

## ANNEXURE A: IN-YEAR CHANGES TO DEDAT'S 2020/21 ANNUAL PERFORMANCE PLAN

Reference (page number and indicator) to where changes will be made in the current tabled 2020/21 APP	How is it stated in the current tabled APP?	What will it be changed to?	Is the change in response to COVID-19, the WC Recovery Plan or a Budget adjustment?	Explanation of the reason/s for the change
<p>Indicator 7.2: Number of beneficiaries supported through skills interventions</p> <p>Page 130</p>	<p>The APP does not include furloughed workers (See TID as reflected on page 130 of the DEDAT 2020/21 APP)</p>	<p>The TID to include the support for the furloughed workers (see revised TID in Annexure B)</p> <p><b>Revised category of support.</b> Beneficiaries supported refers to youth or adults or permanent workers or 'furloughed workers' accessing either training and/or work placements opportunities.</p> <p>Training opportunities refers to both accredited and non-accredited skills training.</p> <p>Work placement opportunities refers to support provided to internships, apprenticeships, learnerships, fixed term employment contracts or permanent employment opportunities for</p>	<p>The change is in response to COVID-19 by supporting furloughed workers which will lead to increase levels of employment.</p>	<p>Tourism and other COVID-19 affected sectors have not laid off employees but have not paid salaries. Support to furloughed workers will see workers returning to work which will allow effected companies to bring workers back to paid work.</p>

		<p>unemployed youth or furloughed workers.</p> <p>“Furloughed worker” is defined as workers that is a party to an employment contract but do not receive income and are requested by firms not to present themselves for work.</p>		
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## ANNEXURE B

### IN-YEAR CHANGES TO TECHNICAL INDICATOR DESCRIPTION (TID)

#### Sub-programme 7.2: Skills Programmes and Projects

TID as reflected on page 130 of the DEDAT 2020/21 APP:

<b>Indicator number</b>	7.2			
<b>Indicator title</b>	Number of beneficiaries supported through skills interventions			
<b>Short definition</b>	Number of beneficiaries supported through skills interventions			
<b>Purpose</b>	Beneficiaries supported refers to youth or adults accessing either training and work placements opportunities: Training opportunities refers to both accredited and non-accredited skills training, Work placement refers to internships, apprenticeships and learnerships.			
<b>Source of data</b>	Project data management system accessible in the programme			
<b>Strategic Link:</b>	<b>VIP #:</b>	<b>PSP Focus Area (s):</b>	<b>PSP Output (s):</b>	<b>PSP Intervention (s):</b>
	1. Safe and Cohesive Communities	The Youth-at-risk Graduate Work Placement programme of Chrysalis	To be determined	Implementation of youth programmes  Effective identification of youth at risk
	2. Growth and Jobs	Creating opportunities for job creation through skills development		Apprenticeship initiative to introduce qualified apprentices into the labour market.
	3. Empowering People	Education and learning		Equipping learners with appropriate skills for 21st century world of work
		Youth and Skills		Implementation of youth programmes  Effective identification of youth at risk
<b>Method of calculation</b>	Simple count			
<b>Data limitations</b>	N/A			
<b>Type of indicator</b>	Input:	Activities:	<b>Output: x</b>	Outcome:
	Service Delivery Indicator:		Direct Service Delivery:	
			Indirect Service Delivery: x	
	Demand Driven Indicator:		Yes, demand driven:	
		No, not demand driven: x		

<b>Calculation type</b>	Cumulative Year-end: x	Cumulative Year-to-date:	Non-cumulative:	
<b>Reporting cycle</b>	Quarterly: x	Bi-annually:	Annually:	Biennially:
<b>Desired performance</b>	Higher than target: x	On target:		Lower than target:
<b>Indicator responsibility</b>	Deputy Director: Provincial Skills Development and Innovation			
<b>Spatial transformation (where applicable)</b>	Regional/ spatial approach (statistics linked to a regional identifier)			
<b>Disaggregation of beneficiaries (where applicable)</b>	Target for women, youth and people with disabilities		N/A	
<b>Assumptions</b>	Learners complete training and are retained in the work placement phase Exit into other further education opportunities			
<b>Means of verification</b>	<p>If the beneficiaries being reported were supported via Training opportunities:</p> <ol style="list-style-type: none"> <li>Signed beneficiary database to include the following fields: beneficiary's name and surname, ID number, age, gender, contact telephone number, contact address, suburb, region. Employment status before entering the training intervention (employed/unemployed), name of training provider, name of training program, accredited or non-accredited nature of training program, alignment to NQF, training start and end dates, duration of the training, and</li> <li>A certificate/s or statement of results from the training service providers where beneficiaries were assisted through training (i.e. non-accredited or accredited training);</li> </ol> <p>If the beneficiaries being reported were supported via Work Placement Opportunities:</p> <ol style="list-style-type: none"> <li>A signed learner database which includes, the name and surname of the learner, ID number of the learner, age, gender, contact details, suburb, region, the name of host company, the host company's address, learners job type, name of trade and/or occupation where applicable, start and end date of work placement and duration of the work placement, and</li> <li>A signed Memorandum of Agreement (MOA), between the host company and the Department (denoting the agreement for the company to host learners), and</li> <li>Proof of identification, either via a copy of an ID document, temporary ID document, learner's license, driver's license or birth certificate.</li> </ol> <p>NOTE:</p> <ol style="list-style-type: none"> <li>The unit of measurement will be unique beneficiaries. For example, if a beneficiary completes a Departmentally sponsored training initiative and the same beneficiary enters a Departmentally sponsored work placement initiative, then the said beneficiary will be counted once; i.e. as unique.</li> <li>Certain projects have varying standards for when a beneficiary is considered 'trained.' In most cases the beneficiary will be counted as receiving a training opportunity irrespective of whether that beneficiary 'completed' the planned duration of the training program. This is due a departmental challenge of being unable to manage attrition or drop off.</li> </ol>			

