, transferred, licensed, rented or exchanged, either individually or together with a related contract, identifiable assets or liability, regardless of whether the entity intends to do so; or
- Arises from binding arrangements (including rights from contracts), regardless of whether those rights are transferable or separable from the entity or from other rights and obligations.

## Initial recognition for intangible assets

An intangible asset is recognised when:

- It is probable that the expected future economic benefits or service potential that are attributable to the asset will flow to the entity; and

# National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2023

- The cost or fair value of the asset can be measured reliably.

Intangible assets are initially recognised at cost.

The cost of an intangible asset acquired for no consideration or for a nominal consideration shall be its fair value as at the date of acquisition.

Expenditure on research (or on the research phase of an internal project) is recognised as an expense when it is incurred.

An intangible asset arising from development (or from the development phase of an internal project) is recognised when:

- It is technically feasible to complete the asset so that it will be available for use or sale.
- There is an intention to complete and use or sell it.
- There is an ability to use or sell it.
- It will generate probable future economic benefits or service potential.
- There are available technical, financial and other resources to complete the development and to use or sell the asset.
- The expenditure attributable to the asset during its development can be measured reliably.

## Subsequent measurement of intangible assets

Intangible assets are carried at cost less any accumulated amortisation and any accumulated impairment losses.

## Amortisation and impairment of intangible assets

An intangible asset is regarded as having an indefinite useful life when, based on all relevant factors, there is no foreseeable limit to the period over which the asset is expected to generate net cash inflows or service potential. An intangible asset with an indefinite useful life is not amortised.

Amortisation is not provided for these intangible assets, but they are tested for impairment annually and whenever there is an indication that the asset may be impaired. For all other intangible assets amortisation is provided on a straight-line basis over their useful life.

The amortisation period and the amortisation method for intangible assets with finite useful life are reviewed at each reporting date. If the expected useful life of the asset is different from the previous estimates, the amortisation period is charged accordingly. If there was a change in the expected pattern of consumption of the future economic benefits or service potential embodied in the asset, the amortisation method is charged to reflect the change pattern. Each change is accounted for as a change in accounting estimates, in accordance with the standard of GRAP on Accounting Policies, and Changes in Accounting Estimates and Errors.

Amortisation is provided to write down the intangible assets, on a straight-line basis, to their residual values.

The NYDA amortises its intangible asset at a rate of 14-20% per annum. Developed software is amortised when the software becomes available for use. Amortisation of these assets are recognised in surplus or deficit.

At each reporting date, all items of intangible assets are reviewed for any indication that they may be impaired. Impairment exists when an asset's carrying amount is greater than its recoverable amount. The recoverable amount of an asset should be higher than its fair value less cost to sell and its value in use. If there is an indication of impairment, the asset's recoverable amount is calculated. An impairment loss is recognised in surplus or deficit and the amortisation charge relating to the asset is adjusted for future periods.

## De-recognition of intangible assets

Intangible assets are derecognised:

- On disposal; or
- When no future economic benefits or service potential are expected from its use or disposal.

The gain or loss arising from de-recognition of an intangible assets is included in surplus or deficit when the asset is derecognised (unless the Standards of GRAP on leases requires otherwise on a sale and leaseback).

# National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2023

## 1.4 Leases

A lease is classified as a finance lease if it transfers substantially all the risks and rewards incidental to ownership. A lease is classified as an operating lease if it does not transfer substantially all the risks and rewards incidental to ownership.

### Finance lease - Initial recognition

At the commencement of the lease term, the NYDA recognises finance leases as assets and liabilities in its Statement of Financial Position, at amounts equal to the fair value of the leased assets or, if lower, the present value of the minimum lease payments, each determined at the inception of the lease.

The discount rate used in calculating the present value of the minimum lease payments is the interest rate implicit in the lease, if this is practicable to determine. If not, the lessee's incremental borrowing rate is used. Any initial direct costs of the lessee are added to the amount recognised as an asset.

### Subsequent measurement

Minimum lease payments are apportioned between the finance charge and the reduction of the outstanding liability. The finance charge is allocated to each period during the lease term, so as to produce a constant periodic rate of interest on the remaining balance of the liability.

Contingent rents shall be charged as expenses in the periods in which they are incurred.

### Classification of finance lease

The leases are classified as finance leases as the assets will be used for the majority of their economic life.

### Operating leases

Lease payments under an operating lease are recognised as an expense in surplus or deficit on a straight-line basis over the lease term unless another systematic basis is more representative of the time pattern of the user's benefit.

Tenant installation allowances are recognised as deferred expense and straight lined over the lease term.

## 1.5 Revenue from exchange transactions

An exchange transaction is one in which the entity receives assets or services, or has liabilities extinguished, and directly gives an approximate equal value to the other party in the exchange.

Revenue is the gross inflow of economic benefits or service potential during the reporting period, when those inflows result in an increase in net assets, other than increases relating to contributions from owners.

### Measurement

Revenue is measured at the fair value of the consideration received or receivable.

### Interest

Interest income is recognised in surplus or deficit for all financial instruments measured at amortised cost, using the effective interest rate method. The effective interest rate method is a method of calculating the amortised cost of a financial asset and of allocating the interest income over the average expected life of the financial instruments. The effective interest rate is the rate that exactly discounts estimated future cash receipts over the expected life of the financial instrument or, where appropriate, a shorter period, to the net carrying amount of the financial asset. When calculating the effective interest rate, the NYDA estimates cash flows, considering all contractual terms of the financial instruments, but does not consider future credit losses.

## 1.6 Revenue from non-exchange transactions

Non-exchange transactions are transactions that are not exchange transactions. In a non-exchange transaction, an entity either receives value from another entity without directly giving approximately equal value in exchange or gives value to another entity without directly receiving approximately equal value in exchange.

# National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2023

## Government grants

Government grants are recognised as revenue.

- When it is probable that the economic benefits or service potential associated with the transaction will flow to the entity.
- When the amount of the revenue can be measured reliably.
- To the extent that there has been compliance with any restrictions associated with the grant.

The entity assesses the degree of certainty attached to the flow of future economic benefits or service potential on the basis of the available evidence. Certain grants payable by one level of government to another are subject to the availability of funds. Revenue from these grants is only recognised when it is probable that the economic benefits or service potential associated with the transaction will flow to the entity. An announcement at the beginning of a financial year that grants may be available for qualifying entities in accordance with an agreed programme may not be sufficient evidence of the probability of the flow. Revenue is then only recognised once evidence of the probability of the flow becomes available.

Grants are measured at the fair value received or receivable.

The government grant received does not have any specific condition attached and is recognised as revenue once committed.

## Donor Funding

Donor funding represents the transfers of resources/funds to the entity by government and/or other organisations in return for a compliance with certain conditions relating to the operating activities of the entity.

Donor funding is recognised in profit or loss over the periods in which the entity recognises as expenses the related costs for which the funding is intended to compensate. i.e., Donor Funding income and disbursements are recognised in the statement of performance as and when the conditions are met. Funds received but not earned at reporting date are reported as a liability (Deferred income). Donor funding expense not recognised as an expense at the reporting date will be reported as an asset (Prepayment).

### 1.7 Irregular, fruitless and wasteful expenditure

Irregular expenditure is expenditure that is contrary to legislation, including, but not limited to the Public Finance Management Act (PFMA) and National Treasury regulations.

Irregular expenditure is recorded in the notes to the financial statements when confirmed. The amount recorded is equal to the value of irregularity unless it is impracticable to determine, in which case reasons are provided in the note. Irregular expenditure is removed from the note when it is either condoned by the relevant authority or transferred to receivables for recovery.

Fruitless and wasteful expenditure is expenditure that was made in vain and could have been avoided had reasonable care been exercised.

Fruitless and wasteful expenditure is recorded in the notes to the financial statements when confirmed. The amount recorded is equal to the value of fruitless and wasteful expenditure incurred. Fruitless and wasteful expenditure is removed from the note when it is either condoned by the relevant authority or transferred to receivables for recovery.

### 1.8 Budget information

The approved budget is prepared on a cash basis and presented by economic classification linked to performance outcome objectives. The budget period is aligned to the financial statement period. The budget is based on anticipated operational activities, tangible and intangible assets required to achieve targets set out in the Annual Performance Plan (APP) as well as estimated costs to carry out such activities or acquire the required assets. Approved budget is the original budget approved by the NYDA Board and made publicly available by tabling to the Portfolio Committee in Parliament. Final represent the approved budget adjusted for mid-year budget and performance reviews and budget reallocations processed during the financial year.



# National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2023

## 1.9 Related Parties

The NYDA operates in an economic sector, currently dominated by entities directly or indirectly owned or controlled by the South African Government. Because of the constitutional independence of the three spheres of government in South Africa, only entities within the national sphere of government within the same Department structure are considered to be related parties.

The Board and Key management are defined as being individuals with the authority and responsibility for planning, directing and controlling the activities of the entity. We regard all members of the Operations Executive Committee, reporting directly to the Chief Executive Officer, as key management individuals.

