HARNESSING THE POTENTIAL OF SOUTH AFRICA’S YOUTH
ABOUT THE FOUNDATION
The Standard Bank Tutuwa Community Foundation was established in 2016, its purpose being to benefit communities in South Africa through the promotion of economic development and the alleviation of poverty. Because its primary focus is on “Youth”, it concentrates most of its resources on working with young people from their earliest years to their schooling and post-schooling years. It aims to make long-term commitments to advance their growth so that they can reach their full potential and be productive citizens who contribute to the economic development of their communities.

OUR VISION
“A South Africa whose youth are inspired and supported and working to reach their full potential as productive citizens contributing to the economic development of their communities.”

OUR MISSION
“To inspire and support the growth and development of young people so that they can reach their full potential as productive citizens who contribute to the economic development of their communities.”

OUR COMMITMENT
The Standard Bank Tutuwa Community Foundation (the Foundation) has its primary focus on youth as a target group. In order for the Foundation to succeed in the coming years, we need to take advantage of the fact that “the window is still open for South Africa to reap demographic dividend” (World Bank, 2015). South Africa’s working age population is high and will rise by another 9 million in the next 50 years, and the deadline is set for the achievement of the Sustainable Development Goals. New frameworks and new ways of working and organising are needed. Alternative knowledge theories are being developed every day on every issue and in different spaces. With our communities around the country, the Foundation is committed to harnessing these theories and converting them into strategic solutions for our young people.
OUR APPROACH TO FUNDING

GRANT MAKING
• Funding for programmes/initiatives that are within approved strategy and programme plans within the selected theme areas.
• Existing initiatives that work.
• Research and assessment of the impact and efficacy of existing intervention.
• Identify new approaches.
• Provide a platform for the dissemination of findings, activate networking and strengthen linkages in the theme areas.

IMPACT INVESTING
• ECD: Impact Bond Innovation Fund.
• Youth work readiness: Harambee Youth Accelerator Initiative.
• Pilot and scale up/expansion.

FOCUS AREAS OF ACTIVITIES

The Foundation aims to make its contribution by focusing on youth. More specifically, it aims to invest its resources and focus its activities in three main spheres: early childhood, schooling and youth work readiness.

EARLY CHILDHOOD DEVELOPMENT
• To contribute to educational interventions in children’s earliest years.

SCHOOLING
• To contribute towards a more effective schooling system.

YOUTH WORK READINESS
• To support young people’s transition to the working environment.
WHERE WE WORK

Our programmes and activities will be focused nationally, starting mainly in the Western Cape, the Eastern Cape, KwaZulu-Natal and Gauteng. We will work in a variety of contexts, with provincial governments, adjusting our processes to make them coherent with our approach and core values.

With regard to the education system, we will be involved at the national, provincial and district/local levels.

INITIATIVES FUNDED BY THE FOUNDATION

The Foundation selects initiatives and partners in adherence to the following criteria:

• There must be a need for enduring impact.
• There must be a need for innovation.
• There must be potential for leverage.
• There must be opportunity to contribute to systemic change.
• There must be a case for the Foundation’s involvement.
EARLY CHILDHOOD DEVELOPMENT

THE SOUTH AFRICAN CHILD GAUGE

AIM: The South African Child Gauge is a research project that produces an annual publication of the Children’s Institute at the University of Cape Town. The publication tracks the progress made towards the realisation of children’s rights in South Africa and is an important contribution to evidence-based policy making. Each year the Gauge focuses on a different theme affecting child well-being and uses this as a lens to critically analyse the situation of children and the potential policy gaps and responses required.

OUTCOMES

• The South African Child Gauge is released each year at a high-profile public event involving partners and donors. UNICEF South Africa has been a key partner each year since 2010.

• The launch event brings together representatives from government, civil society, corporates and the development community and provides a platform for dialogue and reflection on the state of South Africa’s children.

• A proactive media strategy has consistently generated considerable media coverage over the years as a means of incorporating the key findings into national debates.

• The launch is also promoted on websites and on social media platforms by the Children’s Institute at the University of Cape Town and partners.

