



PRESIDENTIAL
YOUTH
EMPLOYMENT
INTERVENTION

Monitoring, Evaluation, Reporting and Learning Framework





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List of acronyms and abbreviations

API	Application programming interface
CPIC	Companies and Intellectual Property Commission
DEL	Department of Employment and Labour
DLS	Demand-led Skilling
DPME	Department of Planning, Monitoring and Evaluation
DTIC	Department of Trade, Industry and Competition
DWYPD	Department of Women, Youth and Persons with Disabilities
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit
LEE	Local Ecosystem Enablement
LEEF	Local Ecosystem Enablement Fund
M&E	monitoring & evaluation
MERL	Monitoring, Evaluation, Learning and Reporting
MoU	memorandum of understanding
MTEF	Medium Term Expenditure Framework
NPMN	National Pathway Management Network
NSF	National Skills Fund
NYS	National Youth Service
PMO	Project Management Office
PYEI	Presidential Youth Employment Intervention



1. Introduction

The President launched the Presidential Youth Employment Intervention (PYEI) in his State of the Nation Address in 2020 as a direct response to the challenge that too many young people are not transitioning from learning to earning. The Project Management Office (PMO) in the Presidency provides overall coordination and strategic leadership, while key government departments and agencies lead the implementation of the PYEI.

Central to the PYEI's efforts is the establishment of a National Pathway Management Network (NPMN) that guides young people towards opportunities for earning, learning and support. In addition to the NPMN, other PYEI components include: Demand-led Skilling (DLS); Local Ecosystem Enablement (LEE) to facilitate self-employment and enterprise opportunities; and the revitalisation of the National Youth Service (NYS). Interventions focus on priority growth areas that have employment potential for young people, with implementation and monitoring occurring continuously across all components.

Over the past year, the PMO in the Presidency, with technical support from the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ), has embarked on an extensive engagement process involving co-creation to develop the Monitoring, Evaluation, Learning and Reporting (MERL) framework for the PYEI. The team has developed a theory of change, along with a set of indicators for all four components. This process has involved engagement with a wide array of PYEI partners, including implementing departments, development partners, the committees of the NPMN and the PYEI strategic reference group.

This document outlines the MERL framework for the PYEI and provides definitions of all key terms across the components. The document also describes how data is disaggregated. Further, it details cross-cutting/component outputs and the associated outcome indicators. Finally, it outlines an evaluation and learning plan that all stakeholders will be able to use to improve the implementation of the PYEI.

This is a live document that is continuously revised as we learn more about how to measure the key outputs and outcomes that the PYEI seeks to achieve.



2. List of definitions

2.1. General

Term	Definition
Civil society opportunity holder	A non-government organisation that is either a non-profit, organised group, club or association and which creates or provides opportunities for earning, learning or support in the economy.
Development partner opportunity holder	An international or local development organisation that provides technical and financial support to a programme or individual. It can also provide opportunities for earning, learning or support in the economy.
Financial support	The provision of monetary resources including grants, bursaries and other instruments to support or enable learning, earning and livelihood opportunities.
Information-sharing mechanism	An established process or platform through which information is shared with all relevant stakeholders.
Non-financial support	The provision of non-monetary resources including, amongst others, information, counselling and training to support or enable learning, earning and livelihood opportunities.
Opportunity	Any position or good or service that is created and made available to enable or assist young people to earn income, learn skills and access financial or non-financial support.
Opportunity for earning	Any opportunity where a young person can earn an income (full-time or part-time), whether through employment in the formal economy, government stipend work, paid service work or community service, or via piece work in the informal sector. This also includes opportunities to participate in micro-enterprise programmes.
Opportunity for learning	Short courses and longer-duration educational/training programmes, learnerships and apprenticeships that prepare young people for the world of work or for setting themselves up in self-employment.
Opportunity for support	Any opportunity that provides access to support services such as career counselling, mental health support and health care, information about careers, and information about institutions in people's communities; it also includes the visibility of services and resources a young person can access in their area.
Opportunity holders	A person, company, or organisation in either the public sector, private sector, civil society or development



	partners that create and provide opportunities for earning, learning or support.
Private sector opportunity holder	A person, company, or organisation that is part of the section of the national economy that is not owned by the government and which creates/provides opportunities for earning, learning or support in the economy.
Public sector opportunity holder	A company or organisation that is part of the section of the national economy that is owned by the government, and which creates/provides opportunities for earning, learning or support in the economy.
Presidential Youth Employment Intervention component	The different elements of the Presidential Youth Employment Intervention, namely the National Pathway Management Network, Demand-led Skilling, Local Ecosystem Enablement and National Youth Service.
Presidential Youth Employment Intervention coordination structures	The various structures established or convened to coordinate the different elements of the Presidential Youth Employment Intervention.
Urban	An area was proclaimed as such (i.e., in an urban municipality under the old demarcation) or classified as such during census demarcation by the geography department of Statistics South Africa, based on their observation of the aerial photographs or other information.
Rural	An area was proclaimed (i.e., in an urban municipality under the old demarcation) or classified as such during census demarcation by the geography department of Statistics South Africa, based on their observation of aerial photographs or other information.
Township	As per the Gauteng Township Development Act: an urban, peri-urban or rural living area which: <ul style="list-style-type: none"> a) At any time from the late 19th century until 27 April 1994, was reserved for Black, Coloured or Indian people; or b) Has been developed for historically disadvantaged persons after 27 April 1994; or c) Has become predominantly occupied by historically disadvantaged people; and d) Is currently an economically deprived area.
Young person	All persons aged between 16 and 35 years.



2.2. National Pathway Management Network

National Pathway Management Network	
Term	Definition
Active user	A young person that is registered on the National Pathway Management Network and has accessed any of the platforms at least once in the past three months.
Demand stimulation	The implementation of interventions that support industries to increase the number of earning opportunities in the economy including employment, self-employment and forms of enterprise.
Employment opportunity	Any position created or made available for people who are 15 years or older to work formally and/or informally for a wage or salary or to earn an income by providing goods and/or services for an income.
Inclusive hiring	The process of hiring which ensures that all persons have equal prospects of accessing all opportunities for learning and earning. The dimensions of inclusive hiring include accessibility of, selection and hiring criteria for opportunities. These need to actively recognise diversity, on-the-job support and matching criteria that consider the full profile of the young person.
Pathway	The totality of the route that young people take towards sustainable employment or self-employment. This includes periods of disengagement from economic activity and learning.
National Pathway Management Network platforms	The digital platforms within the National Pathway Management Network that support young people to build their profiles, access opportunities and navigate their respective pathways more effectively.
Registered user	A young person that has completed a registration form at a centre in the National Pathway Management Network or created a username and password on a National Pathway Management Network platform and has agreed to the platform or centre's terms and conditions.
Sustainable employment	This refers to long-term employment (at least one year) rather than a short-term or ad hoc opportunity that does not translate into a longer-term option.
Sustainable livelihoods	A livelihood comprises the capabilities, assets (both material and social resources) and activities required for having a means of living.
Transition	Where a young person moves from one environment in which they are engaged in earning or learning to another environment where they are engaged in earning or learning (this could be from school to work, from one earning opportunity to another, from learning to earning or vice versa). The National Pathway Management Network seeks to assist young people with these transitions to ensure they are more seamless and add up to sustainable earning pathways in the short to medium term.
Visibility of opportunities	Young people are made aware of and receive information regarding opportunities for which they are a potential match; further, they are supported to apply for this opportunity.
Young person in the National Pathway Management Network	Any young person between 16 and 35 years of age who registers to join the National Pathway Management Network, regardless of whether they join on a digital platform or at a physical centre.



