



4 June 2021

Strategic Note: Expanding Inclusive Entry Pathways into the Green Economy

Persistent and increasingly high levels of youth unemployment in South Africa present one of the greatest obstacles to achieving equitable and inclusive economic growth. Many young people today find it impossible to successfully transition into the labour market. They join a growing proportion of people in our society who remain marginalised, and therefore trapped, in a negative cycle of exclusion from economic participation.

The Economic Recovery and Revitalisation Plan (ERRP) places a particular focus on reindustrialisation, localisation and growth of key sectors. The broad industrial economy offers a range of opportunities for job creation and progression which are not currently being fully exploited.

In support of government's strategy for economic recovery and employment creation, the **National Business Initiative (NBI)**, together with a range of industry, government and donor partners, manages the **Installation, Repair and Maintenance (IRM) Initiative**. This Initiative seeks to expand opportunities for job retention and job growth in IRM enterprises across a range of sectors in the South African economy, with a particular focus on the township economy.

Between January 2019 and October 2020, the NBI, together with the Institute of Plumbing SA (IOPSA) and Ekurhuleni East TVET College, implemented a newly designed programme, aimed at enabling TVET College students to enter into employment and learning pathways in the plumbing industry, with a specialised focus on solar water-heating (SWH) installation and repair. This represents the first of many cohorts of TVET College students and underqualified workers that will be enrolled in various IRM programmes over the next five years.

The achievements and lessons generated through this plumbing industry partnership were captured in a **Strategy Note: Expanding Inclusive Entry Pathways into the Green Economy**. This Note captures the achievements and lessons generated through this iteration of the partnership, and the implications for establishing more inclusive pathways into

the green economy. Importantly, the Note also describes how these lessons are being consolidated towards achieving scalable outcomes.

Key insights from the second iteration included:

- Employers felt that overall, candidates had developed notably in a range of skills (technical, content, occupational health and safety, professionalism, communication, teamwork and applied problem solving) during their placement.
- Candidates generally indicated satisfaction with their placements. Almost all candidates agreed that the workplace-based learning experience was organised and well-planned.
- Overall, increased integration and overlap between college and workplace activities was recommended.
- The programme has created a strong foundation for a partnership between the plumbing industry and TVET colleges.

For more information on the NBI's Installation, Repair and Maintenance (IRM) work please contact Dr Gewer: AnthonyG@nbi.org.za



Copyright © 2021 NBI, All rights reserved.

The National Business Initiative (NBI) is an independent and voluntary coalition of South African and multinational businesses launched in 1995 by the then President, Nelson Mandela.

NBI Website: www.nbi.org.za

Email: info@nbi.org.za

The National Business Initiative (NBI) respects your right to privacy, if you do not wish to receive any further news updates from the NBI, please click [UNSUBSCRIBE](#) and your name will be removed from the mailing list.