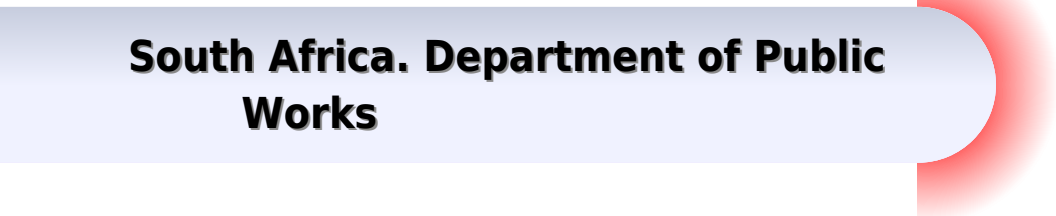


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Getting Skills Right Community Education and Training in South Africa OECD, 2019-03-14 Adult learning systems play a crucial role in helping people adapt to the changing world of work and develop relevant skills Community Education and Training has been brought forward as a possible way to foster adult learning in South Africa especially among disadvantaged groups South Africa *The Skills Balancing Act in Sub-Saharan Africa* Omar Arias, David K. Evans, Indhira Santos, 2019-01-31 Despite strong recent economic growth Sub Saharan Africa has levels of economic transformation poverty reduction and skill development far below those of other regions Smart investments in developing skills aligned with the policy goals of productivity growth inclusion and adaptability can help to accelerate the region's economic transformation in the 21st century Sub Saharan Africa's growing working age population presents a major opportunity to increase shared prosperity Countries in the region have invested heavily in building skills public expenditure on education increased sevenfold over the past 30 years and more children are in school today than ever before Yet systems for building skills in this population have fallen short and these shortcomings significantly impede economic prospects In half of the countries fewer than two in every three children complete primary school even fewer reach and complete higher levels of education Learning outcomes have been persistently poor leading to substantial gaps in basic cognitive skills literacy and numeracy among children young people and adults The literacy rate of the adult population is below 50 percent in many countries functional literacy and numeracy rates are even lower Systemwide change is required to achieve significant progress Multiple agencies at the central and local levels are involved in skills development strategies making skills everyone's problem but no one's responsibility Policies and reforms need to build capacity for evidence based policies and create incentives to align the behaviors of all stakeholders with the pursuit of national skills development goals *The Skills Balancing Act in Sub Saharan Africa Investing in Skills for Productivity Inclusivity and Adaptability* lays out evidence to inform the policy choices that countries will make in skill investments Each chapter addresses a set of specific questions drawing on original analysis and synthesis of existing studies to explore key areas How the skills appropriate to each stage of the life cycle are acquired and what market and institutional failures affect skills formation What systems are needed for individuals to access these skills including family investments private sector institutions schools and other public programs How those systems can be strengthened How the most vulnerable individuals those who fall outside the standard systems and have missed critical building blocks in skills acquisition can be supported Countries will face trade offs often stark ones that will have distributional impacts and a bearing on their development path Committed leaders reform coalitions and well coordinated policies are essential for taking on the skills balancing act in Sub Saharan Africa **Internships, Employability and the Search for Decent Work Experience** Andrew Stewart, Rosemary Owens, Niall O'Higgins, Anne Hewitt, 2021-06-25 This groundbreaking book examines the growing phenomenon of internships and the policy issues they raise during a time when

internships or traineeships have become an important way of transitioning from education into paid work

The Oxford Handbook of the South African Economy Arkebe Oqubay, Fiona Tregenna, Imraan Valodia, 2021-11-18 While sharing some characteristics with other middle income countries South Africa is a country with a unique economic history and distinctive economic features It is a regional economic powerhouse that plays a significant role not only in southern Africa and in the continent but also as a member of BRICS However there has been a lack of structural transformation and weak economic growth and South Africa faces the profound triple challenges of poverty inequality and unemployment Any meaningful debate about economic policies to address these challenges needs to be informed by a deep understanding of historical developments robust empirical evidence and rigorous analysis of South Africa's complex economic landscape This volume seeks to provide a wide ranging set of original detailed and state of the art analytical perspectives that contribute to scientific knowledge as well as to well informed and productive discourse on the South African economy While concentrating on the more recent economic issues facing South Africa the handbook also provides historical and political context It offers an in depth examination of strategic issues in the country's key economic sectors and brings together diverse analytical perspectives