2.3. Demand-led Skilling

Demand-led Skilling	
Term	Definition
Demand-led Skilling	Projects, programmes and approaches that implement training or skilling that is directly informed by current and emerging employer demands, and which enable young people to access earning opportunities in the economy.
Demand-led Skilling intervention	Activities of a skilling/skills-related project, programme, or instrument where the implementer can provide upfront evidence of committed earning opportunities; young people will transition into these opportunities on completion of the intervention activities.
Interventions to deliver Demand-led Skilling at scale	A set of the activities of a skilling or skills-related project, programme, or instrument where the implementer can provide evidence upfront of committed earning opportunities that at least 1 000 young people will transition into upon completion.

2.4. Local Ecosystem Enablement

Local Ecosystem Enablement	
Term	Definition
Barriers to young people's self-employment and enterprise	The challenges faced by people between the ages of 16 and 35 to start or sustain enterprises. These include but are not limited to regulatory red tape and limited access to the internet, skills and education, finance and markets.
Enterprise	Any entity engaged in economic activity providing goods and/or services for sale, irrespective of its legal form.
Financial enterprise support	Monetary assistance that enterprise owners receive to start or grow their enterprise. This can include loans, grants, equity investment or other financial support.
Non-financial enterprise support	Non-monetary assistance such as planning, training, mentorship, or administrative support that enterprise owners receive to start or grow their enterprise.
Local Ecosystem Enablement	The processes, approaches or measures that are in place or developed at an ecosystem level to remove or reduce the barriers to young people's self-employment and enterprise at a local level.
Self-employment	Employment whereby an individual earns their living from the pursuit of an economic activity independent of working for another individual or company. Earnings are for services rendered/goods sold and self-employed individuals are typically responsible for their tax obligations.
Enterprise managed by a young person	Any enterprise employing a young person between 16 and 35 years of age to coordinate and administer tasks in the daily operation of the enterprise. This young manager could own part of the enterprise but less than the controlling interest (i.e., < 51%) necessary to have the decision-making power in the enterprise.
Enterprise owned by a young person	Any enterprise where a person between 16 and 35 years of age owns 51% or more of the enterprise, and for which they are legally and/or financially responsible.

2.5. National Youth Service

National Youth Service	
Term	Definition



Paid service	An organised activity in which young people participate and receive monetary remuneration for contributing to service delivery in a local or provincial community, or at the national level.
Community services	Any publicly provided service that is intended to support and address the specific needs of community aggregates.

3. Data disaggregation

3.1. General

Category	Disaggregation subcategories
Age	16–20, 21–25, 26–30, 31–35, 36+
Disability	Yes, no
Gender	Male, female, non-binary
Geography	Rural, urban (township)
Highest education level	Pre-matric, matric or equivalent, diploma, university degree, postgraduate
Industry	Agriculture, community & social, construction, finance, manufacturing, mining, services, transport, trade, utilities, other
Province	Eastern Cape, Free State, Gauteng, KwaZulu-Natal, Limpopo, Mpumalanga, Northern Cape, North West, Western Cape
Priority growth sector	Automotive, social services, agriculture, installation, repairs & maintenance, digital economy, green economy, global business services, creative industries, tourism, other
Presidential Youth Employment Intervention component	National Pathway Management Network, Demand-led Skilling, Local Ecosystem Enablement, National Youth Service
Race	African, Coloured, Indian, White, other
Young people targeted	Less than 1 000, 1 001 to 3 000, 3 001 to 5 000, more than 5 000

3.2. National Pathway Management Network

National Pathway Management Network data desegregation	
Average earnings per month	Less than ZAR 1 000, ZAR 1 000 to ZAR 3 500, ZAR 3 501 to ZAR 7 500, ZAR 7 501 to ZAR 14 000, more than ZAR 14 000
Contract type (earning opportunity)	Contract, permanent
Duration (earning opportunity)	Less than six months, six months to one year, more than one year



Duration (learning opportunity)	Less than three months, three months, three months to one year, more than one year
Opportunity holder	Private sector, public sector, civil society, development partner, other
Amount of financial support (other than enterprise)	Less than ZAR 1 000, ZAR 1 001 to ZAR 5 000, ZAR 5 001 to ZAR 10 000, more than ZAR 10 000
Type of financial support (other than enterprise)	Bursary, grant, other
Type of non-financial support (other than enterprise)	Curriculum vitae writing, information, career counselling, other
Type of learning opportunity	Short courses, training programmes, learnerships, apprenticeships, other
Working time (earning opportunity)	Full-time, part-time
Young people targeted	Less than 1 000, 1 001 to 3 000, 3 001 to 5 000, more than 5 000

3.3. Demand-led Skilling

Demand-led Skilling data disaggregation	
Intervention type (demand stimulation)	Systemic/enabling, skilling delivery
Learning opportunities created per implementing partner	Less than 100, 100 to 500, 500 to 1 000, more than 1 000
Duration (learning opportunity)	Less than 3 months, 3 months to 1 year, more than 1 year
Partner type	Demand side (e.g. employers, employer associations), supply side (e.g. SETAs, higher education institutions)

3.4. Local Ecosystem Enablement

Local ecosystem enablement data disaggregation	
Intervention type	Regulatory changes, policy reforms, red tape reduction, intermediation, digital platforms, other
Size of financial enterprise support	Less than ZAR 50 000, ZAR 50 001 to ZAR 250 000, ZAR 250 001 to ZAR 500 000, more than ZAR 500 000



Type of financial enterprise support	Micro-finance, loan, grant, equity finance, blended finance, other
Type of non-financial enterprise support	Capacity building, information access, business incubation, other

