



TRANSITIONS: PART 1

TRANSITIONS: PART I

Transitions refer to the process or period of moving from one condition or stage of your life to the next. With regards to your journey towards your first decent job, transitions refer to the period during which you as young people migrate from an education institution (school, college, or university) into the workforce (National Planning Commission).

The ideal outcome after you leave an education institution would be for you to get your first job without too many hurdles. Unfortunately, the bridge that takes you from being a learner or a student to being part of the workforce may not be stable or linear. The socioeconomic factors we discussed in the previous guides come into play during your transition as well. Additionally, race is also a factor. For example, unemployment amongst black graduates is three times higher than their white counterparts (British Council).

Since 2008, the number of young people stuck looking for work for more than three years has tripled (StatsSA), and twice as many have become 'discouraged' - meaning they have given up looking entirely. There are now more than 1.5 million discouraged young job-seekers who have been looking for work for more than three years, who probably feel immense uncertainty and vulnerability about their situation (Department of Higher Education and Training).

When you start looking for work, many of you face the pressure to make a success of yourselves quickly so that you can start contributing to the family finances. Not being able to do so can have a negative impact on your self-confidence, mental well-being, your familial relationships, and even your physical health. The longer you look for work, the more difficult it becomes. This is because the chances of you getting despondent increases, and employers view you as a riskier hire (Branson, De Lannoy, and Kahn).

There are numerous reasons that hinder young people from transitioning into the workforce. One reason is that you do not know the right people to help you find work. Another reason is that there is an information gap between employers and job-seekers. These two reasons will be discussed in more detail in Transitions: Part 2.

A third reason transitioning into the workforce is difficult is that looking for work is very expensive for you! You spend an average of R605 per month looking for work: R280 on transport, and R325 on internet, printing, and application fees (Yu). The longer you go without a job, the more these costs accumulate. If you are from a vulnerable family then this is a substantial portion of your household income, and chances are that this cannot be spared. You should be networking and preparing for your interviews, and not be stressed about the costs of looking for work. The costs for data, access to websites with resources for job-seeking, and transport should be reduced significantly to assist with shortening your transitional period.

What can be done to make job-seeking affordable:

- You need zero-rated websites linking you to high-quality online learning, upskilling, and employment opportunities. The government managed to do this for spreading information about Covid-19 (<https://coronavirus.datafree.co/2020/03/19/regulations-to-prevent-the-spread-of-covid-19/>), so this can be implemented for you too. Is this something you can talk to your local government about?
- A national transport subsidy while you are looking for work.
- A stipend to support your search for work.
- You need more access to free, high-quality youth employability programmes, which can connect you to information and opportunity in your areas.
- Find organisations or local businesses that can donate interview clothes to young job-seekers or offer resources to job-seekers (i.e. computers and cellphones).
- Employers, where possible, should run first-screening interviews (especially during this pandemic) over the phone and supply a transport stipend for the face-to-face interviews.

In addition to the stretching challenges we've addressed above, as young people, you now also need to face the challenges that Covid-19 is posing. The virus has changed the way in which you look for work, you are now forced to mostly look for work on digital spaces. You also need to familiarise yourself with applications such as Skype and Zoom, because not only are you looking for work online, interviews will most likely be online too ([Sikhaba iCOVID-19](#)). This adds to the cost of job-seeking. Employers should consider providing a stipend for data, if interviews are conducted online.

As discussed in the Education Guide, you need wrap-around support (including psycho-social support). This should not stop after you leave school, college, or university. This type of support should continue being extended to you while you look for opportunities as well. Your family and community need to be made aware of the many challenges you face as you look for work.

TERMS TO DEFINE

- **Psycho-social support:** this term refers to the ever-changing relationship between the psychological and the social aspects of a person. The psychological aspects include the internal, emotional, and thought processes, feelings and reactions, and the social includes relationships, family and community network, social values and cultural practices. Psycho-social support refers to the actions that address both the psychological and social needs of individuals, families, and communities (Psychosocial Interventions).
- **NEET** stands for Not in Employment, Education, or Training. In South Africa, 41% of young people (15-34 years old) are NEET.
- **Black tax:** the phenomenon of black tax in South Africa exists because there are many black people who, once they secure their first job, are obligated to start financially supporting their families. This happens because of all the socio-economic factors that we've spoken about, black families are worse off than their white counterparts. Therefore, black tax is not families being demanding towards their young ones, it is a matter of financial insecurity. Of course, helping your family is a great and rewarding thing, and speaks to Ubuntu, but what happens if you have no choice in the matter or you are left worse off? There are various debates about the negative associations that come with the term.
- **Socioeconomic:** refers to one's financial and social environment.
- **Waithood:** the longer-than-usual transition period between childhood and adulthood has been dubbed waithood. It is a period during which you can no longer be considered a child, but because you do not have the "social markers of adulthood", such as a job, you are not considered as having transitioned into adulthood (Alcinda Honwana). It's a period of feeling like you are in limbo.

