CapaCiTi Tech Career ACCELERATOR

2018 - 2021 Impact Report

CapaCiTi is a digital career accelerator in South Africa with a purpose of enabling the inclusive growth of the digital economy by ensuring a supply pipeline of future-fit, skilled people, with relevant digital skills matched to industry demand. Since 2010 we have been perfecting a solution that could affect the economic integration of African youths by teaching digital skills at scale to and prepare them for the workplace of the future.

A Not for Profit organisation, CapaCiTi utilises partner investments to deliver demand driven, targeted Technical training that changes lives. What have we achieved in the last 3 years?

Trained

Trained **2,268** unemployed youth with digital skills, career critical and job critical skills.

Placed

Created **3,663** employment opportunities for youth.

Economic Impact

R43M
paid in stipends to enable youth to learn without concern about transport, food, and data costs.

R240M salaries earned by youth for jobs offered post-graduation, enabling socioeconomic mobility and growth opportunities for young people, their families and communities.

Improving Lives

98% of candidates are black and coloured youth.

47% of candidates are female youth.



Gender equity contributes to the diversity of technically-skilled South Africans in the job market. Growing a diverse, capable and competent digital talent pipeline benefits individuals, communities and South African businesses

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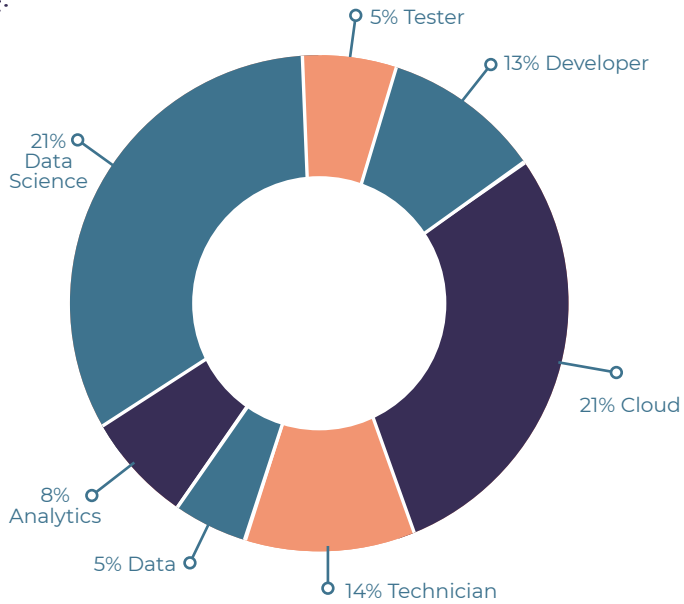


CapaCiTi Graduates in Permanent Jobs

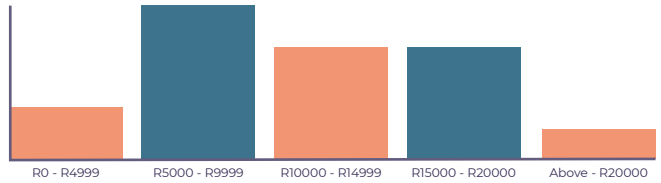
65% of the Permanent Jobs created in the last 3 years are in IT related roles.

10% of our candidates were placed into leadership positions.

The 3 skills areas that absorb the most candidates are **Data Science, Cloud and Developer sectors**



Salary Distribution (Permanent Jobs)





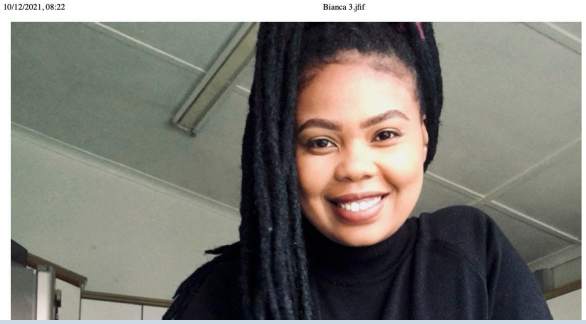
The people we work for | Mobilising our underutilised Youth Assets in South Africa.



Lamla Mtyoki

My name is Lamla Mtyoki, I am a Junior Data Analyst at CapaCiTi. Before joining CapaCiTi, I used to work in retail and call centre jobs to get myself through school. Due to financial constraints, I could not continue with my Business Analysis studies at the Cape Peninsula University of Technology. When I heard about CapaCiTi in December 2018, I could not believe such institutions existed, so I was very eager to apply. In January 2019, amid stressing about getting registration fees and finding a job that is going to accommodate my full-time studies at the Cape Peninsula University of Technology. I got a call from CapaCiTi for an interview, a day later I received a call that I was accepted into the Data Analytics programme. I then secured a job at CapaCiTi in September 2019 as a Data Analyst Intern. In July 2021, I got a promotion to a Junior Data Analyst position, it is very gratifying to work for an organisation that recognises and applauds hard work and determination. Today, I am in a financial position to play a part in my family's well-being and participate in the economy.

Regards
Lamla Mtyoki



Bianca Daniels

My name is Bianca Daniels (24), from Strandfontein Village in Cape Town. After high school, I enrolled for a degree in Music Science at the University of Cape Town (UCT). After dropping out of university, I started teaching music at Muizenberg Junior School and performing part-time. When the 2020 pandemic hit and everything was shut down, I was left without any form of income. I realized that it was time to up-skill myself and do something that would guarantee future employment, no matter the circumstances, this is when I came across the CapaCiTi Data Administration Learnership. The CapaCiTi learnership offered me an opportunity to learn how to prepare for the world of work while learning relevant skills. I especially enjoyed the part of the learnership that focused on understanding ourselves and our personalities in a workspace and our mindsets in our journey through life. We learned relevant skills that made me computer competent and works-ready. I particularly give thanks to the mock-interview training, which helped me to the point where I was offered my current job at Peach Payments during my interview.

