

REGIONAL

ACJ

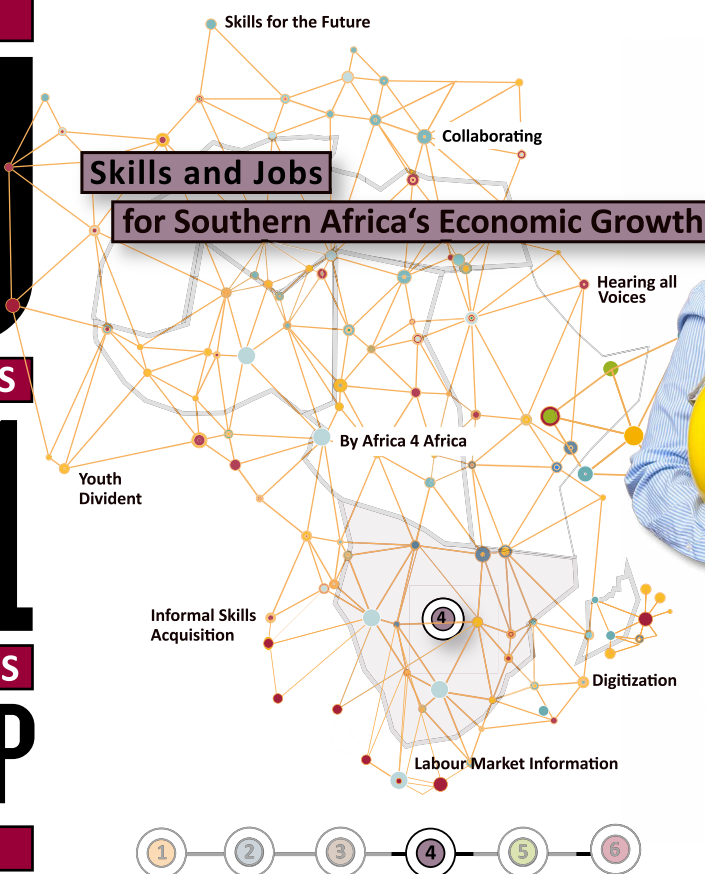
AFRICA CREATES JOBS

2021

VIRTUAL WORKSHOPS

22-23 SEP

SOUTHERN AFRICA



Southern Africa Regional ACJ
“Skills and Jobs for Southern Africa’s Economic Growth”.

September 22nd & 23rd 2021, 10:00 a.m. – 13:00 p.m. (SAST)

Full report

This programme is co-funded by the European Union and the Federal Ministry for Economic Cooperation and Development