DID YOU KNOW?

By the time you turn 24, 60% of you will have never had a job before, despite spending years looking.



After you turn 18, you stop receiving the child support grant, this makes your whole household more financially vulnerable, and the pressure for you to find work even stronger.



Young people's mental wellbeing is under strain during the transitional period while looking for work: it is then not surprising that one in every five 18-year-olds had one or more suicide attempts in 2011.



TERMS TO DEFINE**MYTH**

The rate of unemployment is the same for males and females.

FACT

Females are most likely to get stuck without jobs (Branson, De Lannoy, and Kahn), because they often have to look after children or take care of their households (Branson, De Lannoy, and Kahn).

There are no industries hiring at the moment because of Covid-19.

There is no doubt about the devastating impact that Covid-19 has had on the economy as well as the unemployment rate. But there has been an increase in job opportunities in the digital job and transportation market. Furthermore, most companies now need compliance officers to enforce Covid-19 safety protocols (Sikhaba iCOVID-19).

RESOURCES

- *National Planning Commission*
Youth Labour Market Transitions Report:
<https://www.nationalplanningcommission.org.za/assets/Documents/NPC%20Youth%20Labour%20Market%20Transitions%20Report.pdf>
- *British Council*
Next Generation South Africa:
<https://www.britishcouncil.org/research/next-generation-south-africa>
- *Statistics South Africa*
Quarterly Labour Force Survey Q2: 2018
http://www.statssa.gov.za/publications/P0211/Presentation_QLFS_Q2_2018.pdf
- *Department of Higher Education and Training*
Fact sheet on "NEET's":
https://www.dhet.gov.za/Planning%20Monitoring%20and%20Evaluation%20Coordination/WED%20Fact%20sheet%20on%20NEETs_Final_Version_29%20Aug%202018.pdf
- *Southern Africa Labour and Development Research Unit (SALDRU)*
A profile of young NEETs: Unpacking the heterogeneous nature of young people not in employment, education or training in South Africa:
http://www.opensaldru.uct.ac.za/bitstream/handle/11090/963/2019_249_Saldruwp.pdf?sequence=

RESOURCES

- Exploring the transitions and well-being of young people who leave school before completing secondary education in South Africa:
https://www.dpme.gov.za/publications/NIDS%20Wave%205/Incomplete%20education_final.pdf
- *Harambee*
It's all about employability:
<https://harambee.co.za/its-all-about-employability/>
- Centre for Social Development in Africa, University of Johannesburg
Siyakha Youth Asset Study: Developing Youth Assets for Employability:
<https://www.uj.ac.za/faculties/humanities/csda/Documents/Siyakha%20Report%20June%202019%20Web%20LowRes.pdf>
- *Mail & Guardian*
The lesser known and scarier facts about unemployment in South Africa: <https://mg.co.za/article/2017-09-04-the-lesser-known-and-scarier-facts-about-unemployment-in-south-africa/>
- *City Press*
Stop misusing the term 'black tax': <https://www.news24.com/citypress/voices/stop-misusing-the-term-black-tax-20191213>
- *African Arguments*
Enough! Will youth protests drive social change in Africa?: <https://africanarguments.org/2015/12/07/enough-will-youth-protests-drive-social-change-in-africa/>
- *Sikhaba COVID-19 Daily*
Job Seeking:
<https://soundcloud.com/sikhaba/sets/11-august-sikhaba-covid-19-job>
- *Youth Capital*
Shift 2020: An Action Plan to Tackle Youth Unemployment in South Africa: <https://youthcapital.co.za/>



PREPARING FOR THE SHOW

ANGLES

DIFFERENT WAYS TO TALK ABOUT TRANSITIONS

- What are we referring to when we talk about transitions in the context of your journey towards your first decent job?
- What are some of the challenges that young people face when they look for work?
- What are the three main reasons that hinder young people from transitioning into the workforce that we've identified?
- What are the costs that you incur when you are looking for work?
- In what ways can the process of looking for work be made less expensive?
- How has Covid-19 impacted job-seeking?
- What can wrap-around support look like for you while you transition into the workforce?