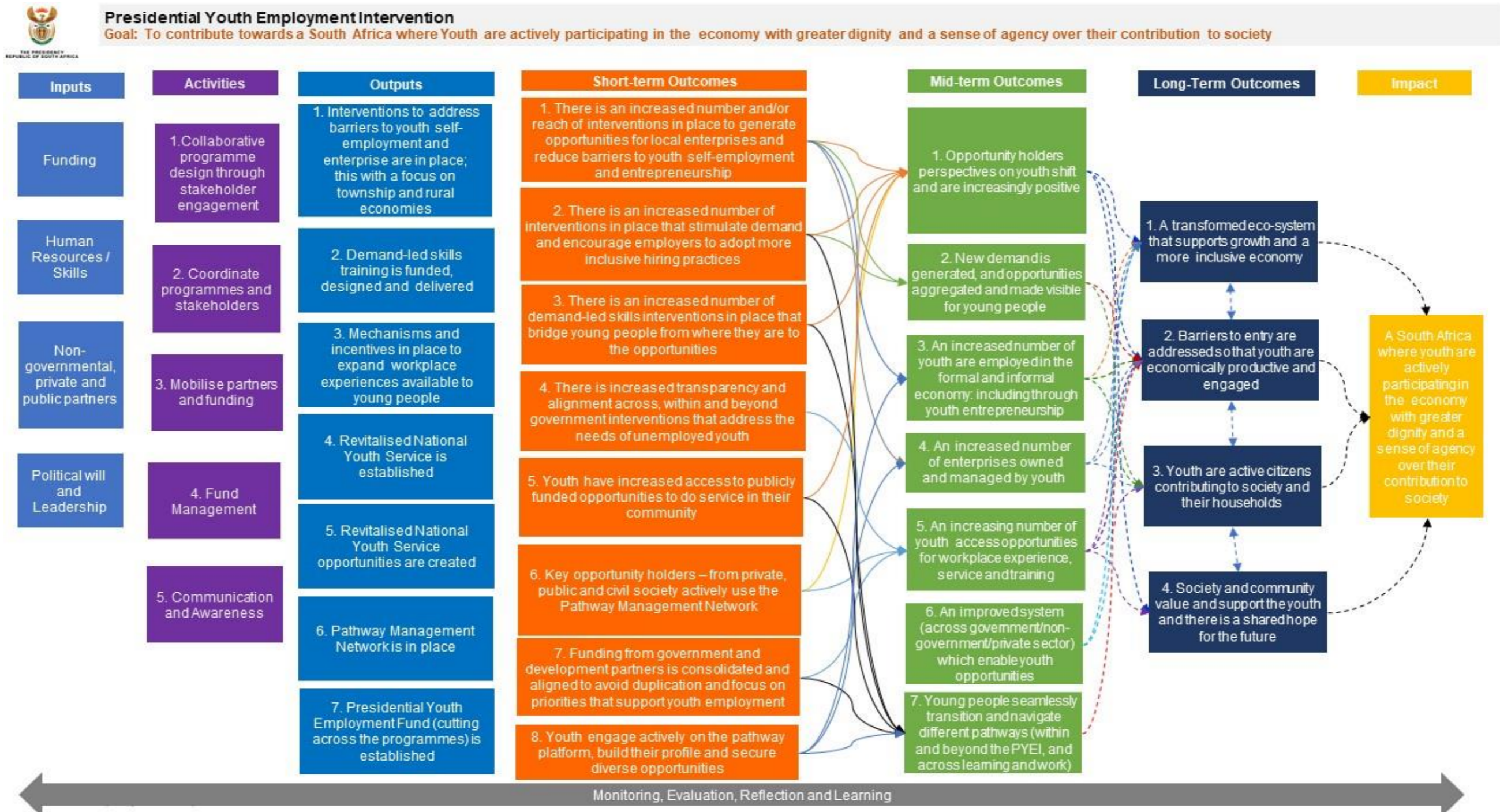
3.5. National Youth Service

National Youth Service data disaggregation

Area of paid service	Community works; revitalisation; sports and recreation; learner support; health; education; social support services; solidarity and care; greening programmes; food security; arts and culture; early childhood development; surveys and digital mapping; other
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4. Theory of change





5. Cross-cutting indicators

Result level	Outputs/outcomes	Indicator	Indicator description	Disaggregation	Baseline (2021/22)	Target (2022/23–2024/25)	Means of verification	Responsible partner	Frequency of reporting	Internal/public dashboard?	Hlengiwe comments
Outputs	1. Presidential Youth Employment Fund(s) is/are established	The Presidential Youth Employment Fund(s) is/are established and funded	New fund(s) is/are established and funding is allocated to it/them for all components of the PYEI	Disaggregated by PYEI component	New indicator	Target to be established with partners	National Treasury allocation letters	Presidency	Quarterly	Public	
		Number of requests for proposals issued and concluded by the fund	The total number of requests for proposals issued and concluded for the respective components of the fund	Disaggregated by PYEI component, issued and concluded	New indicator	Target to be established with partners	Fund reports	Lead departments (DEL, DHET, DTIC, DWYPD)	Annual	Internal	
	2. Coordinating structures in place to facilitate the implementation of the PYEI, provide strategic guidance and ensure alignment of activities across all partners	Structures for managing the PYEI Funds (including ones managed by Jobs Fund, DTIC/IDC, DHET/NSF) are convened and meet regularly	The coordinating structures to manage PYEI fund(s) are convened and meet at least twice per annum	Disaggregated by PYEI component	New indicator	Target to be established with partners	Agreements or terms of reference and coordinating structures minutes	Lead departments (DEL, DHET, DTIC, DWYPD)	Quarterly	Internal	
		Coordinating structures for the operationalisation and implementation of the components of the PYEI are convened and meet regularly	The coordinating structures at different levels within government, between government and non-government partners and for specific focus areas are established and meet at least once per quarter	Disaggregated by PYEI component, including names of each s	New indicator	At least one coordinating structure per component	Agreements or terms of reference and coordinating structures minutes	Lead departments (DEL, DHET, DTIC, DWYPD)	Quarterly	Internal	
Short-term outcomes	1. There is increased transparency and alignment across, within and beyond government interventions that address the needs of unemployed young people	Number of government departments and non-government partners participating in established PYEI national coordinating committees	The total number of government departments and non-government partners that are members of, and regularly attend, meetings of national coordinating committees across the PYEI components	Disaggregated by PYEI component	Baseline to be established with partners	Target to be established with partners	Attendance registers of committee meetings	Lead departments (DEL, DHET, DTIC, DWYPD)	Quarterly	Internal	



Result level	Outputs/outcomes	Indicator	Indicator description	Disaggregation	Baseline (2021/22)	Target (2022/23–2024/25)	Means of verification	Responsible partner	Frequency of reporting	Internal/public dashboard?	Hlengiwe comments
		Number of PYEI-driven interventions implemented jointly by government departments and non-government partners	The total number of interventions collaboratively designed and implemented by government departments and development partners in line with the objectives of the PYEI	Disaggregated by: intervention type; sector; and duration	Baseline to be established with partners	Target to be established with partners	Lead department quarterly reports and aggregated data from development partners	Presidency	Quarterly	Public	
		Number of PYEI-driven national government interventions that directly support provincial and local programmes	The total number of PYEI interventions collaboratively designed in line with and to support the delivery of provincial and local programmes	Disaggregated by: intervention type; sector; and duration	Baseline to be established with partners	Target to be established with partners	Lead department quarterly reports	Lead departments (DEL, DHET, DTIC, DWYPD)	Quarterly	Public	
		A mechanism is in place to publicly share information and data on the PYEI	There is a process and/or are spaces (physical and digital) where members of the public can access information and data about the PYEI	None	New indicator	Target to be established with partners	Quarterly reports	Presidency	Quarterly	Public	
	2. Funding from government and development partners is consolidated and aligned to avoid duplication and focus on priorities that support youth employment	Number of partnerships between development funders in which partners jointly fund the same PYEI priorities	The total number of agreements between development partners that enable joint funding of PYEI priorities	None	Baseline to be established with partners	Target to be established with partners	Aggregated data from development partners	Presidency	Quarterly	Public	
		Number of development partners adopting a coordinated approach to funding	The total number of development partners aligning and collaborating to fund similar and aligned objectives	None	Baseline to be established with partners	Target to be established with partners	Aggregated data from development partners	Presidency	Quarterly	Public	
	3. Young people engage actively on the pathway platforms, build their profile and	Percentage of young people securing diverse opportunities	The number of young women securing opportunities, calculated as a	Disaggregated by: province; disability; gender; race; age category;	Baseline to be established with partners	60%	Quarterly reports	Lead departments (DEL, DHET, DTIC, DWYPD)	Quarterly	Public	



Result level	Outputs/outcomes	Indicator	Indicator description	Disaggregation	Baseline (2021/22)	Target (2022/23–2024/25)	Means of verification	Responsible partner	Frequency of reporting	Internal/public dashboard?	Hlengiwe comments
	secure diverse opportunities	that are women	percentage of the total number of young people securing opportunities	and rural/urban (township)							
		Percentage of young people securing diverse opportunities that are living with disabilities	The number of young people living with disabilities that are securing opportunities, calculated as a percentage of the total number of young people securing opportunities	Disaggregated by: province; disability; gender; race; age category; and rural/urban (township)	Baselines to be established with partners	2%	Quarterly reports	Lead departments (DEL, DHET, DTIC, DWYPD)	Quarterly	Public	
		Percentage of young people securing diverse opportunities that are living in rural and township economies	The number of young people living in rural and township economies securing opportunities, calculated as a percentage of the total number of young people securing opportunities	Disaggregated by: province; disability; gender; race; age category; and rural/urban (township)	Baselines to be established with partners	?	Quarterly reports	Lead departments (DEL, DHET, DTIC, DWYPD)	Quarterly	Public	
Midterm outcomes	1. An increase in the number of opportunity holders with a positive perception of young people	Percentage of opportunity holders that report a positive perception about the young people in periodic qualitative surveys	The number of opportunity holders in a representative sample reporting a positive perception of young people, calculated as a percentage of the total number of opportunity holders	Disaggregated by type of opportunity holder	New indicator	Target to be established with partners	Evaluation report	Presidency	Annual	Public	
	2. An improved system (across government/non-government/private sector) which enables opportunities for young people	Number of instances where learning and information sharing takes place in PYEI coordinating structures/meetings	The meetings held for each of the coordinating structures provide an opportunity for members to facilitate linkages and share learnings and information about their programmes	None	New indicator	Target to be established with partners	Evaluation report	Presidency	Quarterly	Public	



