

Moving the Dial on Learning Outcomes?

The Presidential
Employment
Stimulus

RESEP
9 May 2024



PRESIDENTIAL
EMPLOYMENT
STIMULUS



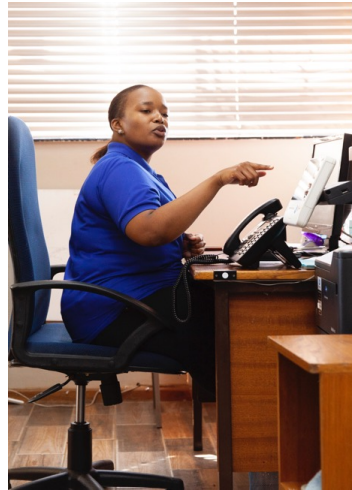
THE PRESIDENCY



The Basic Education Employment Initiative

The biggest youth employment programme in SA's history.

- Over 1 million youth placed since October 2020
- Phase 4: High quality 8 month work experience
- Teachers assistants: must have matric: graduates are prioritised
- General assistants: no qualification required, work in school grounds, maintenance.



Designed as a youth employment programme.
But can it also move the dial on learning outcomes?



A significant new resource in the education space....

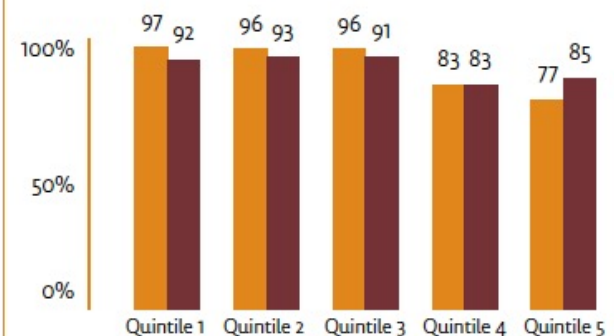
- This has not been funded from direct cuts to education budgets (although these may have been affected by wider cuts across the budget)
- The PES allocations have been special allocations - with this clearest in the COVID years where it was a separate allocation against which departments could bid.
- The perception (let alone - heaven forbid - such a reality) that the BEEI might erode the education budget – and displace teacher posts – is one of the biggest reputational risks to the programme: because support from teachers and principals is so vital to its success.
- Allocating it into the equitable share in Provinces raised the risks in this regard.
- This is why it is a positive development that in 2024/25, this budget does not come out of the fiscus directly.
 - Instead – the BEEI is fully funded by the UIF LAP Fund.
 - Which brings its own set of complications but does have the advantage of being clearly separate from the Education Budget.

Phases	Year	Participants	Allocation
Phase 1	2020/21	318 496	R7 billion
Phase 2	2021/22	273 571	R6 billion
Phase 3	2022/23	248 722	R6,1 billion
Phase 4	2023/24	240 342	R6,5 billion
Phase 5	2024/25		R5,5 billion
Totals		1 081 131	R31 billion

SUPPORT FOR CONTINUATION OF THE PROGRAMME

The highest approval rating from principals and teachers comes from the poorest schools.

