



**human settlements**

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Department:  
Human Settlements  
**REPUBLIC OF SOUTH AFRICA**

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**FRAMEWORK FOR THE PARTICIPATION AND  
EMPOWERMENT OF YOUTH IN HUMAN  
SETTLEMENTS**

**NATIONAL YOUTH SERVICE PROGRAMME IN HUMAN  
SETTLEMENTS**

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## **ACRONYM**

BNG	Breaking New Ground
HoYA	Housing Youth Ambassadors
NDOHS	National Department of Human Settlements
NDOL	National Department of Labour
NHFC	National Housing Finance Corporation
NHBRC	National Home Builders Registration Council
NYC	National Youth Commission
NYDA	National Youth Development Agency
NYS	National Youth Service
PDoHS	Provincial Departments of Human Settlements
SHF	Social Housing Foundation
UYF	Umsobomvu Youth Fund
YiHS	Youth in Human Settlements

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## Part A: PROGRAMME FOR NATIONAL YOUTH SERVICE IN HUMAN SETTLEMENTS

### 1. OVERVIEW

Since 1994, the Department of Human Settlements has made significant strides in the delivery of houses to the vulnerable and marginalized population of South Africa. About 2.4 million housing opportunities have been provided to low-income beneficiaries.

The human settlements vision articulated in the Comprehensive Plan on the Development of Sustainable Human Settlements (Breaking New Ground) addresses a number of wide-ranging measures to achieve delivery of sustainable human settlements. It includes amongst others, the revision of subsidies; the extension of rental housing; deepening partnerships between government and the private sector, and the eradication of informal settlements, provision of access to sustainable human settlements. The plan presents a reaffirmation of Government's commitment to delivering opportunities for the poor and vulnerable groups. One of the objectives of the plan **is to accelerate delivery of housing as a key strategy for poverty alleviation and to utilise the provision of housing as a major job creation strategy**. In a context of growing population, persistence of inequalities, poverty, unemployment, the Department of Human Settlements need to develop strategies to focus on youth as the vulnerable yet dynamic sector of the population. Although, the department has a number of programmes to benefit the youth such as the Expanded Public Works, National Youth Training Programme, Urban Renewal Projects, Housing Scholarship and Internship Programme, Emerging Contactor Programme to name a few, a coherent and integrated approach is required to address challenges around Human Settlements and Human Settlements with full participation of youth. As such, the Department of Human Settlements has a significant role to play in ensuring the effective participation of youth in the human settlements delivery value chain.

A dedicated programme for the participation of youth in human settlements delivery through service is required. This programme seeks to facilitate the participation of youth and is aligned to the Comprehensive Plan for the Creation of Sustainable Human Settlements.

### 2. POLICY PRESCRIPTS AND PROVISIONS

#### 2.1 OBJECTIVES OF THE PROGRAMME

The objectives of this programme are as follows:

- To present a holistic and integrated approach to human settlements delivery through youth development and participation in the context of the NYS;
- Articulate a multi-stakeholder (Human Settlements and Youth Development Sectors) consensus on housing delivery through youth participation;
- Outline a programmatic and institutional alignment, realign current programme, initiatives and policies aimed at youth development and participation in the context of NYS in response to the need to accelerate housing delivery;
- Establish a dedicated platform in the delivery of Human Settlements for programmatic participation of Youth;

- Provide an enabling policy and strategy environment for youth participation in the Housing and Human Settlement Sector aligned to the Comprehensive Plan for the Creation of Sustainable Human Settlements.

## 2.2 POLICY INTENT

In responding to the mandate of the Department of Human Settlements to deliver housing to the communities through creating sustainable human settlements, youth participation and empowerment is imperative.

The Department is convinced and confident that the youth as the dynamic, energetic, vibrant and talented (but often vulnerable) sector of our society, can play a meaningful role in addressing the challenges facing the delivery of housing when presented with the opportunity. In the human settlement environment where this energy and talent is nurtured and unleashed for enriching our communities, the youth can play a key role as change agents and activists of Human Settlements delivery. This will not only bring change to communities but to the youth, who will in future look back and take pride for making indelible imprints on the housing landscape thereby transforming their own communities and galvanizing patriotism and national identity through service. The key objectives are community development through sustainable human settlements delivery and youth empowerment through participation in service delivery process.

The programme provides guidelines for youth attempt to identify areas of opportunity within the delivery mechanisms of all programmes but also focuses on a single programme as the core vehicle.

## 2.3 PRINCIPLES OF THE PROGRAMME

The following principles are applicable to the programme:

### 2.3.1 FUNDAMENTAL PRINCIPLES

**Youth-Centred Development and Partnerships:** The Youth in Human Settlements Programme is primarily facilitative and therefore people centred through various institutional frameworks which promote consultation and partnerships with key stakeholders of the Human Settlements sector and the Youth Sector.

**Skills Transfer and Economic Empowerment:** This process supports the empowerment through participation of youth in human settlements delivery through service. This participation brings about personal development and community development.

**Fairness and Equity:** This process must strive to promote fairness and equity amongst the youth in order to achieve equal and equitable access to human settlement opportunities.

**Transparency, Accountability and Monitoring:** Transparency, accountability and monitoring mechanisms is critical for the effective implementation of this programme

Sustainability and Fiscal Affordability: The Youth in Human Settlements programme must be economically, socially and politically sustainable in the long term.

### 2.3.2 GENERAL PRINCIPLES

**Creating Opportunities for Youth in the Housing Sector:** The Youth in Housing Programme is service oriented and geared largely towards the construction of houses for low and middle income residents. Opportunities for the youth should entail the following:

- Actual construction of a house or refurbishment of building for residential purpose
- Accredited Training in construction
- Certificate of completion
- Bursary/Scholarship for Further Education and Training (FET) linked to the Housing Scholarship Fund
- Learnerships after service
- Apprentice/Internship
- Employment in Housing Development Projects
- Entrepreneurship development linked to Housing Emerging Contractor Development Programme
- Human Settlements Youth Ambassadors programme to assist in emergency situations such as shack fires and floods

**Personal Development and Mentorship Programme for success:**

Through this programme, the Department would provide a platform for youth to discover and/or enhance their sense of purpose and vision in life. The platform is youth oriented in a sense that personal development is central and mentorship is done. The needs of the youth for development in this programme are also identified. Both the construction training programme and life skills are critical. The youth are perceived as change agents rather than problem makers and are effectively mentored.

**Service and Social Cohesion through delivery of Houses:** The Department provides an opportunity for young women & men from all walks of life to be given the opportunity to work together in building houses and refurbishing old buildings for housing development with a spirit of reconciliation & national unity.

Further, the Department promotes a culture of service where young people & communities benefit skills through service for the benefit of the broader community. Young people learn the following values through service:

***Caring*** - for their communities

***Developing*** – growing and are change agents, human settlements youth activists in community

***Loving*** - compassion for poor communities

***Sharing*** – through learning they share their skills to rebuild communities

***Protecting*** - the environment in which they live

**Youth as Human Settlements Development Practitioners:** Key to realizing the sustainability of the youth programme is the identification of areas of placement linked with exit opportunities for the youth. For instance, this would include, the utilization of the youth to continue constructing houses, and improving the environs through placement on municipal projects, career pathways (i.e. Learnerhips through Construction CETA and further education and training opportunities including bursary awards) and employment (self employed or formal employment) opportunities are created.

### **3. POLICY AND LEGISLATIVE FRAMEWORK**

#### **3.1 Constitution**

The Department of Housing derives its mandate from the Constitution that was promulgated in 1996. Section 26 of the constitution confirms the right to access to housing in the following:

- (1) Everyone has the right to have access to adequate housing
- (2) The state must take reasonable legislative and other measures, within its available resources, to achieve the progressive realisation of this right.
- (3) No one may be evicted from their home, or have their home demolished, without an order of court made after considering all the relevant circumstances. No legislation may permit arbitrary evictions.

#### **3.2. National Housing Act**

Section 26 of the Constitution clause is interpreted by the National Housing Act of 1997. As highlighted earlier, South Africa has made significant strides through the Housing Programme. Since 1994, the Department of Housing has spent R37 Billion providing some 1.96 million housing opportunities to low-income beneficiaries. In as much as the Department of Housing has been progressive in addressing the needs of the poor generally through the National Housing Code, a specific focus on the needs of youth is required.

