NATIONAL HUMAN SETTLEMENTS YOUTH ACCORD (NHSYA) FOR ACTIVE PARTICIPATION IN SUSTAINABLE HUMAN SETTLEMENTS DEVELOPMENT

Youth Brigade Pledge

As a Youth Brigade participant, I am the change I would like to see in my community and my country; I pledge not to ask what South Africa can do for me, but to ask this day, what I can do for my country?

I believe that I have the potential to make a difference and uplift others to enjoy the fruits of our freedom.

I embrace the spirit of Ubuntu, Umuntu Ngumuntu Ngabantu: “I am a person through other people. My humanity is tied to yours.”
I commit to serving my community and fellow citizens with respect and professionalism.

I will carry the spirit of Ubuntu with me as I serve now and beyond.
1. Background to Accord
Today December 1, 2014 the Department of Human Settlements is hosting a National Human Settlements Youth Summit at the Gallagher Estate, Gauteng. The Summit delegates are young people from all walks of life, including political, faith-based organisations, civil society, business and other sector Departments, amongst others. The overall objective of the Summit is to expose young people to a basket of economic opportunities presented by the Department of Human Settlements, other sister Departments, Human Settlements Agencies and the private sector.
At the end of the Summit, the **National Human Settlements Youth Accord (NHSYA) for Active Participation in Sustainable Human Settlements Development** will be signed by all the parties present.
The Minister of Human Settlements LN Sisulu, MP, together with the Provincial MECs for Human Settlements will also launch the National Human Settlements Youth Brigade on 2 December 2014 at Savanna City, Johannesburg.
2. The NHSYA in Brief
The National Development Plan has articulated a clear vision to grow the economy through the Presidential Infrastructure Development Programme. The Youth Brigade Programme therefore is being positioned to skill young people and link them to exit opportunities in the Built Environment at a large scale through annual intakes. Skills and Trades that will be offered in the programme are portable across all Infrastructure Development Programmes. Youth participation in the economy through human settlements programmes will give young people a chance in life.

The triple challenges of poverty, inequality and unemployment continue to bedevil the country even though government is doing everything to make sure that an enabling environment is achieved for citizens to improve their lot. Lack of skills where economic opportunities and jobs exist, still proves to be a huge challenge. According to the African Youth Charter, it is very important to train young people in disciplines where opportunities are available. The South African Youth Policy (2009-2014, pg. 21) further emphasizes the need to make training accessible to unskilled youth in order to increase their participation in the economy.
Once the youth is empowered through various youth development programmes in partnership with relevant partners, this will enable them to build their own houses through cooperatives, amongst others, and according to their wishes - thus the spirit of “Youth at Work”.

At the same time, the introduction of new players in the form of Youth Cooperatives and their contractors would see the fast tracking of housing delivery in the current term of government (2014-2019).
3. Vision of the NHSYB

The vision of the Youth Brigade is to create a capable, strong and flexible category of well-trained Human Settlements volunteers, who support government to accelerate housing delivery. They are expected to participate and be part of the key catalytic projects of the Department of Human Settlements in various communities and contribute to sustainable development, as well as monitoring the housing delivery progress at project level.

This means Youth Brigade Volunteers within the programme of Human Settlements delivery, are catalysts who move housing delivery along at a pace which meets community needs and expectations. They are established to make an impact on government vision of bringing a better life for all by contributing to the key departmental projects in the current term of government (2014-2019).
4. Purpose of the NHSYB
The main purpose of the Human Settlements Youth Brigade is to provide exposure to Human Settlements, employment and economic opportunities for young people below the age of 40 years in Mega (Catalytic) projects and the entire value chain and instil self-reliance and patriotism / national pride.

5. The Objectives of the NHSYB
The objectives of the NHSYB are as follows:
Instil and encourage the principle of activism and voluntarism amongst the youth of South Africa with regards to housing delivery;
Mobilise and provide young people within the 18 to 40 age group with relevant training in order to make a positive impact on youth employment in the country
Intensify the fight against youth unemployment through various Youth empowerment programmes within Human Settlements space and the entire Built Environment;
Outline a programmatic and institutional alignment, realign current programmes, initiatives and policies aimed at youth development and participation in response to the need to accelerate housing delivery;
6. Our targets

The HSYEP intends to align the department's vision of 1.5 million housing opportunities in the next five years with an intake and the development of a reasonable number of Youth Brigades per annum in the next 5 years. About 2000 Youth Brigades will be recruited each year from 2014-2019. In total, the initiative would have produced 10,000 Human Settlements Youth Brigades by 2019.

7. Commitments

OUR COMMITMENT

We the signatories of the National Human Settlements Youth Accord (NHSYA) recognise the need to commit ourselves in creating a holistic and integrated approach to human settlements delivery through youth mobilisation, development and participation in a form of National Human Settlements Youth Brigades. We endorse and support the statement by Minister Sisulu that the elderly, military veterans, people living with disabilities and child headed households will receive priority in the delivery of housing in the next five years.