Source: DBE School Monitoring Survey 2022, forthcoming

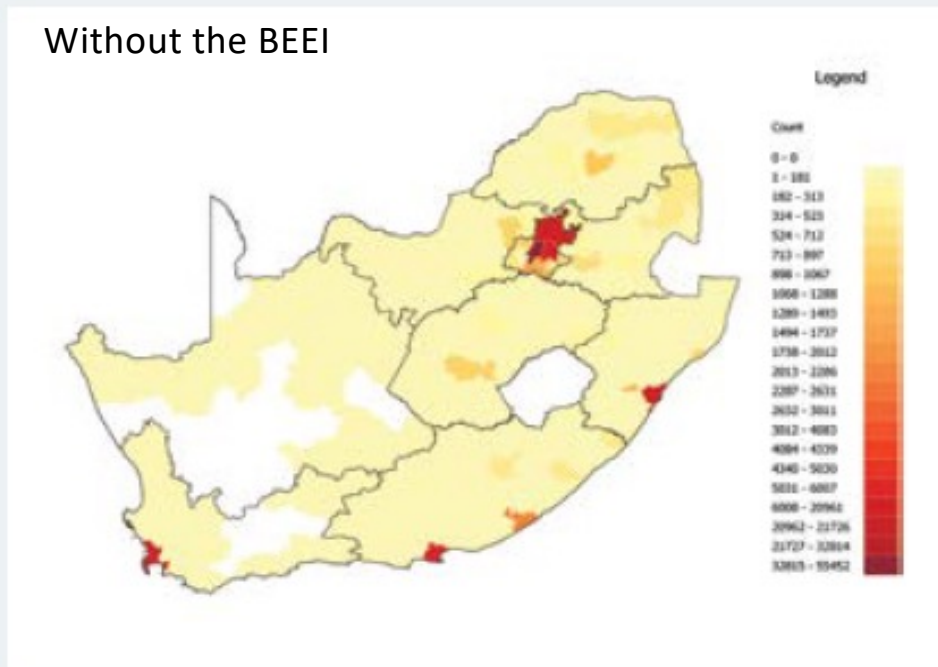


How might it be optimized?

Some key features:

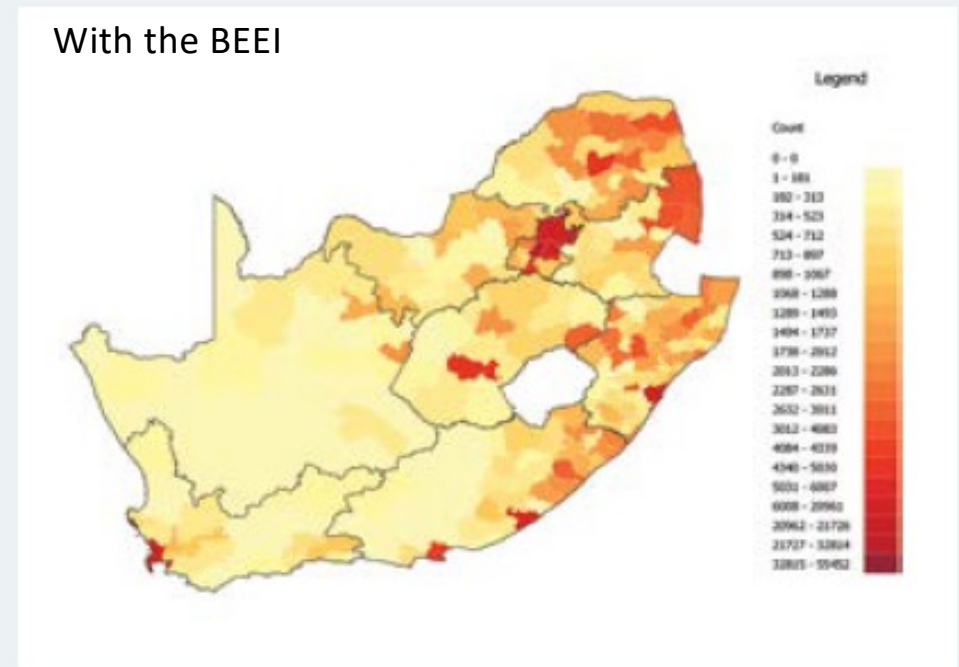
A remarkable spatial footprint – which enables systemic level impacts

Figure 1 Youth Employment Density by South African Municipality [2020]