#### **3.3 Comprehensive Plan for the Creation of Sustainable Human Settlements**

This Comprehensive Plan is geared towards enhancing existing mechanisms to move towards more responsive and effective delivery. The human settlements plan reinforces the vision of the Department of Human Settlements, to promote the achievement of a non-racial, integrated society through the development of sustainable human settlements and quality housing. Within this broader vision, the Department is committed to meeting the following specific objectives:

- a) Accelerating the delivery of housing as a key strategy for poverty alleviation
- b) Utilising provision of housing as a major job creation strategy
- c) Ensuring property can be accessed by all as an asset for wealth creation and empowerment
- d) Leveraging growth in the economy

- e) Combating crime, promoting social cohesion and improving quality of life for the poor
- f) Supporting the functioning of the **entire single residential property market** to reduce duality within the sector by breaking the barriers between the first economy residential property boom and the second economy slump.
- g) Utilizing housing as an instrument for the development of **sustainable human settlements**, in support of spatial restructuring.

The Department of Human Settlements' plans for job creation include the following key areas:

- Job Creation Strategy linked to Expanded Public Works Programme
- Labour Intensive Guidelines
- Sustainability Assessments and Targets
- On-site Material Production
- Capacity Building for Job Creation

### **3.4 National Youth Commission Act**

The National Youth Commission Act (Act No. 19 of 1996) reflects commitment by Government to ensure the promotion and the protection of the rights and needs of youth. Further, the National Youth Commission Policy (2000) has been developed in order to assist government departments to conceptualise and implement youth development programmes.

### **3.5 National Youth Development Policy Framework**

In addition, a National Youth Development Policy Framework (2002-2007) has been developed to assist government departments in the development and implementation of specific departmental programmes in order to address the needs of young women and men. This Policy Framework presents the Department with an opportunity to mainstream youth development as an integral part of the broader transformation process. The Policy Framework emphasises the importance of an integrated and holistic approach towards youth development.

### **3.6 National Youth Service White Paper**

The Green Paper (1998) on National youth service states that National Youth Service aspires to provide a long-term and effective means of reconstructing South African society whilst simultaneously developing the abilities of young people through service and learning. Reconstruction includes the physical rehabilitation and renovation of community resources, such as buildings and land, social and recreational facilities, as well as providing the more intangible, but perhaps more critical, service of rebuilding communities. Reconstruction also includes the task of ensuring that young people have a valued and significant role to play within their communities and that they enjoy access to the opportunities they require to make a healthy transition to adulthood. In a context of Human Settlements, it entails participation of youth through accredited training to construct Houses or participate in the reconstruction of dilapidated rental housing stock through Urban Renewal Projects as well as the improvement of areas around the houses to create sustainable human settlements.

The NYS is a concept that is transformative in nature. It seeks to contribute to the transformation of South African society through reconstruction and development programmes that involve young people in service delivery and learning. Furthermore, it aims to support individual transformation through the growth of civic awareness in the young people involved, through their experience of service and through the development of their life skills.

#### **4 THE CASE FOR A DEDICATED YOUTH IN HUMAN SETTLEMENTS PROGRAMME**

There are a number of features of housing which make its delivery and management unique in looking for opportunities for youth. These are

- Housing delivery and management is a new area to stated objectives of the NYS
- The housing process is a long term continuous series of interventions and activities which begin with project identification right through to housing consolidation and continuous improvement and exchange
- Human settlements is a diverse sector with physical, environmental, social and market dimensions
- Housing is rooted in communities where NYS target youth resides
- The Delivery of top structure, infrastructure, beautification of housing environs, public space and recreational facilities as a package expands opportunities for involvement of youth in human settlements.
- The NYS in infrastructure is already advanced through the EPWP and provides an opportunity to focus on the top structure production process in providing skills and draw lessons from the EPWP
- Human settlements has the real potential for maximising the social cohesion objective which has not been the strength of other sector programmes
- As a mass delivery programme, housing delivery is an appropriate means for good geographic spread and penetration into communities and youth who reside within these communities

Whilst opportunities for youth involvement and development can be sought and found within each human settlements programme, many legislative, sector specific mandates, and procurement policies exist which undermine a managed wholesale deployment of youth in all human settlements development and implementation programmes.

Youth involvement in human settlements is largely reliant on participation and enhancing the acquired housing construction related trade skill. The Department is promoting participation of youth in securing of Construction sites and Materials since it is linked with the Module on Construction Management that all youth go through. The shift from housing to human settlements makes it necessary that opportunities related to enhancement of the housing environs be looked into to achieve sustainable human settlements. To this effect on site greening is embarked upon depending on the availability of sponsorships and or collaboration with sister departments due to lack of grants that caters for this purpose. It is envisaged that once the Policy relating to food security is concluded the involvement of youth would be robust since it would have mapped the collaboration that needs to be in place, funds to be utilised as well as standards to be attained.

Despite the unprecedented achievements in the delivery of human settlements, the achievement gets obscured immediately when account is taken of the still huge and increasing housing demand we face. About 2, 2 million households presently reside in informal and inadequate settlements.

The challenges the Department is facing include amongst others the following:

- a. scarce skills specifically in the construction industry, skills development is a critical area of intervention.
- b. Human settlements delivery that has been affected by the withdrawal of large construction groups from the state-assisted housing sector due to low profit margins. The withdrawal of these groups has left capacity gaps in construction, project management, financial management and subsidy administration;
- c. The lack of a coherent and working strategy that integrate youth issues in human settlements planning and delivery to ensure that various opportunities in the housing sector are opened to the youth.
- d. The youth faced with challenges of high levels of unemployment; access to education; HIV/AIDS; Crime; and poverty. Hence, the need to engage more youth in the implementing projects for the transformation of communities through construction of houses and refurbishment of community buildings for rental housing stock.

One of the challenges facing the department as highlighted earlier is the need for high level scarce and priority skills required for effective human settlements delivery and the socio-economic development of the country. The critical scarce skills required within the Human settlements sector include Project Management, Artisan, Engineering (Industrial and Civil), Monitoring and Evaluation, Town and Regional Planning, Housing as well as economics. The need to engage youth interest in housing programmes is thus critical in addressing this challenge. Further, the youth should play an active role in human settlements programmes as participants and beneficiaries to realize the overall objective of community and personal development.

The proposed programme therefore encompasses depth and breath in that whilst opportunities are identified in the entire human settlements sector and value chain, there is also a dedicated programme where the involvement of youth is deliberately guaranteed and maximized.

## 5. APPLICATION OF THE PROGRAMME

### 5.1 DEFINITIONS

The key concepts and terms applicable for the programme are defined below.

Term/Concept	Definition
<b>Human Settlements</b>	
<b>Housing</b>	Housing refers broadly to the development of residential environments that comprise land, social and physical infrastructure and houses thus sustainable human settlements

<b>Human settlements entities</b>	Human settlement entities are support institutions for the Department of Human settlements. The following institutions are the Key stakeholders in the Youth Service implementation process:
NHBRC	A public entity established in terms of Housing Consumer Protection Measure Act of 1998 to provide exclusive regulatory function in the home building environment
NHFC	Established as a result of Cabinet decision in 1996 inline with the White paper on housing (1997) to search for new and better ways to mobilize finance for housing, from sources outside the state in partnership with various stakeholders
SHF	A section 21 Company established in 1997 to develop and build capacity for social housing institutions and to develop a policy framework for the social housing sector
HDA	Established under the Act of Parliament and launched on 02 March 2009. It will acquire and facilitate acquisition and release of strategically situated land and buildings for development. It also serves as an intervention agency which ensures that various public and private sector partners are supported to deliver mixed income, mixed use settlements supporting government across the three spheres ensuring development of planned settlements.
<b>National Youth Service in Human settlements</b>	It is understood as the participation of young people in Human settlements delivery value chain through service
<b>Youth</b>	The National Youth Commission Act (Act 19 of 1996) broadly defines and refers to young people as all those between the ages of 14-35. For the purpose of this Framework Youth refers to young persons between the ages 18-35
<b>Service</b>	Service can be defined as an organized period of substantial engagement and contribution to the local, national or world community recognized and valued by society, with minimal monetary compensation to the participant (Global Service Institute)
<b>Youth Disaggregated Data</b>	This is information collected both qualitatively and quantitatively and by use of other data collecting techniques. This information is then analysed by a youth analysis matrix in order to inform planning and action
<b>Youth Service Human settlements Streams</b>	The Three Youth Service Human settlements Streams entails; Hard Skills Development, Professional Development, and Enterprise Development

## 5.2 NATIONAL YOUTH SERVICE (NYS)

The National Youth Service (NYS) is a government initiative launched in August 2004 to engage young South Africans in community service activities in order to strengthen service delivery, promote nation-building, foster social cohesion & to assist youth to gain occupational skills necessary to access sustainable livelihood opportunities. The primary beneficiaries of this Second Economy intervention are the communities receiving services. The unskilled & unemployed youth are secondary beneficiaries. NYS seek to give further meaning to the Constitutional principle of citizens' rights & responsibilities. It offers youth an opportunity to express their civic responsibilities in a structured manner. The programme provides a vehicle through which the Department of Human settlements can deliver its development objectives,

through the deployment of young people in human settlement activities including the rehabilitation of neighbourhood rental housing stock.