CHOOSE AN ANGLE

What are we referring to when we talk about transitions in the context of your journey towards your first decent job?

WAYS TO TALK ABOUT: WHAT ARE WE REFERRING TO WHEN WE TALK ABOUT TRANSITIONS IN THE CONTEXT OF YOUR JOURNEY TOWARDS YOUR FIRST DECENT JOB?

- What are some of the challenges that you face as young people as you migrate into the workforce?
- What is NEET?
- What is waithood?
- What does it mean to be a discouraged job-seeker?

FORMATS



VOX POP



Vox pop aim
To get many opinions on one topic.



Who do you talk to?
Anybody in the community.



Question
What are some of the challenges that young people face as they look for work?



AUDIO COMMENTARY



Audio commentary aim
To get people's opinion about a topic that they care deeply about.



- Who do you talk to?**
- Ask an individual who works for the local government about the efforts that are going into helping young job-seekers.
 - Ask someone in the community who is currently employed about their experience as a previous job-seeker.
 - Ask a young person who is currently unemployed about their strategy for finding work, as well as the challenges they face.

Talking points:

- What is NEET? What is making so many young people be NEET for so long?
- Why are young people becoming discouraged job-seekers?
- What are the main challenges youth face when looking for work?
- How can we reduce the costs of job-seeking?
- How can we as a community support young people as they look for work?



AUDIO PROFILE



Audio profile aim
To get a first person account of someone's experience, passion or journey. Audio profiles often aim to inspire.



Who do you talk to?
Ask an individual who works for the local government about the efforts that are going into helping young job-seekers.
Ask someone in the community who is currently employed about their experience as a previous job-seeker.

Please see interview questions in "How to present your show".

FORMATS

**PUBLIC SERVICE ANNOUNCEMENT (PSA)**

The aim of a PSA
To create a public awareness message.

Create a PSA that raises awareness about how expensive it is for young people to look for work



Maru: Hey chom, how's the job search?

Nthuli: I am so over it now, inini!

Maru: I feel you friend, I am also getting frustrated. It's also very upsetting because people think I am happy with just being at home.

Ntuli: Little do they know that it costs so much to look for work. What can I do when there is no money at home?

Maru: Eeeeish... it's so hard. I feel so bad because I am no longer 18 and my mother does not get a grant for me any longer, but I need to ask for money for data to look for work.

Ntuli: Me too, friend! I wish people were more supportive and saw how badly we want work, but there are just so many challenges to overcome.

Maru: I heard there's a lady at church who is buying data for young people as long as they show her that they are using it to look for work. Do you think we should go speak to her and ask for some data too?

Ntuli: Of course, chom, why are you only telling me now about this? Let's go now! I hope other people get inspired to also do what she is doing, imagine how helpful that would be?

Slogan:

Looking for work is really challenging for our young people and it costs them an average of R605 a month. As a community, we need to come together and advocate for job-seeking costs to be reduced and provide our young job-seekers with encouragement and support so that they do not become discouraged and disheartened.

**HOW TO PRESENT YOUR SHOW**

Use your produced radio features, your research and the suggested script and questions to write your own script.

[INTRO:]

Host 1: It's just gone [TIME] and you're just in time for the [NAME OF SHOW] on [RADIO STATION]. My name is [NAME].

Host 2: That's right! And my name is [NAME], and today's show is all about TRANSITIONS!

Host 1: Transitions? What do you mean?

Host 2: Well... transitions refer to the process or period of moving from one condition or stage of your life to the next. We will be talking about young people's transitions from education institutions into the workforce.

Host 1: Oh yes! That makes sense. After long years of hard work and dedication in education institutions, we definitely deserve a good job as fast as possible afterwards.

Host 2: Yes, we certainly do! But do you know that since 2008, the number of us stuck looking for work for more than three years has tripled and twice as many of us have become 'discouraged' - meaning you have given up looking entirely. There are now more than 1.5 million discouraged young job-seekers who have been looking for work for more than three years.