As the signatories of this Youth Accord, we commit ourselves and our respective organisations to partnering with the Department of Human Settlements in creating economic opportunities for young people in the next five years. We acknowledge and support the Department’s commitment to deliver 1.5 million housing opportunities in the next five years.
The Youth Accord for Sustainable Human Settlements Development is a statement of intent to work together for a common goal, whilst appreciating and understanding the relationships between us. It provides a framework for partnerships and targeted resource mobilisation, and articulates our commitment to collectively develop the youth for a shared future.

It is intended to be a living document, maintaining relevance as relationships develop and evolve. It aims to allow for interactive working relationships between all stakeholders in the development of sustainable Human Settlements and provides a platform to collectively engage challenges and forge new paths to a shared future goal.

We recognise that the Youth Accord provides a framework for partnerships and resource mobilisation, and articulates the principles of our commitment to develop answers collectively. We, the signatories to this Youth Accord, commit to the shared vision of promoting the achievement of a non-racial, non-sexist, integrated society through Youth Empowerment Programmes.
7.1 Government Commitments

- Recruit and train about 10 000 Youth Brigades within this current term of Government (2014-2019) – 2 000 recruits each year;
- Youth will be trained as Human Settlements development partners in all catalytic projects which are implemented by various partners involved in the programme implementation;
- All developers who are awarded contracts on Mega and catalytic projects until 2019 to absorb a number of trained brigades for the duration of the project. The quotas will be announced by the Department early 2015.
- Negotiate for the allocation of 20% BNG serviced sites to the Youth who are in the demand data base of each municipality in order for them to build their own houses;
- Reserve about 10% of each BNG catalytic projects for Youth to build house through PHP cooperatives for the duration of the projects in the Provincial and Municipal level;
- The Minister and the Department of Human Settlements will engage all Mayors to reduce the approval of plans, township establishment and environmental impact assessment by 50% within 6 months;
- The Departmental Project Management Unit (PMU) and the Ombudsman will assist in coordinating approvals;
- Provide stipend for YBs during their term of training;
- Absorb some of the YBs into the built environment Sector;
- Enhance Human Settlements Youth Build programme;
- Put in place an institutionalized monitoring programme led by the Minister.
• Put in place an institutionalized monitoring programme led by the Minister
• Support youth brigade participants to access tertiary education opportunities, including scholarships and bursaries.
• Benchmark with International United Nations Volunteers - CUBA, Tanzania and Botswana internationally and with Department of Public Works and other Departments nationally
Human Settlements Institutions

The following Human Settlement institutions will be involved in the programme:

**Estate Agency Affairs Board (EAAB):** Align the intake of the learnerships of Estate Agency with the Human Settlements Youth Empowerment Programme by providing capacity building and development to 10,000 interns, especially the youth, through the One Learner – One Estate Agency Youth Programme as a skills development intervention measure in terms of the National Skills Development Strategy III to maximise their active participation and increase their level of representativity within the property market.

- To provide employment opportunities for 10,000 youth by placement in large and small estate agency firms nationally.
- To create estate agency business owners through the 10,000 one learner one estate agency youth graduate program.
- The EAAB will facilitate the creation of employment opportunities, entrepreneurial empowerment and development for youth through the creation of a new cadre of property inspectors intended to protect consumer interest when engaged in transactions involving the buying and selling of immovable property.
• In partnership with major property stakeholders, the EAAB will facilitate creation of employment opportunities, entrepreneurial empowerment and development for youth facilitating the allocation of an agreed upon percentage of property maintenance, cleaning and other related contracts to youth entrepreneurs;
• The EAAB in consultation with the Black Conveyancing Association will create youth brigade para-legals to create youth capacity for the technical aspects of the Title deed restoration project as more than 800 000 title deeds needs to be transferred until 2019.
• Creation of a new sector for Property Inspectors that will service the needs of buyers and sellers in the secondary homes by performing a Home Inspection before the transaction is concluded
• To increase the level of representation and participation of youth and the previously disadvantaged within the property market.
• Ensure implementation of appropriate systems and supporting structures to facilitate, consolidate and enhance the property market skills-base amongst the target groups to prepare for their active participation in the sector.
• Using the Programme as a catalyst for skills transfer within the property market.
• Utilising the Programme to enhance job creation and economic transformation within the sector.
• To enhance economic growth and development through new entrants in the property market by implementing support programmes.
• To create a platform to support the achievement of broader human settlements goals and economic development.
National Home Builders Registration Council (NHBRC):

- Provide financial support to the broad Youth build programme through provision of technical training. The training is accredited and unit standards based.
- About 2000 Young people will be targeted for the 2015/16 financial year for training.
- Young people (300) will be enrolled in artisan development programme for a period of 2 years in FET colleges and fully funded by NHBRC.
- About 20 Women & Youth contractors will be assisted in emerging homebuilders programme through incubation for a three (3) year period in collaboration with other partners.
- The NHBRC is also responsible for quality assurance in respect of housing units or the residential market.
- NHBRC to coordinate and implement training of young people in their regional offices.