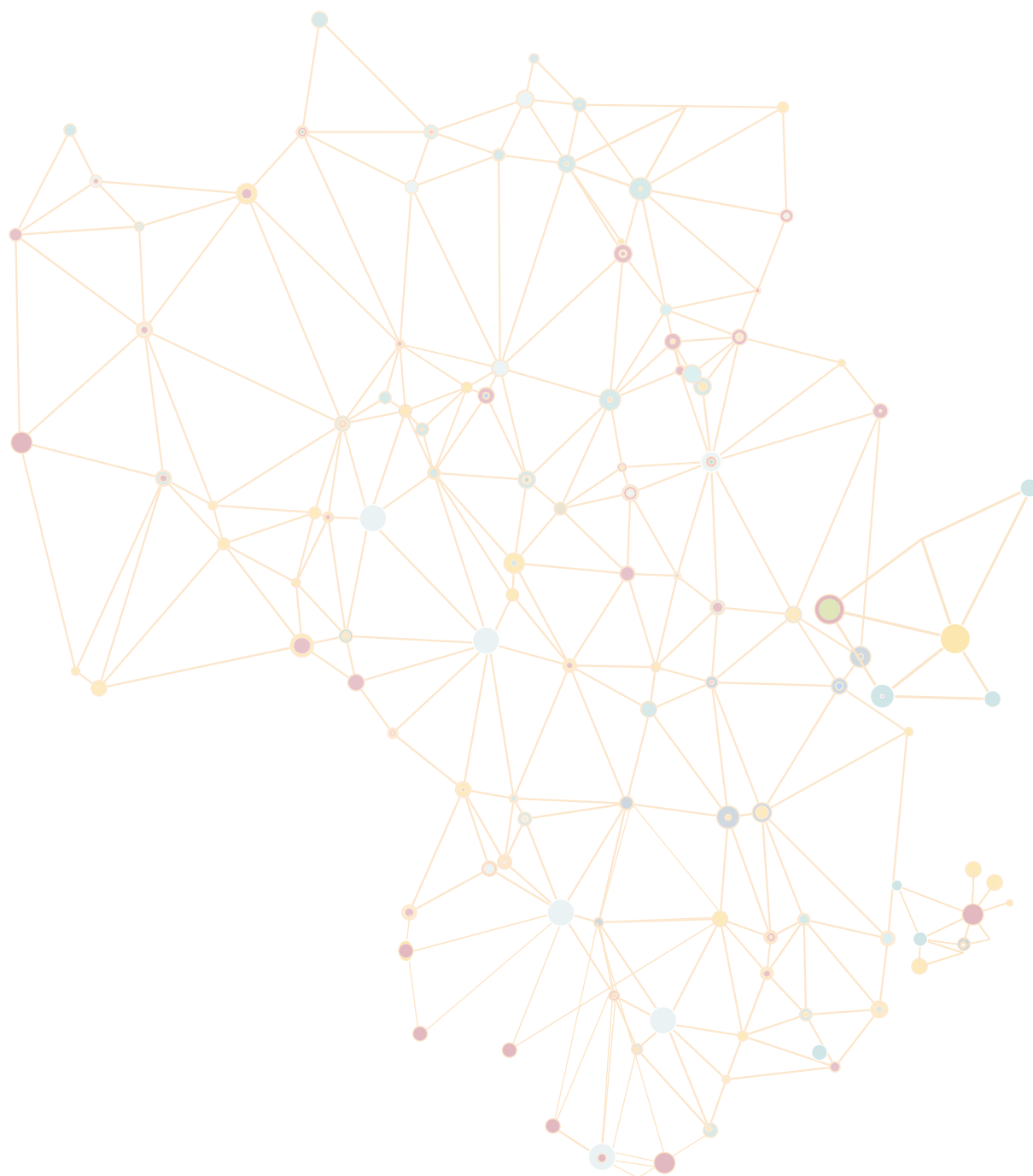


ACKNOWLEDGEMENTS

AUC and AUDA-NEPAD would like to thank STRATEGIES! for the technical support in compiling this report as well as the representatives from GIZ who have assisted in its creation.

Authors

STRATEGIES! Consulting Firm
Kah Walla



1. INTRODUCTION AND BACKGROUND

The Skills Initiative for Africa (SIFA), together with its partners the African Union Commission (AUC) and the African Union Development Agency (AUDA-NEPAD), held the Southern African Regional Africa Creates Jobs (R-ACJ) on the 22nd & 23rd of September 2021. Other key partners included Business Unity South Africa (BUSA) and UNESCO as a regional partner to the Southern African Development Community (SADC).

Five R-ACJ online workshops will be conducted and serve as a prelude to the Continental Africa Creates Jobs (ACJ) conference to be held in November 2021. The Southern Africa Regional ACJ was the fourth of the 5 regional workshops, the previous ones having been held in East Africa - 16th & 17th July 2021, in West Africa - 26th & 27th August 2021 and in Central Africa - 2nd & 3rd September 2021.