Host 1: Oh man! Transitioning into the workforce must be challenging if so many young people are stuck looking for work, and are getting discouraged. I am pretty sure socioeconomic factors and race come into play here, just as much as they do when we get educated.

Host 2: Yes, that's correct. Our friends over at Youth Capital identified three main reasons we are struggling to find work. Firstly, we cannot make most of our skills

or show-off our strengths when you are looking for work. Secondly, we do not know the right people to help us find work. The third main reason that hinders us from transitioning into the workforce is that looking for work is very expensive!

Host 1: We will talk about those first two reasons at a later stage, let's talk about the third one now, shall we?

Host 2: Yesssss... looking for work is so expensive. It costs us an average of R605 per month as young job-seekers. Imagine?!

Host 1: That is really a lot. Most young people in our community will not be able to afford that. I think this is a good time to hear from our community members about their thoughts on these high job-seeking costs and what can be done to minimise these costs!

Host 2: Yes indeed! I am also keen to hear what type of support they think we can give to young job-seekers!

[PRESENT WHO IS BEING INTERVIEWED]
[PLAY THE INTERVIEW]
[ENGAGE AUDIENCE BY ASKING QUESTIONS AND GIVING THEM A CHANCE TO SHARE THEIR THOUGHTS ABOUT WHAT THEY'VE HEARD]

[OUTRO:]