### **5.2.1 Characteristics of Housing Youth Service Programme**

- Community Service
- Structured Learning and Personal Development
- Preparation for exit opportunities

According to the Green Paper on National Youth Service, the guideline for NYS intervention guiding the Human settlements programme would entail the following:

- Target primarily unemployed and out-of-school youth between the ages of 18-35;
- On average, young people should spend 12 months in a project;
- The service activity must be aligned to local or national development priorities;
- Activity within the service project must provide a sufficient diversity of tasks for participating young people to gain the experience necessary to access identified learning and economic opportunities;
- Participating youth should be able to see how their contribution benefits persons other than themselves;
- Service should be carried out against predetermined professional/quality standards;
- Structured learning should enable participants to undertake the activities to the standard required by service activity;
- Learning should prepare participants to access further learning or economic opportunities upon completion of the service period;
- Learning should enable participants to be active and responsible citizens; and
- Learning interventions should be recognized nationally (accredited training)

### **5.2.2 Specific Age-band Intervention**

The National Youth Commission Act 1996, broadly defines young people as all those between the ages of 14-35. However, the Human Settlements programme, which applies nationally, provides for a reclassification of the targeted age group specific to human settlements.

For the Human settlements Programme on Youth participation, the targeted age-band would be 18-35 years as a specific targeted intervention and for the purpose of designing and implementing focused programmes and projects.

### **5.2.3 Approach**

The approach adopted by the Youth in Human settlements programme would entail both personal and community development. The youth as both participants benefit through various opportunities of the human settlements programme whilst transforming their own communities through service. This process entails the participation of youth in building houses, social and recreational facilities, refurbishing old dilapidated buildings into residential housing units for low and middle income residents as well as engaging in a variety of activities that enhance quality living environment for example greening. This programme would ensure that the youth are skilled through theoretical

and technical training which is accredited and the life skills programme. Further, at the exit stage, a career pathway for the youth is already in place and youth are linked with various opportunities to further their personal transformation process. In addition, further interaction with the youth is maintained through the alumni programme to ensure sustainability.

#### **5.2.4 Priority Target Groups for Youth in Human Settlements Programmes**

The programme considers strongly the fact that the youth are not a homogeneous group and as such, the Youth in Human settlements programmes, projects and strategies provide specific attention to the following youth groups that are more **vulnerable**:

- Young women
- Youth with disabilities
- Unemployed young women and men
- Out-of-school youth
- Rural and urban youth
- Youth at risk
- Youth in conflict with the law
- Young entrepreneurs who are already in the field
- Unemployed graduates

#### **5.2.5 What the Youth in Human Settlements Programme offers**

As mentioned earlier, the youth are not a homogeneous group and as such, the Youth in Human settlements programme, projects and strategies provide specific attention to the following **streams** for youth groups:

**Hard Skills Training**; entails theoretical and practical training in construction to enable the youth to render service in housing;

**Professional development**: entails creating access to education leading up to a qualification. The purpose is also for youth exposure to opportunities;

**Youth as housing entrepreneurs**: involves youth development as entrepreneurs in housing and can be as contractors, project managers and professional service providers; and

**The life skills area cuts across all the three streams.** These three streams are centred on **accredited learning, service and exit opportunity** which are the core components of the National Youth Service Programme. This is a type of youth service comprising a structured model with accredited training, community service & linkages with exit opportunities as core criteria. This model needs intensification as it offers unemployed youth the skills & occupational experience while they serve their communities thus enhancing social inclusion, social capital & employability.

## **6. PROGRAMME ENVISAGED OUTCOMES**

- Integrated human settlements are delivered at speed, greater economic activity and extension of social infrastructure and amenities is enhanced resulting in the promotion and creation of healthy and sustainable communities;
- Young people have been trained in building and construction skills at various NQF levels;
- Government delivers sustainable human settlements built with emphasis on quality and location (the houses are going to be built in areas in close proximity to amenities such as schools and work places);
- Government delivers rural housing in a manner that youth and communities in rural areas benefit directly and indirectly;
- Young people are participating in service activities that are geared towards rebuilding their communities;
- Decent shelter is being provided for the elderly of decent shelter for the elderly;
- Promotion of entrepreneurial opportunities for participants is ongoing;
- Upon completion young people have the opportunity to utilize their newly acquired skills within and beyond their communities;
- Exit opportunities strategies have been developed and implemented, and
- Human settlements professionals have been produced, with appropriate experience, to provide professional leadership in the human settlements sector

## **7. INSTITUTIONAL DELIVERY ARRANGEMENTS**

For the effective implementation of the youth programme, the following institutional mechanism is proposed:

### **7.1 Key Stakeholders**

#### **National Department of Human settlements**

- Establish and maintain a directorate of Youth in Human settlements
- Facilitate the effective implementation of the projects and programme
- Encourage the involvement of youth in all human settlements projects
- Manage, coordinate and provide leadership on the programme
- Strengthen and support the Provincial Forums
- Budget for training costs (i.e. learner allowances –transport and meals) for youth to participate in training
- Participate in the steering committee of the programme
- Support all stakeholders
- Advocacy work through Human settlements MinMEC for resources to implement the Youth in Human Settlement programme
- Collaborate with NYS in implementation of the programme

- Make subsidy funding available to projects
- Facilitate the communication of the programme to Provincial Departments and municipalities

### **Provincial Departments of Human Settlements**

- Provide leadership in the province regarding the implementation of the NYS YiHS programme
- Establish and maintain a youth in human settlements unit
- Identify local municipalities where the project can be implemented
- Encourage and assist municipalities in identifying projects for possible involvement of youth
- Provide lists of approved housing projects in the province to the support organization
- Assist the municipalities and the support organization in registering identified NYS projects
- Approve subsidies for housing construction in projects identified by the municipalities and registered by the NYS as Youth in Human projects
- Act as implementers of the projects where municipalities are not able to
- Facilitate Exit Opportunities
- Coordinate the programme in the Province

### **Municipalities**

- Establish and maintain a youth in human settlements unit
- Identify Serviced Land/Sites/projects for Youth in Housing projects
- Facilitate Exit Opportunities
- Allocate houses produced through the Youth in Human settlements programme to beneficiaries according to its allocation policies and procedures
- Support the provincial human settlements department/NYS/NHBRC and the service provider organisation in getting the programme off the ground.
- Generally give support to stakeholders including the provision of venues for meetings etc

### **Traditional Authorities**

- Identify and facilitate Exit Opportunities within its area of jurisdiction and beyond
- Support the programme through working with municipalities in identifying rural housing projects to be implemented through the Youth in Human settlements programme
- Mobilise local youth for, and publicise, the programme

### **National Youth Development Agency**

- Mobilise youth to participate in the programme
- Promote, market and publicise the programme
- Lobby and advocate for resources for NYS in the province
- Support the recruitment of project participants in the Province
- Liaise with Provincial Human settlements Departments and Municipalities
- Represent the interest of young people in the programme
- Provide Project Management Support
- Provide Life-Skills Training
- Facilitate exit opportunities to learners
- Disburse allowances to learners, where approved, utilising the service provider organisation
- Develop a communication strategy for the project in consultation with all stakeholders
- Monitor programme implementation

- Ensure that Departments are assisted through budgeting 100% of NYS projects

### **The Department of Labour (DoL)**

- Use its administrative infrastructure to register aspirant youth for the NYS in human settlements programme
- Maintain the database for aspirant NYS in human settlements participants
- Assess youth applicants for NYS in human settlements as per criteria provided by the support organization and approved by the Department of Human Settlements and the NYS
- Provide assessed applications from suitable youth to the department of human settlements
- Support the NYS programme of the Department of Human Settlements i.e. provide funding for structured training

### **Human settlements entities:**

#### **National Home Builders Registration Council (NHBRC)**

- Provide CETA accredited training
- Facilitate the training process
- Provide House Quality assurance
- Provide House designs
- Assess young people for competence
- Assess youth, post service, for placement within the three streams
- Work closely with Municipalities, Developers and the Service Provider Organisation

#### **National Housing Finance Corporation**

- Support the implementation of the Housing NYS Programme
- Finance CETA accredited training on financial management
- Allocate funds for the programme
- Identify exit opportunities for Housing NYS participants in NHFC

#### **Social Housing Foundation**

- Support the implementation of the YiHS programme

#### **Housing Development Agency**

- Support the implementation of the Human settlements NYS Programme
- Identify existing projects for the practical training of Youth enrolled in the Human Settlements Youth Service Programme;
- Absorb Youth Service graduates in project management

#### **SEDA**

- Support the implementation of the Human NYS Programme
- Identify existing projects for the practical training of Youth enrolled in the Human settlements Youth Service Programme;
- Absorb Youth Service graduates in project management

## 7.2 Supporting Stakeholders

### Department of Public Works

- Ensure synergy of the NYS EPWP programme and CDW programme

### Construction Education and Training Authority (CETA)

- Fund all CETA accredited training required for the Youth in Human settlements programme
- Strengthen NHBRC's technical training programme for hard skills in home building
- Identify youth interested in pursuing human settlements related careers and link them to bursaries and learnership programmes as an exit opportunity

### Council for Built Environment

- Facilitate the promotion of career profession amongst youth interested in pursuing housing related careers;
- Organise career guidance sessions in consultation with National Youth Service
- Work jointly with Department in organizing campaigns targeting youth participants in housing programme
- Facilitate the placement of Youth for further learning and on-job training in its member professional councils.