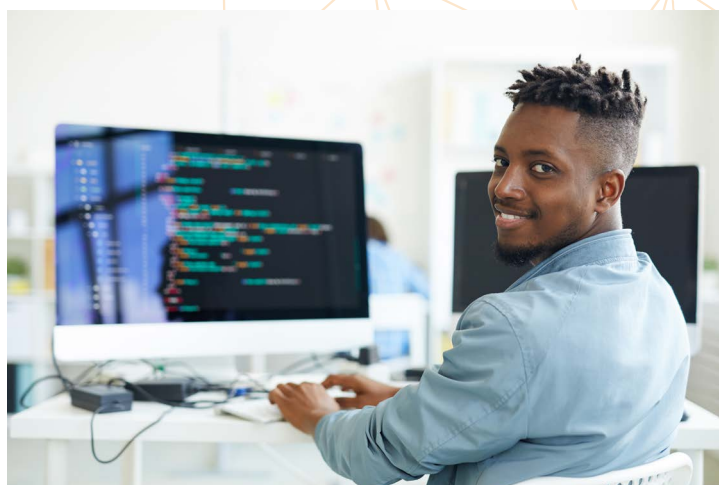
1.1. Workshop purpose

The five R-ACJs aimed to bring together key stakeholders from government, the private and public sectors and other social partners to contemplate data and information gathered through a series of studies. These included SIFA conducted Macro-Economic Studies done in five countries and Rapid Skills Assessments in eight countries. The workshop sessions furthermore aimed to create a dialogue platform at regional level where diverse stakeholders could engage on possible solutions and recommendations. The engagements spotlighted strengthening the skills development system and increasing prospects of (self) employment of young people for the region, within the context of the findings.

1.2. Continental ACJ

The Continental ACJ will be held in November 2021. The theme of this year's continental dialogue platform is ***“Driving a responsive and agile skills and jobs agenda for economic growth for African Youth”***. This theme will enable key stakeholders to explore how Africa's envisaged growth, as articulated in the African Free Trade Area (AfCFTA), in a COVID-19 environment, can meet the skills demand for the over 20 million jobs that the continent needs every year.

Information from the regional workshops is meant to guide investment decisions by Member States as they identify sub-sectors prone to boost employment. The regional lessons learned are in the process of being aggregated to feed into the continental ACJ in November 2021.



2. WORKSHOP PARTICIPANTS

About 60 stakeholders attended the Southern Africa online discussion from the business community, higher education, TVET and secondary schools, civil society, youth organizations and policy makers.

3. OVERVIEW OF THE SOUTHERN AFRICA R-ACJ ONLINE WORKSHOP

The workshop was scheduled in two three-hour sessions over a two-day period.

3.1. Day 1 Proceedings

Opening session

The first day started with welcome remarks from officials and the description of the framework of the workshop. Below are a few quotes from their inputs:

- **Mr. Cas Coovadia**, CEO, Business Unity South Africa (BUSA): *“We need to learn from our lessons, determine quick fix and sustainable solutions for an enabling environment that attracts local to global investments; as a sustainable way to address poverty and job creation in South Africa Region.”*
- **Ms. Carolyn Medel-Anonuevo**, Head of Education Unit, UNESCO Regional Office for Southern Africa: *“For us the UNESCO Regional Office and with SADC, we are now trying to make sure that there is discussion among the member States about the importance of TVET policies, the importance of partnerships with private sector.”*
- **Dr. Monica Idinoba**, Principal Scientific Officer - Human Resources, Science and Technology, AUC: *“Only 3 million jobs are created by our economies every year, which is a very great shortfall. And this is an issue which we must urgently address. Our collective efforts must be aligned towards the development of a workforce that is highly educated, skilled, creative and innovative in order to be competitive in the 21st century.”*

