

Work-readiness programme



Presented by educational specialists with more than 10 years in the private FMCG sector and who has been working on the designing and development of occupational learning programmes for 9 years as:

- SDP – Learning programme designer
- External Verifier on implementation
- QCTO –On design of curriculum/qualifications
- SETA – Learnerships and skills programmes design and development

Reality points to a shortfall between output from institutions of higher learning and the demand by the revolving workplaces for new entrants and graduates to be able to rapidly contribute to the success in the business environment.

Research based solution has pointed out the need to refine list of essential skills and tasks to ascertain entry level jobs. ETD Worx Work readiness programme entails essential skills aimed at unemployed graduates and recently trained learners to enhance employability through bridging the gap between studies and the work environment. The targeted learners will be those that have been enrolled for or have completed apprenticeships, learnerships and or skills programmes.

The challenge:

Although learners typically have theoretical and technical skills after completing learnerships, apprenticeships etc. They often lack basic workplace or employability skills. They apply for positions with the expectation that they possess the skills required but are often not successful due to a lack of employable skills that the employers seek.

Work readiness is a learning programme aimed at youth to prepare them to succeed at finding and keeping a job and or pursue private economic initiatives with their qualifications

Services offered:

- 2 days in house course inclusive of values, interview practice and resume building.
- 8 days Course inclusive of values interview practice, resume building and soft skills
- A full 30 days programme inclusive values, interview practice, resume building, soft skills and entrepreneurship support

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National Development plan 2030 and the New Growth path

The NDP sets out the overarching government strategy for achieving inclusive growth through large scale employment creation. The goal is to create 5 million jobs over the next 10 years. The strategy aims to forge a consensus on the new opportunities within South Africa, across the continent and globally, and how these can be used to achieve socially desirable and sustainable outcomes.

The overarching goal of the NDP 2030 is to eliminate poverty and create 11 million jobs by 2030. The Plan articulates three focal areas in order to realize its goals: increasing employment through faster economic growth; improving the quality of education, skills development and innovation; and building the capability of the state to play the binary roles in development and transformation

Unemployment of youth is at its pinnacle yet there is training that is offered

Comprehensive insights into the factors which impede recently trained learners and graduates showed that undesired students/graduate attributes such as; entitlement, overdependence on managers, unrealistic ambition and perceived lack of emotional intelligence. On the other hand, desired graduate attributes which aided adaptation into the workplace comprised of; resilience, initiative and openness to learning.

Challenges presenting include amongst others:

- Recently trained learners and graduates are being dubbed as too in-experienced; over-qualified or under-qualified
- Learnerships, apprenticeships and skills programs and curriculum do not specify the requirement of the job market. Similarly, the employers also identified deficiencies in teamwork, attitude, honesty, and work discipline of graduates.;
- The training curricula are rigid and are not addressing the changing needs and culture of the labor market
- 91% of recent graduates strongly agree that had employers or institutes of learning offered an extended period of time to develop critical soft skills that would have provided a sound basis to a successful career

Proof of our Work Readiness Programme Impact

66% of learners who participated in our work readiness programme say the programme gave them an idea of how business works. 30% say it gave them an idea of what to do in their career and have expressed their satisfaction.

- Work readiness programme will help learners understand the world of work, what skills are necessary to succeed, and how to continue growing professionally.
- Bringing expert role models to motivate and share their career experiences with learners.

3 Days In-house Intervention

- Understand the world of work
- Employment relationships
- How your attitudes affect the workplace
- Interpersonal skills
- Time management
- Ethical behavior
- Team work in the workplace
- Customer service
- Compiling an effective CV/Resume
- Strategies in finding a job
- Sources to use for job search: Websites

(Maximum of 10 learners allowed per session)

Contact us for a quote if you require this intervention

8 Days In-house Intervention

- Key skills needed to be successful in the workplace
- Strategies in meeting your employer's expectations
- Business etiquettes / office rules and regulations
- Manage anger and violence in the workplace
- How to prepare business presentations
- Diversity and harassment awareness in the workplace
- Finding a job versus creating one

30 Days In-house intervention

- Emotional Intelligence
- Assertiveness and professionalism
- Leadership and productivity
- Financial awareness- budgeting
- Business Model Canvas - Scanning the environment
- Registering a company, Co-operatives, Trusts
- Youth/business Funding entities