## 1.10 Financial instruments

### Initial recognition and measurement

An entity shall recognise a financial asset or a financial liability in its statement of financial position when, and only when, the entity becomes a party to the contractual provisions of the instrument.

On initial recognition, an instrument is classified as either a financial asset or a financial liability and recorded at fair value plus, in the case of financial assets and financial liabilities not recorded at fair value through surplus or deficit, any directly attributable incremental costs of acquisition or issue.

Purchases or sales of financial assets that require delivery of assets within a timeframe established by regulation or conversion in the marketplace (regular way of purchases), are recognised on the trade date, i.e., the date that the NYDA commits to purchase or sell the asset.

### Subsequent measurement

Subsequent measurement of financial instruments carried on the Statement of Financial Position is on the following basis:

#### Investments

Investments in equity instruments are designated as at fair value through surplus and deficit. All changes in fair value are recognized directly in surplus or deficit.

#### Loans receivable

Loans receivable are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market.

Such assets are carried at amortised cost, using the effective interest rate method, less any allowance for impairment. Gains and losses are recognised through surplus and deficit when the loans receivables are derecognised or impaired, as well as interest through the amortisation process.

#### Receivables from exchange transactions

Receivables are initially recognised at fair value and subsequently measured at amortised cost, using the effective interest method.

Where the impact of discounting is not material, receivables are carried at the original invoice amount, less any allowance for impairment.

#### Receivables from non-exchange transactions

Receivables are initially recognised at fair value and subsequently measured at amortised cost, using the effective interest method.

Where the impact of discounting is not material, receivables are carried at the original invoice amount, less any allowance for impairment.

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## Trade and other payables from exchange transactions and non-exchange transactions

Trade payables are initially recognised and carried at fair value and subsequently measured at amortised cost, using the effective interest rate method. Trade payables are derecognised when the obligation under the liability has been discharged.

## Cash and cash equivalents including cash on call

Cash and cash equivalents, including cash on call comprise of demand deposits and short-term, highly liquid investments that are readily convertible into known amounts of cash. Cash and cash equivalents, including cash on call, are subsequently measured at amortised cost.

## Rental deposits

Rental deposits include all monies paid by the NYDA as deposits for the rental of the buildings. Rental deposits are initially recognized and carried at fair value and subsequently measured at amortised cost.

## Impairment of financial assets

### Assets carried at amortised cost

At each reporting date, the NYDA assesses whether a financial asset is impaired. Individual financial assets are reviewed for any indicators of impairment. If there is objective evidence that an impairment loss on a financial asset has been incurred, the amount of the loss is measured as the difference between the asset's carrying amount and the present value of the estimated future cash flows discounted at the financial asset's original effective interest rate (the effective interest rate computed at initial recognition).

When an amount is outstanding for longer than 90 days, this is considered by management as objective evidence that an impairment loss has occurred. However, there may be other objective evidence that may or may not indicate impairment. Management considers such objective evidence when assessing a financial asset. The carrying amount of the financial asset is reduced through use of an allowance account, when there is objective evidence that the asset may be impaired directly and against carrying value of an asset, when the asset is considered irrecoverable. The amount of the loss is recognised through surplus or deficit included under operating expenses. If, in a subsequent period, the amount of the impairment loss decreases and the decrease can be related objectively to an event occurring after the impairment was recognised, the previously recognised impairment loss is reversed, to the extent that the carrying value of the asset does not exceed its amortised cost at the reversal date. Any subsequent reversal of an impairment loss is recognised in surplus or deficit.

## De-recognition of financial instruments

- If the rights to receive cash flows from the asset have expired.
- If the NYDA retains the right to receive cash flows from the asset but has assumed an obligation to pay them in full without material delay to a third party under a 'pass through' arrangement.
- If the NYDA has transferred its right to receive cash flows from the asset and has either transferred substantially all the risks and rewards of the asset or has neither transferred nor retained substantially all the risks and rewards of the asset but has transferred control of the asset.

Where the NYDA has transferred its rights to receive cash flows from an asset and has neither transferred nor retained substantially all the risks and rewards of the asset, nor transferred control of the asset, the asset is recognised to the extent of the NYDA's continuing involvement of the asset. Continuing involvement that takes the form of a guarantee over the transferred asset is measured at the lower of the original carrying amount of the asset and the maximum amount of consideration that the NYDA could be required to repay.

A financial liability is derecognised when the obligation under the liability is discharged, cancelled or expires.

## 1.11 Employee benefits

### Short-term employee benefits

The cost of short-term employee benefits, (those payable within 12 months after the service is rendered, such as paid vacation leave and sick leave, bonuses, and non-monetary benefits such as medical care), are recognised in the

# National Youth Development Agency

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period in which the service is rendered as measured at the undiscounted amount that the entity expects to pay in exchange for that service and had accumulated at the reporting date.

## Defined contribution plans

A defined contribution plan is a plan under which the entity pays fixed contributions into a separate entity. The entity has no legal or constructive obligation to pay further contributions, if the fund does not hold sufficient assets to pay all employees the benefits relating to services in the current or prior periods. The entity's contributions to the defined contribution funds are established in terms of the rules governing those plans. Contributions are recognised in surplus or deficit in the period in which the service is rendered by the relevant employees, unless the standard requires or permits the inclusion of the contribution in the cost of an asset. Prepaid contributions are recognised as an asset to the extent that a cash refund or reduction in future payments is available.

Where contributions to a defined contribution plan do not fall due wholly within 12 months after the end of the period in which the employees render the related service, they are discounted, using a risk-free rate, determined by reference to market yields at the reporting date on government bonds or by reference to market yields on high-quality corporate bonds.

## Provisions

A provision is made for the estimated liability as a result of services rendered by employees up to the reporting date. Provisions for bonus and leave balances is estimated based on management's best estimate of the expected bonus pay-out and the employees leave day balances; which is based on individual and organisational performance scores and leave balances per employee, respectively.

## Termination benefits

The NYDA recognizes termination benefits as a liability and an expense when, and only when, the entity is demonstrably committed to either

- Terminate the employment of an employee or group of employees before the normal retirement date, or
- Provide termination benefits as a result of an offer made in order to encourage voluntary redundancy.
- The NYDA is demonstrably committed to a termination when, and only when, it has a detailed formal plan for the termination and is without realistic possibility of withdrawal. The detailed plan shall include, as a minimum:
  - The location, function and approximate number of employees whose services are to be terminated;
  - The termination benefits for each job classification or function; and
  - The time at which the plan will be implemented. Implementation shall begin as soon as possible and the period of time to complete implementation shall be such that material changes to the plan are not likely.

## 1.12 Project disbursements

Disbursements to projects are categorised and disclosed as follows:

Project disbursements are approved grant funding made to third-party service providers, who plan, implement, and manage youth development projects, as well as payments relating to youth development projects, managed internally by the NYDA, using its own capacity.

## 1.13 Commitments

Where a project has been approved (in line with contractual agreement), but funds have not yet been accrued for, or provided for, it is disclosed as commitments in the notes to the annual financial statements.

Commitments (operational and capital) are accounted for and disclosed in the annual financial statements when a purchase order is issued or through the execution of a contractual obligation entered by the Agency.

## 1.14 Deferred income

Deferred income represents revenues collected but not earned, as at reporting date. This includes grants from foreign institutions.

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## 1.15 Grant disbursements

Grant disbursements are recognised once the grant has been approved and the grant holder has been informed of such approval.

## 1.16 Voucher disbursements

The Voucher Programme results in the following accounting treatment:

The issue to a young person of a voucher that is not yet redeemed is disclosed as a contingent liability as at financial year end, as there is only a possible obligation, contingent upon redemption of the voucher and delivery of the product.

The redemption of the voucher and delivery by a service provider without a product having passed all quality assurance is accounted for as an accrual.

The delivery by a service provider which has passed quality assurance is accounted for as a liability.

## 1.17 Non-current assets held for sale

Non-current assets held for sale are classified and disclosed as current assets when there is an approved decision to dispose of the assets, and plans have been implemented to market the assets for sale and the sale is expected to be concluded within twelve months.

## 1.18 Contingent Liabilities

The NYDA identifies contingent liabilities when there are reasons to indicate that the organisation has/may have a possible obligation arising from past event, to be confirmed by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of NYDA; or a present obligation that arises from past events but is not recognised because:

- it is not probable that an outflow of economic benefits will be required to settle the obligation, or
- the amount of the obligation cannot be measured reliably.

The NYDA does not recognise the contingent liabilities in the financial statements but are disclosed in the notes to the financial statements as an estimate based on the information available as at financial year end.

## 1.19 Accounting by Principals and Agents

A principal-agent arrangement results from a binding arrangement in which one entity (an agent), undertakes transactions with third parties on behalf, and for the benefit of, another entity (the principal).