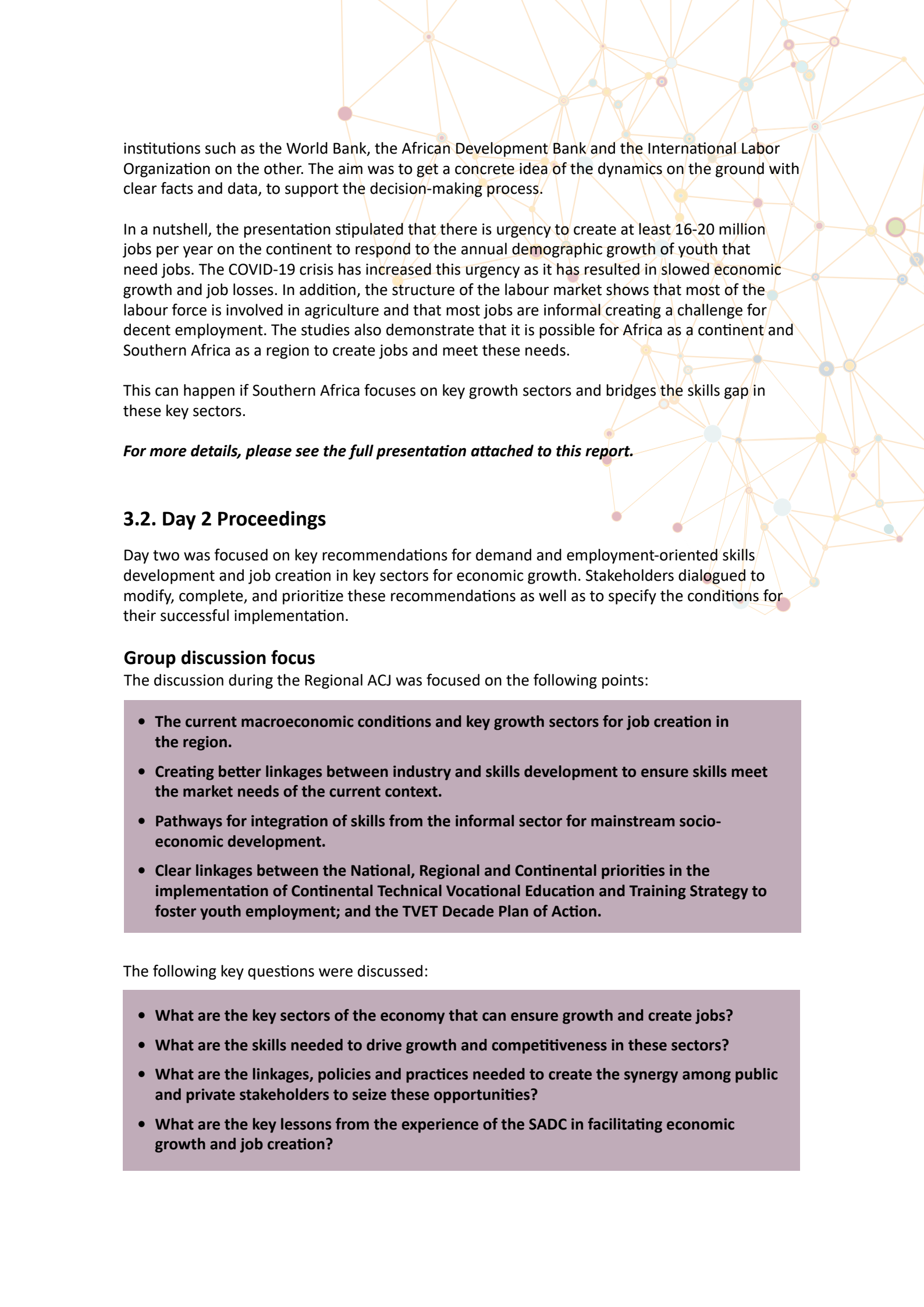
Context setting: Macroeconomic trends¹

The remainder of the session focused on the presentation of macroeconomic trends at both the continental and regional levels. The main input document presented was a summary of the Macro-economic analysis and Rapid Skills Assessment Reports which were undertaken by SIFA in 8 African Union Member States, with possible scenarios of job growth potential along national productive sectors on one hand; and trends² compiled from international organizations and

¹ The studies are accessible in the following link: <https://www.nepad.org/publications>

² The compiled trends are from some reports accessible below:

- https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_775883.pdf
- https://www.intracen.org/uploadedFiles/intracenorg/Content/Publications/AfCFTA-youth_FINAL_PRINT_3.pdf
- https://www.uneca.org/sites/default/files/SROs/North-Africa/best-practices-in-job-creation-in-africa_uneca_202105.pdf
- https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_795453.pdf
- https://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---travail/documents/publication/wcms_771731.pdf
- <https://countryeconomy.com/>
- <https://hsf.org.za/publications/hsf-briefs/the-southern-african-development-community-i-population>
- <https://www.oecd.org/publications/africa-s-development-dynamics-2018-9789264302501-en.htm>



institutions such as the World Bank, the African Development Bank and the International Labor Organization on the other. The aim was to get a concrete idea of the dynamics on the ground with clear facts and data, to support the decision-making process.

In a nutshell, the presentation stipulated that there is urgency to create at least 16-20 million jobs per year on the continent to respond to the annual demographic growth of youth that need jobs. The COVID-19 crisis has increased this urgency as it has resulted in slowed economic growth and job losses. In addition, the structure of the labour market shows that most of the labour force is involved in agriculture and that most jobs are informal creating a challenge for decent employment. The studies also demonstrate that it is possible for Africa as a continent and Southern Africa as a region to create jobs and meet these needs.

This can happen if Southern Africa focuses on key growth sectors and bridges the skills gap in these key sectors.