### Construction Industry Development Board

- Support the Human Settlements NYS Programme

### Private Sector

- Support the Human Settlements NYS programme through funding
- Identify exit opportunities for NYS graduates

## 8 FUNDING ARRANGEMENTS

**The National Department of Human Settlements** The Department of Human Settlements is leading this programme and is responsible for the overall budget of the programme. The National Department of Human Settlements will provide subsidy funding through the province and accredited municipalities. The department will **partly fund the operational costs of the support organisation by partly using the establishment and facilitation grants as top up to the subsidy**. In addition the department will deploy the housing scholarship fund for recommended youth.

**National Department of Human Settlements** will motivate to treasury for funding of the operational costs of the service provider organisation managing the Youth in Human settlements programme

**The Provincial Human Settlements Departments** are responsible for disbursement of national subsidies. The Province will fund implementation costs of the YiHS programme

The Department's entities e.g. NHBRC, NHFC, Thubelisha, RLHF, Nurcha etc to provide budgets to support the initiative in support of the department

**National Youth Service Unit** will fund life skills training and project management support at local level. NYSU will provide appropriate transport and stipends and work away allowances.

**The CETA** will fund accredited training

SEDA will provide incubator programme and mentoship training for youth who pursue Enterprise Development as an exit opportunity.

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## PART B: GUIDELINES FOR THE IMPLEMENTATION OF NATIONAL YOUTH SERVICE IN HUMAN SETTLEMENTS PROGRAMME

### 9 PROGRAMME IMPLEMENTATION

#### 9.1. NYS Streams

##### I. Service

The human settlements Youth service programme is focused around three streams for youth participation namely, **hard skills training, professional development and entrepreneur development.** The **life skills** area cuts across all the three streams. These three streams are centred on **accredited learning, service and exit opportunity Programme.** Therefore, Service will be a compulsory part of the programme and an entry point into the programme. The initial 6 months of the programme will entail both classroom and on site training and involvement as part of national service. This service component will be used to generate an interest in housing generally and housing dimensions as a means to asset accumulation, wealth creation, nation building, social and economic infrastructure. The dimensions of housing can be offered as part of the life skills training and will be compulsory. Together with Life skills and basic housing studies, Basic hard skills training (**NQF level 3**) will be a component of the compulsory service part of the programme.

After the 6 months service period, youth will be selected into any of the programme streams below:

##### II. Advanced Hard Skills Training

Basic Hard skills training (**NQF level 3**) will be a **compulsory** component of the service component in the initiation phase of the programme whilst Advanced Hard (**NQF level 5**) skills training will be one of the elective streams post service.

The training will entail the development of hard skills for youth participating in the Youth in Human Settlements projects.

These skills will include but not be limited to

- Bricklaying
- Plumbing
- Plastering
- Electrical wiring
- Roofing
- Painting
- Tilling
- Worksite health and safety
- Construction Management

##### III. Professional Development

- 
- This will be a training stream for youth with potential to become human settlements practitioners
- Where such professions practice within the within the service provider organization itself, youth will be placed and trained within the service provider organization

- The service provider organisation will continually seek to identify opportunities in the entire human settlement sector for professional development of youth  
These could be:
  - ✓ In the field of socioeconomic surveys and demographics
  - ✓ Housing and property management
  - ✓ Landscaping
  - ✓ Documentation (researchers)

The advanced training will be provided as a skills development programme towards learnerships or into the job market.

#### IV. Enterprise Development

This will be a programme to train youth with potential to set up housing construction related businesses and train, develop and support them.

Examples of such enterprises in housing are:

- Materials manufacture (on site and off site)
- Building Material supply
- Materials handling
- Plant hire
- Home building contractors
- Landscaping

Emerging estate agencies (BNG: making the housing market work)

A number human settlements opportunities exists for youth involvement in the entire housing project delivery cycle as illustrated below.

Project cycle activities	Hard Skills Training	Professional Development	Enterprise Development
<b>Project Identification</b>		Socioeconomic surveys and demographics  Documentation (researchers)  Community liaison	Socioeconomic surveys and demographics  Documentation (researchers)
Project packaging	Presentation skills  Site pegging	Procurement specialisation  Market surveys and assessment  Socioeconomic surveys and demographics  Documentation (researchers)	Procurement enterprise  Project promotion  Quantity Estimation  Costing  Socioeconomic surveys and demographics Documentation

		Report writing	
Construction	Bricklaying Plumbing Plastering Electrical wiring Roofing Painting Tilling	Worksite health and safety  Construction Management  Project management	Materials manufacture (on site and off site)  Building Material supply Materials handling  Plant hire  Home building contractors
Sales administration/ allocations	Relocation management  Informal settlements management	Conveyancing  Sales administration  Community registrations  Beneficiary training and advice  Subsidy administration	Conveyancing enterprise
Consolidation	Bricklaying Plumbing Plastering Electrical wiring Roofing Painting Tilling Worksite health and safety Construction Management	Landscaping  Housing extension and consolidation expertise  Housing finance mobilization expertise  Housing finance advisory expertise  Debt counseling expertise  Municipal systems  Municipal Rates and services expertise	Emerging estate agencies  Manufacturing and sale of burglar guards  Furniture and accessories
Maintenance	Bricklaying Plumbing Plastering	Housing finance mobilization	Landscaping enterprise

	Electrical wiring Roofing Painting Tilling Worksite health and safety Construction Management	expertise  Housing finance advisory expertise  Debt counseling expertise  Municipal systems  Municipal Rates and services expertise	Painting and glazing  Gardening services
- Market	Bricklaying Plumbing Plastering Electrical wiring Roofing Painting Tilling Worksite health and safety Construction Management	Ownership education and advise  Training of beneficiaries on Access to finance  Enhancing property value  Property evaluation	Emerging estate agencies (BNG: making the housing market work  - Property valuations - Property finance advisory enterprise

## 9.2 Programme Management for Implementation

### The Directorate: Youth in Human settlements

The Department established a directorate of Women and Youth Mobilisation housed within the Chief Directorate, Stakeholder Management. The focus of the Directorate includes the following:

- Provide strategic leadership and management of the Youth in Human Settlements Programme
- Communicate the Youth in Human Settlements programme to all levels of government and to youth and communities
- Co ordinate the activities of all stakeholders
- Facilitate the identification of Youth in Human Settlements projects by the municipalities
- Manage the service provider organization
- Report on progress towards achievement of the 20% youth enterprises participation quota
- Collate for consolidation all reports from all Youth in Human Settlements projects
- Facilitate disbursement of training costs for the youth programme
- Plan and implement Youth Month activities
- Drive the programme towards the KPI of initial 1 000 and eventual 15 000 youth assisted annually
- Approve projects identified as NYS in human settlements projects
- Disburse funding for the service provider organization

- Disburse funding for training

The directorate should therefore be capable of

- ✓ An understanding of the workings of the three streams of enterprise development, professional development in housing and hard skills training
- ✓ An understanding of the national training and skills regime and relevant institutions
- ✓ Good communication and report writing skills
- ✓ Project management capability
- ✓ Computer literacy
- ✓ Management of service provider institutions
- ✓ Management of stakeholders
- ✓ Negotiation at all official and community levels

## **Macro implementation of the programme**

### **Initiation Phase**

This phase will commence with the receipt of an application from an individual youth by the local office of the Department of Labour, Municipality where the programme is being implemented, NYS database and Youth Commission database. The Department of Labour's local office, National Youth Development Agency, NYSU will then forward the list to NDoHS. The department will then forward the list to the service provider organization. The order for youth will specify the area where youth service opportunities exist, when the project will commence and the number of youth needed. The service provider organization will have obtained such information from the provincial human settlements department and the municipality.