WHY INVEST

One of the Foundation’s institutional priorities is the promotion of networks/platforms for disseminating research findings, impact evaluations and knowledge sharing in our thematic areas. As a Foundation we aim to be a thought leader and strategic player that is active, engaged and a proactive facilitator in our programme focus.

In collaboration with
UCT Children’s Institute

Funded by Tutuwa
EARLY CHILDHOOD DEVELOPMENT CONDITIONAL GRANT

AIM: This initiative is an intervention of a consortium of organisations that are collaborating with one another and with the National Department of Social Development (“DSD”) with the aim of improving the effectiveness of the Early Childhood Development Conditional Grant (“ECD-CG”) implementation.

WHY INVEST

The Foundation aims to contribute to educational interventions in children’s earliest years. If the project is successful and achieves the defined outcomes, the government through National Treasury will institutionalise the ECD Conditional Grant Framework. The intention is for the allocation to remain within the budgets of Social Development over the long-term.

OUTCOMES

• Greater equity and access in the system through the standardisation of the income eligibility criteria for children accessing the subsidy.
• Improved efficiencies in the system through the reduction of red tape experienced by those wishing to access the subsidy and minimise financial reporting requirements.
• Improved delivery of ECD programmes because ECD managers are allowed to allocate and spend their ECD subsidy in line with their programme needs, including the need for non-centre-based programmes.
The goal of this initiative is to improve the quality of early childhood development (ECD) infrastructure in South Africa and to deliver additional high-quality certified ECD infrastructure to selected preschools with trained teachers in rural areas and informal settlements so that these preschools can register with the Department of Social Development (DSD) for the vital per-child subsidy. The infrastructure enables the preschools to become financially viable by charging school fees and obtaining ECD grants from the Department of Social Development.

The ECD initiative gives the Foundation an opportunity to make a substantial investment in the lives of many vulnerable South African children so that they can access good-quality, well-resourced ECD centres to receive appropriate emotional, cognitive and physical development stimulation.

OUTCOMES

• To deliver three ECD centres a year at selected sites in three provinces in South Africa.
• To deliver the programme in rural areas and informal settlements in the three provinces.
• To deliver a total of nine ECD centres over a period of three years.
• It is projected that 50 children will benefit at each selected site on an annual basis with an estimated annual total of 150 children in the three provinces.
• To provide training for 15 ECD practitioners annually to ensure that they deliver a good-quality ECD curriculum.
• To train 10 local young people per site.

WHY INVEST

There are many trained teachers who have started shack schools in these areas. Most of these schools are not registered, few children attend and they pay very low fees. Teachers at these schools struggle to provide a safe, quality environment, nutritious food and adequate equipment. These teachers also need additional training. The infrastructure in terms of classrooms, ablution facilities, kitchens and fencing does not meet the DSD standards for registration and for the per-child subsidy. They are not safe or weatherproof and fee-paying parents are reluctant to send their children there because of the inadequate facilities.

In collaboration with Bright Kid Foundation
The Social Impact Bond Innovation Fund (IBIF) is an international financing mechanism that has been introduced in South Africa for the first time. It is aimed at improving local outcomes in early childhood development (ECD), a critical period that can positively impact global development goals. It uses the model of Social Impact Bonds (SIBs), which means that government only pay if predetermined outcomes are achieved. The IBIF forms a public-private sector coalition that can sustainably finance ECD.

**WHY INVEST**

If successful, the IBIF model could be replicated across the Western Cape and throughout South Africa, changing the way social interventions are funded and creating a new way forward for additional public-private funding opportunities. Financing mechanisms such as social impact bonds can be a powerful tool for tackling pressing social challenges.

**OUTCOMES**

- Children directly benefit from the funding and achieve age-appropriate developmental standards and are on track for school readiness or are school-ready at specified ages.
- Determination of the cost of achieving developmental outcomes through non-centre-based programmes for children in low-income settings.
- Identification of strong non-centre-based delivery models and strengthening of organisations with a view to scaling those models.
- Test Impact Bonds as a form of outcomes-based procurement in government.

