

City of Cape Town/CapaCiTi Skills Partnership 2020-2022 Impact Report

CapaCiTi plays a pivotal role in changing the narrative around youth as talent, in providing quality candidates to a wide range of organisations and in supporting the continued growth of the technology sector in South Africa. Our reputation as a high quality and dependable organization that puts transformation at the heart of what we do continues to grow and be recognized. Our partnership with the City of Cape Town has been pivotal in changing the lives and futures of a significant number of unemployed and marginalised youth in the metropol. We are delighted to celebrate some of the fantastic milestones reached in partnership with the City of Cape Town.

CapaCiTi Tech Career ACCELERATOR

CITY OF CAPE TOWN
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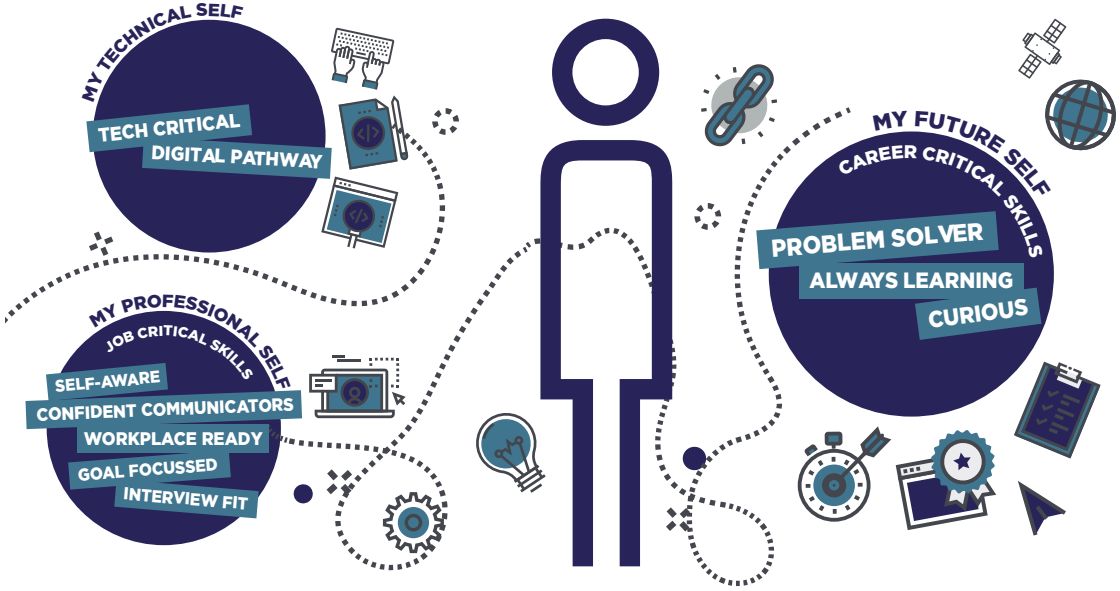
www.citi.org.za

The Western Cape Strategic Plan 2019-2024 states that the unemployment rate amongst the youth (15 to 34 years) is significantly higher compared to those aged 35-64 years. Unemployment is especially high (53.2%) amongst those aged 15-24 years. In the absence of positive ways to engage youth and meet their needs, they often engage in risky or unhealthy coping strategies such as alcohol and drug abuse, criminal activity, or joining gangs.

It also states that the country's triple challenges of poverty, inequality, and unemployment have a disproportionate impact on women, with close to 42% of females living below the lower-bound poverty line, compared to 38% of males. Women often lack access to quality skills development and further education, are generally confined to the lower-paid and vulnerable sectors of the economy, and bear a disproportionate burden of unpaid care work, further constraining their participation in the economy. Women's inequality and deprivation is compounded by race, class, spatial location, and other factors. Young African women are worst affected by poverty and unemployment. CapaCiTi's partnership with City of Cape Town aims to change the future of those youth impacted by these challenges.

Through the partnership with the City of Cape Town, CapaCiTi has:
trained 390 unemployed youth in the last 3 years in:

- **Systems & Software Development**
- **Cloud Technologies**
- **Web Development**
- **Systems Support**
- **Network Support**
- **Data Administration**
- **Office Administration**



191 are aged between 15-24 years
207 are female
302 are black

390 Trained

CapaCiTI has trained 390 Candidates with digital skills, career critical and job critical skills

498 Opportunities

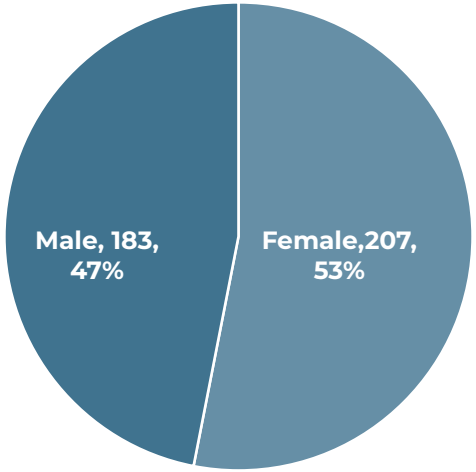
CapaCiTi has created 498 individual employment opportunities



Demographics

Gender

The split between male & female candidates.



