

# FINAL REPORT: LGSETA Tracer Study for Skills Development Interventions



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# PRESENTATION OUTLINE

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# PURPOSE AND OBJECTIVES

The purpose of the study was to identify the economic status of LGSETA funded beneficiaries in various skills development interventions over the 2019/20 to 2021/22 periods.

**1.**

To establish the employment status of the LGSETA funded beneficiaries.

**2.**

To determine the LGSETA beneficiaries' perceptions of the funded skills development interventions.

**3.**

To identify challenges in securing employment after completing the funded skills development interventions.

**4.**

To establish the extent to which the funded skills development interventions are contributing to the lives of beneficiaries.

**5.**

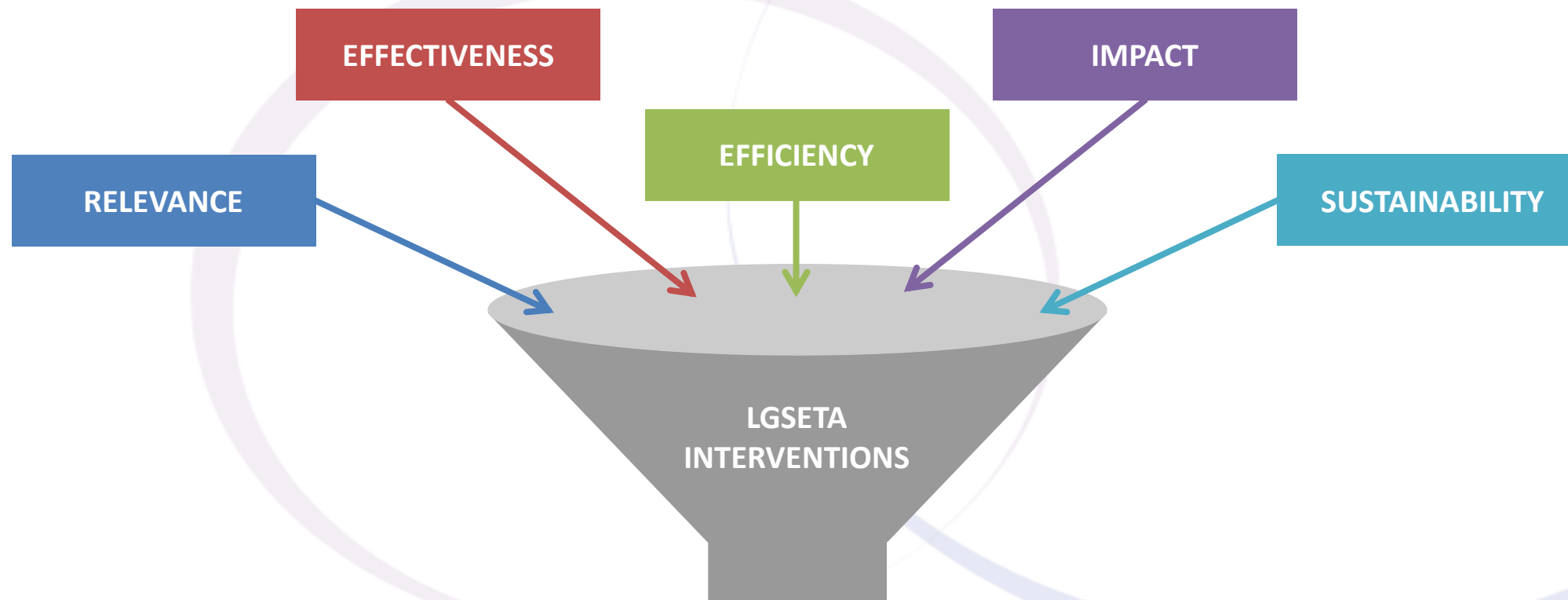
To determine the success of the funded skills development interventions

**6.**

To determine the potential improvements for the funded skills development interventions.

# METHODOLOGY

VARIABLES OF THE STUDY



INSPIRED SOLUTIONS FOR WORLD-WIDE IMPACT!

