

Career Path Development for Employment (CPD4E)

Improve the employment and income generation prospects of young South Africans in a sustainable, increasingly decarbonised and inclusive economy aligned with the just transition principles

The challenge

The following two issues are among the South African government's major socio-economic challenges:

Low economic growth. SA has been in an economic recession for years, the scale and impact of which have been dramatically exacerbated by the COVID-19 pandemic with particularly dire effects on young people leaving 2 out of 3 unemployed (66,5 % of the 15-24-year-olds).

- Mass employment creation, income generation and green economy interventions are regarded as some of the crucial enablers of economic recovery in the Economic Recovery and Reconstruction Plan.

The growing need for a just transition to a sustainable, inclusive, resilient and low-carbon economy in light of climate-change related impacts on infrastructure, livelihoods and the anticipated impact on the coal value chain. The topic of just transition is a priority both nationally and internationally.

- Recent developments such as the establishment of a Presidential Climate Commission highlight the country's desire to and commitment to the imperative of transitioning to a low-carbon and inclusive economy.
- In addition, in November 2021, South Africa joined an international partnership called the Just Energy Transition Partnership with Germany, France, the UK, the US and EU. The objective of this partnership is to support a just transition to a low carbon economy and a climate resilient society in South Africa.



Project name	Career Path Development for Employment (CPD4E)
Commissioned by	German Federal Ministry for Economic Cooperation and Development (BMZ), co-financed by the Swiss State Secretariat for Economic Affairs (SECO)
Project region	South Africa
Lead executing agency	Department of Higher Education and Training (DHET)
Duration	01.06.2022 - 31.05.2025

Our approach

The Career Path Development for Employment (CPD4E) project shall be implemented with the Department of Higher Education and Training (DHET) and other relevant stakeholders. The project will apply an integrated employment promotion approach to support young people to gain access to employment and income generation opportunities in low-carbon footprint economic sectors.

This approach is aimed at integrating three key dimensions to promote employment:

1. Strong focus on improving employability by strengthening the supply side of the labour market
2. Demand side support through creating and improving jobs and private sector development.
3. Matching and labour market support services (active labour market policies such as matching services)

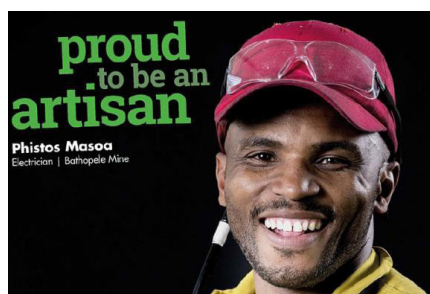
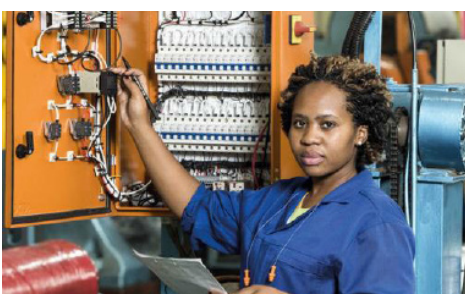


Photo left: Masia Lerato, apprentice electrician © Ralf Bäcker

Photo right: Phistos Masoa, proud apprentice © Ralf Bäcker



Contact person

Kirsten Freimann
Programme Manager
kirsten.freimann@giz.de

Photo left: Mdudu Siphamsa, apprentice plumber ©
Ralf Bäcker

Photo right: Puthi Dikgale, apprentice plumber © Ralf
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The project's core areas of focus are guided by this integrated approach:

a) Framework conditions: Strengthening of the systemic ability to react and innovate in order to develop/improve employment potential of just transition and to promote just transition in the vocational training system. For this purpose, e.g., innovative funding approaches like impact-based financing and cooperation models can be identified or developed, implemented and scaled and the necessary capacities in the state, economy and civil society can be further developed.

b) Supply side: Further development of demand-oriented vocational education and training that is responsive to the just transition skills requirements, so that the employability of graduates is consistent with labour market demand.

c) Matching: Promotion of self-employment interventions, especially for girls and young women specifically related to emerging employment opportunities in sustainable and low-carbon footprint sectors of the economy. This can include, for example, active labor market policy instruments like work-seeker platforms that connect job seekers and those affected by structural change (just transition) to employment and up-skilling opportunities.

d) Demand side: Support for employment-oriented companies in the context of just transition to strengthen their competitiveness, open up growth prospects and increase their demand for qualified workers. For example, an expanded range of funding for South African MSMEs, especially in the township economy, in selected economic regions and in the green economy, can contribute to this.

The CPD4E project activities will be jointly defined with the political partner DHET.

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Registered office: Career Path Development for Employment (CPD4E)
GIZ Office Pretoria
P. O. Box 28102, Sunnyside, 0002
Hatfield Gardens, Block C, Ground Floor,
333 Grosvenor Street, Pretoria, South Africa
T: +27 (0)12 423 5900

In cooperation with: Department of Higher Education and
Training
(DHET)

Author: Athenkosi Pono

Addresses of
the BMZ
offices: BMZ Bonn
Dahlmannstraße 4
53113 Bonn, Ger-
many
T: +49 0 228 99
535-0

BMZ, Berlin
10963 Berlin, Germany
Layout: GIZ T +49 30 18
535-0

Layout: GIZ

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