

1 January 2025

Quarterly report

Q4 2024

Outcomes funder



higher education
& training

Department:
Higher Education and Training
REPUBLIC OF SOUTH AFRICA



Part of the



PRESIDENTIAL
YOUTH
EMPLOYMENT
INTERVENTION

Implemented by



krutham

Technical funder



Michael & Susan Dell
FOUNDATION

www.jobsboost.org.za

The Jobs Boost Outcomes Fund is an exciting initiative aiming to deliver high quality jobs for previously excluded youth, by incentivising skills providers to undertake appropriate skills development and support job readiness.

Progress to date

The fund is delivering real-world impact, having already placed over 1,600 youth into employment since inception (at end December 2024).

3,426+
Enrolments

Representing 46% of the total target.

1,669
Job placements

Representing 25% of target.

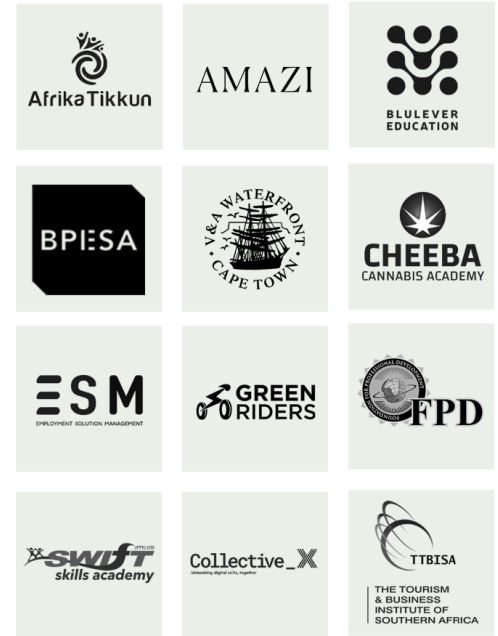
1,229
Sustained three months

First cohorts realising three-months sustained employment are currently in audit.

R46.4m
disbursed

To 10 partners, representing an average of R27,782 per placement

Our implementation partners

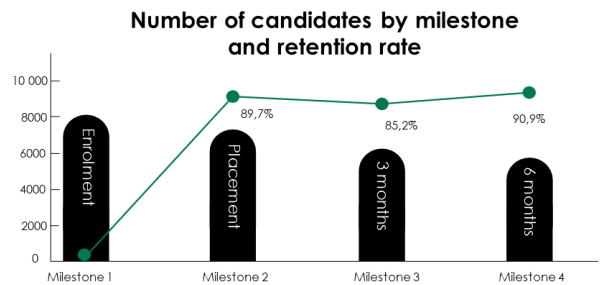


Performance projections

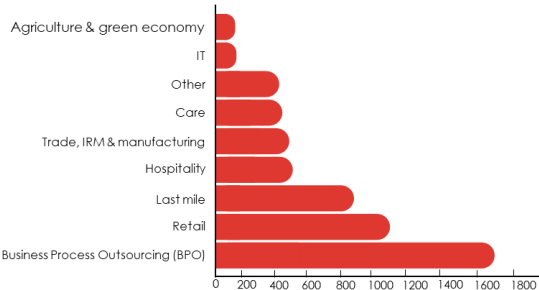
Agreements are in place with all implementation partners setting key milestones and targets

Key programme figures

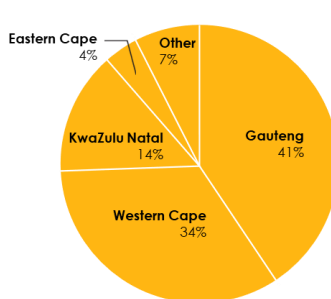
R 288,000,000 Total budget
R 287,718,316 Allocated budget across 12 partners
R 53,134 Average cost per job
5,519 Number of job placements
4.8% Disability proportion



