

11 July 2025

Quarterly report

1 April 2025 –
30 June 2025

Outcomes funder



Part of the



Implemented by



Technical funder



www.jobsboost.org.za



1. Overview

Progress to date:

The fund is delivering real-world impact, having already placed over 45,400 youth into employment since inception (at end-June 2025).

8,100+

Enrolments

Representing 94% of the total target.

5,400+

Job placements

Representing 78% of target.

4,000+

Sustained three months placement

Of those 2,000+ placements are reaching six-months sustained.

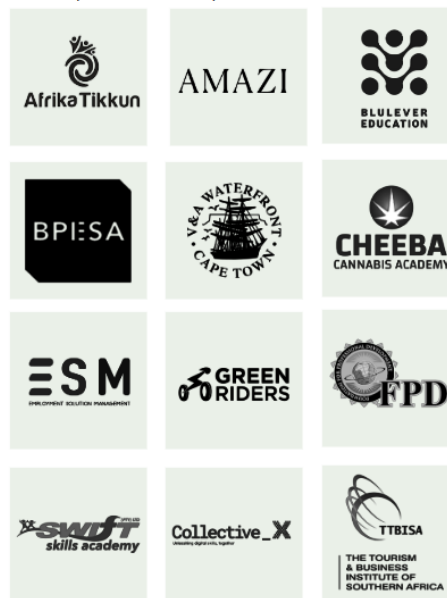
R5,378

Average salary
Through 165 employers.

R115m+

Disbursed.

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

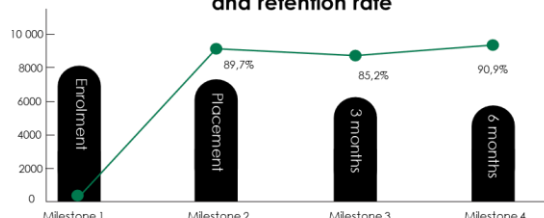
5,519

Number of job
placements

4.8%

Disability
proportion

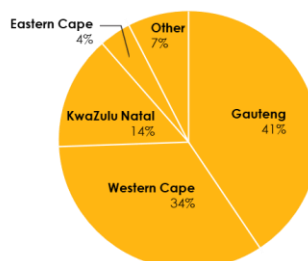
Number of candidates by milestone and retention rate



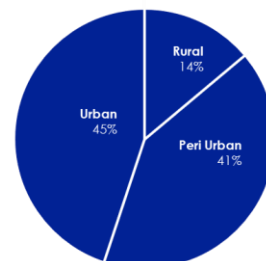
Candidates by industry sector



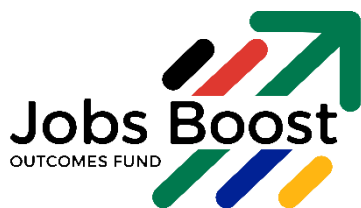
Candidates by province



Candidates' living conditions



For more information email jobsboost@krutham.com



2. Introduction

The Jobs Boost Outcomes Fund is an innovative new approach to tackling youth unemployment in South Africa. It uses an outcomes-based finance mechanism to partner with skills providers to equip previously excluded young people with the opportunity 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 issues that have arisen. The pilot is substantial by global standards and is, to our knowledge, 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 third quarterly report 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.

The current phase will conclude at the end of 2025, and thereafter we intend to enter a second phase with a new round of outcomes funding and appointed implementation partners. The lessons learned will inform the design of this second phase, and Krutham is working with the Presidential Youth Employment Initiative on a comprehensive scale-up programme.

Overall, the programme is running smoothly. There were issues that we faced during the quarter, mostly related to timelines needing to be adjusted and some partners struggling with securing placements, but we are confident that we are on track to deliver on the full programme by year-end.

3. Summary of third quarter

More than R115m has now been paid for outcomes in the programme to 11 of the 12 implementation partners, of which R45m was disbursed during this quarter. We saw enrolments surpass the 8,000 mark (first milestone) and more than 5,000 youth have now been placed into employment (second milestone), with more than 4,000 already approaching the three-month (third milestone) and six-month (fourth milestone) sustained employment targets.

This quarter was characterised by a strong effort to manage placement delays by most partners, leading to us achieving our placement target at 30 June 2025, which increases our probability of delivering a successful pilot. The 30 June deadline was material, with partners needing to place in order for candidates to reach the fourth and final milestone (six months of sustained employment).