Age

The majority of candidates trained fall within the 18-24 year old age category.

Number Breakdown

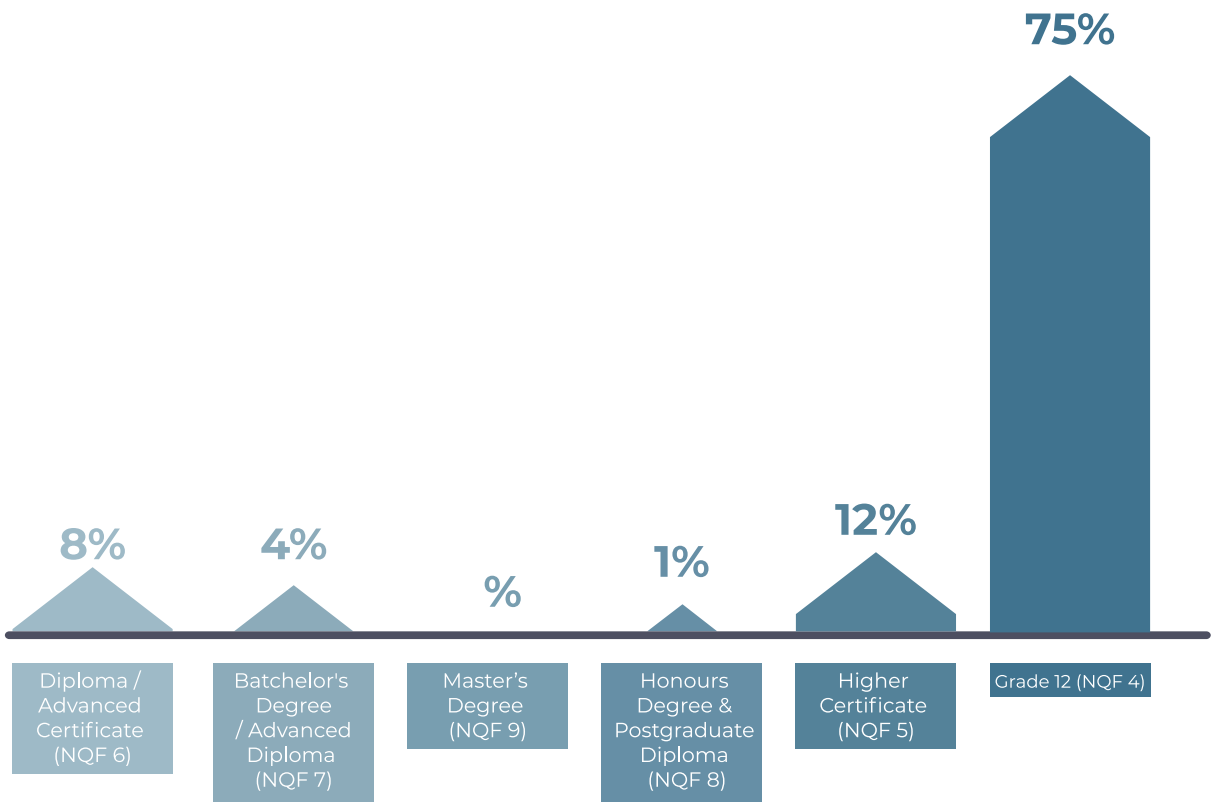


> 35 Years | 30 - 35 Years | 25-29 Years | 18 - 24 Years

Race



Academic Levels

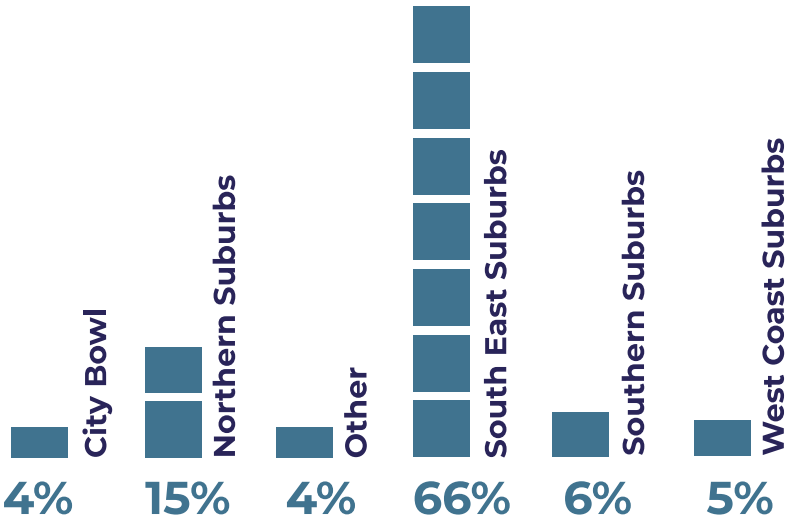




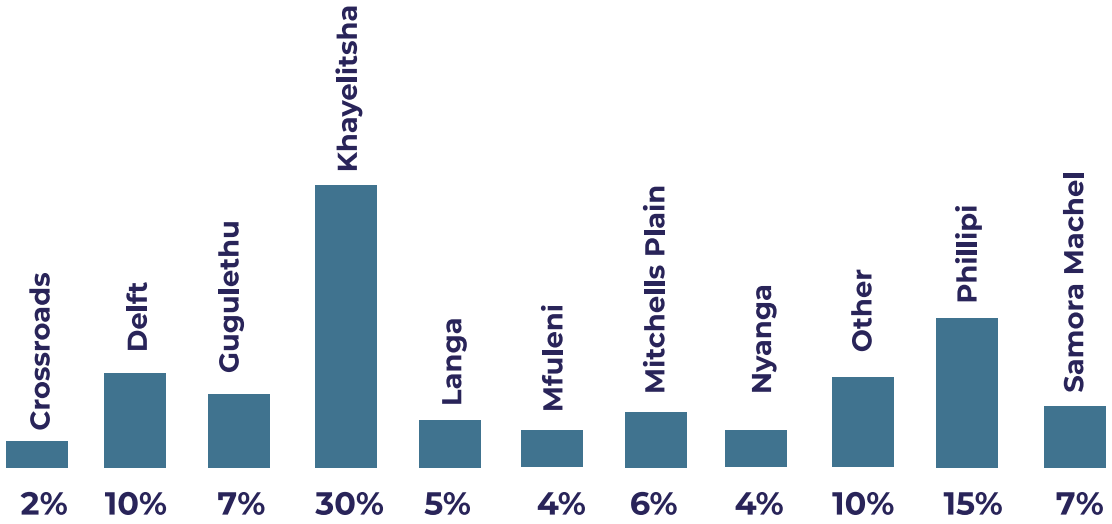


In 2019, there were 45.9% of people living in poverty, using the upper poverty line of R 1 227 per person compared to 43% in 2009, an increase of 2.9% over a ten-year period. The Southeast suburbs have more occurrence of households with no income whereas the Northern suburbs have more of the households with monthly income more than R800.

CapaCiTi has focused on youth in these areas. As a result of our programme, our youth have earned between R 3 000 and R 5 000 per month during the first 18 months of developing work experience after enrolling with CapaCiTi.



Suburbs candidate live in:



Residential area candidates live in:

Salaries (first 18 months)

developing experience salary

R3 000 - R5 000



Earning opportunities and work experience

88% of our graduates have had an **employment opportunity. 95%** of these being **IT jobs.**

An **Economic Impact of R20 081 818** in salaries earned across the **three years.**

35% of our graduates have experienced **salary growth.**

The demographic profile of Cape Town's labour market reveals three challenges that undermine efforts to develop a more inclusive economy.

- females are still struggling to enter and be successfully absorbed into the labour market
- youth unemployment is high
- the skills mismatch between labour supply and demand

Cape Town's recent and future economic growth towards high-skill/high-tech industries, along with the demographic profile of its labour market, necessitates significant investments in inclusive human capital to future-proof the city's economy.

Our partnership has actively addressed these challenges and positively impacted our youth.