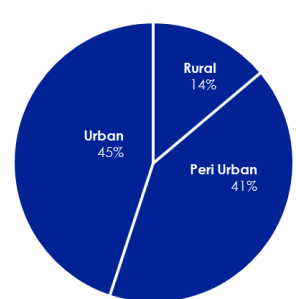
Candidates by industry sector



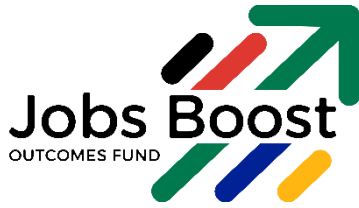
Candidates by province



Candidates' living conditions



For more information email jobsboost@krutham.com



Introduction

Jobs Boost Outcomes Fund is an innovative new approach to tackling youth unemployment in South Africa. It uses a pay-for-performance model to partner with skills providers to equip previously excluded young people to access and hold high quality jobs. It does this by shifting the spending from activities and inputs to paying for pre-defined outcomes. The implementation partners receive 80% of their funding only if the job seeker secures full time long-term employment, with the final tranche paid only after the job has been held successfully for six months.

As a new approach, Jobs Boost is committed to sharing insights generated from the programme. The first phase, lasting until the end of 2025, has been designated as a pilot phase with a focus on learning to ensure successful scaling of the programme thereafter. We therefore are particularly focused on learnings from the process and sharing how we have managed through them. The pilot is substantial by global standards and is, to our knowledge, currently the largest formal sector employment outcomes fund in the world. The pilot phase had a target of 4,500 jobs and is currently projected to exceed this.

This report is the first of quarterly reports on the performance of Jobs Boost. The project was initiated in November 2023 and has progressed through an expression of interest phase, a request for proposals phase, contracting and then implementation. Implementation began in the third quarter of 2024.

Summary of first quarter

In general, the programme is running smoothly. Some timelines have been adjusted against what was originally anticipated in order to accommodate implementation partners' early ramp up adjustments, but these changes are within the overall timeline of the programme.

As at 31 December 2024, 3,560 excluded youths have been enrolled in the programme through the implementation partners. 1,669 excluded youths have been placed into employment of which 1,229 have already achieved three months sustained employment. Over R46 million in grants has been disbursed to 10 implementing partners.

As 2025 begins, we believe the fund has performed above expectations so far. We are encouraged by the enthusiasm of all partners and the scale at which our implementation partners are able to operate. We are optimistic about 2025 and are confident that the fund is on track to deliver a successful pilot.

We acknowledge all of our implementing partners for the excellent work the organisations have put in to help us achieve this goal and we look forward to a productive 2025. We also acknowledge all our key partners, including the department of higher education & training's NSF as the outcomes funder, MSDF as the initial technical funder, the continued support of the presidency, the advisory board, our service providers and knowledge partners and the internal Krutham team.



1.1 Highlights

- All 12 implementation partners began their programmes during the period with close support from the Jobs Boost team.
- Three partners have already concluded all targeted enrolments and one partner has also completed all targeted placements, within five months of beginning implementation.
- R46,368,889 was disbursed for successful audits of initial placements and enrolments.

1.2 Challenges and learnings

As a pilot programme, there are a number of learnings that we have encountered. In conjunction with our advisory committee, we believe the challenges are being adequately managed by the Jobs Boost team.

Some of the major learnings include:

- **Starting delays and adjustments.** As implementation partners began implementation, due to delays in the starting dates and data evidence requirements, almost all partners had to adjust their targets and timelines. We have managed this process by actively engaging with the partners and providing guidance on what types of changes we will accept. The contracted timelines and targets for the first cohorts have tended to move forward by one or two months but the overall programme targets remain unchanged.
- **Data system adoption.** Although the data management system was designed to be intuitive and user-friendly, we have found that partners were reluctant to engage fully with the system and this led to delays and a lot of queries. To manage this challenge, we ran training on the system and conducted on-site sessions where we assisted the partners with the first cohort uploads. This has drastically reduced the effort required later on.
- **Evidence quality.** One of the biggest challenges that implementation partners tended to face was ensuring that the evidence submitted regarding enrolments and placements meets the stringent requirements for Jobs Boost's outcomes audit process. Every partner struggled with this element. We found ourselves going back to partners regularly requesting changes to the documents. Common errors included: ID number mismatches from ID copies and the details entered into the system, mismatches on affidavits for critical information like IDs and proofs of address, school quintile/child support grant recipient status and unclear documentation. To manage this, we had to engage closely with the partners on the document quality issues. We also increased our administrative capacity with a temporary member of staff to help review the documents before we send them to the outcomes auditors.
- **Audits.** There are a few challenges that are being experienced with the outcomes audits. These challenges largely relate to the difficulty of conducting the existence testing with the jobseekers as it requires phoning the jobseekers, who often don't answer. This remains an ongoing challenge that tends to escalate as we progress into later milestones. We are actively managing this challenge by ensuring that audits are done on particular days and that all of the jobseekers in the audits are informed that they may receive a call from the auditors on particular days and times. This has helped to an extent. We have also been sharing best practices with the implementing partners on strategies that some have been using to manage this challenge.

2. Performance-to-date

Results at 31 Decemner 2024:

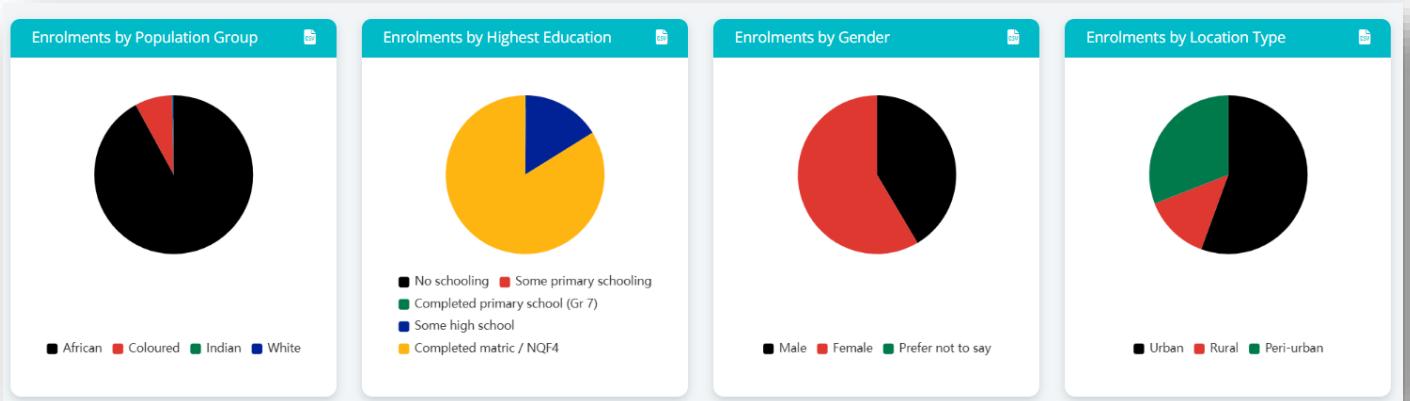
2.1 Enrolment performance

Targeted number of enrolments: 4,780

Achieved number of enrolments: 3,560



Although we are behind target by 1,220 enrolments, this is largely driven by one partner that needs to adjust the timeline it set from Q4 of 2024 to Q1 of 2025 (500 youths) and another partner that is experiencing delays in finalising evidence (480 youths). Also, a lot of the December 2024 data is only being added in January 2025 owing to closures over the period.



2.2 Placement performance

Targeted number of placements: 2,346

Achieved number of placements: 1,644

This target is substantially on track as a lot of the December 2024 placement data is still incoming during January 2025.