The quarter was also one in which Jobs Boost attracted much public attention through a site visit by President Cyril Ramaphosa as part of Youth Day celebrations. We also hosted the first learning event to support the scale-up phase, marking a start of the pivot from performance management to the development of the scaled-up model.

a. Challenges during the quarter

During the quarter there were numerous placement delays faced by many of our partners. This required careful performance management, but it was expected as partners reached the key 30 June deadline.

Although this programme requires a relatively low volume of evidence documents, the quality of those documents is essential for the outcomes audits, and we found that our partners that work with sub-implementing partners experienced delays in receiving and remediating those documents to the high standard that is required. Coupled with that, we also realised that actual market demand differed from how some partners had described it, leading to partners having to re-engage with the market to secure new demand.

In line with the risk management approach built into Jobs Boost, targets can be reallocated to other implementation partners to ensure that the programme maximises performance within the available budget and timeline. Only partners that had achieved targets in line with original agreed targets and timelines were considered for expansions of targets.

We are pleased that this mechanism worked as planned during the quarter and underperformance of some partners could be managed without consequence to overall programme goals. As a result, we are still confident that we will be able to deliver on the targeted placements, reaching the six-month sustained employment milestone by end-December 2025.

For those partners who have agreed to expanded targets, we are arranging a special dispensation for final six-month milestones to still be eligible at the end of January 2026.

b. Highlights

During the quarter all partners were engaged in placement activities and about half of the partners concluded all enrolment activities. Some of the key highlights of the quarter included:

- President Cyril Ramaphosa visited the Jobs Boost programme at the Foundation for Professional Development, one of the implementation partners. This was part of a site visit to select PYEI partners as part of Youth Day celebrations.
- We have achieved a third of our total six-month sustained employment targets and are on track to exceed the original targets.

- Two partners received expansion targets, having successfully delivered to original targets with agreed timelines. Both TTBSA and ESM have been granted expansions – TTBSA has almost doubled its original targets and ESM has increased by 25%.
- A quarter of the final targeted six-months sustained employment has tentatively been reached, although much of this is still in the outcomes assurance process.

c. Learnings

As a pilot programme, we are eager to share learnings as we go. Here are the challenges we faced during the quarter and how we have managed them.

- **Delayed timelines:** Although we are on track with most of our implementation partners to deliver on the programme, we still find ourselves approximately two months behind the original schedule agreed with implementation partners at the start of the programme. This is largely due to one of our large partners experiencing continuous delays in uploading evidence into our systems. We are working with the partners to rectify these delays and are confident that the organisations will deliver, but it will be two months later than initially planned. For the programme as a whole, these delays will not affect our ability to achieve full targets by the end of 2025. Therefore, overall programme goals are not at risk.
- **Placement quality.** Some industries are proving to be a lot more informal in terms of placement contracts and our partners have not been able to overcome this informality for some placements. This seems to be especially true in the artisanal and trade industries and is affecting our partners Bluelever and Swift Skills Academy that both place into trades. The problem here is not that the placements do not exist but rather the employment contracts are too informal in nature to meet the requirements of the Jobs Boost Outcomes Fund. This is an important learning to factor into scaling the programme.
- **Payment delays.** We experienced delays in payment of our second tranche payment from the NSF. This was largely due to processing issues and out of the control of Jobs Boost. This posed a significant threat to the programme and almost led to delays in outcomes payments. Encouragingly, through efforts within the NSF and support from the Office of the Presidency, payment was eventually received without major delays (delays in partners submitting payment requests and audit processes also alleviated this risk). We have taken this lesson into account and are taking action to manage this risk better.

d. Jobs Boost hosts President Cyril Ramaphosa during Youth Month

The Jobs Boost Outcomes Fund was honoured to host President Cyril Ramaphosa on 10 June 2025 at the Foundation for Professional Development in Tshwane. The President's visit formed part of the national Youth Month programme and highlighted the government's continued commitment to tackling youth unemployment through innovative, evidence-based solutions.

During his visit, President Ramaphosa engaged with Krutham and one of the 12 programme implementers for an update on the progress of the pilot, followed by engagements with young beneficiaries who shared first-hand stories of transformation and hope. The President also commended the fund for its focus on measurable impact and its role in reshaping South Africa's employment landscape.