Youth Development in South Africa Botshabelo Maja, Busani Ngcaweni, 2023-10-03 Youth Development in South Africa Harnessing the Demographic Dividend is a compelling snapshot of thirty years of South Africa's democratic dispensation and what it has meant for the youth of the country as well as how its demographic dividend can be harnessed for a fairer society in the future

Critical Issues in South African Education Charl C. Wolhuter, 2020-12-31 The main thesis of this book is that given that South African education faces major challenges the BRICS Brazil Russia India China and South Africa constellation of states offers thus far overlooked a valuable tertium comparationis a source of international comparative perspectives to inform the domestic scholarly discourse on education This book first investigates the national contexts and development of education in the BRICS countries arguing that this grouping represents a valuable but yet overlooked field for illuminating South African education issues with international perspectives The book consists of chapters arguing for and illustrating this thesis from a variety of angles Common to all chapters is that authors used the comparative method in education that is comparing the national education system in their education societal context interrelationships of the BRICS countries The chapters focus on a number of critical issues in South African education including the language of learning and teaching issue the alignment of the world of education with the world of work early childhood education and the development of world class universities Regarding the last for example China has been the terrain of the most intensive national projects of establishing world class universities with Project 985 Project 211 and the Double First Class University project The chapters demonstrate what South Africa in approaching her education issues can learn from the experience of the BRICS countries

People Management, 2023-04-26 Managing people is the chief task of human resources officers in businesses and industries worldwide It is a difficult and demanding task especially in this era of highly dynamic and

constantly changing business environments In addition the COVID 19 pandemic led to major and perhaps irreversible changes in how people work and how businesses operate This book provides a comprehensive overview of what it means to manage people in the modern world It includes sixteen chapters organized into three sections People Management in a VUCA World A Bright Future for People Management and People Management for People Happiness Chapters address such topics as dealing with staff turnover human resource development strategies during and post crisis diversity management the relationship between career development and value proposition the happy productive worker thesis HPWT and much more

OECD Reviews on Local Job Creation Employment and Skills Strategies in Indonesia OECD,Asian Development Bank,2020-10-07 This report comes at a time when policy makers are challenged by the COVID 19 crisis that is generating a profound reflection on economic and social well being Before COVID 19 hit Indonesia had experienced remarkable economic growth making substantial progress in poverty reduction and gains in employment However there are large differences in outcomes across Indonesian provinces which often reflect the quality of local infrastructure services education and jobs

Better Choices Greg Mills,Mcebisi Jonas,Haroon Bhorat,Ray Hartley,2022-04-01 A must read accessible and skilful account of South Africa s socio economic challenges policy and governance choices THEMBA MASEKO All the numbers on South Africa s crisis dashboard are blinking red The economy is failing to grow and more and more young people find themselves on the outside looking in as education falters and jobs disappear Energy and transport are in crisis Governance is floundering as debt mounts and government runs out of money Better Choices is a collection by South Africa s top thinkers on the political economy providing an unflinching account of the myriad challenges the country faces The picture that emerges is of a nation on the brink of a catastrophic slide into failure unless better if tough policy choices are made As stark as these problems are their solutions are tantalisingly close at hand The chapters in this book outline exactly the solutions those better choices that need to be made by leadership to alter the country s bleak trajectory South Africa cannot talk its way out of trouble Key to success is removing the sources of friction the red tape over regulation and rents that slow down investment This is only possible if a more effective focused government acts decisively Compiled by The Brenthurst Foundation Africa s leading think tank on economic development Better Choices is for those who want to build a positive inclusive future for South Africa