# METHODOLOGY

## POPULATION AND SAMPLING

Programmes	2019/20			2020/21			2021/22			Did not complete	Total response
	Pop	Sample	Response	Pop	Sample	Response	Pop	Sample	Response		
Artisanships	-	-	-	-	-	-	244	25	37	3	40
Skills programmes	4 472	153	36	3 026	156	38	2 108	117	133	19	226
Recognition of Prior Learning	50	25	2	79	25	6	106	25	4	2	14
Learnerships	3 590	123	32	1 208	62	101	1 435	80	44	44	221
Internships	303	10	26	115	25	76	309	25	117	54	273
Bursaries	823	28	19	710	37	28	759	42	48	7	102
Work-Integrated Learning	1 312	45	21	1 057	54	16	639	35	55	41	133
Adult Education and Training	285	25	4	607	31	25	866	48	16	14	59
Candidacy	102	25	1	316	25	3	101	25	31	19	44
<b>TOTALS</b>	<b>10 937</b>	<b>434</b>	<b>141</b>	<b>7 118</b>	<b>415</b>	<b>293</b>	<b>6 567</b>	<b>422</b>	<b>485</b>	<b>193</b>	<b>1 112</b>



# Main results

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# EMPLOYMENT STATUS OF BENEFICIARIES

**12%**

Increase in employment since completion

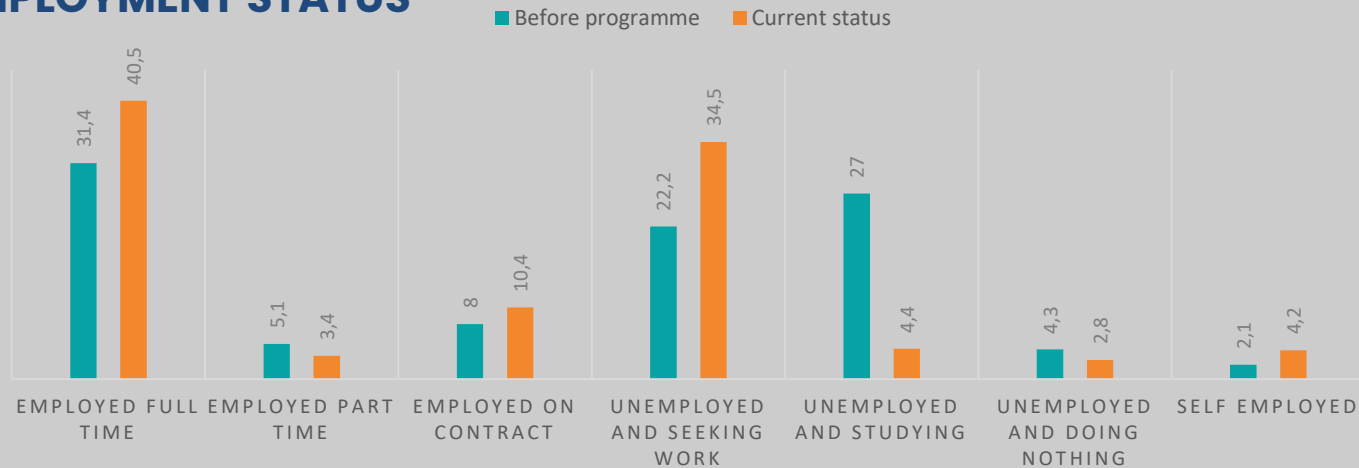
**35%**

Attribute their employment to the LGSETA intervention

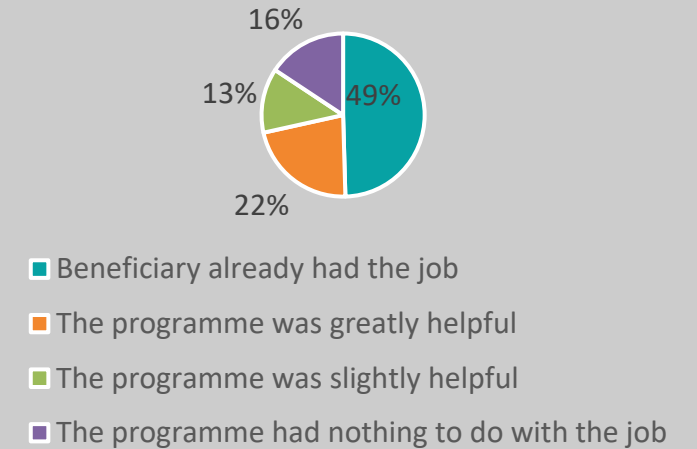
**28%**

Are employed in managerial roles

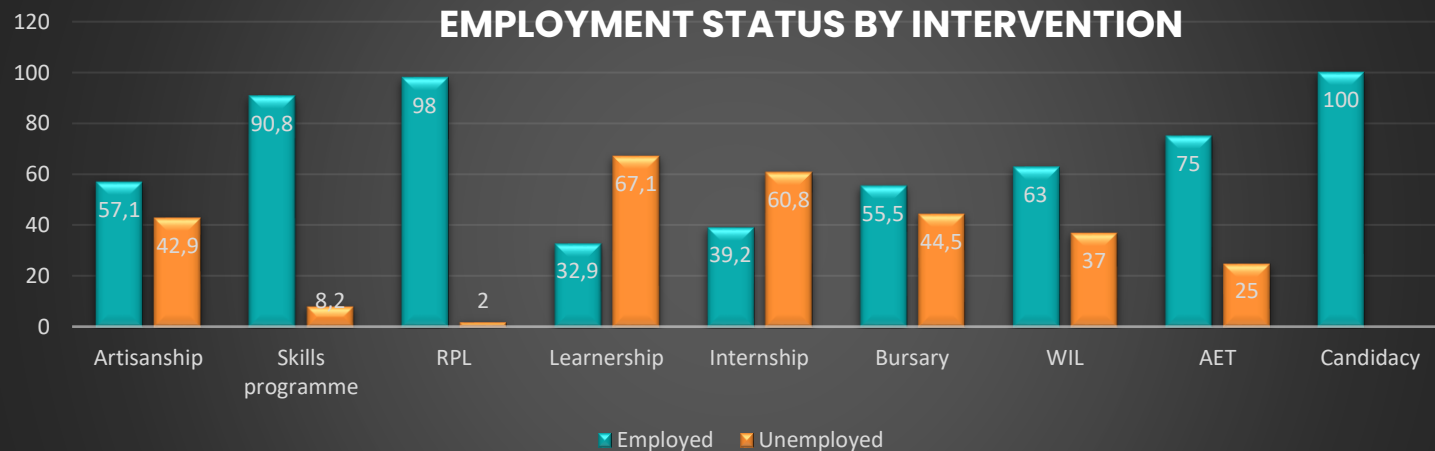
## EMPLOYMENT STATUS



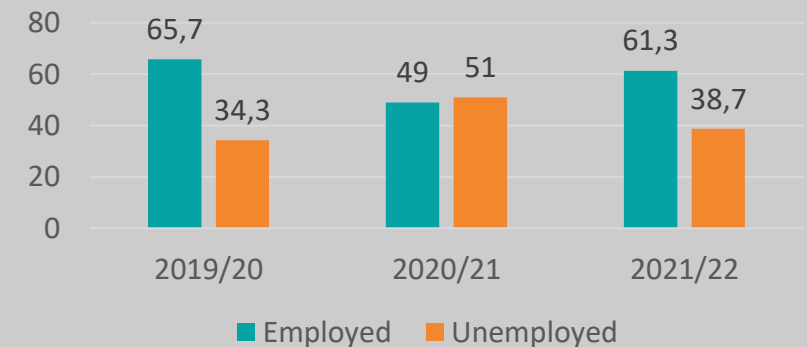
## EMPLOYMENT ATTRIBUTED TO LGSETA



## EMPLOYMENT STATUS BY INTERVENTION



## EMPLOYMENT STATUS BY YEAR



# BENEFICIARIES' PERCEPTIONS OF THE INTERVENTIONS

**65%** Said the programmes greatly improved their lives.

## KEY POSITIVES

Gained experience