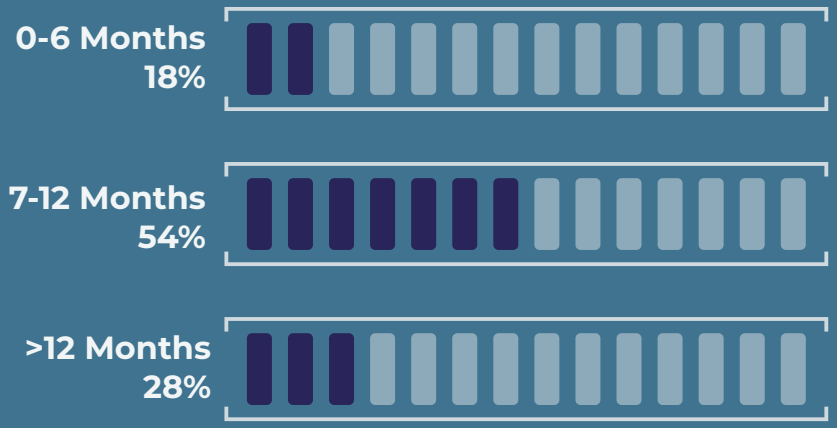




88% of our candidates have had an employment opportunity

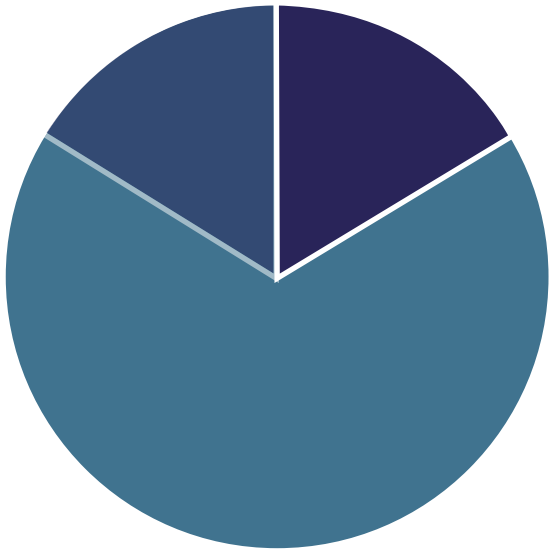
95% of these being IT jobs

Duration of Fixed Term Jobs



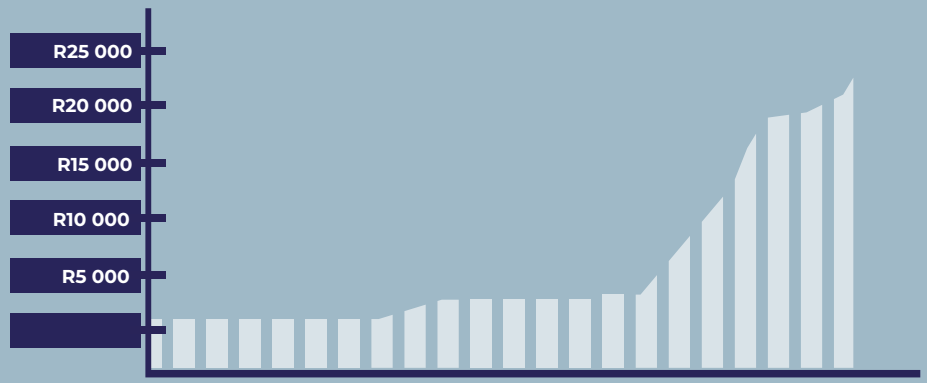
Economic Impact

Economic Impact of R20 081 818 in salaries earned.
35 % of our candidates have experienced salary growth



- **0-6 Months**
  R 3 235 604
- **>12 Months**
  R 3 267 095
- **7-12 Months**
  R 13 579 118

Salaries: 18 – 24 months



Candidate Testimonials

Masibulele Ngondo



My name is Masibulele Romeo Ngondo and I joined the Data Insights Team at CapaCiTi, as a Data Administrator. I grew up in a small town in the Karoo called Murraysburg and I have always loved learning math and science. I saw myself one day becoming a Scientist. Before joining CapaCiTi, I attended Murraysburg Primary School, Murraysburg High School, CodeX and Explore Data Science Academy.

My interests have not changed much as I have kept the same wonder that I had as a kid and it has helped to keep me hopeful and grounded. These interests and aspirations have helped me become the person I am today. Before I joined the Data Insights Team, I was a part of the Systems Development cohort at CapaCiTi in 2021. This experience was fantastic, I felt that my colleagues were the best on campus. I have a lot of respect and admiration for them and not just because of their amazing tech skills but because they are genuinely good people with big personalities. I learned a lot from them.

I joined CapaCiTi because of the environment and the open, inclusive culture they have. CapaCiTi has progressive people who are open to new experiences while embracing diverse views and personalities. My experience as part of the Data Insights Team has been awesome. I love working with the team, and I am grateful for people like Lamla Mtyoki who are patient with me.

I live by the words of Mahatma Gandhi that say, “Be the change that you want to see in the world”. I hope to keep changing my life through the opportunities CapaCiTi has offered me.

