

YOUR LOGO HERE

[INSERT PROGRAMME NAME] Value Proposition

Date: [Month] [Year]

Let's Get To Work.

This model is challenging but immensely rewarding. **You will be building a new ecosystem for talent in South Africa.**

1. Background and context

[INSERT Provide some background information about your company and what you do]

[INSERT Outline the vision and mission of why your organisation exists]

Annually, there are countless unfilled digital positions in South Africa, and not enough work-ready young digital talent enters the employment market to meet the demand. Scaling this digital talent pipeline offers many challenges:

- Traditional skilling pathways for digital talent are costly, lengthy, inflexible and not responsive to business needs.
- Entry-level candidates often lack the experience required by businesses in a fast-paced and high-risk digital environment.
- Business do not have the bandwidth to mentor and coach entry-level candidates into high-end complex roles.
- Inexperienced young talent needs a softer landing while gaining the skills and experience in digital roles they need to succeed.

[INSERT PROGRAMME NAME] exists to bridge this gap, providing solutions that benefit both young talent and employers through an innovative Work Integrated Learning model.

2. Purpose

[Outline the reasons for setting up an [INSERT PROGRAMME NAME] and how it can support the business needs of the partners]

3. Development and Scaling of WIL

The [INSERT PROGRAMME NAME] will collaborate with partners to share [Company Name]'s:

- Sourcing and recruiting talent with the requisite attitude and aptitude.
- Work Integrated Learning and mentorship model, which drives active work delivery within the Partner organization.
- Soft skills mentorship material and training.
- Performance measurement metrics.
- Coaching and mentoring techniques.
- Candidate intervention processes.

The management team will collaborate closely with Partners to train and support the delivery of WIL for a maximum of 12 months. The sharing of knowledge and expertise will come at no cost to the Partner. This model can either be:

- **Hosted:** [Company Name] will provide the space for the duration of WIL.
- **Onsite:** The Partner will provide the space for the duration of WIL.

4. Evaluate Emerging Technology

The [INSERT PROGRAMME NAME] will work with Partners to pilot, prepare talent for new digital technologies, and create a demand pipeline for these evolving digital roles within their organizations. The goal is to remain at the forefront and assist Partners in acquiring new skills that will be highly sought after in the future.

The Hub, along with the Partner, will implement [Company Name]'s Work Integrated Learning model as part of the educational solution.

5. The Outsourced Digital Internship Model for Work Integrated Learning

The Outsourced Digital Internship model duration shall be a maximum of 12 months. The Hub will support Partners with the following:

Interview and Contracting

- Sourcing, matching, and shortlisting through the [Platform Name] platform.
- Managing technical assessments and onsite interview procedures.
- Assistance with candidate contracting and implementing best practices.
- Advice on stipend payments and market-related amounts.
- Process for onboarding candidates.

Soft Skills Material and Training

Partners can register candidates on the [Learning Platform] where soft skills training materials are provided.

- Interactive one-hour weekly group sessions for training delivery.
- Progress reports.
- Practical assessments.

Daily Routine

- Morning check-in meetings led by a coordinator.
- Online daily attendance tracker to monitor participation and timeliness.
- Monthly scorecard evaluations to assess social development.

Work Integrated Learning

- Facilitate the candidate's placement in the Partner's technical team for at least 6 months, based on role complexity.
- Assign a fitting technical mentor from the Partner.
- Conduct regular check-ins to monitor the candidate's progress.

Intervention

Explain the intervention methods and strategies to help the candidate address difficulties, overcome challenges, and manage poor performance.

Employment

- The Partner must commit to transitioning all candidates to permanent (or a minimum of 12 months) employment contracts within their organization or with business partners after the specified agreement period ends.