- A principal is an entity that directs another entity (an agent), through a binding arrangement, to undertake transactions with third parties on its behalf and for its own benefit.
- An agent is an entity that has been directed by another entity (a principal), through a binding arrangement, to undertake transactions with third parties on behalf of the principal and for the benefit of the principal.

The principal recognises revenue and expenses that arise from transactions with third parties in a principal-agent arrangement. The Agent recognises the revenue and expenses it receives or incurs in executing the transactions on behalf of the principal.

The assets and liabilities arising from principal-agent arrangements are recognised in accordance with the requirements of project and relevant Standards of GRAP. Additional disclosures have been provided in the notes to the financial statements where appropriate.

## 1.20 Events after reporting date

The NYDA disclose in the financial statements events with material financial implications, either favourable or unfavourable, that occur between the reporting date and the date when the financial statements are authorised for issue. Two types of events are identified: Those that provide evidence of conditions that existed at the reporting date (adjusting events after the reporting date); and b) Those that are indicative of conditions that arose after the reporting date (non-adjusting events after the reporting date).



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## 1.21 Comparatives

Where necessary, comparative figures have been restated, adjusted or reclassified to achieve fair presentation and to conform to changes in presentation that arise due to changes in accounting policies, errors, reporting standards and legislation.

All material prior period errors are corrected retrospectively in the first set of financial statements authorised for issue after the discovery by management by;

- restating the comparative amounts for the prior period(s) presented in which the error occurred; or
- if the error occurred before the earliest prior period presented, restating the opening balances of assets, liabilities and equity for the earliest prior period presented.

However, if it is impracticable to determine the period-specific effects of an error on comparative information for one or more prior periods presented, the entity must restate the opening balances of assets, liabilities and equity for the earliest period for which retrospective restatement is practicable.

Further, if it is impracticable to determine the cumulative effect, the beginning of the current period, of an error on all prior periods, the entity must restate the comparative information to correct the error prospectively from the earliest date practicable.

## Notes to the Annual Financial Statements

2. Receivables from exchange transactions	2023 R'000	2022 R'000
Sundry debtors	1 931	1 768
Prepaid expenses	4 169	2 863
Fixed asset receivables	81	81
Insurance Asset Control	68	-
Interest receivable banks	367	1 073
Less: Allowance for impairment	(1 492)	(1 492)
	<b>5 123</b>	<b>4 293</b>

3. Receivables from non-exchange transactions	2023 R'000	2022 R'000
GTAC - Jobs Fund	13 393	185 535
INSETA	300	-
AGRISETA	250	-
FASSET	865	-
PSETA-Disability Grant	446	-
Unemployment Insurance Fund (UIF)	10 956	-
ETDP SETA	126	252
Sedibeng	255	255
CHIETA	280	-
Flanders	1 361	1 361
Staff loans	1 335	1 447
Department of Cooperative Governance	39 202	11 525
Department of Sports, Arts and Culture	1 720	677
Services Sector Training Education Authority	6 433	8 624
	<b>76 921</b>	<b>209 677</b>
Less: Allowance for impairment	(460)	(460)
	<b>76 461</b>	<b>209 217</b>

## Receivables allowance for impairment reconciliation 2023

	Allowance for impairment 2022	Impairment expense	Allowance for impairment 2023
Allowance for impairment	1 952	-	1 952

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## Receivables allowance for impairment reconciliation 2022

	Allowance for impairment 2021	Impairment expense	Allowance for impairment 2022
Allowance for impairment	1 952	-	1 952

4. Cash and cash equivalents	2023 R'000	2022 R'000
Cash and cash equivalents consist of:		
<b>Unrestricted cash</b>		
Cash at bank on hand:	43 964	296 082
<b>Restricted cash</b>		
CIPC	220	244
<b>Cash and cash equivalents</b>	<b>44 184</b>	<b>296 326</b>

Restricted cash represent funds earmarked for specific projects where the NYDA is in partnership with third parties, hence such funds are restricted and cannot be used for any purpose other than the purpose as stipulated in the partnership agreement.

## 5. Property, Plant and Equipment

	2023			2022		
	Cost	Accumulated depreciation and impairment	Carrying value	Cost	Accumulated depreciation and impairment	Carrying value
	R'000	R'000	R'000	R'000	R'000	R'000
Motor vehicles	10 328	(7 017)	3 311	9 585	(5 722)	3 863
Office equipment	10 845	(7 320)	3 525	9 585	(6 217)	3 368
Leasehold improvements	24 996	(18 435)	6 561	23 483	(13 974)	9 509
Furniture	19 623	(9 756)	9 867	19 979	(10 658)	9 321
Computer equipment	50 870	(32 165)	18 705	31 550	(21 436)	10 114
	<b>116 662</b>	<b>(74 693)</b>	<b>41 969</b>	<b>94 182</b>	<b>(58 007)</b>	<b>36 175</b>

\*Repairs and Maintenance costs incurred to property, plant and equipment has been disclosed under Note 18 and Note 25

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## Reconciliation of equipment – 2023

	Opening balance R'000	Additions R'000	Disposals R'000	Depreciation R'000	Impairment loss R'000	Total R'000
Motor vehicles	3 863	743	0	(1 295)	-	3 311
Office equipment	3 368	1 290	(19)	(1 061)	(53)	3 525
Leasehold improvements	9 509	1 513	-	(4 461)	-	6 561
Furniture	9 321	2 482	(2)	(1 612)	(321)	9 868
Computer equipment	10 114	19 582	(72)	(10 898)	(21)	18 705
	<b>36 175</b>	<b>25 610</b>	<b>(93)</b>	<b>(19 327)</b>	<b>(395)</b>	<b>41 969</b>

## Reconciliation of equipment – 2022

	Opening balance R'000	Additions R'000	Disposals R'000	Depreciation R'000	Impairment loss R'000	Total R'000
Motor vehicles	5 639	-	(175)	(1 355)	246,00	3 863
Office equipment	3 233	1 005	(5)	(751)	(114)	3 368
Leasehold improvements	12 853	1 226	-	(4 570)	-	9 509
Furniture	9 363	1 616	-	(1 387)	(271)	9 321
Computer equipment	11 422	2 686	(90)	(3 621)	(283)	10 114
	<b>42 510</b>	<b>6 533</b>	<b>(270)</b>	<b>(11 684)</b>	<b>(914)</b>	<b>36 175</b>



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## 6. Intangible assets

	2023			2022		
	Cost	Accumulated amortisation and impairment	Carrying value	Cost	Accumulated amortisation and impairment	Carrying value
	R'000	R'000	R'000	R'000	R'000	R'000
Software developed in house	25 442	(6 095)	19 347	25 441	(2 463)	22 978
Computer software purchased	832	(752)	80	1 868	(1 505)	363
Software under development	4 532	-	4 532	92	-	92
<b>Total</b>	<b>30 806</b>	<b>(6 847)</b>	<b>23 959</b>	<b>27 401</b>	<b>(3 968)</b>	<b>23 433</b>

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**Reconciliation of intangible assets – 2023**

	Opening balance R'000	Additions R'000	Disposals R'000	Transfers R'000	Amortisation R'000	Impairment loss R'000	Total R'000
Software developed in house	22 979	-	-	-	(3 632)	-	19 347
Software purchased	363	21	-	-	(237)	(67)	80
Software under development	91	4 440	-	-	-	-	4 531
	<b>23 433</b>	<b>4 461</b>	<b>-</b>	<b>-</b>	<b>(3 869)</b>	<b>(67)</b>	<b>23 959</b>

**Reconciliation of intangible assets – 2022**

	Opening balance R'000	Additions R'000	Disposals R'000	Transfers R'000	Amortisation R'000	Impairment loss R'000	Total R'000
Software developed in house	761	-	-	25 441	(2 753)	(470)	22 979
Software purchased	695	-	-	-	(279)	(53)	363
Software under development	21 684	3 848	-	(25 441)	-	-	91
	<b>23 140</b>	<b>3 848</b>	<b>-</b>	<b>-</b>	<b>(3 032)</b>	<b>(523)</b>	<b>23 433</b>

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	2023	2022
	R'000	R'000
<b>7. Loans receivable from exchange transactions</b>		
Small Medium Enterprise	258 336	258 336
Micro loans, direct lending and intermediaries	114 705	114 705
Co-operatives	11 233	11 233
<b>Gross advances</b>	<b>384 274</b>	<b>384 274</b>
<b>Add: Interest Receivables</b>	<b>116 482</b>	<b>116 480</b>
Small Medium Enterprise	81 237	81 237
Micro loans, direct lending and intermediaries	28 681	28 680
Co-operatives	6 564	6 564
<b>Less: Loans written off</b>	<b>(258 842)</b>	<b>(213 451)</b>
Small Medium Enterprise	(179 943)	(148 251)
Micro loans, direct lending and intermediaries	(65 010)	(65 010)
Co-operatives	(13 889)	(190)
<b>Less: Cumulative capital repayment</b>	<b>(230 642)</b>	<b>(230 641)</b>
Small Medium Enterprise	(159 631)	(159 631)
Micro loans, direct lending and intermediaries	(67 103)	(67 103)
Co-operatives	(3 908)	(3 907)
Less: Transfer from loans receivables	-	-
<b>Sub-totals</b>	<b>11 275</b>	<b>56 665</b>
Small Medium Enterprise	-	31 692
Micro loans, direct lending and intermediaries	11 275	11 275
Co-operatives	-	13 698
Allowance for impairment	(11 275)	(56 665)
Small and medium enterprise	-	(31 692)
Micro, loans , direct lending and intermediaries	(11 275)	(11 275)
Co-operatives	-	(13 698)
<b>Net loans receivable from exchange transactions</b>	<b>-</b>	<b>-</b>
Due within one year	-	-
Due within more than one year	-	-