### **Service phase**

On receipt of the list of youth, the service provider organization will then call in the group of youth for service assessment. The assessment will culminate into youth service served as practical and theoretical training at a venue supplied by the municipality concerned. The service will be for an initial period of 6 months and will encompass basic life skills training, training on the hard skills applicable during the project implementation. Service will entail involvement of youth in different activities of the project on advice of the project manager and the service provider organisation as well as activities that would enhance integration and sustainability of human settlements. Planning and management of training during this phase will be by the service provider appointed by NHBRC. The training provided would be accredited and at least up to **NQF level 3**. At the end of the 6 month period, the youth will be assessed for placement into a targeted and focused housing training stream. The assessment will be based on reports from the trainers and project supervisors. The assessment, which will take into consideration youth interest and performance, will be a continuous evaluation throughout the service phase and not a once off assessment at the end of the service phase. This assessment will then determine whether the individual should continue with further training in housing construction related hard skills or be directed into either enterprise development or professional skills.

This phase will see the involvement of a plethora of service providers procured and managed by the service provider organization per a service training plan approved by the Department of Human Settlements in consultation with NHBRC.

### **Targeted training phase**

This phase follows after the compulsory service phase and can only be entered into after completion of the 6 months service.

During this phase, youth will be trained within the targeted streams of advanced hard skills, professional development or enterprise development.

### **Advanced Hard Skills**

Those assessed and placed into the advanced hard skills development stream will receive further training in hard skills at an advanced level. Such training will be provided by various accredited service providers managed by the NHBRC up to **NQF level 5**. The planned course will be for 6 months on hard skills with a bias to identified interest and competence as advised by supervisors and trainers. Whilst on training the youth will be assessed and linked to exit opportunities as they are identified and negotiated by the support organization.

### **Professional Skills development**

For youth in this stream every effort will be made to link such youth with opportunities for placement in private professional practices as interns or learners. Placements will also be negotiated with relevant government departments including housing, state owned enterprises and public utilities. This could be linked through procurement and the engagement of professional businesses in relevant public and private projects. Other placements will be negotiated and planned between the support organization and the Council for the Built Environment and its member professional councils namely The Engineering Council of South Africa (ECSA), South African Council for Project and Construction Management Professions (SACPCMP), South African Council for Architectural Professions (SACAP), South African Council for Landscaping Professions (SACLAP).

Associated training in this stream should include registration with tertiary education institutions supported by bursaries and the Housing Scholarship Fund. The support organization will strive to link these aspirant professionals with development assistance through keeping a database of available financial support for further professional advancement.

This planned exposure will be for 6 months of an allowance placement with a bias to identified interest and competence as advised by supervisors and trainers. Whilst on placement the youth will be allocated a supervisor or mentor who will report on progress. Whilst on this placement the youth will be assessed and linked to exit opportunities as they are identified and negotiated by the relevant institution and the support organization.

The search for placement and exit opportunities for professional development should not be limited to South Africa but extended continentally and globally.

### **Human Settlements enterprise development**

The planned course will be for 6 months on general and specific housing related enterprise development with a bias to identified interest and competence as advised by supervisors and trainers. Whilst on training the youth will be assessed and linked to business opportunities as they are identified and negotiated with the support of the service provider organization.

The enterprise development training will entail a programme jointly developed by the service provider organisation and relevant business support organizations and approved by the Department of Human Settlements. Business support organizations such as the IDC, Khula, SEDA and others will be engaged by the service provider organization in designing support

packages for the youth. Institutions like SEDA would be approached with a view to establish a cooperative agreement that would seek to enhance the entrepreneurial skills of youth who would establish construction companies. The support provided should entail both the incubator and mentorship programmes.

Assistance with access to business finance will be an important component of the packages negotiated with business development organizations. Assistance provided will include but not be limited to:

- ❖ The Identification of Work/Project/Tender Opportunities
- ❖ Pricing and Estimating
- ❖ Compilation and Submission of Tender documentation
- ❖ The Facilitation of Credit (Working Capital Finance and Supplier credit)
- ❖ Insurances
- ❖ Statutory Registration compliance, notably CIDB, VAT; PAYE, WCA; UIF
- ❖ Programming and Resource Scheduling
- ❖ Cash Flow Forecasting
- ❖ Working Capital Financing Finalisation
- ❖ Health and Safety Compliance
- ❖ Labour and Staff Recruitment (and legal compliance)
- ❖ Quality Control mechanisms
- ❖ Work Measurements and Payment Certification
- ❖ Dispute Resolution
- ❖ Management of sub-contractors
- ❖ Financial and Operations Management Systems
- ❖ Business Compliance with CIDB, VAT; PAYE, WCA; UIF requirements
- ❖ Management of Employees
- ❖ Training of Employees
- ❖ Marketing

The ability of the service provider organization to assist in the search for business opportunities in the housing production and management value chain will be crucial in this stream. The scan of various human settlements and built environment value chains for opportunities should be a continuous exercise by the service provider organization and business development agencies.

The development of youth enterprise should be linked as far as possible to successful mentors with experience in the type of enterprise pursued. Mentors could be other entrepreneurs or service providers. Exposure of youth entrepreneurs to best practice within the relevant business type should form part of the development package.

### **Exit phase**

This phase kicks in at the end of the 12 month allowance tenure and signifies the ejection of youth from the sheltered environment of service and training. Exit will entail the placement of youth into opportunities for further training, employment and business exposure. These exit opportunities will have been sought and found by the service provider organization in support of the youth.

### **Trailing Youth through the programme**

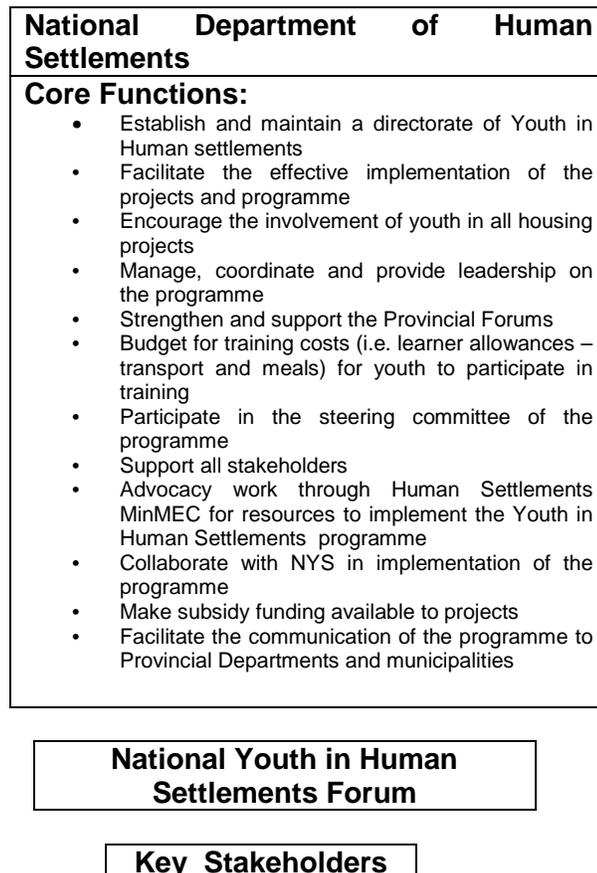
On hearing about the programme, ideally from the National Youth development Agency, an individual youth will register interest with the local office of the Department of Labour who will conduct a preliminary assessment and place the youth on a NYS in human settlements database. The youth will be linked to, and called up for service, within a project in his area of residence or its immediate environs as per the periodic approved order from the support organization.

The individual youth will then perform national service entailing, inter alia, life skills, basic hard skills and basic housing training. This will be both classroom based and on site training to a maximum NQF level 3 continually evaluated through tests and observations. At the end of 6 months youth will be advised of his or her assessment and encouraged into one of the training streams.

A period of six months in a stream will be deemed to be the last period of sheltered development accompanied by a stipend. After this phase, and armed with an NQF level 5 qualification, the youth would be ready to exit the programme through assistance into either self identified exit opportunities or opportunities identified by the service provider.

### 9.3 Programme Coordination Flow Chart

The Youth in Human Settlements programme will be coordinated at implementation level by the National Youth in Human Settlements Forum and Provincial Forums.