Shana Maduray



My name is Shana Maduray. I am 25 years old from Ceres in the Western Cape and I have an Information Systems degree from the University of Cape Town. After graduation, I was aware that I needed various exposures in the tech industry and my goal was to use it to make a difference in the business environment and society. Unfortunately, once graduating, I had a difficult time finding employment due to a lack of working experience. In 2021, I discovered the ICT Enablers programme at CapaCiTi through an Instagram post. I read through the programme specifications and decided to apply as it was related to my qualification.

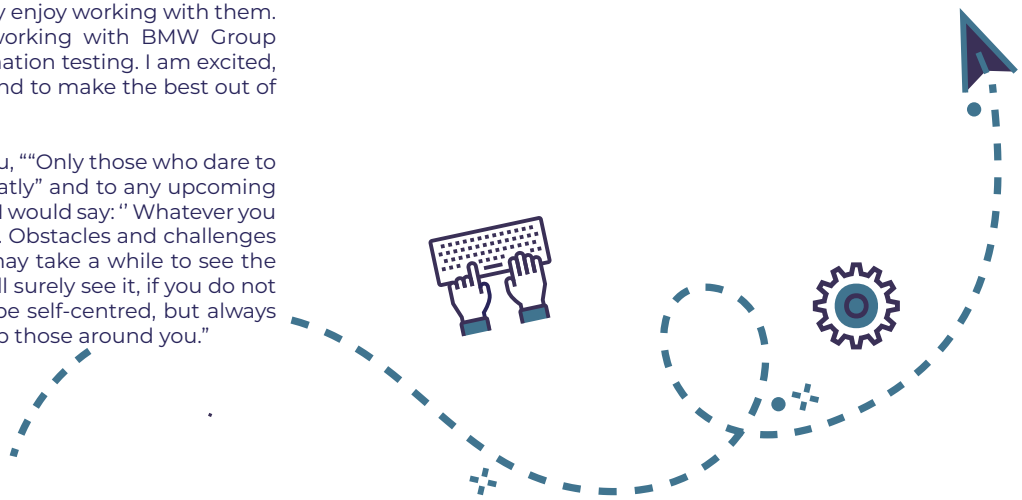
CapaciTi has had such a huge impact on my personal and professional life. It elevated my passion for programming. It equipped me with the necessary interpersonal and technical skills that I needed to progress in my field. Furthermore, the programme helped me work more effectively within a team, taught me the value of hard work, and the power of perseverance. I am currently a Software Testing intern at Digilink (Harambee). I work alongside 9 dedicated individuals and I really enjoy working with them. As a team, we are currently working with BMW Group South Africa, focusing on automation testing. I am excited, and I aim to go above and beyond to make the best out of the opportunity.

I live by a quote by Maya Angelou, ““Only those who dare to fail greatly can ever achieve greatly” and to any upcoming youth or future CapaCiTi Alumni I would say: ‘’ Whatever you do, work at it with all your heart. Obstacles and challenges are inevitable. Even though it may take a while to see the outcome of your labour - you will surely see it, if you do not give up. Be humble and never be self-centred, but always be willing to encourage and help those around you.”

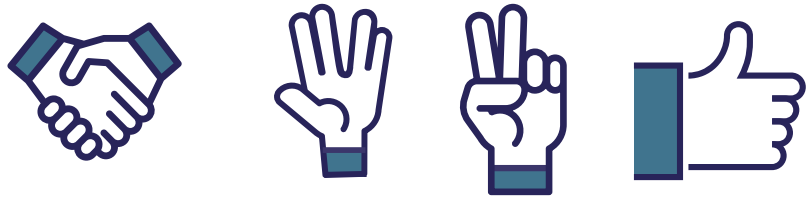
Kyle Arendse



My name is Kyle Arendse (22), from Eerste Rivier in Cape Town. I attended Belville high school and after graduating I was left with limited options available. I always dreamed of becoming a professional rugby player but quickly realized I needed to make myself employable if my dream did not play out. I decided to upskill myself with practical knowledge and experience. This is when I came across the CapaCiTi learnership System’s Development programme and immediately applied. I knew I wanted to be an industry with a high demand skill and was excited to be accepted into the programme. CapaCiTi training programme gave me the necessary experience and knowledge I knew I needed. I learned much needed interpersonal skills, technical skills, and soft skills I otherwise would not have gained had I found a different path. It gave me the option to choose a specialized field in IT and understand what is needed to be successful. I am grateful to capacity for the opportunity. If I could give any words of encouragement to the Youth or future alumni of Capaciti I would say: “Just grab an opportunity and work hard”.



Thank you



CAPE INNOVATION & TECHNOLOGY INITIATIVE

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