For more details, please see the full presentation attached to this report.

3.2. Day 2 Proceedings

Day two was focused on key recommendations for demand and employment-oriented skills development and job creation in key sectors for economic growth. Stakeholders dialogued to modify, complete, and prioritize these recommendations as well as to specify the conditions for their successful implementation.

Group discussion focus

The discussion during the Regional ACJ was focused on the following points:

- **The current macroeconomic conditions and key growth sectors for job creation in the region.**
- **Creating better linkages between industry and skills development to ensure skills meet the market needs of the current context.**
- **Pathways for integration of skills from the informal sector for mainstream socio-economic development.**
- **Clear linkages between the National, Regional and Continental priorities in the implementation of Continental Technical Vocational Education and Training Strategy to foster youth employment; and the TVET Decade Plan of Action.**

The following key questions were discussed:

- **What are the key sectors of the economy that can ensure growth and create jobs?**
- **What are the skills needed to drive growth and competitiveness in these sectors?**
- **What are the linkages, policies and practices needed to create the synergy among public and private stakeholders to seize these opportunities?**
- **What are the key lessons from the experience of the SADC in facilitating economic growth and job creation?**

Group discussion outputs:

In three different groups and in plenary, participants discussed and came up with the final recommendations below to be sent as input to the Continental ACJ 2021 event. While the table below reflects actions/interventions appropriate to particular stakeholder groups, the workshop reiterated the need for consistent collaboration across and amongst the stakeholders to effectively take forward these recommendations.

	TVET Authorities, TVET & Other training institutions	Private sector	Government
Enhance skills development			
National level	<ul style="list-style-type: none"> • TVETs to create strong partnerships with private sector. <ul style="list-style-type: none"> » Internships » "improved" quality of training being provided by the TVET sector • Put in place an advisory board meeting quarterly to looking at the alignment with what private sector needs. • Integrate ICT in TVET <ul style="list-style-type: none"> » Data collection (monitoring of type of equipment available/ needed) » Tracking of content • Update and align curricula to the needs of the private sector – <ul style="list-style-type: none"> » Focus on competency-based curriculum » Making use of pictures • For teachers <ul style="list-style-type: none"> » Continued training of teachers » Provide teachers with industry experience. • Involve professionals in the training process. 	<ul style="list-style-type: none"> • Use existing funding (taxes & levies for skills) to foster reskilling or upskilling, with government support. <ul style="list-style-type: none"> » Best Practice: Existing model in South Africa: Companies use Tax breaks for virtual training systems, they provide stipends to trainees and have a sales training program for specific products which the trainees can choose to learn to sell. • CISCO will be able to cover virtual training programs for digital skills (entire SADC) – With recognized certification globally (necessity to have a secure platform) - Possibility to work with BUSA & Government. <ul style="list-style-type: none"> » SIFA (Cheryl James) will follow up to see how this roll out can be coordinated. • Use the downtime of companies to facilitate the access to online training facilities (both devices and data) for employees and other trainees. • Use existing funding (Ex: SETA in South Africa) to restructure skills learning and orientation for enterprise development, for career, for vocational training. Do this in partnership with universities, private sector, TVET, youth associations. 	<ul style="list-style-type: none"> • Governments to reach out to private sector – platform of discussion. • Be more strategic in getting funding from International Organizations (for TVET upskilling). • Develop good and strong TVET strategies (considering Gender, Sustainability, ICTs, etc.) in order to negotiate with funders. • Ensure they have skilled people working on TVET (TVET is poorly managed by the government). • Consider TVET as a strategic lever. • Expand research funding to be inclusive for formal sector and informal businesses. • Governments need to develop an agile curriculum framework – one that can change and adapt to demand-led skills. • Upskilling and reskilling of teaching personal at all levels. • A need to strongly advocate for TVET and apply innovative funding models. • Governments need to bring back apprenticeship programs in partnership with: <ul style="list-style-type: none"> » Private sector – facilitate apprenticeships and transition to jobs » Informal sector – structure and formalize apprenticeships. Certify skills and gradually transition to formality.