Provincial Department of Human Settlements	Municipality	Traditional Authorities	Department of Labour
<ul style="list-style-type: none"> <li>• Establish and maintain a youth in human settlements unit</li> <li>• Identify local municipalities where the project can be implemented</li> <li>• Encourage and assist municipalities in identifying projects for possible involvement of youth</li> <li>• Provide lists of approved housing projects in the province to the support organization</li> <li>• Assist the municipalities and the support organization in registering identified NYS projects</li> <li>• Approve subsidies for housing construction in projects identified by the municipalities and registered by the NYS as Youth in Human Settlements projects</li> <li>• Act as implementers of the projects where municipalities are not able to</li> <li>• Facilitate Exit Opportunities</li> <li>• Coordinate the programme in the Province</li> </ul>	<ul style="list-style-type: none"> <li>• Establish and maintain a youth in human settlements unit</li> <li>• Identify Serviced Land/Sites/projects for Youth in Human settlements projects</li> <li>• Facilitate Exit Opportunities</li> <li>• Allocate houses produced through the Youth in Human settlements programme to beneficiaries according to its allocation policies and procedures</li> <li>• Support the provincial housing department/NYS/NHB RC and the support organisation in getting the programme off the ground.</li> <li>• Generally give support to stakeholders including the provision of venues for meetings etc</li> </ul>	<ul style="list-style-type: none"> <li>• Identify and facilitate Exit Opportunities within its area of jurisdiction and beyond</li> <li>• Support the programme through working with municipalities in identifying rural housing projects to be implemented through the Youth in Human settlements programme</li> <li>• Mobilise local youth for, and publicise, the programme</li> </ul>	<ul style="list-style-type: none"> <li>▪ Use its administrative infrastructure to register aspirant youth for the NYS in human settlements programme</li> <li>▪ Maintain the database for aspirant NYS in housing participants</li> <li>▪ Assess youth applicants for NYS in housing as per criteria provided by the support organization and approved by the Department of Human Settlements and the NYS</li> <li>▪ Provide assessed applications from suitable youth to the department of human settlements</li> <li>▪ Support the NYS programme of the Department i.e. provide funding for structured training</li> </ul>
<b>HUMAN SETTLEMENT ENTITIES</b>			
<b>NHBRC</b>	<b>NHFC</b>	<b>SHF</b>	<b>Thubelisha</b>
<ul style="list-style-type: none"> <li>• Provide CETA accredited training</li> <li>• Facilitate the training process</li> <li>• Provide House Quality assurance</li> <li>• Provide House designs</li> <li>• Assess young people for competence</li> <li>• Assess youth, post service, for</li> </ul>	<ul style="list-style-type: none"> <li>• Support the implementation of the human settlements NYS Programme</li> <li>• Finance CETA accredited training of participants, already in the program,</li> <li>• offer training beyond the initial training they receive with the NHBRC (i.e. introductory housing</li> </ul>	<ul style="list-style-type: none"> <li>• Support the Implementation of the programme</li> </ul>	<ul style="list-style-type: none"> <li>• Support the implementation of the human settlements NYS Programme</li> <li>• Identify existing projects for the practical training of Youth enrolled in the human settlements Youth Service Programme;</li> </ul>

<p>placement within the three streams</p> <ul style="list-style-type: none"> <li>• Work closely with Municipalities, Developers and the service provider organisation</li> </ul>	<p>finance and business acumen skills (project management, business planning, housing, finance proposal writing, etc.)</p> <ul style="list-style-type: none"> <li>• Allocate funds for the programme</li> <li>• Identify exit opportunities for human settlements NYS participants in NHFC</li> </ul>		<ul style="list-style-type: none"> <li>• Absorb Youth Service graduates in project management</li> <li>• Identify exit opportunities for human settlements NYS Participants in Thubelisha</li> </ul>
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## Youth Sector

<p><b>National Youth Service Unit</b></p> <ul style="list-style-type: none"> <li>• Mobilise youth to participate in the programme</li> <li>• Promote, market and publicise the programme</li> <li>• Lobby and advocate for resources for NYS in the province</li> <li>• Support the recruitment of project participants in the Province</li> <li>• Liaise with Provincial Human Settlements Departments and Municipalities</li> <li>• Represent the interest of young people in the programme</li> <li>• Support the recruitment of project participants in conjunction with Provincial NYSU project Officers</li> <li>• Provide Project Management Support</li> <li>• Provide Life-Skills Training</li> <li>• Facilitate exit opportunities to learners</li> <li>• Disburse allowances to learners, where approved, utilising the support organisation</li> <li>• Develop a communication strategy for the project in consultation with all stakeholders</li> <li>• Monitor programme implementation</li> <li>• Ensure that Departments are assisted through budgeting 100% of NYS projects</li> </ul>
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## Supporting Stakeholders

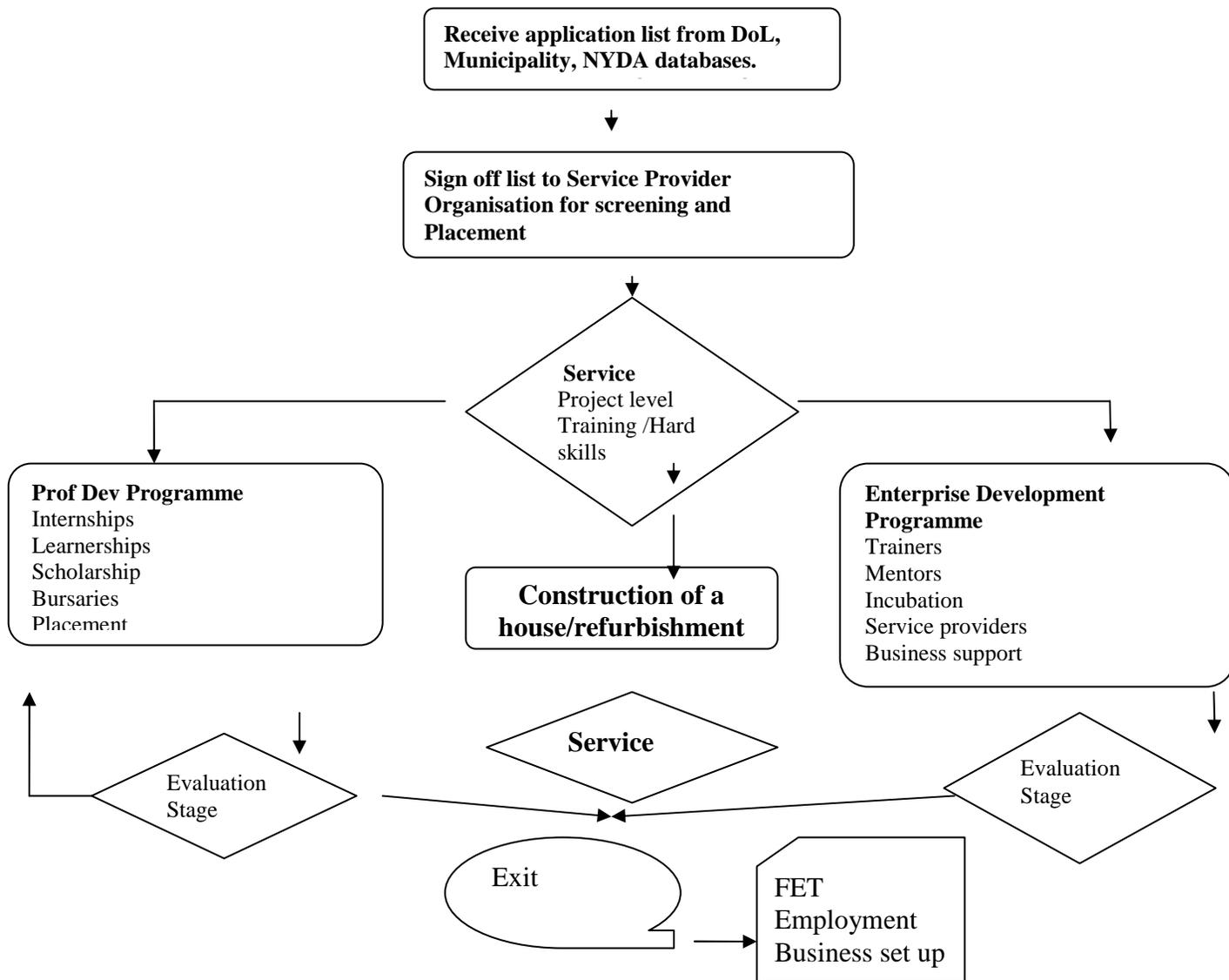
**Departments:**

- **Department of Public Works: For synergy with the NYS EPWP and CDW**
- **Department of Enterprise: Exit Opportunities**
- **Department of Land Affairs: For NYS housing programmes in farms**

<b>CETA</b>	<b>Council For Built Environment (CBE)</b>	<b>Construction Industry Development Board (CIDB)</b>	<b>Private Sector</b>
<ul style="list-style-type: none"> <li>• Fund all CETA accredited training required for the Youth in Human Settlements programme</li> <li>• Strengthen NHBRC's technical training programme for hard skills in home building</li> <li>• Identify youth interested in pursuing human settlements related careers and link them to learnership programme as an exit opportunity</li> </ul>	<p>Facilitate the promotion of career profession amongst youth interested in pursuing human settlements related careers;</p> <p>Organise career guidance sessions in consultation with National Youth Service</p> <p>Work jointly with Department in organizing campaigns targeting youth participants in human settlements programme</p> <p>Facilitate the placement of Youth for further learning and on-job training in its member professional councils.</p>	<p>Support the human settlements NYS Programme</p>	<p>Support the human settlements NYS programme through funding</p> <p>Identify exit opportunities for NYS graduates</p> <p>i.e. National Association of Real Estate Agents (NAREA)</p>

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## 9.4 Programme Flowchart



### Centre Focus of Programme Implementation

- Accredited learning
- Service
- Exit Opportunities

NB: Training Programme will outline the 12 month duration in detail.

