

Remarks by Cllr Barbara Fontein at Youth Employability Launch held at Durban ICC

Programme Director, Mr Alex Mthiyane,

Her Worship, Mayor Zandile Gumede,

Members of EXCO,

Councillors,

ICC CEO – Lindiwe

Officials,

Ladies and Gentlemen,

Sanibonani,

This launch takes place after the National launch of YES programme by his excellence President Ramaphosa. The issue of Youth Unemployment, we are committed in assisting our youth.

In comparison with this law, **Chapter 9 of National Development Plan** states that one of the central challenges facing South Africa is that the standard of education for majority of black learners is of poor quality. The NDP therefore was developed with the intention that it will craft education that empowers people to define their identity, take control of their lives, raise healthy families, take part confidently in developing a society, and play an effective role in the politics and governance of their communities.

Linked to NDP is the **South African Human Resources Development Strategy 2010-2030** which is clear on that human resources development is critically important in South Africa's development agenda. The importance of human resources development demands a response that has a sense of urgency. It demands a comprehensive and determined response from government. However, the scope and the importance of human resources development project extends beyond government:

It demands collective commitment and purposeful action from all stakeholders in the society; it demands the determination and accountability of individuals to invest in time and effort in their own development; and it demands the commitment of all enterprise and organisations to invest time and resources in human resources development towards public good.

When the **Skills Development Act** was promulgated in 1998, its primary objective was to develop skills of employees and unemployed youth of this country with knowledge and skills that will capacitate them in order to improve workers' quality of life and labour mobility. It encourages employers to use the workplace as an active learning environment and to provide employees and new entrants to the labour market with opportunities to learn new skills and gain work experience.

In support of the law, eThekweni Municipality has introduced a variety of learning programmes that assist employees and its citizens to acquire academically and occupationally based relevant qualifications. These learning programmes are able to capacitate them with necessary skills to

confront and fight triple challenges that are facing South Africa. Those triple challenges are Poverty, Unemployment and Inequality.

In addressing these challenges, eThekweni Municipality has introduced various learning programmes for its employees. Those programmes are: Advanced Management Development Programme; Emerging Management Development Programmes and Supervisory Development Programmes. These programmes are targeting managers at Senior and Middle Management level to deal with what Mandatory Grant Evaluation Report of 2013 says "Lack of technical, management and leadership is one of the core challenges affecting the ability of local government to fulfil the service delivery mandate".

eThekweni Municipality is committed to effective **Employment Equity**. To equip targeted employees in different categories with relevant qualifications, the municipality introduced Executive Development Programme for female officials to be ready for Senior Management and Executive Management positions. Currently the programme has produced 40 African female candidates who are ready to compete for any senior or executive position.

eThekweni Municipality has implemented Business Administration and Payroll learnership programmes to contribute to the development of People with Disabilities.

Radical Economic Transformation is key in skills revolution of this country. In line with our vision of job creation and economic empowerment the Council is ensuring that all employees and its citizen are empowered with relevant qualifications and competencies in their field of work to boost the economy of this country. We will continue to vigorously engage with all other sectors to allay any misconception and the guiding principles in radical economic transformation. Radical economic transformation must be embraced in the manner in which we do business.

eThekwini Municipality would like to thank the LGSETA CEO for ring-fencing mandatory grants for learning and development for it to be used for its primary objective. All municipalities received a letter from LGSETA forcing CFOs to ring-fence learning and development grants to utilize those grants for what they are intended.