Obtained certificates

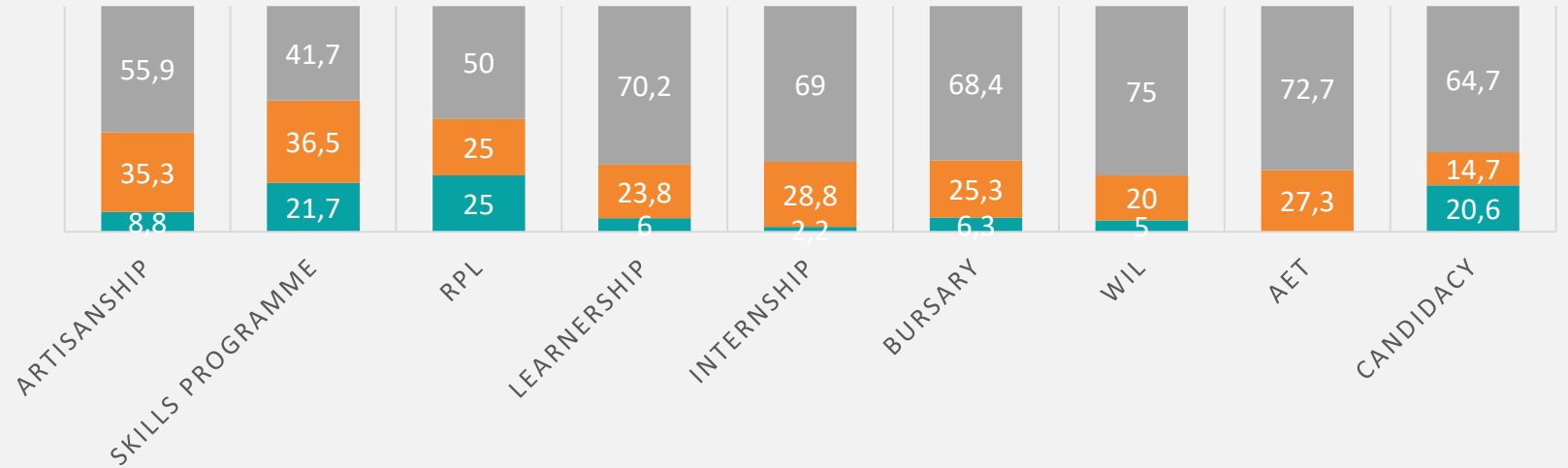


Got employed

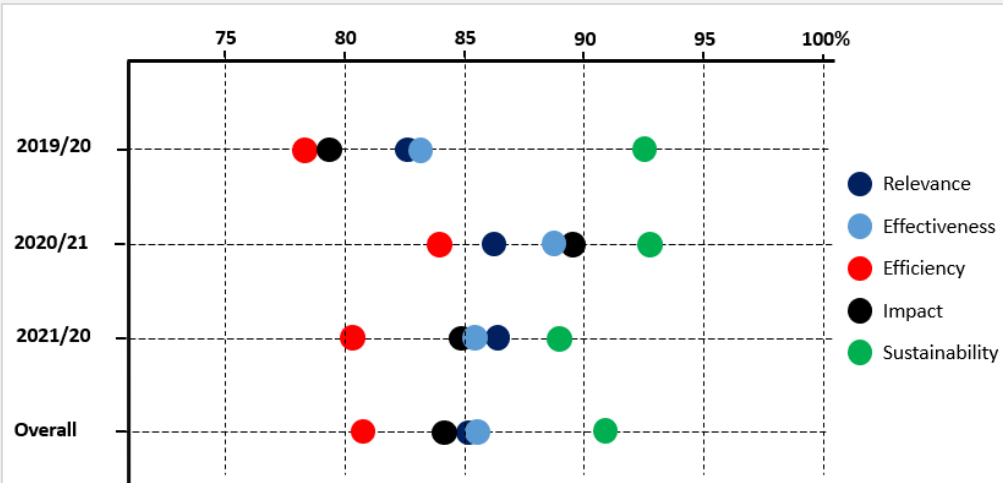


## OVERALL IMPACT OF THE PROGRAMME

■ Did not improve at all ■ Improved a little bit ■ Improved greatly



## PERCEPTIONS BY YEAR



## PERCEPTIONS BY INTERVENTION

LGSETA Intervention	Relevance	Effectiveness	Efficiency	Impact	Sustainability
Artisanship	83.3%	92.0%	76.7%	85.0%	90.0%
Skills programmes	86.7%	90.0%	87.5%	86.7%	95.0%
RPL	81.3%	84.0%	83.7%	88.3%	83.7%
Learnerships	82.0%	82.6%	83.0%	78.2%	86.2%
Internships	80.8%	84.0%	83.8%	82.0%	89.9%
Bursaries	93.3%	92.0%	78.2%	90.0%	95.0%
WIL	83.3%	84.0%	79.1%	80.0%	95.7%
AET	80.0%	88.0%	77.0%	80.0%	92.4%
Candidacy	93.3%	88.0%	88.2%	90.0%	92.4%