In collaboration with Mothers2Mothers and Foundations for Community Work.
AIM: The aim of this initiative is to provide after-school and Saturday tutoring sessions to 225 learners in Grades 9 – 12 who attend under-resourced schools in the Eastern Cape, KwaZulu-Natal and the Western Cape to enable them to achieve good Grade 12 results. The initiative will also enable Ikamva Youth to deepen its monitoring and evaluation efforts. This will involve conducting research and developing the sectoral guidelines required so that it can ensure the continued delivery of quality programming that produces excellent results and that will ultimately make a good collective impact in the education sector.

WHY INVEST?
Children attending South African schools fare poorly in almost every matriculation year and are ill-prepared for the world after school. More tragically, those who suffer the most from the poor schooling are mostly black children and the numbers are disproportionate. This initiative enables Tutuwa to support three of Ikamva Youth’s branches in their efforts to reach 225 learners over a period of three years. The investment will enable Ikamva to ensure that 80% of the Grade 12s will pass matric and that 85% will access post-school placements, setting them on a path to earning a dignified living. It will also enable Ikamva Youth to deepen its monitoring and evaluation efforts to ensure the continued delivery of quality programming that produces excellent results and that will ultimately make a good collective impact in the education sector.

OUTCOMES
• To recruit and support 225 learners in three branches: Joza in the Eastern Cape, Nyanga in the Western Cape and Chesterville in KwaZulu-Natal.
• To enable Ikamva to strengthen its M&E framework, which will include conducting research and developing the sectoral guidelines.
• To ensure the continued delivery of quality programming that produces excellent results and that will ultimately make a good collective impact in the education sector.
• The ultimate goal is to improve learner education outcomes through the provision of support in out-of-school settings and to ensure the placement of 85% of matriculates on post-school pathways.

In collaboration with Ikamva YOUTH
SCHOOLING

TUTUWA BRIDGE SCHOOL LEADERSHIP PROGRAMME

AIM: To replicate best practice from the coalition of functional low-fee independent schools in a new setting of public schools in Ekurhuleni North within the Tutuwa Bridge School Leadership Programme.

To identify the deficiencies in the learning of Mathematics and English and address these through dialogue and collaboration in the Professional Learning Communities for Heads of Departments.

WHY INVEST

Through the school peer review process, the cluster of eight schools in the leadership programme will be encouraged to work together, to hold each other accountable for leadership and to transform the lives of learners by preparing them for academic success and life.

OUTCOMES

• Principals have opportunities to benefit from long-term mentorship programmes.
• They return to schools empowered and motivated to perform.
• They work to improve the institutional culture of internal policies of schools.
• They engage with the broader community and secure greater parent participation in learner education and school management.
• They are better equipped to engage the provincial department of education and help transform the South African education landscape.
• The quality of education in schools is improved.
• The importance of education in schools is demonstrated.

In collaboration with
Bridge Innovation in Learning Organisation

Funded by Tutuwa
SCHOOLING

YOUTH VALUES-BASED LEADERSHIP PROGRAMME

AIM: The Youth Values-based Leadership initiative offers a values-based leadership programme in functional public schools that catalyses a movement of engaged young leaders, transforming learners into responsible, socially conscious leaders and employable, enterprising young people. The values-based leadership model treats youth as powerful assets who need investment and opportunity rather than remedial intervention.

OUTCOMES

• To build the human capital of individuals, including principals, educators and learners, in terms of character, sense of purpose and enhanced competence (in the domain of youth engagement for principals and educators and 21st-century skills for employability in the case of learners).

• To forge partnerships between youth and adults, peer groups and the school community more broadly as well as across school clusters.

• To create connections between schools and employers and other transition supporting partners.

• To create a bridge by which youth can access the world of work or self-employment opportunities.

WHY INVEST

The initiative is aligned with one of the development priorities of the country. Beyond the areas of employment creation and education, the NDP outlines a number of additional interventions that should be undertaken to assist and empower South Africa’s youth. These initiatives include:

• Community-based programmes to offer young people skills that will enable them to succeed.

• Community safety centres to prevent crime and include the young people in these initiatives.

• A formalised graduate recruitment scheme through which the public service can attract highly skilled people.

• An expanded role for state-owned companies in training artisans and technical professionals.

• Careful alignment with the Foundation’s strategy to address the challenges in two of the Foundation’s theme areas, namely schooling and youth work readiness.