Continuation Plan

A continuation plan needs to be established by all parties involved to effectively integrate WIL within the Partner organization. This plan should encompass the following elements:

- Risk assessment.
- Creation of a thorough overview with the Partner, focusing on essential functions.
- Engagement of key stakeholders in the planning phase.
- Training for Partner personnel responsible for implementing WIL.
- Dissemination of the plan within the Partner organization.
- Plan execution within the Partner organization.

SFIA Framework

The Partner should be willing to embrace the SFIA framework, which outlines the skills and competencies necessary for young professionals. This framework aims to assess the candidate's competency against international standards and benchmark for the specific digital role and evaluate the effectiveness and outcomes of the programme.

6. The [INSERT PROGRAMME NAME] for Emerging Technologies

The [INSERT PROGRAMME NAME] will collaborate with partners to test emerging technologies and establish a pipeline of demand for new digital roles within their enterprises. Adopting a flexible approach, the Hub will work with partners to foster innovation.

The Hub and the Partner will jointly define project requirements, craft a project plan, and develop an assessment framework to gauge success. Partners will be responsible for covering the direct costs of the project, with [Company Name] offering services to offset these costs where applicable.

The Hub will provide technical and management support for the project as mutually agreed upon by the parties. Efforts will be made by the Hub to keep costs manageable for the Partner.

7. Hub Assessment Criteria and Social Impact

The Partner should aim to fulfil these fundamental criteria:

- The Partner must commit to meeting demand.
- Promote inclusive hiring practices within the tech industry.
- Ensure that work-integrated learning benefits youth aged 18-35.
- Remove obstacles for historically disadvantaged youth.
- Support inclusivity across diverse groups and people with disabilities (PWD), with an emphasis on women.
- Demonstrate a commitment to incorporating Work Integrated Learning post-engagement into their recruitment and training processes.

8. Operational

Partner Selection Criteria

All Partners (for and not-for-profit) are eligible for the programme. [Organisation's Name]'s due diligence process will determine the final selection of partners.

Partner's Commitments

- The partner will be accountable for fulfilling demand (confirmed in writing via a letter of intent) to uphold a demand-driven approach.
- Provide a dedicated technical mentor or expert for training delivery.
- Designate a support manager or personnel to observe and learn from the [Company Name] soft skills mentorship programme.
- Take responsibility for contracting candidates and managing stipend payments as per [Company Name] recommendations.
- Commit to Work-Integrated Learning (WIL) placement for at least 6 months, depending on the role's complexity.
- Agree to implement [Company Name] best practices in hiring suitably qualified graduates (NQF level 5 or greater) or learners based on the role's demands.
- Utilise SAYouth for recruitment purposes.

Commitment from [Company Name]

- Providing hosting services at a [Company Name] centre
- Promoting best practices and the benefits of Work Integrated Learning to foster adoption and scalability
- [Company Name] will deliver a work readiness programme
- Ensuring daily attendance, punctuality checks, and on-site monitoring of candidates by a dedicated support manager

- Sharing performance measurements, including scorecard criteria and best practices
- Assisting partner organisations in recruiting suitably qualified graduates/learners for roles based on their complexity

9. Compliance

- Partner should complete [Company Name] due diligence assessment.
- The Partner and their candidates must adhere to [Company Name] policies and procedures for on-site work.
- Partner to provide the candidate contract, which should include coverage of shared services agreed upon and outline liability concerning candidates in the learnership/programme.

10. Contracting

Establish an appropriate contractual arrangement between [Company Name] and the Partner:

- Memorandum of Agreement (MOA) for shared services without financial considerations.
- Commercial agreement when financial transactions are involved.

Contracts should detail the responsibilities, commitments, and obligations of both parties and should not exceed a duration of 12 months.

11. Expenses

- Costs related to candidate welfare, including tea/coffee and noodles, are covered by the Partner.
- Expenses for all events such as team-building activities, graduation ceremonies, and end-of-year functions will be borne by the Partner.
- All direct expenses, such as hardware, stipends, and hiring additional staff, when necessary, are to be managed at the Partner's expense