A Hidden History of Youth Development in South Africa Margaret Perrow,2021-03-15 Drawing on two decades of interviews and ethnographic fieldwork 1998 2018 this book presents a unique and multi faceted history of youth development in South Africa through the lens of a South African non governmental organization NGO prominent in youth development from the mid 1980s until 2008 The book weaves history ethnography and discourse analysis to contextualize the Joint Enrichment Project JEP in the politics and history of South African education It examines JEP s role leading up to and during South Africa s transition to democracy its work and influence in post apartheid South Africa and the continued relevance of its legacy to contemporary initiatives seeking to address youth development and

social justice While JEP repeatedly repositioned itself as an organization from fighting the effects of apartheid on young people to becoming a potential partner with the new African National Congress ANC led government its most significant role may have been to reposition people After tracing JEP s twenty year history the book focuses on the participants in a 1998 Youth Work Scheme exploring their learning experiences and the program s immediate impact on their lives It then revisits these participants twenty years later in 2018 analyzing their life trajectories after JEP and comparing them with the life trajectories of former JEP staff over the same period shedding light on broader patterns of socio economic reproduction and change in the country The book concludes with a discussion of a perennial paradox facing youth development institutions This book will be of great interest to academics researchers and post graduate students in the fields of education international development anthropology and African studies

A Teacher's Guide to 14-19 Policy and Practice Lynn Senior, 2016-07-01 This concise and up to date guide to 14 19 education aims to demystify recent policy initiatives in the sector to help teachers and practitioners understand the rationale for the qualifications on offer and support them in their daily practice Offering lots of additional guidance it will help teachers to access the ongoing support that is available and develop their own professionalism A Teacher s Guide to 14 19 Policy and Practice considers the types of knowledge needed to teach vocational education and offers a wealth of strategies for effective learning teaching and assessment to ensure that all students achieve and progress It also explores the ways that teachers can follow the Information Advice and Guidance IAG standards to develop employability in the classroom and help students gain the skills they will need to manage their personal lives and careers in the future The four sections cover The Political Environment in 14 19 Education Teaching and Learning in the 14 19 Sector Making 14 19 Work Going Further in 14 19 Education Featuring case studies practical tasks and reflective questions this timely new text will be essential reading for all trainee and practising teachers and practitioners in the 14 19 sector

Annual Report South Africa. Department of Public Works, 2016

Youth Entrepreneurship Thea van der Westhuizen, 2023-10-30 Addressing the theoretical and practical gaps in our knowledge around developing internal and external domains of youth entrepreneurship the book places particular emphasis on South Africa but offers insights and implications that can be applied far beyond our borders It makes the case that it is possible to develop internal domains through various models These models include shifting hope activating potential entrepreneurship SHAPE youth entrepreneur support YES and systemic action learning and action research SALAR Validated through a series of assessments these models were created as a basis for the development and application of a youth entrepreneurship ecosystem for university students The study presented in this book describes the development of a youth entrepreneur support network to sustain Individual Entrepreneurial Orientation development among students It provides insights into a framework and model that can be simulated at other institutions organisations and youth entrepreneurship development programmes A useful resource for academics and post graduate students the book provides valuable insights on how to develop implement apply and

monitor new models and best practices to support youth entrepreneurs journey on route to entrepreneurial action

Practical Tools for Youth Entrepreneurs Thea van der Westhuizen, 2023-11-21 This open access book inspires young entrepreneurs to embark on the journey toward the future of work through actionable entrepreneurship especially focusing on South Africa Its insights and tools extend beyond borders suiting the Global South and emerging markets Using systemic action learning the author guides readers in developing both internal and external aspects of youth entrepreneurship Part One delves into the internal facets exploring the interaction of entrepreneurial Heartset Mindset Handset that shape entrepreneurial behavior The terms entrepreneurial heartset mindset and handset encompass the neurological thought related and behavioral dimensions of entrepreneurship the Triple H The book illustrates external aspects through the SHAPE model Shifting Hope Activating Potential Entrepreneurship and YES network Youth Entrepreneur Support These models offer an ecosystem strategy for young entrepreneurs Part Two equips aspiring youth entrepreneurs with tools to overcome creativity barriers generate business ideas and nurture entrepreneurial traits The SHAPE Four Quadrant Business Model Canvas and dropshipping for start ups are among the implementable tools presented The book introduces original models for youth entrepreneur internal and external domains offering substantive insights The SHAPE Lab delivers comprehensive toolkits for youth entrepreneurship development *Annual Report Mpumalanga (South Africa). Department of Education, 2015*