Result level	Outputs/outcomes	Indicator	Indicator description	Disaggregation	Baseline (2021/22)	Target (2022/23–2024/25)	Means of verification	Responsible partner	Frequency of reporting	Internal/public dashboard?	Hlengiwe comments
		Percentage of PYEI coordinating committee meetings where more than 75% of the agreed-upon actions and resolutions are implemented	The number of coordinating structure meetings where the actions and resolutions are implemented divided by the total number of meetings held	Disaggregated by PYEI component and coordinating structure	New indicator	Target to be established with partners	Evaluation report	Presidency	Quarterly	Public	
		Percentage of PYEI partners reporting the use of information from platforms, studies and evaluations to inform decision-making	The proportion of partners in periodic surveys that report that they inform decision-making using information from platforms, studies and evaluations	Disaggregated by partner type	New indicator	Target to be established with partners	Evaluation report	Presidency	Annual	Public	
		Percentage partners participating in PYEI coordinating structures that report a reduction in duplication and an increase in alignment	The proportion of partners participating in PYEI coordinating structures that report in periodic surveys that their participation in the structure has led to a reduction in duplication and an increase in alignment with other partners	Disaggregated by partner type	New indicator	Target to be established with partners	Evaluation report	Presidency	Annual	Public	
Long-term outcomes	1. A transformed ecosystem that supports growth and a more inclusive economy	An increase in capacity to provide integrated services, support, and information to young people in a seamless way in communities across South Africa	The capacity within the ecosystem (both in terms of the number of people/organisations and the quality of services provided) increases and facilitates more seamless support for young people	None	Baseline to be established with partners	Target to be established with partners	Evaluation report	Presidency	Annual	Public	



Result level	Outputs/outcomes	Indicator	Indicator description	Disaggregation	Baseline (2021/22)	Target (2022/23–2024/25)	Means of verification	Responsible partner	Frequency of reporting	Internal/public dashboard?	Hlengiwe comments
		An increase in evidence-based policy and programme design and implementation for youth employment and support interventions	The policies and programmes that are designed and implemented are rooted in evidence, including that produced by the PYEI	None	New indicator	Target to be established with partners	Evaluation report	Presidency	Annual	Public	
	2. Barriers to entry are addressed so that young people are economically productive and engaged	An increase in economically active young people/reduction in youth unemployment rates in South Africa	The total number of economically active young people in South Africa, disaggregated by: training/learning opportunity; employment type (full-time, part-time, contract, permanent); race; age category; gender; disability and province	Disaggregated by: province; disability; gender; race; age category and rural/urban (township)	Baseline to be established with partners	Target to be established with partners	Evaluation report	Presidency	Annual	Public	
	3. Young people are active citizens contributing to society and their households	An increase in the number of young people who are involved in decision-making in their communities and households	The total number of young people involved in decision-making in their community and/or households, disaggregated by: gender; age category; race and qualification	Disaggregated by: province; disability; gender; race; age category; and rural/urban (township)	Baseline to be established with partners	Target to be established with partners	Evaluation report	Presidency	Annual	Public	
		An increased number of young people registered on the National Pathway Management Network participate in national, provincial and local elections	The total number of young people registered on the National Pathway Management Network participating in national, provincial and local elections increases over time.	Disaggregated by: province; disability; gender; race; age category; and rural/urban (township)	Baseline to be established with partners	Target to be established with partners	Evaluation report	DEL	Annual	Public	



Result level	Outputs/outcomes	Indicator	Indicator description	Disaggregation	Baseline (2021/22)	Target (2022/23–2024/25)	Means of verification	Responsible partner	Frequency of reporting	Internal/public dashboard?	Hlengiwe comments
	4. Society and community value and support young people and there is a shared hope for the future	An increase in the number of community members who acknowledge the contribution that young people make to society	The number of community members who report in surveys positive perceptions of young people's contribution to society increases	None	Baseline to be established with partners	Target to be established with partners	Evaluation report	Presidency	Annual	Public	

6. National Pathway Management Network indicators

Result level	Outputs/Outcomes	Indicator	Indicator description	Disaggregation	Baseline (2021/22)	Target (2022/23–2024/25)	Means of verification	Responsible partner	Frequency of reporting	Internal/public dashboard?	Hlengiwe comments
Outputs	1. NPMN is in place	MoU in place with DEL, GTAC/Jobs Fund and funding allocated	An MoU that outlines the purpose of the partnership, the intended outcomes and the roles and responsibilities of each party is prepared and signed by all parties and the National Treasury approves funding for the implementation of the NYS	None	New indicator	MoU is reviewed on an annual basis and necessary adjustments are made. Allocation to be included yearly	Signed MoU	DEL	Quarterly	Internal	
		Mechanisms to share opportunities across the NPMN are in place	There is a set of integrated mechanisms (including technology solutions to share data between platforms and processes for partners without these platforms) that enables partners within the NPMN to share opportunities and information to ensure all young people in the network have equitable access to all available opportunities in the network	None	New indicator	Targets to be established with partners	NPMN coordinating and technical committee minutes	DEL	Quarterly	Internal	



Result level	Outputs/Outcomes	Indicator	Indicator description	Disaggregation	Baseline (2021/22)	Target (2022/23–2024/25)	Means of verification	Responsible partner	Frequency of reporting	Internal/public dashboard?	Hlengiwe comments
Short-term outcomes	1. Key opportunity holders – from private, public and civil society actively use the NPMN	Number of opportunity holders sourcing young people from NPMN	The total number of organisations that create and make available opportunities for either learning and earning or financial and non-financial support on any of the systems available in the NPMN	Disaggregated by: type of opportunity holder; type of opportunity; and duration	Baseline to be established with partners	Targets to be established with partners	Quarterly reports	DEL	Quarterly	Public	
	2. Young people engage actively on the pathway platforms, build their profile and secure diverse opportunities	Number of registered young people on the NPMN	The number of young people that have completed a profile and provided supporting documents to any of the partners of the NPMN (either digitally on a platform, or onsite at a contact centre)	Disaggregated by: province; disability; gender; race; age category; and rural/urban (township)	Baseline to be established with partners	Targets to be established with partners	Quarterly reports	DEL	Quarterly	Public	
		Number of young people who are active users of the NPMN	The total number of young people who have used the systems and platforms of the NPMN in the past three months	Disaggregated by: province; disability; gender; race; age category; and rural/urban (township)	Baseline to be established with partners	Targets to be established with partners	Quarterly reports	DEL	Quarterly	Public	
		Number of young people securing learning opportunities on the NPMN	The total number of young people that applied for and were subsequently selected to participate in the learning opportunities available on the NPMN	Disaggregated by: opportunity type; opportunity holder; province; disability; gender; race; age category; rural/urban (township); and duration (learning)	Baseline to be established with partners	Targets to be established with partners	Quarterly reports	DEL	Quarterly	Public	
		Number of young people securing self-employment or enterprise opportunities on the NPMN	The total number of young people registered on the NPMN that report engagement in self-employment and enterprise opportunities	Disaggregated by: province; disability; gender; race; age category; rural/urban (township); and duration (earning)	Baseline to be established with partners	Targets to be established with partners	Quarterly reports	DEL	Quarterly	Public	