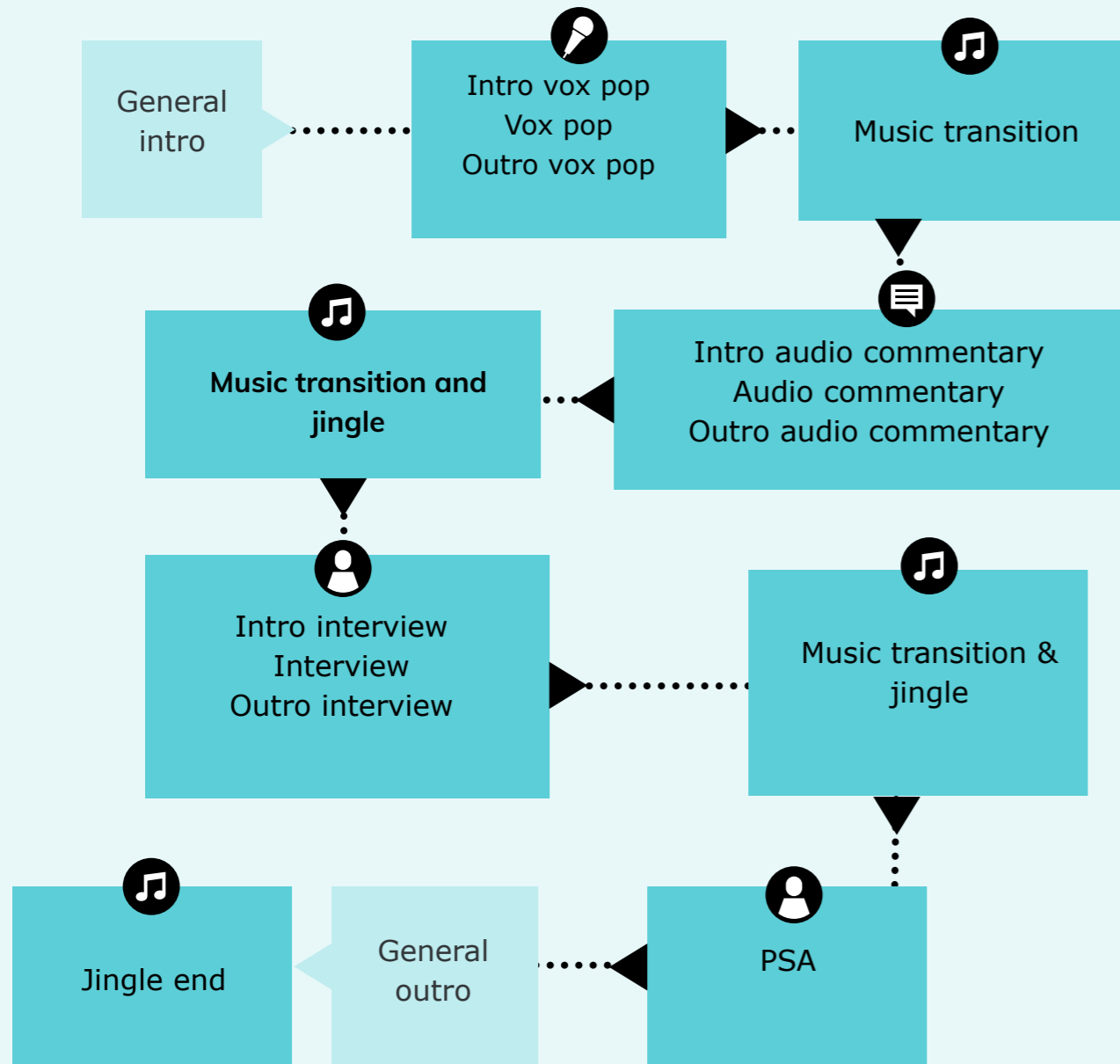

Host 1: Today, we've learnt so much about how challenging it is for young people to transition into the workforce once they are done with school and varsity.

Host 2: Yes! We really have!

Host 1: Next week on [DAY] at [TIME] we'll be talking all about [NEXT WEEK'S SHOW TOPIC]. Until then, it's bye from us!

SHOW OUTLINE

Full show on 'Transitions Part I' (1 hour)

ETHICS AND CONSENT

This may be a sensitive topic for some, so make sure you inform your audience to respect those who share personal stories in the space.

YOUTH CAPITAL TRANSITIONS: PART I OUTREACH GUIDE



PREPARING FOR THE SHOW

ANGLES

DIFFERENT WAYS TO TALK ABOUT TRANSITIONS


- What are we referring to when we talk about transitions in the context of your journey towards your first decent job?
- What are some of the challenges that young people face when they look for work?
- What are the three main reasons that keep young people from transitioning into the workforce that we've identified?
- What are the costs that you incur when you are looking for work?
- In what ways can the process of looking for work be made less expensive?
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- What can wrap-around support look like for you while you transition into the workforce?


CHOOSE AN ANGLE

What are we referring to when we talk about transitions in the context of your journey towards your first decent job?

WAYS TO TALK ABOUT: WHAT ARE WE REFERRING TO WHEN WE TALK ABOUT TRANSITIONS IN THE CONTEXT OF YOUR JOURNEY TOWARDS YOUR FIRST DECENT JOB?


- What are some of the challenges that you face as young people as you migrate into the workforce?
- What is NEET?
- What is waitthood?
- What does it mean to be a discouraged job-seeker?


OUTREACH FORMATS **GUEST SPEAKER**

-  **Guest speaker aim**
A guest speaker is someone who can share expert knowledge about the impact statement or tell a personal story related to the impact statement.


Some questions for the guest speaker to think about ahead of time

- What is NEET? What is making so many young people be NEET for so long?
- Why are young people becoming discouraged job-seekers?
- What are the main challenges youth face when looking for work?
- How can we reduce the costs of job seeking?
- How can we as a community support young people as they look for work?


 **INTERVIEW**


-  **Interview aim**
An interview is a one-on-one conversation where questions are asked by the interviewer and answers are given by the interviewee.


Ask a young person who is currently unemployed about their strategy for finding work, as well as the challenges they face.

-  **Suggested questions for a young person who is currently unemployed about their strategy for finding work, as well as the challenges they face.**
- How long has it been since you graduated? Did you think you would have a job by now?
 - How are you going about looking for work?
 - How much does it cost you to look for work per month? How are you managing to cover these costs?
 - How has Covid19 affected your job seeking process?
 - What kind of support would you like from your family, friends and community as you look for work?
 - How is your community supporting you as you try to find work?

 **IMPACT JINGLE**

-  **Impact jingle aim**
A jingle is a short song or tune that is easy to sing along to and remember, it has a clear message.




OUTREACH FORMATS **ROLEPLAY**

-  **Roleplay aim**
To provide a scenario that allows the audience to “act out” a point about the impact statement. Decide how many characters are needed and set the scene for the “actors” to play out the statement. It is really an improvisation, and the audience “actors” make it up as they go along.


Characters
Musa, Yoliswa

Scenario
Musa recently found work, but Yoliswa is still looking for work. Musa shares with Yoliswa how her community supported her to find work.