Promoting Entrepreneurship to Reduce Graduate Unemployment Katono, Isaac Wasswa, 2022-04-01 Based on recognition evaluation and exploitation of opportunities entrepreneurship is a process that stimulates economic growth provides us with new products and services and serves as a solution to low unemployment rates Hence many governments encourage their citizens to embrace entrepreneurship as a strategy to mitigate unemployment particularly youth and graduate unemployment While studies show that entrepreneurship education has yielded positive results in Western countries in other parts of the world it seems that most students still prefer to seek paid employment in their career of choice Promoting Entrepreneurship to Reduce Graduate Unemployment seeks to expand understanding of the barriers that face graduates in becoming entrepreneurs in various countries examining the role of educational institutions in promoting graduate entrepreneurship and evaluating governments as well as other schemes that promote graduate entrepreneurship Although it will not be a panacea for all the obstacles that impede graduate entrepreneurship it is hoped that this book will illuminate the entrepreneurship career path serve as a platform for further diagnosis for reducing graduate unemployment and highlight areas in need of further research Covering topics such as entrepreneurial self efficacy career choice and educated unemployment it serves as a dynamic resource for educators educational administration and faculty government institutions graduate students student organizations professionals researchers and academicians

Participation of Young People in Governance Processes in Africa Kurebwa, Jeffrey, Dodo, Obadiah, 2019-06-28 Active political engagement requires the youth of today to begin their journeys now to be leaders of tomorrow Young individuals are

instrumental in providing valuable insight into issues locally as well as on a national and international level Participation of Young People in Governance Processes in Africa examines the role of young peoples involvement in governance processes in Africa and demonstrates how they are engaging in active citizenship There is an intrinsic value in upholding their right to participate in decisions that affect their daily lives and their communities and the content within this publication supports this by focusing on topics such as good citizenship youth empowerment democratic awareness political climate and socio economic development It is designed for researchers academics policymakers government officials and professionals whose interests center on the engagement of youth in active citizenship roles **Labour Law Rules! Third Edition** Marie

Mcgregor,2017-11-17 Labour Law Rules is a book designed primarily as an introductory text for students encountering labour law for the first time whether their goal is a law degree or some other discipline involving a basic knowledge of the labour relations regulatory regime in South Africa In the past two years since publication of the first edition of Labour Law Rules some significant events took place which impacted on labour law resulting in a number of changes proposed to reform labour law The new edition of Labour Law Rules aims to lay a sound and up to date foundation of basic labour law rules which will enable students to be empowered to assist in shaping the future working environment and laws of the country The second edition of the bestselling text book Labour Law Rules continues to provide a highly accessible text on labour equity social security skills development and related laws fully updated to include the latest changes and amendments in labour law in South Africa It discusses these laws against the backdrop of South Africa as a member state of the ILO and the economic and socio economic context in the country Handbook of Research on Challenges for Human Resource Management in the

COVID-19 Era Figueiredo, Paula Cristina Nunes,Tomé, Eduardo Luís de Campos Soares,Rouco, José Carlos Dias,2022-06-10 The importance of people in organizations has been growing in the organizational environment over the last decades Digital transformation artificial intelligence and sustainability have already reinforced the role of people as a differentiating element for the success and survival of organizations These phenomena alone are already challenging for people There is a consensus that the world of work as we knew before the pandemic will not return Human resource management HRM practices must prepare organizations for the future of work The Handbook of Research on Challenges for Human Resource Management in the COVID 19 Era analyzes state of the art HRM in a digital transformation context and investigates the factors that promote more learning and development dynamics in organizational contexts It also evaluates the impact of HRM policies on individuals organizations and societies Covering topics such as corporate social responsibility job satisfaction and electronic performance monitoring this major reference work is a crucial resource for leaders from public and private companies human resource professionals specialists students and educators of higher education researchers and academicians

OECD Economic Surveys: South Africa 2015 OECD,2015-07-17 This 2015 OECD Economic Survey of South Africa examines recent economic developments policies and prospects Special chapters cover infrastructure and business

regulation tax policy and inclusive growth

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