Result level	Outputs/Outcomes	Indicator	Indicator description	Disaggregation	Baseline (2021/22)	Target (2022/23–2024/25)	Means of verification	Responsible partner	Frequency of reporting	Internal/public dashboard?	Hlengiwe comments
		Number of young people securing paid service opportunities on the NPMN	The total number of young people that applied for and were subsequently contracted into paid service opportunities available on the NPMN	Disaggregated by: province; disability; gender; race; age category; rural/urban (township); opportunity holder; duration (earning); working time; and contract type	Baseline to be established with partners	60 000	Quarterly reports	DEL	Quarterly	Public	
		Number of young people securing employment opportunities on the NPMN	The total number of young people that applied for and were subsequently contracted into employment opportunities available on the NPMN	Disaggregated by: province; disability; gender; race; age category; rural/urban (township); opportunity holder; duration earning; working time; and contract type	Baseline to be established with partners	Targets to be established with partners	Quarterly reports	DEL	Quarterly	Public	
		Number of young people securing financial support on the NPMN	The number of young people that applied for and were subsequently selected to receive financial support through opportunities accessed on the NPMN	Disaggregated by: province; disability; gender; race; age category; rural/urban (township); and opportunity holder	Baseline to be established with partners	Targets to be established with partners	Quarterly reports	DEL	Quarterly	Public	
		Number of young people on the NPMN who are actively involved in volunteer activities	Number of young people who report active participation in volunteer activities	Disaggregated by: province; disability; gender; race; age category; rural/urban (township); and opportunity holder	Baseline to be established with partners	Targets to be established with partners	Quarterly reports	DEL	Quarterly	Public	
		Number of young people securing non-financial support on the NPMN	The number of young people that applied for and were subsequently selected to receive non-financial support through opportunities accessed on the NPMN	Disaggregated by: province; disability; gender; race; age category; rural/urban (township); and opportunity holder	Baseline to be established with partners	Targets to be established with partners	Quarterly reports	DEL	Quarterly	Public	
		Average earnings per month	The total earnings per month for all young people who have accessed earning opportunities on the NPMN divided	Disaggregated by: province; disability; gender; race; age category; rural/urban (township); opportunity holder;	Baseline to be established with partners	Targets to be established with partners	Quarterly reports	DEL	Quarterly	Public	



Result level	Outputs/Outcomes	Indicator	Indicator description	Disaggregation	Baseline (2021/22)	Target (2022/23–2024/25)	Means verification	Responsible partner	Frequency of reporting	Internal/public dashboard?	Hlengiwe comments
			by the number of young people	duration; contract type; working time; and earning size							
		Number of young people completing opportunities	The number of young people that actively participate in a learning-and-earning opportunity from its planned start date to its planned end date	Disaggregated by: type of opportunity holder; type of opportunity; and duration	Baseline to be established with partners	Targets to be established with partners	Quarterly reports	DEL	Quarterly	Public	
	1. Key opportunity holders – from private, public and civil society actively use the NPMN	Number of opportunity holders adopting inclusive hiring practices concerning young people	The number of opportunity holders reporting changes or new hiring practices that enable young people to have easier access to opportunities	Disaggregated by: type of opportunity holder; type of opportunity; and duration	Baseline to be established with partners	Target to be established with partners	Survey report	DEL	Annual	Public	
Midterm outcomes	1. New demand is generated, and opportunities aggregated and made visible to young people	Number of opportunities unlocked through interventions to stimulate labour demand in priority growth sectors	The number of interventions designed to create new earning opportunities or increase young people's productivity and earnings by unblocking constraints to the acceleration of existing programmes, plans or incentives and the implementation of new programmes, plans or incentives	Disaggregated by: opportunity type; sector; duration; and rural/urban (township)	Baseline to be established with partners	Targets to be established with partners	Evaluation	DEL	Quarterly	Public	
	2. Young people seamlessly transition and navigate different pathways (within and beyond the PYEI, and across learning and work)	Number of young people transitioning into new opportunities within the labour market	The number of young people who secure a new opportunity in the labour market within six months of completing another opportunity	Disaggregated by: province; disability; gender; race; age category; and rural/urban (township)	Baseline to be established with partners	Targets to be established with partners	Quarterly reports	DEL	Quarterly	Public	
		Number of young people who have secured more than one earning	The number of young people who applied for and were subsequently	Disaggregated by: province; disability; gender; race; age category; and	Baseline to be established with partners	Targets to be established with partners	Every two years	DEL	Every two years	Public	



Result level	Outputs/Outcomes	Indicator	Indicator description	Disaggregation	Baseline (2021/22)	Target (2022/23–2024/25)	Means verification	of Responsible partner	Frequency of reporting	Internal/public dashboard?	Hlengiwe comments
		opportunity on the NPMN in the past two years	selected to participate in at least two earning opportunities in the NPMN over the past two years	rural/urban (township)							
		Number of young people that have remained economically active or potential active members of the labour market since joining the NPMN	The number of young people who remain in or want to engage in economic activity after joining the NPMN platforms	Disaggregated by: province; disability; gender; race; age category; and rural/urban (township)	Baseline to be established with partners	Targets to be established with partners	Evaluation	DEL	Annual	Public	
	3. An improved system (across government/non-government/private sector) that enables opportunities for young people	Number of opportunities shared across partners in the NPMN	The total number of opportunities that have been shared between partners in the NPMN	Disaggregated by: type of opportunity holder; type of opportunity; duration; and young people targeted	Baseline to be established with partners	Targets to be established with partners	Quarterly reports	DEL	Quarterly	Public	
		Systems within the NPMN are aligned and inter-operable (this includes opportunities, services, support and events)	Operational APIs between network partner systems, technical committee minutes	None	Baseline to be established with partners	Targets to be established with partners	NPMN coordinating and technical committee minutes	DEL	Evaluation	Internal	
		Number of partners that review data from the systems to make decisions about priorities and design of interventions	The number of partners participating in coordinating structures of the NPMN who report usage of data from the network to inform decisions regarding priorities and design of interventions	None	Baseline to be established with partners	Targets to be established with partners	NPMN coordinating and technical committee minutes	DEL	Quarterly	Internal	



7. Demand-led Skilling indicators

Result level	Outputs/outcomes	Indicator	Indicator description	Disaggregation	Baseline (2021/22)	Target (2022/23–2024/25)	Means of verification	Responsible partner	Frequency of reporting	Internal/public dashboard?	Hlengiwe comments
Outputs	1. Demand-led skills training is funded, designed, delivered to young people	Total funding secured for demand-led skills training for current and emerging demand	The total amount of funding secured for demand-led skills training from government, the private sector and development partners to respond to current and emerging demand and enable transition into the economy	Disaggregated by opportunity holder	Baseline to be established with partners	Target to be established with partners	SETAs and NSF reports, reports from development partners	DHET	Quarterly	Public	
			The total number of call for proposals with a focus on interventions that ensuring skilling responds to market demand that are developed and published	Disaggregated by: intervention type; sector	Baseline to be established with partners	Target to be established with partners	Quarterly report	DHET	Quarterly	Internal	
		Number of applications received from potential implementing partners of DLS interventions	The number of complete applications received by the application deadline from organisations applying to implement DLS interventions	Disaggregated by: intervention type; sector; duration; number of young people targeted	Baseline to be established with partners	Target to be established with partners	Quarterly report	DHET	Quarterly	Internal	
		The ratio of appointed implementers to the total number of applicants	The number of organisations that successfully participated in the call for proposals and were subsequently awarded contracts divided by the total number of organisations with approved applications	Disaggregated by: intervention type; sector; duration; and number of young people targeted	Baseline to be established with partners	Target to be established with partners	Quarterly report	DHET	Quarterly	Public	
		Number of young people taking up workplace-experience opportunities	The number of young people taking up mechanisms both financial and non-financial to enable young people to access earning opportunities	Disaggregated by: intervention type; sector; duration; number of young people targeted	Baseline to be established with partners	Target to be established with partners	Quarterly report	DHET	Quarterly	Internal	