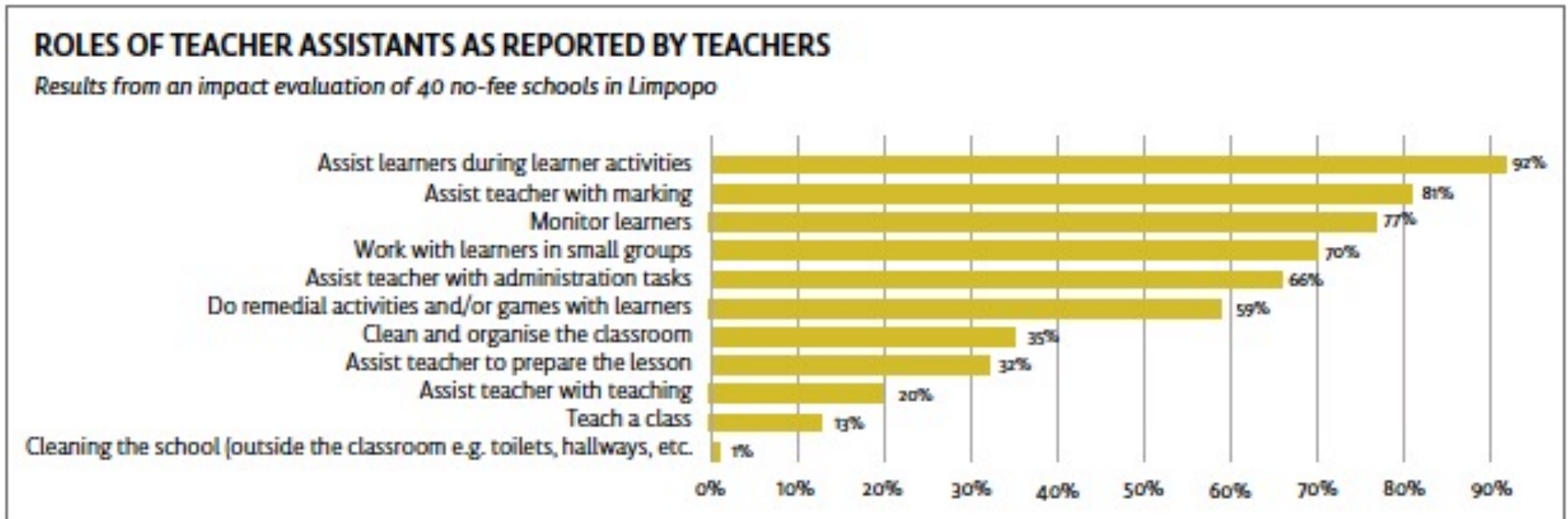
Source: Harambee EJ Survey (2020) for 161,097 responses

Figure 2 Youth Employment Density by South African Municipality [2022]



Source: Harambee EJ Survey (2022) for 315,650 responses

Existing roles of TA's in the classroom



Teacher feedback:

- The Teachers' Assistants give teachers more time to focus on lesson preparation and teaching
- The TAs presence assists with discipline which makes teaching easier and assists learners to concentrate.
- The TAs can give attention to small groups or individuals who need special attention, which the teacher often can't do.

All of which should be good for learning outcomes....

Significant efforts at delivering training...

NUMBER OF YOUTHS TRAINED BY CATEGORY							In Phase 3
Province	CVCW	Handymen	Reading Champions	Sports & Enrichment Assistant	eCadres	Curriculum	Total
Eastern Cape	100	1 100	5 330	1 637	4 216	7 351	19 734
Free State	442	456	1 078	883	1 012	3 474	7 345
Gauteng	0	0	2 753	3 874	1 345	2 040	10 012
KwaZulu Natal	158	5 819	3 958	313		19 147	29 395
Limpopo	1 696	3 827	3 646	350	3 004	12 131	24 654
Mpumalanga	0	1 595	2 643	1 602	2 000	11 833	19 673
Northern Cape	304	284	602	341	389	3 085	5 005
North West	0	1 601	440	396	1 371	5 407	9 215
Western Cape	108	3 736	321	606	10 242	10 786	25 859
National Total	2 808	18 418	20 771	10 062	23 579	75 254	150 892

Despite limited budgets, hostile delivery timeframes and data and distance challenges. Training has relied on extensive partnerships with non-state actors.