South Africa's youth unemployment remains one of the most pressing socioeconomic challenges. The Jobs Boost Outcomes Fund is specifically structured to reward job creation outcomes, thereby ensuring that funding flows directly to initiatives that are successful in placing young people into meaningful employment.

The President's visit reinforces the national call to action for government, the private sector and civil society to work together in accelerating economic inclusion for young people. The Jobs Boost Outcomes Fund remains committed to supporting job creation initiatives that deliver measurable, lasting impact.



President Cyril Ramaphosa engages with Tshego Walker from the Presidency and Jobs Boost programme director, Riyaadh Ebrahim.



President Ramaphosa engages with youth undergoing IPC training at the Foundation for Professional Development.

e. Jobs Boost hosts first scale-up learning event

On 26 June, Jobs Boost and the Presidential Youth Employment Intervention (PYEI) convened a landmark learning event to share lessons from South Africa's most ambitious outcomes-based youth employment programme. The event showcased insights, impact and innovation from 11 months of placing young people into real, sustained jobs.

Hosted by Cheeba Cannabis Academy, one of the Jobs Boost implementing partners, the event brought together government officials, implementing partners and policy stakeholders to explore what works – and what doesn't – when linking disadvantaged youth to quality employment through results-based funding.

Key outcomes shared from Jobs Boost so far:

- More than 5,200 authentic job placements secured for unemployed youth, with more than 1,500 retained at three months and more than 825 sustained at six months.
- R102m disbursed based on independently verified employment outcomes.
- Innovative approaches highlighted, including employer-centric models, gig economy pivots and digital systems for tracking and verification.

"This isn't another work programme. It's preparing people for real employment with real salaries," said Kamenthren Govender, deputy director for skills development implementation at the National Skills Fund. "The outcomes-based model has proven not only that it works, but that it can shift the way public money delivers impact."

Participants heard first-hand from implementing partners delivering on the programme – from the Foundation for Professional Development developing interpersonal counsellors, to cannabis consultants now earning stable incomes because of the Cheeba Cannabis Academy, to gig-workers turned formal employees by Green Riders (a youth development initiative that creates jobs in last-mile delivery using e-bikes).

Lessons emphasised at the event:

- Flexibility fuels innovation: Implementing partners were empowered to adapt their approaches to local contexts and market demands.
- Technology is essential: Digital documentation and verification systems played a key role in reducing administrative burdens and scaling results.
- Demand creation is complex: Finding employers willing to commit to 12-month contracts required persistent engagement and adaptability.
- Targeting needs refinement: While reaching the most excluded youth remains the goal, rigid criteria sometimes excludes those in need.

With the programme set to conclude its pilot phase in December 2025, the focus now shifts to evaluation and scaling. The learnings are already influencing other sectors, and South Africa will host the global Outcomes-Based Financing Summit in 2026 – positioning Jobs Boost as a flagship case study for innovation in public employment initiatives.

"We've proved that outcomes-based financing can deliver real jobs – not stipends, not internships – real employment," said Riyaadh Ebrahim. "Now we must prove it can scale."



Delegates address the Jobs Boost learning session at Cheeba Cannabis Academy.

4. Performance to date

Results at 30 June 2025

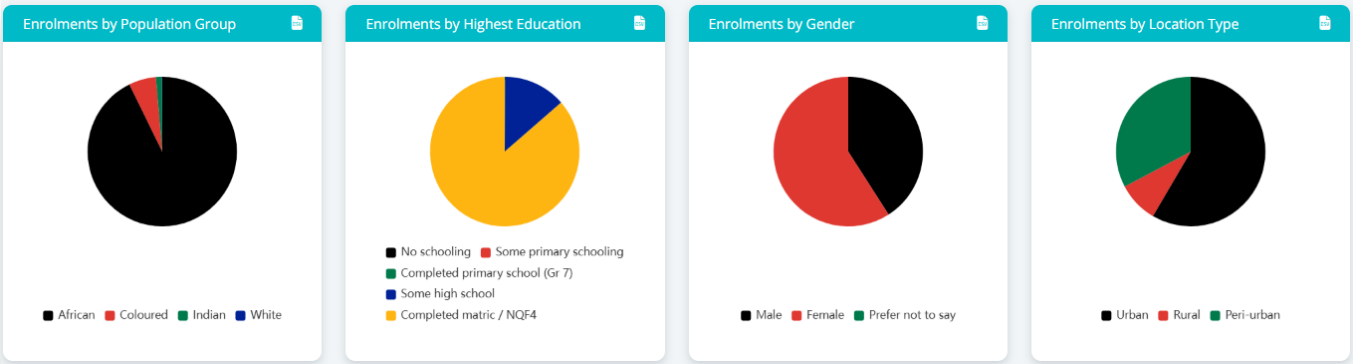
a. Enrolment performance

Targeted number of enrolments: 8,700

Achieved number of enrolments: 8,130 (94% of total enrolment target reached)