Result level	Outputs/outcomes	Indicator	Indicator description	Disaggregation	Baseline (2021/22)	Target (2022/23–2024/25)	Means of verification	Responsible partner	Frequency of reporting	Internal/public dashboard?	Hlengiwe comments
			through participation in skilling programmes and approaches								
Short-term outcomes	1. There is an increasing number of interventions in place that deliver DLS at scale	Number of interventions that seek to create 1 000 or more DLS opportunities for young people	The number of interventions designed to enable at least 1 000 young people to access new earning opportunities through participation in skilling programmes that directly respond to existing or emerging demand	Disaggregated by: intervention type; sector; duration; number of young people targeted	Baseline to be established with partners	Target to be established with partners	Quarterly report	DEL	Quarterly	Internal	
	2. There is an increased number of demand-led skills interventions in place that bridge young people from where they are to the opportunities	Number of DLS opportunities available on the NPMN	The number of DLS opportunities that are loaded onto platforms of the NPMN and made available to young people	Disaggregated by: type of opportunity holder; type of opportunity; duration; province; and sector	Baseline to be established with partners	Target to be established with partners	Quarterly report	DEL	Quarterly	Public	
Midterm outcomes	An improved system (across government/non-government/private sector) that enables opportunities for young people	Demand and supply side partners report collective design of skilling initiatives	The number of partners stating in periodic assessments that skilling interventions are designed through engagements between demand and supply side stakeholders	Disaggregated by: partner type; amount of funding; number of young people targeted; type of opportunity; duration; province; and sector	Baseline to be established with partners	Target to be established with partners	Evaluation	DHET	Bi-annual	Internal	
		Percentage of existing funding in the skills system that is re-oriented to DLS interventions in the short term	The total existing funding in the short term (i.e., responding to current and emerging demand) where allocations have been changed to support demand-led approaches to skilling divided by the total existing funding available	Disaggregated by: type of opportunity holder; Amount of funding; number of young people reached; type of opportunity; duration; province; and sector	New indicator	Target to be established with partners	Evaluation	DHET	Annual	Public	



Result level	Outputs/outcomes	Indicator	Indicator description	Disaggregation	Baseline (2021/22)	Target (2022/23–2024/25)	Means of verification	Responsible partner	Frequency of reporting	Internal/public dashboard?	Hlengiwe comments
			in the skilling system								

8. Local ecosystem enablement indicators

Result level	Outputs/outcomes	Indicator	Indicator description	Disaggregation	Baseline (2021/22)	Target (2022/23–2024/25)	Means of verification	Responsible partner	Frequency of reporting	Internal/public dashboard?	Hlengiwe comments
Outputs	1. Interventions to address barriers to youth self-employment and enterprise are in place, with a focus on township and rural economies	Number of interventions that identify and address barriers young people face in initiating and growing enterprises	The total number of programmes, policies, projects, or solutions designed and implemented by PYEI departments and partners to address specific barriers that young people face in successfully entering into self-employment and enterprise	Disaggregated by: intervention type; sector; and duration	Baseline to be established with partners	Target to be established with partners	LEE coordinating committee reports	LEE coordinating committee members	Quarterly	Internal	
		Total funds allocated from the government and partners to the LEEF	The total amount of funding allocated by the National Treasury, government departments and entities, and partners for the implementation of the LEEF	Disaggregated by: funder type; and the amount of funding allocated	New indicator	Target to be established with partners	LEE coordinating committee reports	DTIC	Quarterly	Public	
		Number of applications received for the LEEF from potential implementing partners	The number of complete applications received by the application deadline from organisations applying to implement interventions to create an enabling ecosystem for young people to enter into and sustain forms of enterprise and self-employment	Disaggregated by: type of intervention; sector; and duration	New indicator	Target to be established with partners				Internal	
		Number of organisations appointed to	The number of organisations that successfully	Disaggregated by: type of organisation;	New indicator	Target to be established with partners	Investment reports	DTIC	Quarterly	Internal	



Result level	Outputs/outcomes	Indicator	Indicator description	Disaggregation	Baseline (2021/22)	Target (2022/23–2024/25)	Means of verification	Responsible partner	Frequency of reporting	Internal/public dashboard?	Hlengiwe comments
		create linkages and remove barriers faced by local enterprises in rural and township economies	participated in the call for proposals and were subsequently awarded contracts to deliver interventions that create linkages for and remove barriers faced by local enterprises in rural and township economies	type of intervention; province; type of organisation; barriers; and rural/urban (township)							
Short-term outcomes	1. Interventions to generate opportunities for local enterprises and reduce barriers to youth self-employment benefit an increased number of young people	Number of young people accessing government financial enterprise support in rural and township economies	The number of young people receiving government-administered financial support for enterprises they own or manage	Disaggregated by: the amount of financial support; province; disability; gender; race; age category; sector; and rural/urban (township)	Baseline to be established with partners	Target to be established with partners	LEE coordinating committee reports	LEE coordinating committee members	Quarterly	Public	
		Number of young people accessing government non-financial enterprise support in rural and townships economies	The number of young people receiving government-administered non-financial support for enterprises they own or manage	Disaggregated by: type of non-financial support; province; disability; gender; race; age category; sector; and rural/urban (township)	Baseline to be established with partners	Target to be established with partners	LEE coordinating committee reports	LEE coordinating committee members	Quarterly	Public	
		Number of interventions directly addressing barriers to youth self-employment and enterprise	The number of programmes, policies or instruments designed and implemented to address existing barriers that young people face in entering into self-employment and enterprise	Disaggregated by: intervention type; province; sector; and rural/urban (township)		Target to be established with partners		LEE coordinating committee members	Quarterly	Internal	
		Number of enterprises owned by young people	The total number of enterprises where young people own 50% or more of the equity in the enterprise	Disaggregated by: enterprise type; province; disability; gender; race; age category; sector; and	Baseline to be established with partners	Target to be established with partners	Aggregated data from the NPMN partners	LEE coordinating committee members	Quarterly	Public	