Scope to move the dial on Learning Outcomes:

Funda Wande Limpopo Evaluation

- The provision of **Funda Wande selected, trained and supported** teacher assistants to classrooms at 120 schools and over six school terms has proved highly effective in improving foundational reading and mathematics skills.
- By the third term of grade 2, learners in classrooms with Funda Wande teacher assistants significantly outperformed their peers in comparable control schools by 0.5 standard deviations in both literacy and numeracy.
- These gains are substantial, translating to around 1.25 years of learning compared to 'business as usual' environments.
- The BEEI does not (yet 😊) replicate all the state-of-the-art support Funda Wande created.
- HOWEVER: it does illustrate that with the right selection and support, Teachers Assistants can make a significant difference to learning outcomes.
- That support includes materials, training and mentorship.
- How close to this standard might BEEI get?



Evaluation by
Cally Ardington, SALDRU.

Zazi iZande Learning the Alphabet



The intervention was designed and implemented by BCL, The Learning Trust (I Funda Wande and Masinyusane, and funded by DGMT and AGGP, with support from the Eastern Cape Department of Education (ECDoE) and the Limpopo Department of Education.

- By the end of two years in school only 50% of learners can identify all letters of the alphabet – a vital first step in reading for meaning.
- The intervention aimed to build phonemic awareness and letter-sound recognition, using TA's in the BEEI, in Grade R and Grade 1 – over a 6-8 week period, at ten schools each in E.Cape and Limpopo.
- Aiming to deliver achievable and easily measurable outcomes, focusing on catch-up: Working in-class with small groups and a focus on struggling learners in 20 minute sessions.
- Cost effective toolkit and support approach makes it scaleable.
- An independent evaluation was done by Brahm Fleisch and Volker Schöer University of the Witwatersrand.
 - “The increase of the proportion of learners that meet the benchmark for the end of Grade 1 from 29% to 42% is educationally meaningful. Equally important is the reduction of learners that could not identify a single letter at baseline.”
- A basis for further testing.
- WHAT IF:
 - The BEEI TAs allocated to Grade R and Grade 1 were all trained to support this area?
 - Scope for a systemic shift

Inviting all Curriculum Assistants and eCadres!

BECOME A SIYAVULA MATHS & SCIENCE CHAMPION

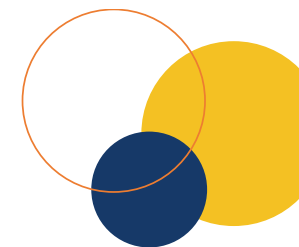


WHAT IS SIYAVULA?

Siyavula is a free and zero-rated online practice platform for Grade 8-12 Mathematics and Grade 10-12 Physical Sciences.



Moving the dial in Maths and Science



What does a Siyavula Maths & Science champion do?

- Helps students register and practice on the Siyavula platform
- Tracks the registration and practice activity of your school online
- Helps teachers view and analyse online reports for their students

Benefits

- Get exposure to cutting-edge learning and teaching software
- Certificates and prizes for champions who reach the registration and activity goals at their school

To become a Maths and Science champion you will need to:

- Be a Curriculum Assistant or eCadre at a high school
- *Sign Up* as a learner on Siyavula under the school you support
- Complete five activities as a learner on Siyavula
- Submit your online application form
- Attend or watch a webinar to learn how to support your school

Strengthening the pipeline of teachers....



- By 2030, half of current teachers will have retired.
- The exposure to teaching as a career through the BEEI is sparking a new wave of inspired future educators – with experience in the classroom to inform their decision, often accompanied by 1:1 mentorship from a teacher.
- The DBE has recognised this potential and is encouraging Education Assistants to apply for its Funda Lushaka bursaries.

'I can count at least six Education Assistants who have gone on to apply to be educators.'

'These are young people who know what the education system is about and want to remain in it.'

Terence Adams

Principal of Grosvenor Primary School, Atlantis

In sum.....