In collaboration with Columba Leadership

Funded by Tutuwa
AIM: To provide young people from disadvantaged communities with a scholarship to high-performing public and independent schools.

WHY INVEST?
The scholarships provide candidates with the financial support they need to pursue secondary studies at selected partner schools and to enable those candidates to acquire the appropriate education, personal leadership and entrepreneurial mindset development so that they can succeed in life.

OUTCOMES
- Sponsored students receive quality, comprehensive education.
- Learners are equipped with the educational and social foundation they need to succeed in higher education.
- Learners are provided with networks and given the confidence they need to find funding for higher education.
- Learners achieve the results required for entering higher education.
- Valuable education is disseminated to other scholarship programmes.

Funded by Tutuwa

In collaboration with Allan Gray Orbis Foundation
SCHOOLING

THE SCIENCE, TECHNOLOGY, ENGINEERING, MANUFACTURING AND DESIGN PROGRAMME (STEM2D)

OPPORTUNITIES OUT THERE (OOT-STEM2D)

AIM: The OOT-STEM2D programme is a technology and engineering programme that explores the world of work, focusing on employment realities and the potential for self-employment in STEM2D industries. The programme is aimed at moving young people from training to enterprise through various interventions over a six-year period.

WHY INVEST

The Foundation has an opportunity to contribute towards the employability and business capacity of young people and to contribute to their personal growth and the economic growth of the country. This programme will provide the knowledge and skills young people need to be competitive in a global environment and prepare them for 21st century jobs in an increasingly high-tech economy.

OUTCOMES

- A total of 400 learners from disadvantaged communities across Gauteng, Mpumalanga and the Free State will be impacted over a period of six years through the Junior Achievement OOT–STEM2D programme.
- The Junior Achievement OOT–STEM2D programme enables young people to make the transition from school to further education and/or work that provides further training opportunities. Young people have a critical role to play in achieving sustainable development goals and are at the centre of development.
- With young people educated in STEM2D and coding, more businesses will be established in areas where unemployment rates are high. The other young people will enter the workforce ready, understanding business and economic principles, and contributing to the profitability of these businesses.

In collaboration with Junior Achievement
YOUTH WORK READINESS

THE ARTISAN DEVELOPMENT PROGRAMME

AIM: The Artisan Development Programme is an innovative apprenticeship model that helps unemployed youth to learn trade skills. This intervention first seeks to understand employers’ needs and the pressures they face. A primary focus of this intervention is obtaining buy-in from employers who utilise trade skills within the economy (small, medium and micro-enterprises (SMMEs) as well as larger industrial entities). The suitable candidates are sourced and then they are trained to the professional standard required by business.

WHY INVEST
One of the impacts we desire as a Foundation in our programme implementation is to facilitate the efforts of unemployed youth to learn skills and fill vital skill shortages in the economy. South Africa’s economic development and the increase in infrastructure investment have created a growing demand for trained and qualified artisans.

OUTCOMES

• Young people are trained as artisans for different industries.
• Investment shown to work and investors benefit from youth economic outcomes.
• Apprentices learn important technical skills to be able to succeed in the workplace.
• They pass trade exams and become valuable employees.
• A functional funding model is found and investment for expansion is secured.
• Apprentices fill vital skill shortages in the economy and start new business ventures.

In collaboration with Artisan Training Institute

Funded by Tutuwa
YOUTH WORK READINESS

PAY FOR PERFORMANCE – YOUTH EMPLOYMENT PROGRAMME

AIM: The “Pay for Performance” initiative is aimed at transitioning 2,000 excluded young people into high-value jobs over a period of two years so that the entry-level demand/supply mismatch can be resolved. The main barrier of entry to these jobs is function competence, which requires employability bridging.

WHY INVEST

Youth unemployment is the country’s most pressing socio-economic crisis. In a country with 20 million young people, the fact that 7.5 million of them are not in school, training or employment poses an enormous challenge. There have been numerous targeted initiatives to address this problem but they have had only limited impact on the vast numbers of young people without work. This means that the country needs system-wide reforms that will produce accelerated inclusive growth that is led by urban areas, driven by the private sector, enabled by a smart state, and aimed at producing mass employment. The “Pay for Performance” model seeks to address three systemic challenges in the labour market:

• There are not enough opportunities in the economy to absorb young people who are not in education, employment, or training.