Result level	Outputs/outcomes	Indicator	Indicator description	Disaggregation	Baseline (2021/22)	Target (2022/23–2024/25)	Means of verification	Responsible partner	Frequency of reporting	Internal/public dashboard?	Hlengiwe comments
				rural/urban (township)							
		Number of enterprises managed by young people	The total number of enterprises where young people have more than 50% management control over the enterprise	Disaggregated by: enterprise type; province; disability; gender; race; age category; sector; and rural/urban (township)	Baseline to be established with partners	Target to be established with partners	Aggregated data from the NPMN partners	LEE coordinating committee members	Quarterly	Public	
Midterm outcomes	New demand is generated, and opportunities aggregated and made visible to young people	Number of earning opportunities created for young people through enterprises receiving support in rural and township economies	The number of earning opportunities created by enterprises receiving government support that are filled by young people in rural and township economies	Disaggregated by: province; sector; and rural/urban (township)	Baseline to be established with partners	Target to be established with partners	LEE coordinating committee reports	LEE coordinating committee members	Quarterly	Public	
	Young people seamlessly transition and navigate different pathways (within and beyond the PYEI, and across learning and work)	Number of young people reporting a reduction in barriers faced in entering into self-employment and enterprise	The number of young people stating a reduction in or extent of barriers faced in periodic surveys	Disaggregated by: province; disability; gender; race; age category; sector; and rural/urban (township)	Baseline to be established with partners	Target to be established with partners	Survey report	DEL	Annual	Public	
		Number of young people supported to transition into forms of enterprise	The number of young people completing earning or learning opportunities and that are supported to establish new or develop existing enterprises	Disaggregated by: province; disability; gender; race; age category; sector; and rural/urban (township)	Baseline to be established with partners	Target to be established with partners	Aggregated data from the NPMN partners	DEL	Quarterly	Public	
		Number of enterprises owned by young people, where the enterprises survive for more than 12 months	The number of enterprises owned and managed by young people that are still operational 12 or more months after they were established. 'Operational' is	Disaggregated by: province; sector; and rural/urban (township)	Baseline to be established with partners	Target to be established with partners	LEE coordinating committee reports	LEE coordinating committee members	Annual	Public	



Result level	Outputs/outcomes	Indicator	Indicator description	Disaggregation	Baseline (2021/22)	Target (2022/23–2024/25)	Means of verification	Responsible partner	Frequency of reporting	Internal/public dashboard?	Hlengiwe comments
			measured as compliance with the CPIC (through submission of annual returns) if registered OR earning a minimum revenue of X OR generated minimum of X sales OR has a minimum of X customers OR the number of hours spent on enterprises per month								

9. Revitalised National Youth Service indicators

Result level	Outputs/Outcomes	Indicator	Indicator description	Disaggregation	Baseline (2021/22)	Target (2022/23–2024/25)	Means of verification	Responsible partner	Frequency of reporting	Internal/public dashboard?	Hlengiwe comments
Outputs	1. Revitalised NYS is established	An MoU with DWYPD, NYDA and the GTAC/Jobs Fund is in place and funding is allocated	An MoU that outlines the purpose of the partnership, the intended outcomes and the roles and responsibilities of each party is prepared and signed by all parties and the National Treasury approves funding for the implementation of the NYS	None	New indicator	Agreement in place and implemented	An agreement signed by all parties, quarterly reports	DWYPD/NYDA	Quarterly	Internal	
	2. Revitalised NYS opportunities are created	Number of applications received for NYS from potential implementing partners	The number of complete applications received by the application deadline from organisations applying to implement NYS programmes	Disaggregated by: number of opportunities; sector; and duration	Baseline to be established with partners	Target to be established with partners	Investment committee report	DWYPD/NYDA	Quarterly	Internal	



Result level	Outputs/Outcomes	Indicator	Indicator description	Disaggregation	Baseline (2021/22)	Target (2022/23-2024/25)	Means of verification	Responsible partner	Frequency of reporting	Internal/public dashboard?	Hlengiwe comm
		Number of implementing partners appointed to provide government-funded youth service opportunities	The number of organisations that successfully participated in the call for proposals and were subsequently awarded contracts to deliver youth service programmes	Disaggregated by number of opportunities, sector and duration	Baseline to be established with partners	Target to be established with partners	Investment committee report	DWYPD/NYDA	Quarterly	Internal	
		Number of appointed implementing partners creating 3 000 or more government-funded service opportunities	The number of organisations that successfully participated in the call for proposals and were subsequently awarded contracts to deliver youth service programmes that seek to create 3 000 or more opportunities for young people	Disaggregated by: number of opportunities; sector; and duration	Baseline to be established with partners	Target to be established with partners	Investment committee report	DWYPD/NYDA	Quarterly	Public	
Short-term outcomes	1. Young people have increased access to publicly funded opportunities to do service in their community	Number of young people completing paid service opportunities	The number of young people that are actively participating in a paid service opportunity from its contracted start date to its contracted end date	Disaggregated by: province; disability; gender; race; age category; and rural/urban (township)	Baseline to be established with partners	Target to be established with partners	Quarterly report	DWYPD/NYDA	Quarterly	Public	
		Number of people in the community accessing services provided by young people in paid service	The number of people in the local community that access services provided by young people who are participating in paid service	Disaggregated by: type of paid service; province; disability; gender; race; and rural/urban (township)	Baseline to be established with partners	Target to be established with partners	Quarterly report	DWYPD/NYDA	Quarterly	Public	
Midterm outcomes	1. Young people seamlessly transition and navigate different pathways (within and beyond the PYEI, and across learning and work)	The number of young people supported to pursue other income-generating opportunities during the service period	The number of young people who are participating in paid service and are simultaneously participating in interventions that assist them to generate other income during the paid service period	Disaggregated by: province; disability; gender; race; age category; and rural/urban (township)	Baseline to be established with partners	Target to be established with partners	Quarterly report	DWYPD/NYDA	Quarterly	Public	



Result level	Outputs/Outcomes	Indicator	Indicator description	Disaggregation	Baseline (2021/22)	Target (2022/23–2024/25)	Means of verification	Responsible partner	Frequency of reporting	Internal/public dashboard?	Hlengiwe comm
	2. Youth service contributes to community building	Quality of the community services provided by young people in paid service	The extent to which the community services provided by young people participating in paid services are delivered efficiently and effectively to meet the citizen's expectations	Disaggregated by: type of paid service; province; and rural/urban (township)	Baseline to be established with partners	Target to be established with partners	Evaluation	DWYPD/NYDA	Quarterly	Public	



10. Evaluation and research plan

10.1. Periodic reviews, assessments and surveys

Components	Review/assessment	Objectives	Timing	Dissemination and use
Cross-cutting	Bi-annual assessment of PYEI coordination	<ul style="list-style-type: none"> Understand the effectiveness and efficiency of structures (regular attendance and participation, the structure is well-suited for the purpose, actions are implemented, etc.) Understand whether and how partners' participation in PYEI coordination structures impacts on the reduction of duplication and an increase in alignment with other partners Understand how partners use information from PYEI platforms, studies and evaluations to inform decision making Understand the extent to which learning and information sharing takes place in PYEI coordinating structures/meetings 	Every two years commencing in 2023/24	<ul style="list-style-type: none"> To be shared with the Presidency and lead implementing departments Findings will also be disseminated in various PYEI coordination structures and forums for reflection and learning Findings to be used to inform improvements to the PYEI coordination framework and structures.
Cross-cutting	Annual review of the PYEI fund(s)	<ul style="list-style-type: none"> Understand the effectiveness and reach of the Request for Proposal process undertaken for the fund (through survey and qualitative data collection of a sample of applicants) Understand the efficiency and effectiveness of reporting against the fund (through a survey and qualitative data collection with a sample of appointed implementers/partners) 	Every year commencing in 2023/24	<ul style="list-style-type: none"> To be shared with the PYEI lead stakeholders namely Presidency, DEL, NYDA, GTAC, Jobs Fund, dtic, DHET, NSF and National Treasury. Findings will also be disseminated in relevant PYEI coordination structures and forums for reflection and learning Findings to be used to inform improvements and changes to the design of RFPs, processes for applying and participating as well as reporting requirements and processes.
Cross-cutting	Assessment of PYEI contribution to systems change	<ul style="list-style-type: none"> Understand the wider ecosystem's (government and non-government partners) capacity to provide integrated services, support, and information to young people in a seamless way and the PYEI's contribution in this. Understand the extent to which policy and programme design and implementation is evidence based and adaptive to new knowledge of what works 	Every three years commencing in 2024/25	<ul style="list-style-type: none"> To be shared with all PYEI partners across the components Findings will also be disseminated in all PYEI coordination structures and forums for reflection and learning Findings to be used to inform improvements and changes to the use of evidence in policy and programme design
National Pathway Management Network	Annual assessment of opportunity holders	<ul style="list-style-type: none"> Understand opportunity holders' perception of the young people Understand the profile of young people opportunity holders are looking for Understand gaps – where opportunity holders loaded opportunities but did not place from NPMN 	Every year commencing in 2023/24	<ul style="list-style-type: none"> To be shared with DEL, the Presidency and National Treasury Findings will also be disseminated in various forums for reflection and learning Findings to be used for review and revised implementation approach if necessary



