

Entering Youth into ICT Careers

“A Private Public Partnership that works”

Wikus vd Merwe
Senior Manager, Learning and Development
Telkom SA
South Africa



Focus of Action and Target group

Telkom, in partnership with the Department of Communications and the ISETT SETA, supported a government initiated effort of building ICT skills and workplace readiness of unemployed graduates.

Telkom SA, through its Centre for Learning, project managed the implementation of various Internship programs, Skills programs and Learnership programs and ensured workplace opportunities for previously unemployed graduates.

Project timelines: January 2007- March 2011



To date a total number of 1821 students have completed the twelve month training program of which 1044 (57.33%) have obtained employment.

A further 229 students are currently still busy with their development programs. Race/gender demographics of the participants: 94.7% Black and 60.67% Male.



- Establish a governance structure
- Establish Private Public Partnerships that is goal orientated
- Have a shared vision mapped and agreed upon in a project charted
- Involve all stakeholders, organisations, organised labour, public departments, share the vision as wide as possible
- Market the value proposition of the project
- Stringent financial management with results that is continuously audited
- Ensure that all programs are demand driven
- Align, as far as possible with national priorities.



A shared financing model was implemented in partnership with the ISETT Seta.

- Telkom SA budget for the project: R60,7 million
- ISETT Seta contribution: R25, 9 million

Project cost to date (April 2010): R66,15 million



- Involve more role-players from stakeholder group
- Continuously assess original charter for adaptation
- Involve more stakeholders to participate at Steering committee
- Communicate successes at various forums



Thank you

Wikus vd Merwe
Senior Manager Learning and
Development
Telkom SA, Centre for Learning
+27 11 377 4029
+27 82 784 9653
vdmerwla@telkom.co.za