## 9.5 The Service Provider Organisation

The National Department of Human Settlements will contract with and manage a national service provider organization. The service provider organisation will be an extension of the Department of Human Settlements' implementation capacity. The organization will report to a new directorate within the Chief Directorate, Stakeholder Management. This organization will operate on behalf of, and in support to, the Directorate Women and Youth Mobilisation. The programme will therefore see the engagement of a support organisation dense with skills to manage and facilitate the support, training facilitation and mentoring necessary for the success of the programme. The mandate of the support organisation will be to provide and manage a pool of skills able to operate nationally in support of the programme and its objectives.

The service provider organization could be anyone of the following:

- ✓ A Human Settlements entity
- ✓ A company incorporated under section 21 of the Companies Act
- ✓ A national NGO
- ✓ A consortium of NGOs
- ✓ A consortium of private sector organizations
- ✓ A single national private sector organisation

### **Services to be provided by the service provider organization**

The role of the service provider will be to facilitate the human settlements and NYS programme as mandated by the Department of Human Settlements to provide the following:

#### **Organisational support**

- Assist NDoHS in negotiating with relevant institutions such as the private sector, for exit opportunities inline with the Exit Opportunities Strategy
- Assist municipalities to identify, plan and register projects identified as NYS in housing projects
- Conduct orientation exercise for youth referred to it by the department as per NYS delegation
- Conduct screening and placement assessments for youth
- Place such youth appropriately according to the assessment results
- Assess identified youth and place them into appropriate programmes according to their interest and potential
- Identify skills development opportunities for Youth within each human settlements programme
- Register projects identified as Youth in Human Settlement projects with the National Youth Service
- Disburse funds to Provinces

#### **Training support and management**

- Manage the programme as an extension of the Directorate: Women and Youth Mobilisation
- Communicate with NHBRC for and other service providers for hard skills development training

- Plan and manage the implementation of all training in the programme
- Manage all training service providers
- Arrange mentorships for youth entrepreneurs
- Assist youth with business compliance support and training
- Negotiate assistance to youth entrepreneurs with training, business advice, financial assistance and support
- Provide project management capacity for projects identified within this programme

**Technical support**

- Assist the municipality in preparing subsidy funding applications for projects identified as Youth in human settlements projects
- Ongoing identification of exit opportunities
- Continuous identification of development opportunities
- Assist establishment of Alumni
- Assist NDOHS plan Youth Month human settlements activities
- Assist in organizing human settlements specific Youth Month activities
- Manage all interventions in all streams

**Exit support**

- Develop exit strategies
- Identify opportunities for youth placement after exit
- Negotiate placements for youth in employment
- Work with professional organizations in the continuous identification of professional opportunities for youth
- Negotiate learnerships with FET colleges for youth

**Administrative support**

- Report on progress of each youth in the programme
- Report on all opportunities created and progress
- Apply for training funds from CETA on behalf of the Department of Human Settlements

**Funding administration**

- Approve payments for training and other service providers

**Service Provider Organisation Capabilities**

Activities		Capacity Requirements
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<ul style="list-style-type: none"> <li>- Conduct orientation exercise for youth referred to it by the department</li> <li>- Conduct placement assessments for youth</li> </ul>	<b>Assessment</b>	<ul style="list-style-type: none"> <li>- Understanding of NYS objectives</li> <li>- Design and implementation of assessment tools</li> </ul>
<ul style="list-style-type: none"> <li>- Manage all training and development interventions in all streams</li> <li>- Manage all service providers</li> <li>- Order training from the NHBRC for hard skills development</li> </ul>	<b>Training</b>	<ul style="list-style-type: none"> <li>- Knowledge of current training regime SAQA, SETAs. Unit Stds, Accreditation, training,</li> </ul>
<ul style="list-style-type: none"> <li>- Provide and manage technical support to municipalities</li> <li>- Assist municipalities to identify and plan YiHS projects</li> </ul>	<b>Municipal support</b>	<ul style="list-style-type: none"> <li>- Working knowledge of housing policy and delivery at municipal level</li> </ul>
<ul style="list-style-type: none"> <li>- Report on all opportunities created and progress</li> <li>- Work to KPI of 15 000 youth</li> <li>- Assisted Work to KPI of 20<sup>th</sup></li> <li>- human settlements spend on youth</li> </ul>	<b>Monitor and report</b>	<ul style="list-style-type: none"> <li>- Understanding of national imperatives</li> <li>- Understanding of targets for youth development</li> </ul>
<ul style="list-style-type: none"> <li>- Assist NDoHS plan Youth</li> <li>- Month housing activities</li> <li>- Implement Youth Month human settlements activities with municipalities</li> </ul>	<b>Organisational capacity</b>	<ul style="list-style-type: none"> <li>- Ability to plan, organize and promote national events</li> </ul>
<ul style="list-style-type: none"> <li>- Continuous identification of development opportunities</li> <li>- Ongoing identification of exit opportunities</li> <li>- Work with professional organizations in the continuous identification of professional opportunities for youth</li> <li>- Continuously develop and implement exit</li> </ul>	<b>Research and Development</b>	<ul style="list-style-type: none"> <li>- Knowledge of the developmental terrain generally and housing and construction specifically</li> <li>- Capacity to keep abreast with developments in the legislative, professional, institutional and economic environments</li> </ul>

strategies		
<ul style="list-style-type: none"> <li>- Assist NDoHS in negotiating with relevant institutions</li> <li>- Negotiate learnerships with FET colleges for youth</li> <li>- Assist establishment of Alumni Programme</li> <li>- Negotiate placements for youth in employment</li> <li>- Arrange assistance for youth with business compliance</li> <li>- support and training</li> <li>- Negotiate assistance to Youth entrepreneurs with training, business advice, financial assistance and support</li> <li>- Arrange mentorships for youth entrepreneurs</li> </ul>	<p><b>Roleplayer co ordination</b></p>	<ul style="list-style-type: none"> <li>- Knowledge of roleplayers and their mandates in the development field generally and in housing development and management and construction specifically</li>   <li>- Well developed strategic and negotiation skills</li> </ul>

**9.5.1 Recruitment, Selection and Placement**

The recruitment, selection and placement process is critical for effective participation of youth. The Department of Labour, Municipality, National Youth Development Agency’s NYS Unit should work jointly with the Department in recruiting young people, registering them on their databases for referrals to the department. The recruitment, selection and placement process should ensure that there is broad participation of the young men and women during the project implementation process. This means that wherever community participation is sought (consultation processes, self-building, etc.); an equal representation of young men and women is ensured. The recruitment method would entail the following:

- Selecting young people through searching the existing data bases within the local areas, CETA’s and the Department of Labour databases. The former entails application for work in the construction industry.
  
- Advertisements in local community should be strategically placed in clinics, youth centres, community halls and labour centres
  
- Overall coordination of the recruitment process will be carried out by the Department of Labour, Youth Commission, NYS Unit and Municipality.
  
- The Support Organisation will then screen and place youth based on the received database from human settlements.

**9.5.2 Mentorship and Aftercare**

The appointment of youth project managers to mentor the youth is critical. The project manager should have extensive experience in youth development work. In addition, the developer will be required through contractual agreement to provide on site mentorship for young people. In addition, the NHBRC, SHF and HDA when on site should also assist in this process. The project manager should also track changes of young people beyond the time frame of the implementation of the programme. The Municipality and provincial department should commit to identifying work opportunities to young people at the start or during the implementation stage of the project.

### **9.5.3 Alumni Programme**

A formal Alumni Programme should be developed to ensure that the youth are linked to the programme even though the project has been completed. Further, this programme should also facilitate the Human Settlements Youth Ambassador Academy (HSYA) model. The youth graduates of the human settlements programme should serve to encourage new learners in the project by sharing their experiences. Further, they should also assist with the improvement of the programme. A National and Provincial Information System of young people participating in the human settlements Youth Service programme should be developed.