The loans receivables disclosure has been disclosed at a gross level approach to provide more information about the loans advances from inception to show the total loans granted and the subsequent cumulative interest earned, collections and write-offs. The current Board of the NYDA took a decision to write off the remainder of the loan book in 2021-22 . The R45 million write off and R11 million provision for doubtful debt is seen by the organisation as a significant transaction and action towards the South African youth which is the main stakeholder of the NYDA and this decision is

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aimed at lessening the burden on young people with the already existing many challenges they face, debt to the NYDA shouldn't be one of them. The loan book is a legacy matter, and the history of these loans is of significance as it is the final write-off of the loan book and final departure from the loan-based financing era of the organisation, thereby removing the burden of debt from the youth enterprises and continuing with the new methodology of providing funding with no obligation to repay the funds for the youth business owners.

## Loans written off were written off after the following criteria had been met:

The loan holders had no recoverable assets as surety against which to recover loans; the legal process was exhausted against loan holders; loan holders were not traceable through debt recovery procedures.

### Loans receivable allowance for impairment reconciliation 2023

	Allowance for impairment 2022 R'000	Impairment change in provision R'000	Impairment reversal R'000	Allowance for impairment 2023 R'000
Small and medium enterprises	31 692	-	(31 692)	-
Micro, loans, direct lending and intermediaries	11 275	-	-	11 275
Co-operatives	13 698	-	(13 698)	-
	<b>56 665</b>	<b>-</b>	<b>(45 390)</b>	<b>11 275</b>

### Loans receivable allowance for impairment reconciliation 2022

	Allowance for impairment 2021 R'000	Impairment change in provision R'000	Impairment reversal R'000	Allowance for impairment 2022 R'000
Small and medium enterprises	31 340	352	-	31 692
Micro, loans, direct lending and intermediaries	10 788	487	-	11 275
Co-operatives	13 225	473	-	13 698
	<b>55 353</b>	<b>1 312</b>	<b>-</b>	<b>56 665</b>

In assessing its loan book for any indicators of impairment, the NYDA considered the following factors over and above the amount in excess of 90 days:

- Whether the borrower was trading or not;
- The age of the debt;
- Progress of the attorneys in recovering the debt and their opinion on the recoverability;
- The reliance of the borrower on the few customers and the loss of this customer base;
- The cash flows of the business as shown on the bank statement and or management accounts;
- Defaults on expected repayments of interest and principal amounts by the borrower.

### Range of interest rates

	2023 R'000	2022 R'000
Small and medium enterprise	6 – 18%	6 – 18%
Microloans, direct lending and intermediaries	6 – 24%	6 – 24%
Co-operatives	3.5 – 10%	3.5 – 10%



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<b>8. Finance lease obligation</b>	<b>2023 R'000</b>	<b>2022 R'000</b>
Minimum lease payments due		
- Within one year	470	632
- In second to fifth year inclusive	147	618
	<b>617</b>	<b>1 250</b>
Less: Future finance charges	(29)	(91)
Present value of minimum lease payments	688	1 158
Present value of minimum lease payments due:		
- Within one year	470	632
- In second to fifth year	147	618
	<b>617</b>	<b>1 250</b>
Non-current liabilities	147	618
Current liabilities	470	632
	<b>617</b>	<b>1 250</b>

The NYDA has leased photocopiers from Konica Minolta for a period ranging from 31-36 months for fixed monthly rental payable in arrears with no residual value. Ownership of these machines will not pass to the end of the lease term.

<b>9. Trade and other payables from exchange transactions</b>	<b>2023 R'000</b>	<b>2022 R'000</b>
Trade payables	2 011	9 542
Accruals	54 411	40 756
	<b>56 421</b>	<b>50 298</b>

The NYDA trade payables generally do not exceed a maturity of four months and the fair value is considered to be a reasonable approximation of the carrying value.

## 10. Employee cost provisions

### Reconciliation of employee cost provisions 2023

	<b>Opening balance</b>	<b>Additions</b>	<b>Utilised during the year</b>	<b>Reversed during the year</b>	<b>Total</b>
	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>
Provision for leave	6 297	7 091	(6 297)	-	7 091
Provision for performance bonus	8 915	9 748	(8 366)	549	9 748
Other employee provisions	2 623	-	(2 655)	-	(32)
	<b>17 835</b>	<b>16 839</b>	<b>(17 318)</b>	<b>(549)</b>	<b>16 807</b>

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## Reconciliation of employee cost provisions 2022

	Opening balance	Additions	Utilised during the year	Reversed during the year	Total
	R'000	R'000	R'000	R'000	R'000
Provision for leave	4 809	6 271	(4 783)	-	6 297
Provision for performance bonus	-	8 915	-	-	8 915
Other employee provisions	7	2 623	-	(7)	2 623
	<b>4 816</b>	<b>17 809</b>	<b>(4 783)</b>	<b>(7)</b>	<b>17 835</b>

Staff bonuses are paid during the new financial year, the leave pay accrual is expected to be utilised when employees take leave or resign.

## 11. Deferred income

	2023	2022
	R'000	R'000
Flemish government – donor funding	773	823
Department of Sports, Arts and Culture - TYPP	-	43
Princes Youth Business International	-	17
Independent Development Trust	3 359	3 359
Industrial Development Corporation	2 267	2 267
Kwa-Zulu Natal Department of Social Development	628	17
Kwa-Zulu Natal Economic Development, Tourism and Environmental Affairs	-	10
Service SETA	1 016	1 016
CHIETA	1 320	330
Department of Small Business Development - 1000 Businesses in 100 days	-	8
PSETA/DPSA/DGF	1 482	-
Jobs Fund - National Pathway Management Network(NPM)	644	-
Ekurhuleni (Fetola )	54	-
FoodBev SETA	314	-
Limpopo -OPT	5 000	-
	<b>16 858</b>	<b>7 890</b>

Deferred income is comprised of the following:

- Flemish government: Donor support for conferencing, research, development and implementation of a National Youth Service volunteer programme.
- Independent Development Trust: Donor support for the implementation of the youth component of the Expanded Public Works Programme.
- Industrial Development Corporation: Donor support for the voucher programme of the Agency.
- KZN ETDP: The KZN Provincial Government contributes to the NYDA Grant Program.
- Princes Youth Business International: Donor support by the Princes Fund for youth development Economic Development programmes.
- KZN government through the Department of Social Development contributes to the NYDA Grant Program.

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- The Young Patriots Programme: Donor support by the Department of Arts and Culture for the implementation of a National Youth Service programme.
- Services SETA and CHIETA: Technical skills training and learnerships.
- PSETA – internship programme at NYDA and Government Departments, including learners with living with disabilities
- Ekurhuleni (Fetola ) - Grant Program
- FoodBev SETA– Skills development programme
- Jobs Fund - National Pathway Management Network Innovation hub at Empangeni
- Limpopo Office of the Premier (OTP) – Youth Development Fund

<b>12. Deferred expenses</b>	<b>2023</b>	<b>2022</b>
	<b>R'000</b>	<b>R'000</b>
Operating lease deferred expense - current portion	3 088	1 801
Operating lease deferred expense - non-current portion	629	4 150
Tenant Installation Allowance – current portion	435	435
Tenant Installation Allowance – non-current portion	278	713
	<b>4 430</b>	<b>7 099</b>
Current portion	3 523	2 236
Non-current portion	907	4 863
	<b>4 430</b>	<b>7 099</b>

## 13. Financial Instruments

<b>2023</b>	<b>Financial assets at amortised cost</b>	<b>Financial assets at fair value through surplus / (deficit)</b>	<b>Financial liabilities at amortised cost</b>	<b>Total</b>
	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>
<b>Assets</b>				
Rental deposit	5 611	-	-	<b>5 611</b>
Receivables from exchange transactions	954	-	-	<b>954</b>
Receivables from non-exchange transactions	76 461	-	-	<b>76 461</b>
Cash and cash equivalents	44 184	-	-	<b>44 184</b>
	<b>127 210</b>	-	-	<b>127 210</b>
<b>Liabilities</b>				
Finance lease obligation	-	-	470	<b>470</b>
Trade and other payables from exchange transactions	-	-	56 421	<b>56 421</b>
	-	-	<b>56 891</b>	<b>56 891</b>