• Existing opportunities are not distributed inclusively or evenly.

• The impact of current fiscal spend in “learning-to-learning” transition is low.

OUTCOMES

• Create 600 jobs for unemployed black youth.

• Increase conversion rates/ROI in learning-to-earning transitions.

• Create a real-time solution to grow entry-level, non-tertiary human capital needed for growth sectors.

• “Change the queue” – distribute available opportunities to poor households where salaries will be economically transformative.

In collaboration with Harambee
Youth Employment Accelerator
YOUTH WORK READINESS

YOUTH EMPLOYMENT AND SKILLS DEVELOPMENT FOR THE NEETS

AIM: This initiative aims to develop informed and workable interventions over a period of three years for the purpose of providing those Not in Employment Education and Training (NEETS), especially those without matric, with many more training options that will significantly enhance their employability. To achieve this it will firstly undertake a series of conference engagements with young people, consolidating research and information on training opportunities available for the NEETS with key roleplayers in order to shed light on the following questions:

• Who and where are these young people?
• What and where are the training opportunities for them?
• What can we learn from the rest of the world about addressing this problem?
• How can we develop and promote solutions?

WHY INVEST

A total of 7.5 million South Africans between the ages of 15 and 34 are not in employment, education or training (the NEETS). That is a staggeringly high number. NEETS are in limbo, unable to transition into adulthood, and frequently a burden on both their families and the state. Many of them currently have very little hope of ever finding employment. Something must be done about this large-scale human tragedy and specifically about increasing the training options available for those who are currently neither working nor in any form of training.

OUTCOMES

• Gain a better understanding of the experience of young people who are not in employment, education or training.
• Get a more comprehensive picture of public and private sector involvement in skills development in South Africa.
• Conduct an assessment of the strengths and weaknesses of this involvement, especially in terms of the opportunities it provides for NEETS with no matric.
• Develop a strategy for reforms and the promotion of new initiatives within the vocational education and training sector, with a particular focus on the role of government, business and private providers.
• Gain an understanding of how to adopt a more strategic approach, as well as how to scale up ways in which both the public and the private sector could be most effective in responding to the plight of these young people.
OUR PARTNERS

TOGETHER WE ARE STRONGER

The Standard Bank Tutuwa Community Foundation prefers a partnership approach, working with existing non-profit organisations in our three focus areas. The aim of this approach is to “crowd in” existing organisations working in a focus area and thus improve the effectiveness of interventions.

Learn more about our partners:

- UCT Children’s Institute
  www.ci.uct.ac.za
- Junior Achievement
  https://jasa.org.za
- Allan Gray Orbis Foundation
  www.allangrayorbis.org
- Harambee
  www.harambee.co.za
- Artisan Training Institute
  www.artisantraining.co.za
- Bridge Innovation in Learning Organisation
  www.bridge.org.za
- Centre for Development and Enterprise
  www.cde.org.za
- Mothers2Mothers
  www.m2m.org
- Foundations for Community Work
  www.fcw.co.za
- DG Murray Trust
  www.dgmt.co.za
- Bright Kid Foundation
  www.brightkidfoundation.co.za
- Columba Leadership
  www.columba.org.za
- IKAMVA YOUTH
  ikamvayouth.org
MEET THE TEAM

Zanele Twala
Chief Executive Officer – Tutuwa Community Foundation
Zanele.Twala@standardbank.co.za

Phumla Hobe-Yabo
Programme and Operations Coordinator
Phumla.Hobe-Yabo@standardbank.co.za

Noreen Moloi
Team Assistant
Noreen.Moloi@standardbank.co.za

DO YOU SHARE OUR VISION?

“A South Africa whose youth are inspired and supported and working to reach their full potential as productive citizens contributing to the economic development of their communities.”

Visit www.tutuwafoundation.org and join forces with The Standard Bank Tutuwa Community Foundation. Together we can make a difference – not only in the lives of South Africa’s youth, but for the growth of a nation.