### **9.5.4 Marketing**

It is imperative to the youth service participants in the human settlements programme to be also targeted when raising awareness on the human settlements opportunities for youth through marketing events to enable them to enroll in human settlements careers to address the scarce skills issue. Further, the Communication strategy and materials should also be developed on the human settlements Youth Service Programme

## **10 AN ENABLING ENVIRONMENT FOR YOUTH ENGAGEMENT IN HUMAN SETTLEMENTS**

For an enabling environment for youth engagement to exist in human settlements, the following is areas of operation should be taken into consideration in implementing the Youth Service in human settlements Programme

### **10.1 At organizational level**

- a) Senior management approves a structured programme/strategy for the engagement of youth in human settlements delivery.
- b) Sufficient resources and knowledgeable personnel are available and a dedicated youth focal point is in place.
- c) An accountability framework exists to ensure successful implementation of the plan.
- d) The NYDA is consulted as the need arise to assist corporate management with specialized input on youth participation in human settlements delivery through management forums. The Agency should also provide strategic guidance on youth programme and assist with the activities of the youth focal point.
- e) The government youth structures such as NYDA are regularly consulted on human settlements policy through various management forums
- f) Youth participation in the delivery of human settlements is regarded as an objective in itself.

## **10.2 In Human Settlements Planning Process**

- a) Youth participation is recognised as relevant to every aspect of the human settlements sector.
- b) An analysis on youth participation is carried out and this analysis is the based for any policy, programme and project planning processes. The analysis must take into consideration research or any work done by the National Youth Commission and the Inter-Departmental Committee on Youth Affairs, National Youth Service and Non Governmental Organisations and other relevant institutions
- c) Institutional weaknesses and biases are regularly identified through a formal mechanism, and strategies are developed to address them.
- d) Broad participation of young women and men in planning processes is encouraged and implemented.
- e) Clear, measurable and achievable indicators for youth participation in human settlements delivery.

## **10.3 During implementation of projects**

A programme framework for implementation of projects should entail the following:

- a) Participation of youth from the local community in the project
- b) A clear budget of various human settlements construction projects
- c) Consultation with key stakeholders in the project to ensure participation of youth in the construction of houses
- d) Support systems are in place for the effective implementation of projects.
- e) There is broad participation of young men and women during the project implementation process. This means that wherever community participation is sought (consultation processes, self-building, etc.); an equal representation of young men and women is ensured.
- f) Flexibility and openness towards new and innovative methods and opportunities for youth participation in human settlements delivery exists.
- g) Exit opportunities for youth are identified whilst their participating in the human settlements delivery programmes

## **10.4 In monitoring and evaluation**

- a) Progress on youth participation in human settlements delivery is analysed and reported as an integral part of monitoring and evaluation. For instance, a monitoring and evaluation framework is developed that provides indicators on the number of houses that have been constructed by youth
- b) Data, disaggregated by sex, age and socio-economic groups is collected.
- c) Youth organisations are involved in the monitoring and evaluation processes.
- d) Participatory approaches, drawing on the participation of young women as well as men, are used in developing the monitoring and evaluation procedures.

## **11. PROGRAMME SPECIFIC MANAGEMENT ARRANGEMENTS**

### **National Youth Development Agency**

The National Youth Development Agency has been set up by the President as a national body to coordinate implementation of holistic youth development programme.

The core functions of the National Youth Development Agency outlined in the National Youth Development Policy Framework entails:

- a) Developing principles and guidelines and making recommendations to Government regarding such principles and guidelines, for the implementation of a national integrated policy;
- b) Coordinating, directing and monitoring the implementation of such principles and guidelines as a matter of priority;
- c) Promoting a uniformity of approach by all organs of state, including provincial governments to matter relating or involving the youth;
- d) Maintaining close liaison with institutions, bodies or authorities similar to foster common policies, practices and to promote cooperation;
- e) Coordinating the activities of the various provincial government institutions involved in youth matters and to link those activities to an integrated national youth policy.
- f) Developing recommendations relating to any other matters which may affect the youth

### **Inter-Departmental Committee (IDC) on Youth Affairs**

This committee has been established to coordinate government programmes, develop a consolidated youth budget and oversee the integration of youth programmes in various departments. The Department of Human Settlements is represented is represented at this Committee. The key responsibilities of the committee include:

- a) Coordinate a comprehensive national framework of government services, programmes, research and initiatives affecting young women and men across relevant government departments;
- b) Monitor, review and evaluate government policies, programmes, legislation and expenditure affecting young women and men;
- c) Facilitate collaborative programme planning, implementation and review across all relevant departments
- d) Provide a forum for IDC members to familiarize themselves with contemporary issues facing young men and women in South Africa
- e) Monitor programmes designed to support the career development of young men and women employed in the public service.

### **Joint Monitoring Committee (JMC) on Children, Youth and Disabled**

The Department of Human Settlements is expected to develop and implement policy on vulnerable and marginalized groups such as children, youth and disabled and women. Further, in the policy and programme development process, the mainstreaming of the needs and rights of youth is critical. As a result, it is expected to report from time to time to JMC and the National Youth Development Agency on policy, programme development, mainstreaming youth issues and including funds allocated for youth development.

### **National Youth in Human Settlements Forum**

The National Department of Human settlements has established a National Youth in Human Settlements Forum that comprises of representatives from all nine Provinces,

National Youth Development Agency, National Home Builders Registration Council (NHBRC) and National Housing Finance Corporation (NHFC). The core function of the forum is to coordinate the implementation of the youth in human settlements programme geared towards effective participation of youth in the human settlements sector. Through the NHBRC, the department renders CETA accredited training and NYS provides life skills training to the youth. The Chief Directorate Stakeholder Management facilitates this forum and reports to various Human Settlements Structures regarding the programme.

## ANNEXURE A

### Annexure: Service Provider Organisation Capabilities

Activities		Capacity Requirements
<ul style="list-style-type: none"> <li>- Conduct orientation exercise for youth</li> <li>- referred to it by the department</li> <li>- Conduct placement assessments for youth</li> </ul>	<b>Assessment</b>	Understanding of NYS objectives Design and implementation of assessment tools
<ul style="list-style-type: none"> <li>- Manage all training and development interventions in all streams</li> <li>- Manage all service providers</li> <li>- Order training from the NHBRC</li> <li>- for hard skills development</li> </ul>	<b>Training</b>	Knowledge of current training regime SAQA, SETSAs. Unit Stds, Accreditation, training,
<ul style="list-style-type: none"> <li>- Provide and manage technical support to municipalities</li> <li>- Assist municipalities to identify and plan YiHS projects</li> </ul>	<b>Municipal support</b>	Working knowledge of housing policy and delivery at municipal level
<ul style="list-style-type: none"> <li>- Report on all opportunities created and progress</li> <li>- Work to KPI of 15 000 youth assisted</li> <li>- Work to KPI of 20% human settlements spend on youth</li> </ul>	<b>Monitor and report</b>	Understanding of national imperatives Understanding of targets for youth development
<ul style="list-style-type: none"> <li>- Assist NDoHS plan Youth Month</li> <li>- Human settlement activities</li> <li>- Implement Youth Month human settlement activities with municipalities</li> </ul>	<b>Organisational capacity</b>	Ability to plan, organize and promote national events
<ul style="list-style-type: none"> <li>- Continuous identification of development opportunities</li> <li>- Ongoing identification of exit opportunities</li> </ul>	<b>Research and development</b>	Knowledge of the developmental terrain generally and housing and construction specifically

<ul style="list-style-type: none"> <li>- Work with professional organizations in the continuous</li> <li>- identification of professional opportunities for youth</li> <li>- Continuously develop and implement exit strategies</li> </ul>		<p>Capacity to keep abreast with developments in the legislative, professional, institutional and economic environments</p>
<ul style="list-style-type: none"> <li>- Assist NDoHS in negotiating with relevant institutions</li> <li>- Negotiate learnerships with FET colleges for youth</li> <li>- Assist establishment of Alumni</li> <li>- Negotiate placements for youth in employment</li> <li>- Arrange Assistance for youth with business compliance support and training</li> <li>- Negotiate assistance to Youth entrepreneurs with training,</li> <li>- business advice, financial assistance and support</li> <li>- Arrange mentorships for Youth entrepreneurs</li> </ul>	<p><b>Roleplayer co ordination</b></p>	<p>Knowledge of roleplayers and their mandates in the development field generally and in human settlements development and management and construction specifically</p> <p>Well developed strategic and negotiation skills</p>