# National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2023

## 13. Financial Instruments (continued)

2022	Financial assets at amortised cost	Financial assets at fair value through surplus / (deficit)	Financial liabilities at amortised cost	Total
	R'000	R'000	R'000	R'000
<b>Assets</b>				
Rental deposit	5 394	-	-	5 394
Receivables from exchange transactions	1 430	-	-	1 430
Receivables from non-exchange transactions	209 217	-	-	209 217
Cash and cash equivalents	296 326	-	-	296 326
	<b>512 367</b>	-	-	<b>512 367</b>
<b>Liabilities</b>				
Finance lease obligation	-	-	632	632
Trade and other payables from exchange transactions	-	-	50 298	50 298
	-	-	<b>50 930</b>	<b>50 930</b>

The primary risks associated with the financial instruments held by the NYDA are credit, liquidity, market, interest rate and portfolio risk

### Credit risk

One of the NYDA's core business activities was to invest in small and medium enterprises. Consequently, the Agency was exposed to credit risk, which refers to the risk that loans made to third parties will not be repaid. The objective of credit risk management was to minimise financial losses that may arise as a result of third parties failing to discharge their obligations. The credit risk at the investment stage of any potential investment was researched and assessed by means of a due diligence process, whereby the entrepreneur was evaluated, the viability of the enterprise was considered, and various other indications were established and verified. In addition, the NYDA implemented a credit policy which assisted in managing credit risk. It comprises the following key elements:

- Approval process
- Cash flow-based lending methodology
- Attaching protective covenants to funding arrangements
- Collections policy and procedures
- Delinquency management
- Monitoring
- Mentorship

There have been no changes in the exposure, or the policy used to manage credit risk.



# National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2023

## 13. Financial Instruments (continued)

### Maximum exposure

During the period that the NYDA has exposure to a borrower or investee company, the Agency conducts an ongoing evaluation of the business. The NYDA places its cash reserves, which are in the form of cash and cash equivalents and rental deposits with the South African Reserve Bank and local financial institutions which have a minimum rating of AAA. Loans were previously advanced to individuals, small and medium enterprises and co-operatives located in rural areas.

Financial assets are loan receivables from small and medium enterprises located in rural areas, as well as funds invested in local financial institutions, which have a minimum rating of AAA. Changes in credit exposure and the maximum credit exposure for all financial assets are detailed in the table below:

	2023 R'000	2022 R'000
<b>Loans receivable from exchange transactions</b>		
Small Medium Enterprise	-	-
Micro loans, direct lending and intermediaries	-	-
Co-operatives	-	-
	-	-
<b>General</b>		
Rental deposit	5 611	5 394
Receivables from exchange transactions	954	1 430
Receivables from non-exchange transactions	76 461	209 217
Cash and cash equivalents	44 184	296 326
	<b>127 210</b>	<b>512 367</b>

### Collateral and other credit enhancement on loans receivable

The nature of the NYDA's target market is township and rural youth owned enterprises who have not accumulated assets which are significant, in relation to the loans advanced to them. Therefore, the value of tangible security offered is not adequate. For loans less than R100 000, a third party stands as surety and co-principal debtor for a portion (10 to 50%) of the loan. The surety provider must be in salaried employment with no record of defaulting on loans. During the year under review, the NYDA did not take possession of any collateral in respect of loans.

There is no collateral held for other classes of financial assets. The NYDA does not take possession of collateral for use in its own operations.

2023	Neither past due nor impaired	Value in arrears for 1 – 30 days	Value in arrears for 31 – 60 days	Value in arrears for 61 – 90 days	Value in arrears for >90 days	Total
Assets	R'000	R'000	R'000	R'000	R'000	R'000
Rental deposit	5 611	-	-	-	-	5 611
Receivables from exchange transactions	-	-	-	954	-	954
Receivables from non-exchange transactions	-	-	-	76 461	-	76 461
Cash and cash equivalents	44 184	-	-	-	-	44 184
	<b>49 795</b>	-	-	<b>77 415</b>	-	<b>127 210</b>

# National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2023

## 13. Financial Instruments (continued)

2022	Neither past due nor impaired R'000	Value in arrears for 1 – 30 days R'000	Value in arrears for 31 – 60 days R'000	Value in arrears for 61 – 90 days R'000	Value in arrears for >90 days R'000	Total R'000
<b>Assets</b>						
Rental deposit	5 394	-	-	-	-	5 394
Receivables from exchange transactions	-	-	-	1 430	-	1 430
Receivables from non-exchange transactions	-	-	-	209 217	-	209 217
Cash and cash equivalents	296 326	-	-	-	-	296 326
	<b>301 720</b>	<b>-</b>	<b>-</b>	<b>210 647</b>	<b>-</b>	<b>512 367</b>

### Loans past due but not impaired (loans renegotiated)

During the year under review no loans were renegotiated.

### Liquidity risk

Liquidity risk refers to the risk that the NYDA will not be able to meet its funding commitments and other financial obligations, as and when they fall due. The funding provided to small and medium enterprises is usually characterised by fixed maturities of up to five years, scheduled repayments and a limited moratorium on capital repayments and interest. One of the cornerstones of the lending practice adopted is consideration of the certainty of cash flows, and the ability of the borrower to absorb and service debt. The NYDA has adopted a conservative cash-flow management policy to manage the risk of investment made in instruments which are not readily realisable, in order to keep a healthy liquidity position.

The NYDA has the following mechanisms in place to ensure that it has the funds available to meet its commitments:

- A strategic plan and a three-year budget are prepared and approved by the Board of Directors prior to the start of the financial year
- At half-year, the NYDA conducts a revision of its annual budget and reassesses its liquidity needs. In addition, an application for recapitalisation is made to its Executive Authority and National Treasury.
- On a quarterly basis, the strategic plan and budget are reviewed by a committee comprised of divisional heads, the Chief Financial Officer and Chief Executive Officer
- Once a commitment has been made, NYDA keeps record of all gross commitments and drawn-down commitments or cancelled commitments and undrawn commitments.
- A distinction is made between encumbered and unencumbered cash resources of the NYDA.
- Three-year projections of cash flow, undrawn commitments brought forward, new commitments, cancelled commitments and undrawn commitments carried forward are prepared.
- Disbursements on commitments are made in several tranches, based on individual project needs.

### Expected maturity dates: financial liabilities

The NYDA's short-term liabilities are mainly comprised of debts arising in the ordinary course of business and commitments to making grants for the implementation of National Youth Service and Skills Development projects. Debts arising in the ordinary course of business are normally settled over a period of not more than two months from the date of invoice.

Grant commitments are usually made over a period of 12 to 18 months and finance leases over a period of 31 to 36 months.

# National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2023

## 13. Financial Instruments (continued)

### Expected maturity dates: financial assets

The NYDA's financial assets comprise mainly cash in current accounts with local financial institutions and loans due from small businesses. Except for loans due from small businesses and restricted cash, other financial assets are very liquid and not subject to any notice periods for draw down. The NYDA's exposure to illiquid assets is comprised of investments in restricted cash flows. This accounts for less than 7% of the carrying value of financial assets

The NYDA manages its liquidity risk by placing funds in short-term, highly liquid investments and ensuring that the maturities of financial assets match those of its financial liabilities.

2023	Due immediately or within one month	Due later than one month but not later than twelve months	Due later than twelve months	Total
	R'000	R'000	R'000	R'000
Receivables from exchange transactions	-	954	-	954
Receivables from non-exchange transactions	-	76 461	-	76 461
Rental deposit	-	-	5 611	5 611
Cash and cash equivalents	44 184	-	-	44 184
<b>Total current assets</b>	<b>44 184</b>	<b>77 415</b>	<b>5 611</b>	<b>127 210</b>
Finance lease obligation	-	(470)	(147)	(617)
Trade and other payables from exchange transactions	-	(56 421)	-	(56 421)
<b>Total current liabilities</b>	<b>-</b>	<b>(56 891)</b>	<b>(147)</b>	<b>(57 038)</b>
<b>Net liquidity of continuing operations</b>	<b>44 184</b>	<b>20 524</b>	<b>5 464</b>	<b>70 172</b>

2022	Due immediately or within one month	Due later than one month but not later than twelve months	Due later than twelve months	Total
	R'000	R'000	R'000	R'000
Receivables from exchange transactions	-	1 430	-	1 430
Receivables from non-exchange transactions	-	209 217	-	209 217
Rental deposit	-	-	5 394	5 394
Cash and cash equivalents	296 326	-	-	296 326
<b>Total current assets</b>	<b>296 326</b>	<b>210 647</b>	<b>5 394</b>	<b>512 367</b>
Finance lease obligation	-	0	(618)	(618)
Trade and other payables from exchange transactions	-	0	-	0
<b>Total current liabilities</b>	<b>-</b>	<b>0</b>	<b>(618)</b>	<b>(618)</b>
<b>Net liquidity of continuing operations</b>	<b>296 326</b>	<b>210 646</b>	<b>4 776</b>	<b>511 748</b>

# National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2023

## 13. Financial Instruments (continued)

### Market risk

Market risk is defined as the risk that the fair value of future cash flows of a financial instrument will fluctuate, because of changes in market prices and includes currency risk, interest rate risk and other price risk (which are factors other than currency and interest rate risk that may influence fair value of the financial asset). The entity is primarily exposed to interest rate risk. Its objective is to ensure that it minimises losses of interest income as a result of utilising cash which attracts interest at a variable rate, to invest in other financial assets bearing interest at fixed rate. Hence, not all its loans granted are variable rate loan.