## Sub Programme 7.2: Skills Programmes and Projects

### Revised TID to make provision for the inclusion of furloughed workers:

<b>Indicator number</b>	7.2			
<b>Indicator title</b>	<b>Number of beneficiaries supported through skills interventions</b>			
<b>Short definition</b>	<p>Beneficiaries supported refers to youth or adults or permanent workers or 'furloughed workers' accessing either training and/or work placements opportunities.</p> <p>Training opportunities refers to both accredited and non-accredited skills training.</p> <p>Work placement opportunities refers support provided to internships, apprenticeships, learnerships, fixed term employment contracts or permanent employment opportunities for unemployed youth or furloughed workers.</p> <p>"Furloughed worker" is defined as workers that is a party to an employment contract but do not receive income and are requested by firms not to present themselves for work.</p>			
<b>Purpose</b>	To measure the number of beneficiaries assisted through skills interventions or wage support.			
<b>Strategic Link:</b>	<b>VIP #:</b>	<b>PSP Focus Area (s):</b>	<b>PSP Output (s):</b>	<b>PSP Intervention (s):</b>
	<b>1: Safe and Cohesive Communities</b>	The Youth-at-risk Graduate Work Placement programme of Chrysalis	To be determined	<ul style="list-style-type: none"> <li>Implementation of youth programmes</li> <li>Effective identification of youth at risk</li> </ul>
	<b>2: Growth and Jobs</b>	Creating opportunities for job creation through skills development		Apprenticeship initiative to introduce qualified apprentices into the labour market.
	<b>3: Empowering People</b>	Education and learning		Equipping learners with appropriate skills for 21st century world of work
Youth and Skills		Implementation of youth programmes Effective identification of youth at risk		
<b>Source of data</b>	Project data management system accessible in the programme			
<b>Method of calculation</b>	Simple count			
<b>Data limitations</b>	N/A			
<b>Type of indicator</b>	Input:	Activities:	<b>Output: x</b>	Outcome:
	Service Delivery Indicator:		Direct Service Delivery:	
			<b>Indirect Service Delivery: x</b>	
	Demand Driven Indicator:		Yes, demand driven:	
			<b>No, not demand driven: x</b>	
<b>Calculation type</b>	<b>Cumulative Year-end: X</b>	Cumulative Year-to-date:	Non-cumulative:	
<b>Reporting cycle</b>	<b>Quarterly: x</b>	Bi-annually:	Annually:	Biennially:
<b>Desired performance</b>	<b>Higher than target: X</b>		On target:	Lower than target:
<b>Indicator responsibility</b>	Deputy Director: Provincial Skills Development and Innovation			
<b>Spatial transformation</b>	Regional/ spatial approach (statistics linked to a regional identifier)			
<b>Disaggregation of beneficiaries</b>	Target for women, youth and people with disabilities:		N/A	
<b>Assumptions</b>	Skills interventions improve employability of beneficiaries, which result in an increase in the probability of further employment			
<b>Means of verification</b>	<b>1. For Training opportunities:</b> 1.1. Signed beneficiary database which include the following fields: beneficiary name and surname, ID number, age, gender, contact telephone number, contact address, suburb, region. Employment status (employed/unemployed) For training: name of training			

provider, training programme, training start and end dates, duration of the training opportunity, **and**

- 1.2. A certificate from service providers where beneficiaries were assisted through training (i.e. non-accredited or accredited training);

**And/ Or**

**2. For Work Placement Opportunities:**

- 2.1. A signed learner\employee database which includes, the name and surname of the learner\employee, ID number of the learner, age, gender, contact details, suburb, region, the name of host company, the host company's address, learners job type, name of trade and/or occupation where applicable, start and end date of work placement and duration of the work placement, **and**
- 2.2. A signed Memorandum of Agreement (MOA), between the host\lead company and the Department (denoting the agreement for the company to host\lead beneficiaries **and**
- 2.3. Proof of identification, either via a copy of an ID document or temporary ID document or learner's license or driver's license or birth certificate.

**3. For Furloughed Workers:**

- 3.1 A signed database which includes the name and surname of the employee, ID number of the employee (s), age, gender, contact details, suburb, region, the name of the company, the employee job type, name of trade and/or occupation where applicable, start and end date of work placement and duration of the work placement, **and**
- 3.2 A signed Memorandum of Agreement (MOA), between the host\lead company and the Department (denoting the agreement for the company to host beneficiaries, **and**
- 3.3 Proof of identification, either via a copy of an ID document or temporary ID document or employees' license or driver's license or birth certificate.

NOTE:

- i. The unit of measurement will be unique beneficiaries. For example, if a beneficiary completes a Departmentally sponsored training initiative and the same beneficiary enters a Departmentally sponsored work placement initiative, then the said beneficiary will be counted once; i.e. as unique.
- ii. Certain projects have varying standards for when a beneficiary is considered 'trained.' In most cases the beneficiary will be counted as receiving a training opportunity irrespective of whether that beneficiary 'completed' the planned duration of the training program. This is due a departmental challenge of being unable to manage attrition or drop off.