	TVET Authorities, TVET & Other training institutions	Private sector	Government
Enhance skills development			
National level		<ul style="list-style-type: none"> • Existing Model: South Africa has sustainable funding for the TVET – There is a challenge with the cost of data bundles, connectivity in the region. How can we make sure that the TVET is funded in a sustainable way? <ul style="list-style-type: none"> » Government: Develop policies to give incentives to private companies which furnish these bundles (e.g.: Tax breaks). » Internet Providers: An opportunity to develop their market by supplying the data at a lower rate. » Private sector: Invest sustainably in training the future workforce (funds for training). » Partnership between Government and Private companies (PPPs). » Creation of training programs by companies' associations (sector or general associations). » TVET must update their curricula in order to adapt their programs to the market demands. » TVET must indicate what is important (e.g.: need for data bundles, internet) when drafting their budget (addressed to the government). Existing model: Licensing obligations – Ensuring free connectivity to schools. Possibility to replicate the model in the SA Region. 	

	TVET Authorities, TVET & Other training institutions	Private sector	Government
Enhance skills development			
Regional level	<ul style="list-style-type: none"> Promote a gender sensitive TVET framework. Harmonize training to the growing sectors of various countries to facilitate workers' mobility in the region. Develop programs for regular exchanges between TVETs and industry. Promote and implement a gender sensitive TVET framework. Promote centres of specialization- targeting skills needed in the community where TVETs are located and also looking at growing sectors in the region. 	<p><u>Examples of Good Practice from the Southern Africa Region</u></p> <ul style="list-style-type: none"> CISCO offers platform for experience sharing on TVET. <ul style="list-style-type: none"> » Learning and knowledge management » Power point presentation » Training of lecturer ASPYEE portal SADC having regular meetings on best practices sharing – next meeting is end of October. 	<p><u>Actions to be taken by SADC</u></p> <ul style="list-style-type: none"> Develop a standard, so that all person going through TVET in southern Africa will be able to be trained, certified and work even outside their countries – This could facilitate workers mobility. Put in a platform for experience sharing between experts in TVETs- local to global perspectives. Put in place a platform to promote best practices from countries. Monitor and review the strategic framework (available here) for the development of TVET (2018 – 2027) and adapt regularly. <p><u>Actions to be taken by AU</u></p> <ul style="list-style-type: none"> Build on the work done by RECs on TVETs to adjust the continental strategy.
What the government could do regarding the informal sector			
<p><u>At both Regional and National level:</u></p> <ul style="list-style-type: none"> Promote digitization: e.g., Enhance the visibility of social events for networking – to share best practices how to move informal to formal. Support the informal sector in tracking their productivity. Create incentives to help informal sector provide social security protection for their employees. The need to ensure that the informal sector is included / informed on programs and that the information channel to them are clear: this could be supported by grassroots campaign. Invest in capacity building to MSMEs to help them grow and move from informal to formal economy - Evidence shows that capacity building to MSMEs is more important than access to finance. <p><u>Actions to be taken by AU & SADC</u></p> <ul style="list-style-type: none"> Organize online networking activities. Create platforms where people can share on what they do and best practices. 			

You can find the full outcomes in the document attached.

4. CONCLUSION

The Southern Africa Regional ACJ enjoyed a high-level of engagement from diverse and highly qualified participants.

Results of macroeconomic studies and COVID-19 rapid skills assessment were presented to participants. They discussed employment in the informal sector as well as the key recommendations that were formulated for job creation and skills development in the region. The output of this discussion has been captured to be merged with the outputs of the other Regional ACJs and feed into the continental ACJ.

ANNEXURES

- Presentation on the Macro-economic and regional trends in the Southern Africa Region.
- The recording of the discussion in the plenary.
- The recordings of the groups' discussions.



This report is published by SIFA - Skills Initiative for Africa, an initiative of the African Union Commission (AUC) and the African Union Development Agency (AUDA-NEPAD).

Contact: Unami Mpofu, Email: UnamiM@nepad.org
<https://www.nepad.org/skillsportalfor youth>

SIFA is supported by:

Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH
International Labour Organization
European Training Foundation

SIFA is co-funded by:

Federal Ministry for Economic Development and Cooperation (BMZ)
The European Union

Disclaimer

This publication was produced with the financial support of the European Union and the German Federal Ministry for Economic Cooperation and Development. Its contents are the sole responsibility of GIZ and do not necessarily reflect the views of the EU or the Federal Ministry for Economic Cooperation and Development.