The NYDA is not directly exposed to currency risk as it does not enter into foreign currency transactions.

There have been no changes in the exposure, or the policy used to manage market risk.

### Interest rate risk

Changes in interest rates will affect the revenue stream of the NYDA, as most of the financial assets' returns are linked to the prime rate.

### Sensitivity analysis

At 31 March 2023, if interest rates had been 100 basis points higher, with all other variables held constant, interest income would have increased by approximately R441 852 (2022: R2 963 258). Consequently, income and accumulated reserves would have increased accordingly. If interest rates had been 100 basis points lower, with all other variables held constant, interest income would have decreased by approximately R441 852 (2022: R2 963 258). Consequently, income and accumulated reserves would have decreased accordingly.

The change would have occurred because of variable rate interest which NYDA earns from its financial assets which include cash and loans.

The NYDA's exposure to interest rate risk is as follows:

	2023 R'000	2022 R'000
Small Medium Enterprise	-	-
Micro loans, direct lending and intermediaries	-	-
Cash and cash equivalents	44 184	296 326
	<b>44 184</b>	<b>296 326</b>

### Fair values

Fair value hierarchy of financial assets at fair value through surplus or deficit

The NYDA measures fair values using the following fair value hierarchy that reflects the significance of the inputs used in making measurement:

Level 1: Quoted market prices (unadjusted) in active markets for identical assets

Level 2: Inputs other than quoted prices included in Level 1 that are observable for the financial assets either directly (as prices) or indirectly (derived from prices)

Level 3: Inputs which are not based on observable market data.

### Portfolio risk

Portfolio risk arises as a result of loans and advances being concentrated in any particular industry, location or stage of development. The risk is managed through the steering committee which sets limits of exposure to the various industries. The portfolio allocation is reviewed on a quarterly basis, at meetings of the steering committee.



# National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2023

## 13. Financial Instruments (continued)

The NYDA recognises that it may face the risk of over-exposing itself in certain situations and considers the following in determining concentration:

- Overconcentration of loans to a particular industry
- Overconcentration of loans to business controlled by common shareholders or grants to a single service provider
- Overconcentration of funding in illiquid equity investments.

Industry	2023	2022
Building and construction	20%	20%
Health	10%	10%
Manufacturing	4%	4%
Printing	1%	1%
Retail	18%	18%
Services	18%	18%
Transport	6%	6%
Hospitality and leisure	23%	23%
	<b>100%</b>	<b>100%</b>

## Capital management

The NYDA considers the annual government grant it receives as its capital and obtains its capital by making annual applications to the National Treasury. The funds which are received are held in money market instruments with local financial institutions which have a minimum AAA rating.

NYDA has a formalised budgeting and forecasting process in place, which allows for monitoring monthly, of the cash reserves and commitments of the Agency. It maintains cash on demand, to meet forecasted monthly cash outflows with the residual being maintained on call accounts. The NYDA conducts rolling forecasts to anticipate its cash requirements to meet operating expenses, capital expenditure and draw-down requests, in respect of commitments made regarding grants and loans. The NYDA tracks loan and grant approvals, commitments and undrawn commitments on a continuous basis, to provide a basis for anticipating capital calls.

The NYDA makes commitments from its existing capital base, notwithstanding that it has an expectation that the National Treasury will recapitalise the NYDA on an annual basis. The NYDA continuously keeps record of reserves which are encumbered and restricted, to avoid deficits arising from the over commitment of funds.

# National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2023

<b>14. Interest income</b>	<b>2023</b>	<b>2022</b>
	<b>R'000</b>	<b>R'000</b>
Cash and cash equivalents	16 527	4 511
Loans receivable – impaired	521	1 312
	<b>17 048</b>	<b>5 823</b>

<b>15. Other income</b>	<b>2023</b>	<b>2022</b>
	<b>R'000</b>	<b>R'000</b>
Project Management Fees	184	1 164
Other income	80	4
Bad debt and legal fee recovery	121	-
	<b>385</b>	<b>1 168</b>

<b>16. Grants Income - Department of Women, Youth and Persons with Disabilities</b>	<b>2023</b>	<b>2022</b>
	<b>R'000</b>	<b>R'000</b>
Grant Income – General allocation	481 265	470 962
Grant Income - Presidential Youth Employment Intervention	200 000	430 000
	<b>681 265</b>	<b>900 962</b>

The Agency received a special allocation of R200 million from Department of Women, Youth and Persons with Disabilities (DWYPD) in terms of section 6(1)(b) of the Appropriation Act, 2021 for the National Youth Service (the Presidential Youth Employment intervention).

<b>17. Auditor's remuneration</b>	<b>2023</b>	<b>2022</b>
	<b>R'000</b>	<b>R'000</b>
External audit fees	6 266	6 765
	<b>6 266</b>	<b>6 765</b>

# National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2023

## 18. The nature of operational expenses is as follows:

	2023	2022
	R'000	R'000
Admin costs	12 103	7 708
Amortisation	3 868	2 994
Audits	6 266	6 765
Capacity building	3 223	420
Communications	8 439	11 024
Depreciation	10 097	6 192
Employee costs	68 628	62 155
Human Resources costs	4 274	4 656
ICT	25 723	24 664
Impairment loss	(44 477)	1 919
Legal Fees	3 638	2 137
Printing	158	-
Rental	9 925	10 088
Repairs and Maintenance	255	174
Risk	1 946	1 666
Staff Training	1 069	471
Travel	25 641	5 075
Workshops	7 120	2 901
Write offs	45 458	785
	<b>193 355</b>	<b>151 795</b>

\*Note 18 consolidates Notes 17 to 22, these notes have been separately disclosed in compliance with GRAP 1.

## 19. Depreciation and amortisation

	2023	2022
	R'000	R'000
<u>Depreciation</u>		
Depreciation – Computer equipment	10 604	3 620
Depreciation – Office Equipment	1 061	751
Depreciation – Furniture	1 612	1 387
Depreciation – Leasehold improvements	4 462	4 570
Depreciation – Motor Vehicles	1295	1355
<b>Total depreciation</b>	<b>19 034</b>	<b>11 683</b>
Less: Depreciation attributable to project disbursements	(8 937)	(5 492)
<b>Depreciation attributable to operating expenses</b>	<b>10 097</b>	<b>6 192</b>
<u>Amortisation</u>		
Intangible assets	3 868	3 032
Less: Attributable to project disbursements	-	(38)
<b>Attributable to operating expenses</b>	<b>3 868</b>	<b>2 994</b>

# National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2023

<b>20. Employee related costs</b>	<b>2023</b>	<b>2022</b>
	<b>R'000</b>	<b>R'000</b>
Salaries and allowance	192 890	179 300
Provident fund: Defined contribution plan	11 184	12 647
Termination benefits	-	3 987
Internship programme and temporary staff	42	863
Travel and reimbursed expenditure	6 322	3 115
<b>Total employee cost</b>	<b>210 437</b>	<b>199 913</b>
Attributable to project disbursements	141 960	137 758
<b>21. Allowance for impairment of assets</b>	<b>2023</b>	<b>2022</b>
	<b>R'000</b>	<b>R'000</b>
Small and medium enterprises	-	352
Micro loans, direct lending and intermediaries	521	487
Co-operatives	-	473
	<b>521</b>	<b>1 312</b>
Equipment impairment	395	610
Intangibles impairment	-	-
Trade and other receivables	-	-
	<b>395</b>	<b>610</b>
<b>Reversals of impairment</b>	<b>2023</b>	<b>2022</b>
	<b>R'000</b>	<b>R'000</b>
Small and medium enterprises	30 342	-
Micro loans, direct lending and intermediaries	-	-
Co-operatives	13 698	-
	<b>44 040</b>	<b>-</b>
Loans receivable from exchange transactions	44 561	1 312
	<b>44 561</b>	<b>1 312</b>
<b>Write-off assets</b>	<b>2023</b>	<b>2022</b>
	<b>R'000</b>	<b>R'000</b>
Loans receivable from exchange transactions	45 390	-
Equipment written off	68	830
Intangibles written off	-	-
Trade and other receivables written off	-	49
	<b>45 458</b>	<b>879</b>



# National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2023

<b>22. Operating lease</b>	<b>2023 R'000</b>	<b>2022 R'000</b>
Buildings	25 263	25 800
Less: Attributable to project disbursements	(15 275)	(15 816)
	<b>9 988</b>	<b>9 984</b>
Future minimum rentals under non-cancellable operating leases within one year	21 541	25 232
After one year but not more than five years	10 726	22 403

The leases relate to the buildings occupied by the NYDA and the average terms vary from 5 - 7 years and the escalation rates range from 7 - 10%. The NYDA does not implement automatic renewals on the leases as it is guided by the PFMA, SCM policy and Treasury regulations on procurement.