		<ul style="list-style-type: none"> Understand opportunity holders hiring practices and the extent to which they enable young people to have easier access to opportunities 		
National Pathway Management Network	Panel survey of young people in the NPMN	<ul style="list-style-type: none"> a. Understand the barriers young people face to access all types of earning opportunities and support and the extent to which these are increasing or reducing b. Understand young people's transitions and pathways in the labour market c. Understand what support young people are accessing and the extent to which it is supporting transitions 	Every year commencing in 2023/24	<ul style="list-style-type: none"> To be shared with DHET, NSF, the Presidency and National Treasury Findings to be used for review and revised implementation approach if necessary Findings will also be disseminated in various forums for reflection and learning

10.2. Evaluations

The PYEI will conduct utilisation-focused evaluations. Utilisation-focused evaluations are evaluations whose findings will be used to inform youth employment in terms of decision-making, programme performance and policy development. Below is a proposed list of evaluations:

Table 1: Evaluation schedule

PYEI component	Interventions	Evaluation type	Objectives of evaluation (s)	Timing	Dissemination and use
National Pathway Management Network	Coordination of the ecosystem of partners Technical committee work areas: <ul style="list-style-type: none"> - Interoperability of network platforms - Transitions - Inclusive hiring and demand stimulation - E-learning resources National Pathway Manager Innovation fund Pilot projects in local communities (with some funded by Innovation Fund)	Process evaluation	To develop an understanding of how the implementation of the NPMN is supporting young people to transition into earning opportunities. To understand what support to enable young people to pathway and transition into earning opportunities To understand the priority sectors of the economy where transitions have been successful and which sectors have not gained traction To understand which demographics of young people are benefitting and which are not as well as the reasons why To understand the extent to which a National Pathway Manager enables and supports implementation of interventions and challenges for resolution To understand the extent to which resources, tools and platforms in the NPMN are supporting implementation of its objectives	1–2 years after implementation commences in 2023/2024	<ul style="list-style-type: none"> To be shared with DEL, the Presidency and National Treasury Findings to be used for review and revised implementation approach for the NPMN Findings will also be disseminated in various forums for reflection and learning



Demand-led Skilling	<p>Demand-led skilling workstreams</p> <p>Pay for performance mechanism</p> <p>Placement of TVET graduates into workplace experience opportunities</p>	<p>Outcomes & process evaluation</p>	<p>To understand the extent to which demand-led skilling workstreams and the pay for performance mechanism enable the design, funding and delivery of skilling interventions that directly respond to demand and ensure absorption of young people in the labour market.</p> <p>To understand what factors were most important in this absorption in terms of, for example:</p> <ul style="list-style-type: none"> • Access to appropriate training • Increase in earning opportunities • Work readiness support <p>To determine whether demand-led skilling contributes to less churn</p> <p>To determine what enables employers to establish and communicate their skilling requirements and how the skilling system (incl. training providers) respond to these</p>	<p>1–2 years after implementation commences in 2023/2024</p>	<ul style="list-style-type: none"> • To be shared with DHET, NSF, the Presidency and National Treasury • Findings to be used for review and revised implementation approach if necessary • Findings will also be disseminated in various forums for reflection and learning
Local Ecosystem Enablement	<p>Local ecosystem enablement fund</p>	<p>Outcome evaluation</p>	<p>To determine the effect of the fund on alleviating barriers young people face at the ecosystem level to engage in self-employment and forms of enterprise</p> <p>To understand whether different kinds of intermediaries are able to coordinate the design and implementation of interventions in response to challenges in local communities</p> <p>To understand whether platforms contribute to greater access to self-employment opportunities and markets for youth owned enterprises.</p>	<p>2–3 years after implementation commences 2024/25)</p>	<ul style="list-style-type: none"> • To be shared with DWYPD, NYDA the Presidency and National Treasury • Findings to be used for review and revised implementation approach if necessary • The findings will also be disseminated in various forums for reflection and learning
Revitalised National Youth Service	<p>National Youth Service</p>	<p>Outcomes evaluation</p>	<p>To determine the effect of the programme on young people's labour market outcomes during and after the service period</p> <p>To determine the effect of the programme on local communities' access to services and support</p> <p>To understand whether young people support provided to young people during the service period enables them to transition into other earning opportunities.</p>	<p>2–3 years after completion of service in 2024/25</p>	<ul style="list-style-type: none"> • To be shared with NYDA, DWYPD, Jobs Fund, Presidency and National Treasury • The findings will also be disseminated in various forums for reflection and learning

10.3. Managing evaluations and research

Each evaluation and research project will be managed by a steering committee which will include PYEI and officials from departments and implementing agencies. To strengthen methodology, skilled evaluators from research institutions will form part of this committee. The committee will make decisions about the evaluation to be undertaken. The committee will also provide strategic direction to the evaluations, interrogate the approach proposed by bidders, identify emerging themes from evaluation findings, and give feedback on evaluation approaches and findings.

10.4. Funding for evaluations and research

Funding for evaluations will be sourced from DPME and development partners. The steering committee will determine the cost of each evaluation, as well as the staff and time needed for the evaluation.

11. Learning and reflection



A key part of the MERL framework is learning and reflection. The purpose of learning and reflection is to provide a space for discussion between the different actors involved with the PYEI. The spaces will include (but not be limited to) workshops, forums, webinars, and national and international conferences. The learning and reflection spaces will take place within government, among the broader actors within the PYEI, and with the general public. These spaces will be used to disseminate evaluation findings, success stories, emerging trends in the data and any other relevant findings. They will also provide a platform to exchange ideas on the PYEI and how implementation can be improved. These will not only include partners and other local actors, but also international forums where similar work around youth employment is done.

The learning and reflection audiences will be separated into three groups: first, the more internally focused groups comprising the PYEI management group and the strategy group, second the implementing agencies and departments (including the technical and coordinating committees of the NPMN), and third, development partners. The external group will comprise the general public and international actors working in youth unemployment. The primary focus of the internally facing group will be to reflect on issues related to the implementation of the programme. The externally facing group will focus on disseminating findings and success stories, as well as exchanging best practices.

Table 2: Learning schedule

Activity	Description	Frequency
Learning forums	The PYEI will have learning forums that are aimed at implementing agencies, departments, development partners and similar stakeholders. The topics covered will be decided upon by PYEI management and will be based on issues emerging from reported data and through the course of implementation.	Twice a year
Community of practice	Implementers of PYEI programmes will be encouraged to set up a community of practice . The purpose will be to encourage engagement among implementing agencies through the sharing of learnings from implementation that can be used across the various programmes.	Once a quarter
Workshops	PYEI management will host workshops on various topics such as M&E and reporting, development partner engagement, and the MTEF process to name a few. Workshops will take place as and when necessary and will be determined by PYEI management.	As needed
Conferences (national and international)	PYEI management will identify national and international conferences to present findings on evaluations or emerging trends in data . In addition, the PYEI will host a conference every two years.	Two national and one international