 **PANEL DISCUSSION**


-  **Panel discussion aim**
A panel discussion involves a group of people discussing one topic in front of an audience. There is usually time for questions from the audience afterwards.
-  **Who is on the panel:**
- Ask an individual who works for the local government about the efforts that are going into helping young job-seekers.
 - Ask someone in the community who is currently employed about their experience as a previous job-seeker.
 - Ask a young person who is currently unemployed about their strategy for finding work, as well as the challenges they face.
-  **Examples of opening questions for the panel:**
- What is NEET? What is making so many young people be NEET for so long?
 - Why are young people becoming discouraged job-seekers?
 - What are the main challenges youth face when looking for work?
 - How can we reduce the costs of job seeking?
 - How can we as a community support young people as they look for work?

OUTREACH FORMATS **QUIZ**

-  The aim of a Quiz
To test and reward your audience's knowledge on the topic

Things you need for this activity

- Prepared quiz questions and answers
- Small prizes

-  Process
Present some quiz questions and hand out prizes to those who answer correctly

From the fact-sheet, we have created the following two quizzes for you to ask during your outreach. Once you are done with these two, feel free to create more to put your listeners to the test!

Quiz 1:

Question: There are now more than discouraged young job-seekers who have been looking for work for more than three years

- A. 150
- B. 150000
- C. 1.5 million

Correct answer is C

Quiz 2:

Question: By the time you turn 24, _____ of you will have never had a job before, despite spending years looking

- A. 60%
- B. 6%
- C. 80%

Correct answer is A

HOW TO PRESENT YOUR OUTREACH

Use your outreach formats and your research to write your own script. Here is an example of part of a script. Use it as a guide to create your own script for your outreach activity.

[INTRO:]

Host 1: Hello and welcome to [NAME OF OUTREACH EVENT] at [NAME OF SCHOOL]. My name is [NAME] and I will be one of your hosts.

Host 2: That's right! And my name is [NAME], and today's show is all about TRANSITIONS!

Host 1: Any thoughts on what transitions are?

[GET OPINIONS FROM THREE OR FOUR PEOPLE IN THE ROOM. THINK OF IT AS A "LIVE" VOX POP]

Host 2: Excellent! Thank you so much for your voices. As some of you have mentioned, transitions refer to the process or period of moving from one condition or stage of your life to the next. We will be talking about young people's transitions from education institutions into the workforce.

Host 1: Oh yes! That makes sense. After long years of hard work and dedication in education institutions, we definitely deserve a good job as fast as possible afterwards.

Host 2: Yes, we certainly do! But do you know that since 2008, the number of us stuck looking for work for more than three years has tripled and twice as many of us have become 'discouraged' - meaning we have given up looking entirely. There are now more than 1.5 million discouraged young job-seekers who have been looking for work for more than three years.

Host 1: Oh man! Transitioning into the workforce must be challenging if so many young people are stuck looking for work, and are getting discouraged. I am pretty sure socioeconomic factors and race come into play here, just as much as they do when we get educated.

Host 2: Yes, that's correct. Our friends over at Youth Capital identified three main reasons we are struggling to find work. Firstly, we cannot make most of your skills or show-off your strengths when you are looking for work. Secondly, we do not know the right people to help you find work. The third main reason that hinders us from transitioning into the workforce is that looking for work is very expensive for you!

Host 1: We will talk about those first two reasons at another outreach, let's talk about the third one now, shall we?

Host 2: Yesssss... looking for work is so expensive. It costs us an average of R605 per month as young job-seekers. Imagine?!

Host 1: That is really a lot. Most young people in our community will not be able to afford that. I think this is a good time to hear from our community members about their thoughts on these high job-seeking costs and what can be done to minimise these costs!

[PLAY RE PRE-RECORDED AUDIO]
[PLAY THE INTERVIEW]
[ENGAGE AUDIENCE BY ASKING QUESTIONS AND GIVING THEM A CHANCE TO SHARE THEIR THOUGHTS ABOUT WHAT THEY'VE HEARD]

[OUTRO:]

Host 1: Today, we've learnt so much about how challenging it is for young people to transition into the workforce once they are done with school and varsity.