<b>23. Donor funding income and disbursements</b>	<b>2023 R'000</b>	<b>2022 R'000</b>
The respective donor funding disbursements are as follows:		
Department of Cooperative Governance- CWP	77 714	22 727
Department of Sports Arts and Culture - The Young Patriots Programme	10 411	13 911
Flemish government	50	596
Services SETA Artisan Training Programme	-	1 653
Kwa-Zulu Natal Department of Social Development (DSD)	968	463
Services SETA Apprenticeship Programme	2 226	9 845
Department of Small Business Development - 1000 Grants	-	(4)
Sedibeng District Municipality	-	122
Service SETA Rural Grant	-	949
PSETA-NYDA	1 970	-
PSETA- DPSA NYDA	1 550	-
Ekurhuleni - Fetola Funding	1 146	-
FOODBEV SETA	3 427	-
AGRISSETA	250	-
INSETA	300	-
FASSET	865	-
PSETA - DISABILITY GRANT (DGF)	446	-
JOBS FUND - NATIONAL PATHWAY (NPM)	1 316	-
Unemployment Insurance Fund (UIF)	10 956	-
	<b>113 595</b>	<b>50 261</b>

# National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2023

**Donor funds were disbursed as follows:**

	2023	2022
	R'000	R'000
Capacity building	60 625	18 809
KZN DSD Grants - Individuals and Groups	968	463
Grants - Individuals	12 706	(4)
Media Products	391	428
External Disbursement -SETA ESA	-	2 867
Travel	6 268	2 545
Salaries & Wages - Normal	14 363	4 581
Administration and overheads	17 845	16 623
Workshops	429	3 949
	<b>113 595</b>	<b>50 261</b>

**24. Grant disbursements**

	2023	2022
	R'000	R'000
The respective grant disbursements are as follows:		
Grant disbursements – individuals and cooperatives	89 085	93 703
	<b>89 085</b>	<b>93 703</b>

# National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2023

## 25. Project disbursements

2023

2022

The respective disbursements are as follows:

R'000

R'000

Programme Design, Delivery and Development

215 966

196 840

Corporate Partnerships and International Relations

17 202

7 408

National Youth Service

547 085

24 345

Research and policy

4 805

1 431

Executive Directors Projects

9 322

2 232

**Total project disbursements**

**794 380****232 257**

The nature of project expenses is as follows:

2023

2022

R'000

R'000

Admin costs

16 231

13 791

Amortisation

-

38

Capacity building

10 016

1 023

Communication

955

764

Depreciation

8 937

5 492

Employee costs

141 810

137 758

Rental

15 275

15 819

Repairs and Maintenance

224

209

Research

-

180

Sponsorship

8 574

2 526

Travel

21 198

10 880

Vouchers

10 495

15 269

Workshops

11 992

6 201

PYEI NYS Projects

525 863

3 861

Project Disbursements

22 809

18 447

**794 380****232 257**

**National Youth Development Agency**

Audited Financial Statements for the year ended 31 March 2023

**26. Net cash flows from operating activities****2023****2022****R'000****R'000**

Surplus / (Deficit)	(378 072)	430 134
<b>Adjusted for:</b>		
Gain on sale of assets and liabilities	(113)	(16)
Interest income	(17 048)	(5 823)
Interest received	16 527	4 511
Write-off assets	(45 458)	785
Impairment loss	44 477	1 919
Reversal of impairment loss	-	-
Movements in provisions	1 028	13 019
Depreciation and amortisation	23 195	14 716
Unapproved surplus to national treasury	(10 222)	-
<b>Changes in working capital</b>		
Increase / (decrease) in receivables from exchange transactions	(831)	(831)
Increase / (decrease) in receivables from non-exchange transactions	132 756	(196 519)
Increase / (decrease) in deferred expenses	(2 669)	(2 084)
Increase / (decrease) in trade and other payables	6 123	17 323
(Increase) / decrease in rental deposit	(218)	(371)
Increase / (decrease) in deferred income	8 968	(8 732)
	<b>(221 557)</b>	<b>268 030</b>



# National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2023

## 27. Director's emoluments

2023	Remuneration	Bonus	Allowances	Defined contribution plan	Total
	R'000	R'000	R'000	R'000	R'000
<b>Board of Directors</b>					
Chairperson of the Board – Ms Asanda Luwaca	1 145	-	43	62	1 250
Deputy Chairperson of the Board – Ms Karabo Mohale	880	-	72	143	1 095
Member of the Board – Mr Thulisa Ndlela	550	-	36	-	586
Member of the Board – Mr Avela Mjajubane	61	-	33	-	94
Member of the Board – Ms Lebogang Mulaisi	439	-	36	-	475
Member of the Board – Ms Pearl Pillay	441	-	36	-	477
Member of the Board – Ms Alexandria Procter	333	-	36	-	369
Chief Executive Officer – Mr Waseem Carrim CA (SA)	2 253	332	199	223	3 007
<b>Audit Committee</b>					
Ms GT Ramaphaka CA (SA) (Term ended - 31 March 2022)	13	-	-	-	13
Ms TF Tukisi (Term ended - 31 March 2022)	8	-	-	-	8
Ms Reabetswe Kungwane Audit Committee Chairperson (Appointed May 2022, Resigned 1 October 2022)	150	-	-	-	150
Advocate RM Rosey (Interim Audit Committee Chairperson - 1 October 2022)	208	-	-	-	208
<b>Board Committee Specialist</b>					
Sibusisiwe Xulu	65	-	3	-	68
Venisha Nayagar	43	-	3	-	46
<b>Executive Directors</b>					
Chief Financial Officer – Ms Khuthadzo Mbedzi CA (SA) (Appointed - 18 May 2022)	1 359	-	34	145	1 538
Acting Chief Financial Officer – Ms Culita Mhlongo CA (SA) (1 April- 18 May 2022)	111	-	-	-	111
<b>Executive Directors</b>					
Mr Siyabonga Mbambo	1 404	253	69	487	2 213
Ms Palesa Notsi	1 467	258	109	219	2 053
Ms Mafiki Duma	1 556	274	47	129	2 006
	<b>12 486</b>	<b>1 117</b>	<b>756</b>	<b>1 408</b>	<b>15 767</b>

## National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2023

\* Allowances comprise of expense re-imbursements, travel reimbursements as well as acting allowances

2022	Remuneration	Bonus	Allowances	Defined contribution plan	Total
	R'000	R'000	R'000	R'000	R'000
<b>Board of Directors (Appointed on 01 December 2021)</b>					
Chairperson of the Board – Ms Asanda Luwaca	371	-	6	24	401
Deputy Chairperson of the Board – Ms Karabo Mohale	293	-	9	42	344
Member of the Board – Mr Thulisa Ndlela	155	-	-	-	155
Member of the Board – Mr Avela Mjajubane	-	-	13	-	13
Member of the Board – Ms Lebogang Mulaisi	145	-	-	-	145
Member of the Board – Ms Pearl Pillay	144	-	-	-	144
Member of the Board – Ms Alexandria Procter	122	-	-	-	122
Chief Executive Officer – Mr Waseem Carrim CA (SA)	1 909	521	117	214	2 761
<b>Interim Audit Committee (Appointed on 19 November 2020)</b>					
Ms A Mafuleka CA (SA) - Audit Committee Chairperson	7	-	24	-	31
Advocate RM Rosey	104	-	4	-	108
Ms GT Ramaphaka CA (SA)	107	-	2	-	109
Ms TF Tukisi	104	-	2	-	106
Mr AP Wakaba (Resigned )	23	-	-	-	23
<b>Executive Directors</b>					
Chief Financial Officer – Mr Thami Mkhwanazi CA (SA) (Resigned - 31 January 2022)	1 416	205	145	132	1 898
Acting Chief Financial Officer – Ms Culita Mhlongo CA (SA) (1 February - 31 March 2022)	116	-	-	-	116
<b>Executive Directors</b>					
Mr Siyabonga Mbambo	1 372	176	83	489	2 120
Ms Palesa Notsi	1 434	175	96	227	1 932
Ms Mafiki Duma	1 521	179	40	138	1 878
	<b>9 343</b>	<b>1 256</b>	<b>541</b>	<b>1 266</b>	<b>12 406</b>

\* Allowances comprise of expense re-imbursements, travel reimbursements as well as acting allowances

# National Youth Development Agency

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28. Commitments	2023	2022
	R'000	R'000
<b>Capital Commitments</b>		
Office Equipment	5 534	-
Leasehold Improvements	305	-
Computer equipment	5 823	21 672
Vehicles	5 637	1 486
Office Furniture and Fittings	1 693	1 589
	<b>18 992</b>	<b>24 748</b>
	<b>R'000</b>	<b>R'000</b>
<b>Contractual Commitments</b>		
NYDA-UIF Job creation funding partnership	3 816	396 100
NYDA - INSETA skills development partnership	3 709	-
NYDA - Jobs Fund Mentorship partnership	5 000	-
	<b>12 525</b>	<b>396 100</b>

## 29. Contingent liability

A contingent liability is an existing condition or situation involving uncertainty as to possible loss to an organisation, which will ultimately be resolved when one or more future event occur or fail to occur. A contingent liability is recognised by the NYDA when that uncertainty will ultimately be resolved, if one or more future events occurs, not wholly within the agency's control, or fail to occur. Resolution of the uncertainty may confirm the loss or the incurrence of a liability.