- This is an incredible resource – allocated primarily to address the crisis of youth employment
- But the value of the work experience for youth is enhanced when their work creates real social value.
- There is a convergence of purpose in this regard that makes this a huge resource for education also.
- With the energy and commitment of young people a significant resource to schools – and the society - also ...
- Optimising this opportunity needs a planning 'runway' – which the BEEI has not thus far had...



Social Employment: a circuit breaker

Supporting work that serves the common good in communities



The Learning Trust
651 followers
1mo · 🌐

It's a WIN! TLT has provided 3339 unemployed people with skill-building opportunities!
This serves as TLT's role in leveraging the Social Employment Fund ...see more



THE LEARNING TRUST
BEYOND THE CLASSROOM



**PRESIDENTIAL
EMPLOYMENT
STIMULUS**

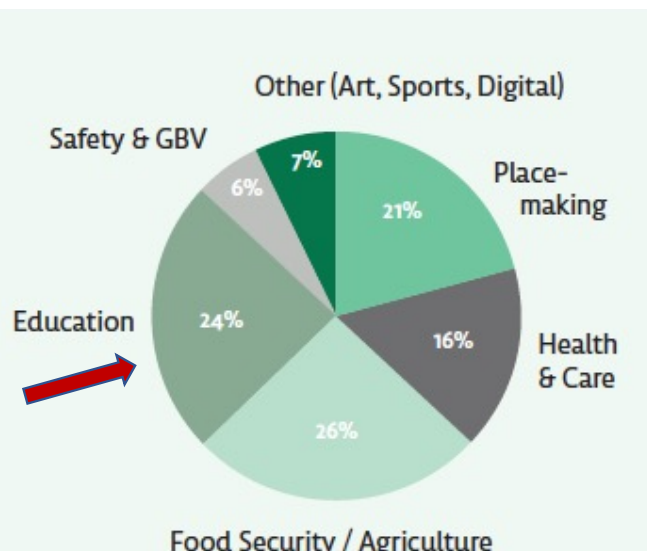
The Social Employment Fund supports
37 Strategic Implementing Partners.
Reaching over 100,000 participants
Since inception in 2022.



“We are working on the premise that there is no shortage of work to be done to address the many social problems in our society.

“The aim is to support the considerable creativity, initiative and institutional capabilities that exist in the wider society to engage people in work that serves the common good.”

President Cyril Ramaphosa



Map 1: All the SEF work-sites dealing with Education and Early Childhood Development.



Supporting the non-state sector role in education

- 24,000 people have been employed in work related to education.
- Zazi iZande was actually enabled through SEF.
- Most of the work is in after-school activity and ECD
- In both spaces, significant value added.
- This is public funding – in support of the non-state sector
- Also a mechanism for mobilising a common platform for non-state resourcing for education and ECD – overcoming fragmentation of efforts.

Sector	Indicator	2023/24
Early Childhood Development	Number of ECD Centres supported	8 122
	Number of children in ECD centres supported	331 498

The Social Employment Fund runs a tight ship...



- State of the art digital reporting systems
- Centralised wage payments ensure high levels of accountability and auditability
- Reporting systems capture measurable indicators at a level that make impact financing feasible.

A credible 'aggregator'
and implementation
platform.



IMPACT EVALUATION BY REDFLANK: SEF EXEMPLARY ACROSS ALL EFFECTIVENESS MEASURES

Theme		Outputs	Outcomes			Overall
			Immediate	Intermediate	Ultimate	
1	Education	●	●	●	●	●
2	Food Security and Agriculture	●	●	●	●	●
3	Placemaking	●	●	●	●	●
4	Health	●	●	●	●	●
5	Greening	●	●	●	●	●
6	Art	●	●	●	●	●
7	GBV	●	●	●	●	●

Conclusion

- The Presidential Employment Stimulus offers a range of opportunities for innovation, partnership – and enhanced impacts in education.