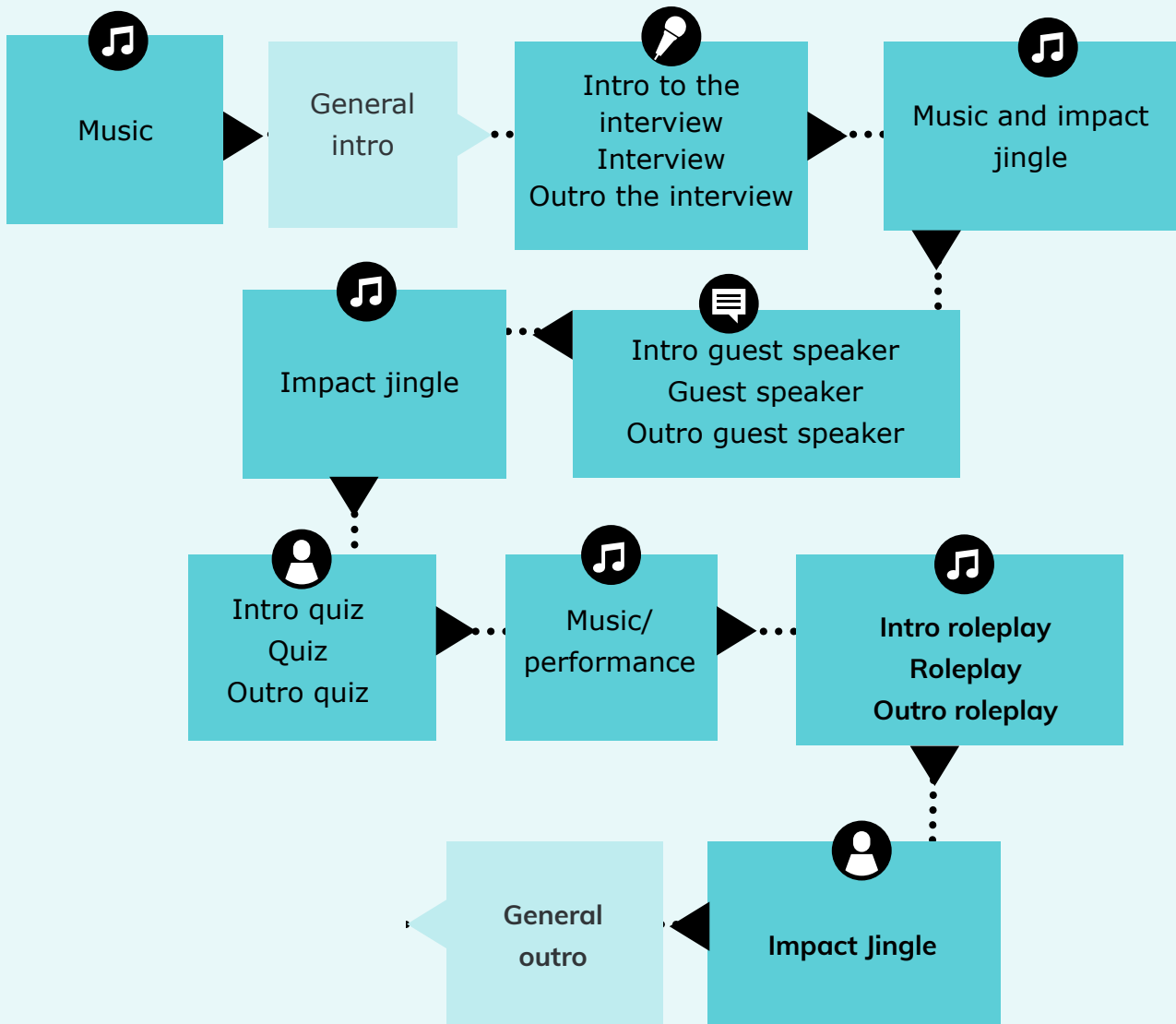
Host 2: Yes! We really have!

Host 1: Until the next school outreach you can catch us on the radio! Next week on [DAY] at [TIME] we'll be talking all about [NEXT WEEK'S SHOW TOPIC] on [NAME OF RADIO STATION]. Until then, it's bye from us!

OUTREACH OUTLINE

An outreach plan helps you stay on track during your event. It is a list of the activities and the order in which they will happen in the outreach activity. Allocate a time to each item so that you keep to the time allocation of the outreach activity.

Below is an example of an outreach plan that is one hour long.



ETHICS AND CONSENT

This may be a sensitive topic for some, so make sure you inform your audience to respect those who share personal stories in the space.

If any incorrect information comes up in any of your formats, like the quiz, roleplay or panel discussion, you must correct it. Don't let your audience leave with myths.

Once you've finalised your script, your performance artists, your outreach outline and prepared all your formats, it's time to start your live event! Enjoy!