# CHALLENGES FACING UNEMPLOYED BENEFICIARIES



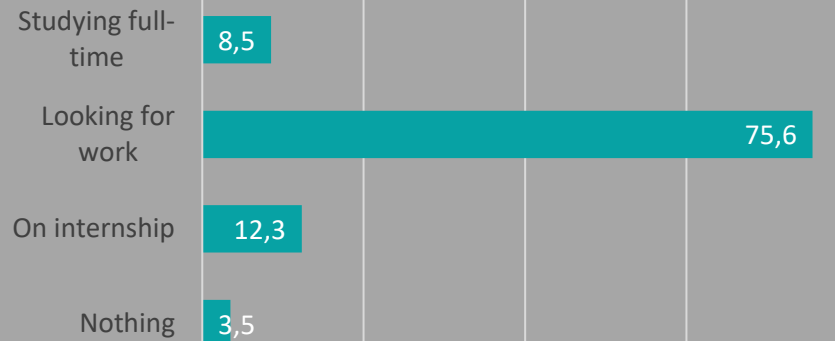
**41.6%**

Of the beneficiaries were unemployed

**69%**

Of the unemployed had been out of work for at least one year.

## WHAT THE UNEMPLOYED ARE CURRENTLY DOING



## CHALLENGES IN SECURING WORK



Programme completion did not enhance competitiveness for some



Beneficiaries have to compete with those holding degrees.

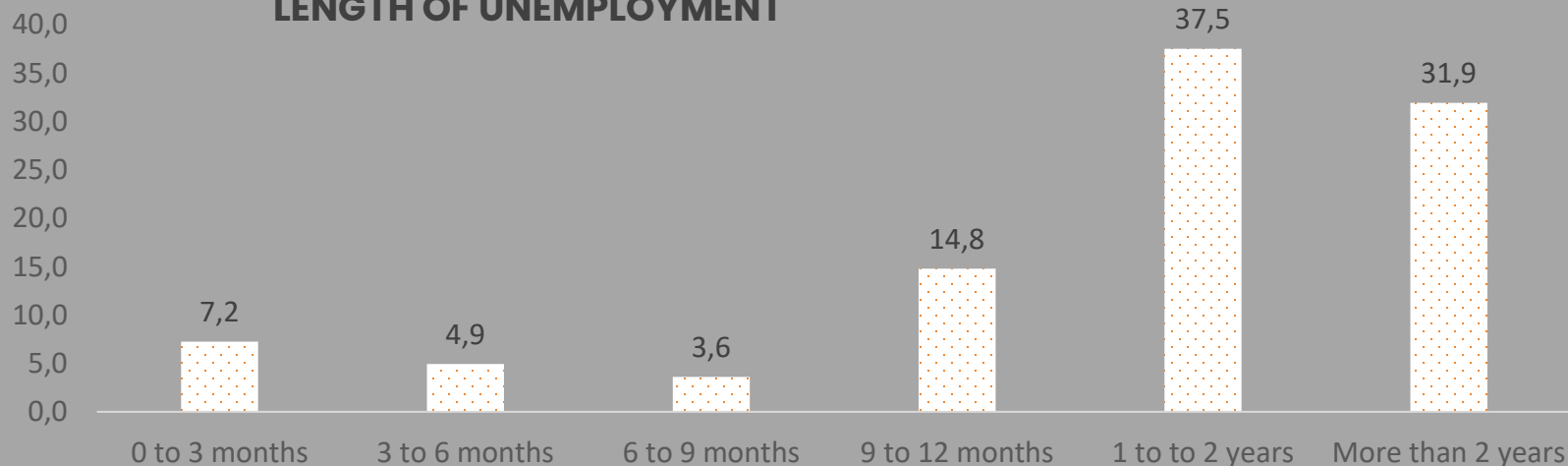


Employers are not obliged to employ those they took for internship.



Job market is generally saturated right now.