National Urban Reconstruction and Housing Agency (NURCHA):

- The programme will support youth contractors and youth cooperatives to develop and grow into established small businesses.
- Projects allocations will be made by the respective Provincial department of Human Settlements. NURCHA will in turn provide services.
- Training and support will be provided on an on-going basis during the projects allocated by the respective Department.
- Developing financing mechanisms for Youth Contractors and Youth Co-operatives.
**Construction SETA**
- Provide vocational training in different trades to the Youth per region.
- Customise skills trades training for young people in the built environment
- Provide learnership to the Youth Brigade

**Other Government Departments**

**Department of Rural Development and Land Reform**
Offer Life skills and character Building training.

**Department of Trade and Industry**
- Provide assistance to young people that have exited the National Human Settlements Youth Brigade Programme with business development services, Cooperatives registration and Cooperatives Incentive Scheme (CIS) applications that will allow these candidates access to funding to initiate new business ventures.
- They will also through their Small Enterprise Development Agency (SEDA) be able to provide incubation, mentorship and coaching services to assist these enterprises.
- Will also be able through the Small Enterprise Finance Agency (SEFA) fund bankable and viable business plans that have been developed by youth graduating from this Programme.
Private Sector Commitments

Black Conveyancers Association (BCA):

• Continue to perform an advisory / advocacy role in the development of policy in relation to land reform and integrated human settlements
• Render timely, quality, ethical, legal professional services at agreed professional rates to support the National Department of Human Settlements in the achievement of its objective to deliver 1.5m housing opportunities by 2019
• Provide professional cost effective programmes to relevant BNG stakeholders to support the roll-out of the Housing Consumer Education to the intended beneficiaries/target market.
• Support skills development in our sector by providing training to unemployed youth via the Black Conveyancers Association Training Academy and internship to unemployed graduates
South African Affordable Residential Developers Association (SAARDA):

- Maximise job opportunities for women and youth in the roll out of the Mega and Catalytic projects and further undertake the monitoring of these commitments on quarterly basis together with the general monitoring of project progress that support government initiatives in the delivery of 1.5 million houses.
- Employ skilled and unskilled youth and women on our projects on a National basis.
- Promote employment of local labour from the communities in which construction is taking place.
- Enrol Youth Brigade members who have been through YB training and then posted onto the YB Data Base of trained persons for when opportunities arise.
- Align skills training requirements for the sector on project management level.
- Contribute immediately over 100 000 units to the 1.5 million house target supporting government initiatives.
**Sakhumnotho Development Services:**

Contribute to the Department of Human Settlements' youth development programme through:

- Youth Build School contribution into the programme;
- Youth Build trades training and venue
- Contractor Development programme

**KPMG**

Provide universal approach to leadership in linking to the Youth Accord that will

- Strengthening Youth’s growth
- Strengthening Youth’s capacity
- Strengthening the capacity of Youth’s programmes
Youth Formations

National Youth Development Agency (NYDA):
Support and provide the following services to young people participating in the Youth Brigade Programme:

• Recruitment services through Jobs database
• Training life skills, career guidance, job preparedness
• Provide grants for business start up
• Provide Solomon Mahlangu Scholarship Grants to excelling students who would like to pursue critical and scarce skills in Further Education and Training Institutions.

Black Management Forum: Student Chapters:
• Advocate for the advancement of socio-economic transformation. As a result the envisaged launch of the National Summit Youth Brigade for Human Settlement is directly responding to this thrust. In addition, our Student Chapter and Young Professional footprints in the nine provinces demonstrate our role as a change agent at national level.
• In terms of promoting managerial and thought leadership the BMF would want to see this partnership addressing such aspects in sustaining this project.
• Commit to support the Department and as such share our experience in this project.
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South African Youth Council (SAYC):
- Utilise the SAYC network of member organisations for widespread distribution of information
- Social mobilisation of young people behind the vision of the Youth Brigade programme
- Stakeholder mobilisation for the maximum support and implementation of the programme
- Linking youth to youth development opportunities
- Monitor the implementation of the youth brigade programme
- Civic education and life skills for productive citizenship

8. Implementation of the Accord

- The first intake of Youth Brigade will take place on the 1st April 2015.
- The Recruitment of Youth Brigade will take place between January and March 2015.
- Ongoing consultation and the finalization of commitments will take place January and March 2015.
- The Accord will be implemented within a spirit of co-operation and good faith;
- The signatories will participate in various policy and strategy work streams and task teams as per the commitments agreed to above;
- All signatories will meet annually to monitor the implementation of the Accord; and
- The Accord for Sustainable Human Settlements will be reviewed after five years.