Regards
Bianca Daniels



Lebogang Maloisane

My name is Lebogang Maloisane, I am the founder of SoftMeet, a video conferencing system that is taking the video conferencing market by storm. Before starting my entrepreneurial journey, I was just a dreamer growing up in a town called Klerksdorp or Matlosana city in the North-West Province. I had a happy childhood and parents that supported my love for computers through education. After completing my matric at Klerksdorp Secondary School, I went on to study at North-West University for a BCom in Information Systems, a programme I am yet to complete. In 2019, I joined the CapaCiTi family and studied the CCNA Security & Cisco CCENT Programme. The programme was good and offered me great insights into the power of networking. As a former student of CapaCiTi, I looked at the job trends in South Africa. After realising how many jobs were being lost, I decided to develop a video conferencing system to compete with other giant systems in the world such as Zoom. The system is now in over 30 countries across Africa. We have just what your business needs. The ability to connect in multiple rooms, wireless connectivity, and conferencing technology at your fingertips.

Regards
Lebogang Maloisane

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Academies:

South Africa has an extensive Skills Gap in the IT industry that urgently needs addressing to unlock the digital economy. CapaCiTi designs a bridging programme, in partnership with a demand-lead who has a specific technical skills gap requirement. Training is bespoke to the requirement and often aligned with a job outcome and vendor-specific disciplines.



Accenture Skills to Succeed Case Study

#SkillsToSucceed

CapaCiTi partnered with National Treasury Jobs Fund, Naspers Labs, Accenture in South Africa and supported by Salesforce in South Africa and their Talent Alliance programme in pioneering the #SkillsToSucceed initiative.

The first cohort of 47 young job-seekers successfully completed the Skills To Succeed Africa programme and graduated with a Salesforce App Builder Certification, making them ready to enter the job market with the necessary experience and expertise to prosper in the industry.

50
Number of candidates trained

47
Number graduated and certified

47
Number receiving permanent job offers

ICT Technical Skills Case Study

CapaCiTi, in partnership with Department of Economic Development and Tourism (DEDAT), presented a **12 month ICT Technical Skills Training programme** to support the Western Cape ICT sector by addressing its critical skills shortages. The programme is a testament to the fact that unemployed school leavers and graduates have the potential to participate in both the infrastructure and software spheres of the technology industry at an industry acceptable level of ICT certification and employability skills.

The 12-month skills accelerator programme trained candidates in f**ront end (HTML, CSS) and software development languages such as Java, Python, SQL and JavaScript Frameworks.**

younglings

Western Cape Government
Economic Development and Tourism

94
Number of candidates trained

80
Number graduated and certified

70%
placed into employment opportunities

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CapaCiTi Training Catalogue

CapaCiTi offers meaningful and transformational programmes that not only add value to the participant and result in a positive economic change, but are aligned to MICT SETA NQF levels 3 to 6 qualifications and other internationally recognised certification to maximise B-BBEE benefits. The CapaCiTi methodology supports a higher chance of completion, quality absorption post completion and the opportunity to claim significantly higher skill development expenditure.

Course Name	Description	Duration	Scarce Skill Link
Application design and development	This course is aimed at technically proficient candidates with a minimum of matric and either took IT or CAT at school or have been self-taught in technology skills. They are trained in application design or development in Javascript and C++ and earn a SETA NQF Level 5 and/or PCAP Certified Associate in Python Programming or internationally-recognised certification.	6 months training	Applications development/ programmer
Fullstack Development	This course is aimed at graduate-calibre candidates with previous experience in IT. They are trained to be full stack developers, gaining HTML/CSS, Javascript and Python skills, culminating in a SETA NQF Level 5 and/or internationally-recognised certification.	6 months training	Software Development
Cloud Computing	This course is aimed at graduates of ICT programmes at an NQF4 or higher. They will be trained and certified in Cloud or SaaS platforms like AWS, Google, Azure or Salesforce.	6 months training	Cloud Computing
Technical and Network Support	This course is aimed at candidates with matric who are interested in tech or network support. They are trained in operating systems and network support, earning a SETA NQF Level 4 or CompTIA certifcation at the end of their course.	6 months training	ICT support
CyberSecurity	This course is aimed at candidates with matric and IT or CAT as a subject, or who have pursued self-directed learning. They are prepared with cybersecurity skills on the Microsoft and Google platforms, followed by a certification by Microsoft or CompTIA.	6 months training	CyberSecurity
Microsoft Business User	This course is aimed at candidates who hold matric, and are interested in adding value to business with their office application skills. They will be trained in Microsoft 365 skills and earn a Microsoft or ICDL certification at the close of their programme. This may be linked to SETA certification at NQF Level 3 or 4.	4 months training	Digital Literacy
Data analysis	This course is aimed at candidates with matric and have self-taught tech skills and strong command of Excel. They would have an analytical bent, and are interested in making sense of data to deliver business value. Candidates complete training in SQL and Java and achieve certifications from SETA NQF Level 5 or 6, or internationally-recognised certification at the end of their course.	6 months training	Business and Data analysis

For more information contact Fiona Tabraham on cell 065 897 2814 or email fionat@capaciti.org.za