## LENGTH OF UNEMPLOYMENT



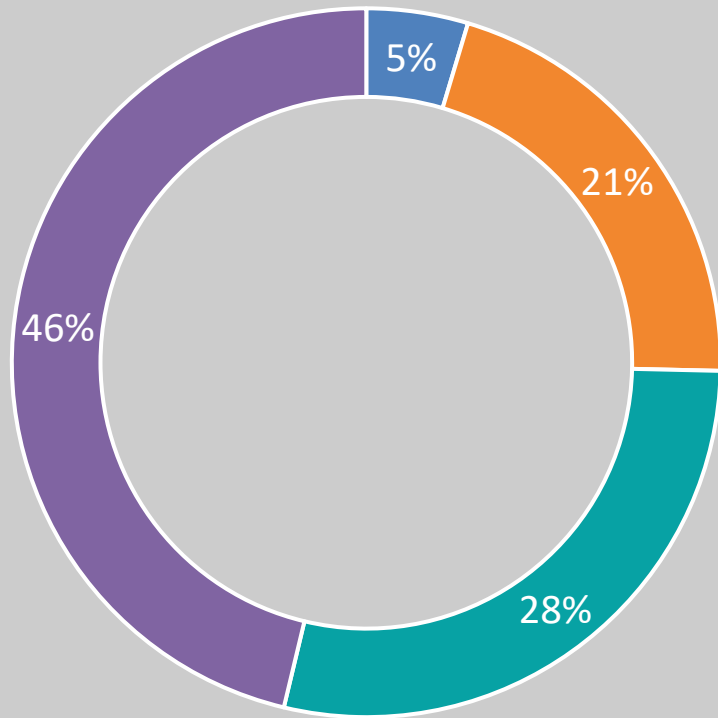
# SUCCESSSES & CONTRIBUTION OF THE PROGRAMMES

**12%** Decline in proportion of unemployed

**12%** In managerial positions

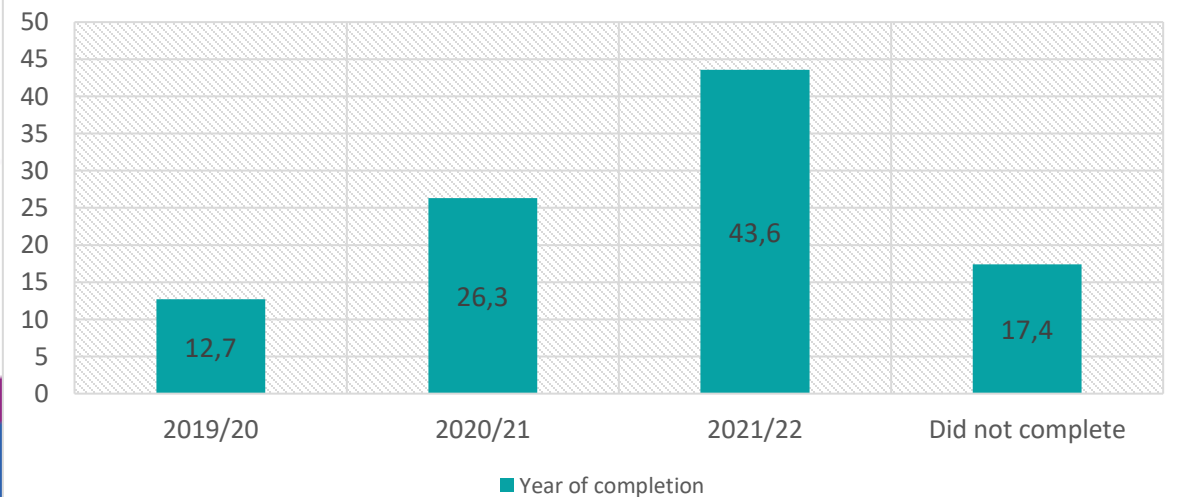
**58%** Earning at least R15 000 monthly

## ASSET OWNERSHIP BY BENEFICIARIES



■ Land ■ House(s) ■ Car(s) ■ Nothing

## EMPLOYEE POSITION



# SUGGESTED IMPROVEMENTS BY BENEFICIARIES

Help with seeking employment

Timely stipend payment

Communication improvement by LGSETA

Increase stipend amount

Help with placements

Follow-up students



# Implications for the LGSETA

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# OVERALL IMPLICATIONS

**1** The LGSETA should establish regular communication channels with beneficiaries, optimise social media platforms for easy interactions, provide timely information about upcoming opportunities, and create open feedback mechanisms to improve programmes and ensure they meet beneficiary needs.

**2** The LGSETA should improve its learnerships and skills programmes to ensure that beneficiaries acquire highly valued skills and qualifications that can compete with bachelor's degrees in the job market. The SETA can engage employers and training providers to develop new programmes that align with industry needs to increase the chances of beneficiaries finding employment and match the needs of employers.

**3** Beneficiaries rated LGSETA programmes highly but expressed reservations about how the programmes are delivered, including poor communication, delays and insufficient stipends, and lack of follow-up systems. The SETA should improve programme delivery to ensure efficiency and effectiveness, regularly adjust stipend payments for inflation, and investigate the possibility of raising the amount of stipends to prevent learners from dropping out due to funding delays.

Thank you



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