Although we are behind target by about 570 enrolments, this is not a concern. The original target was 7,800 enrolments and that target has since increased due to reallocations of targets and target expansions being allowed for stronger performing partners. We do not anticipate meeting the full target.



b. Placement performance

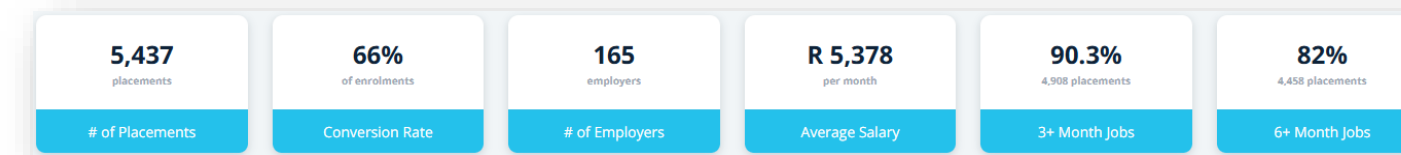
Targeted number of placements: 6,927

Achieved number of placements: 5,436 (78% of total targeted placements)

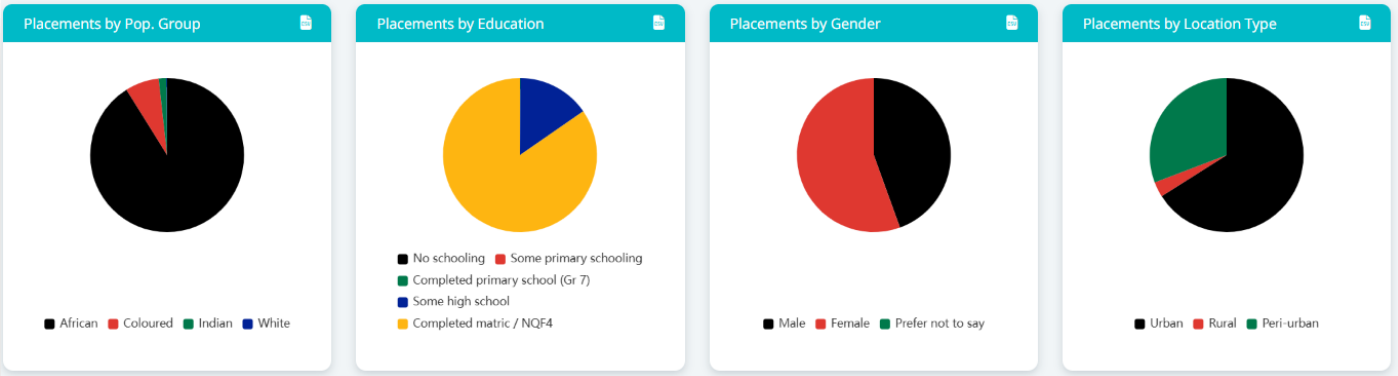


Placements refers to the second milestone, when jobseekers are placed into jobs.

We are still tracking below target for placements. Placement targets have increased from 5,982 to 6,927 due to expansions of targets for some partners. We are not too concerned by the current delays as a lot of the data for the increased targets will be entered into the system during July 2025.



We are still seeing a lower conversion rate (66%) of enrolments into placements than we had initially planned but we do expect that this will mostly correct when we get evidence in from some of the larger placements that are under way (including expanded targets) that we have not yet received evidence for. Encouragingly, we are seeing a good average salary point that is significantly above the minimum wage and a strong retention rate of jobs reaching the three- and six-month sustained employment milestones.



Placements by gender are not exactly reflective of the enrolments by gender but that is due to the large number of last-mile delivery riders that have been successfully placed which is slightly male dominated; we anticipate that the placements will be more reflective of enrolments as more placement data comes in. Another notable demographic change from enrolments to placements is that the placements tend to be more urban, as is expected.