The NYDA has the following contingent liabilities which meets the definition as provided above:

- **Litigations:** R2 021 430 consisting of Employment contractual disputes, Service provider contractual disputes and Grant and Voucher application dispute
- **Vouchers:** R7 559 912 The Agency has in issue R7.6 million vouchers which have not been finalised as at the end of the reporting period.

Section 53 (1) of the PFMA, requires public entities not to retain cash surpluses that were realised in the previous financial year without prior written approval from National Treasury.

National Treasury partly approved the utilisation of the surplus funds for 2021-22 financial year amounting to R420 722 881 and the NYDA surrendered R10 222 119 to the National Revenue fund. The adjusted cash surplus for 2021-22 is R420 722 881.

As at 31 March 2023, NYDA had cash surpluses of R31 689 000 and have been disclosed as a contingent liability rather than a liability pending approval from the National Treasury. The NYDA will make an application to retain the cash surplus as a reserve for the capital and contractual commitments.

## 30. Contingent Assets

### Contingent Assets

A contingent asset is a possible asset that arises from past events, and whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the entity. i.e., a possible asset that may arise because of a gain that is contingent on future events that are not under an entity's control. The NYDA did not have contingent assets during the year under review.

## National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2023

31. Irregular Expenditure and Fruitless and Wasteful Expenditure	2023	2022
Irregular expenditure	-	-
Fruitless and wasteful expenditure	93	-

<b>Closing Balance</b>	<b>93</b>	<b>-</b>
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## Reconciliation of irregular expenditure

Description	2023	2022
Opening balance	281 107	281 107
Add: Irregular expenditure confirmed	-	-
Less: Irregular expenditure condoned	-	-
Less: Irregular expenditure not condoned and removed	-	-
Less: Irregular expenditure recoverable	-	-
Less: Irregular expenditure not recovered and written-off	-	-

<b>Closing Balance</b>	<b>281 107</b>	<b>281 107</b>
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## Details of current and previous year irregular expenditure (under assessment, determination, and investigation)

Description	2023	2022
Irregular expenditure under assessment	-	-
Irregular expenditure under determination	-	-
Irregular expenditure under investigation	-	-
<b>Total</b>	<b>-</b>	<b>-</b>

An application for condonation of prior year balances of irregular expenditure was made to the National Treasury. The NYDA received request to submit additional supporting documents to National Treasury to support the application submitted. As at 31 March 2023 the NYDA submitted the additional information requested and is awaiting response from National Treasury.

## Reconciliation of Fruitless and Wasteful expenditure

Description	2023	2022
Opening balance	5 950	5 950
Add: Fruitless and Wasteful expenditure confirmed	93	-
Less: Fruitless and Wasteful expenditure condoned	-	-
Less: Fruitless and Wasteful expenditure not condoned and removed	-	-
Less: Fruitless and Wasteful expenditure recoverable	-	-
Less: Fruitless and Wasteful expenditure not recovered and written-off	-	-

<b>Closing Balance</b>	<b>6 043</b>	<b>5 950</b>
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## Details of current and previous year Fruitless and Wasteful expenditure (under assessment, determination, and investigation)

Description	2023	2022
Fruitless and Wasteful expenditure under assessment	-	-
Fruitless and Wasteful expenditure under determination	-	-
Fruitless and Wasteful expenditure under investigation	93	-
<b>Total</b>	<b>93</b>	<b>-</b>

During 2022/23 the Agency identified fruitless and wasteful expenditure of R93 000 wherein the supplier failed to deliver goods paid for by the Agency on behalf of two grant beneficiaries. Legal proceedings have been instituted to recover the funds from the suppliers.



# National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2023

## 33. Events after the reporting date

### Micro Loan Write-off

During 2022/23 financial year, The NYDA was in the process of assessing the status of the balance Micro loan book with regard recoverability and the possibility for write-off given the impairment indicators. The Investment Committee and the Board granted approval to write off balance of the Micro Loan Book as at 31 March 2023 amounting to R11 million. The approval has been granted on 26 April 2023 and the Annual Financial Statements are authorised for issue on the 31 July 2023

## 34. Budget against actual expenditure:

### Material variance analysis:

Variances above 10% are considered material by the NYDA and thus should be explained.

The reason for material variances in budget against actual expenditure are the following:

**Other income:** Decrease is due to fewer project management fees than initially budgeted for .

**Donor funding income:** The reduction in donor revenue is due to delays in the transfer of funds from donors thus less revenue was recognised. Some of the donor funded projects only commenced during the third and the fourth quarter of the financial year.

**Communications and Public Relations:** Current donor funding projects catered for communication budget, hence saving from the own funding of marketing and communications budget.

**Legal Fees:** The budget is based on estimated cost of ongoing cases, decrease due to overall savings from the initial estimated legal costs.

**Risk:** Reduction is due to savings from renegotiated premiums and amortisation of prepaid expense.

**Interest Paid:** Relates to the interest portion relating to finance leases. This is budgeted for under rental of office equipment, this line item is reported administration and overheads.

**Project Disbursements:** Increased demand for sponsorships support through the Thusano fund and sponsorships programme has resulted in increased expenditure in the current year.

**Impairment, write-off, depreciation and amortisation:** These items are non-cash in nature and are not budgeted for.

**Donor Funded Expenditure:** Underspend due to delays in the transfer of funds from donors thus less revenue was recognised. Some of the donor funded projects only commenced during the third and the fourth quarter of the financial year.

**Grants Expenditure:** Increase demand for the grants programme has resulted in increase in grants approvals.

**Project disbursements– PYEI- NYS:** Delays in implementation of the project has resulted in the under spending due to while finalisation of recruitment and contracting of implementing partners and participants.

**Prior year approved rollover** - In line with the budget processes and approval of the retention of prior year surplus, the rolled-over funds are brought into the books through the adjustment budget as income once National Treasury has approved. These funds would have been accrued and recognised as revenue in the statement of financial performance in the prior year and they are thus not accrued for again in the current year. However, they form part of the funds that are utilised (expenditure raised against the budgeted income) in the current year, hence the reported deficit in the statement of financial performance in 2021-22 when compared to the statement of Comparison of Budget and Actual amounts.

# National Youth Development Agency

Audited Financial Statements for the year ended 31 March 2023

## 35. Related Parties

The NYDA is established within the Department of Women, Youth and Persons with Disabilities (DWYPD) which is the transferring Department of the Agency and represents the Executive Authority. The related parties of the NYDA consist mainly of directors, key management personnel and Department of Women, Youth and Persons with Disabilities (DWYPD).

There were no related party transactions between the NYDA and DWYPD other than the revenue from transfers.

There were no related party transactions between the NYDA, the board and key management personnel, other than the grants income disclosed in note 16 and the directors' emoluments which has been disclosed in note 27.

All transactions with the related parties are concluded on an arms-length basis.

## 36. Accounting by Principals and Agents

GTAC-JOBS FUND implementation of the PYEI project on behalf of NYDA		
	2023	2022
Assets	R'000	R'000
Receivables from non-exchange transaction	13 393	185 535
<b>Expenditure</b>		
Project Disbursement - National Youth Service (PYEI) project	480 567	3 861

The National Youth Development Agency (NYDA) received a special allocation from Department of Women, Youth and Persons with Disabilities (DWYPD) in terms of section 6(1)(b) of the Appropriation Act, 2021 for the establishment and operationalisation of the National Youth Service (the Presidential Youth Employment intervention (PYEI)) as well as the Youth Employment Challenge Fund. In line with the MoU agreement between the Department of Employment and Labour, National Youth Development Agency, and the Presidency, they have appointed a project manager - Government Technical Advisory Centre (GTAC) to monitor the delivery of the project through different partnerships and intermediaries with other organisations and entities that also aim at promoting the Presidential Youth Employment Fund (PYEI fund).

There were no significant risks and benefits associated with the relationship.





NATIONAL YOUTH DEVELOPMENT AGENCY  
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