

Learning Brief

**Gauteng and
Western Cape**

Social Employment and Professional Development in the After School Sector

April 2023

The After School sector is a constantly evolving sector. Years of sector building by organisations such as The Learning Trust and many other partners have resulted in the sector being positioned to tap into opportunities that impact society at a systematic level. The After School sector plays a vital role in social development, particularly education development. Opportunities are arising such that the sector can now address many challenges, such as unemployment, by ensuring sustainable livelihoods.

Social Employment Fund

One of these emerging opportunities is the Social Employment Fund (SEF) which forms part of the Presidential Employment Stimulus. This project seeks to address the devastating impact of the Covid-19 pandemic on livelihoods by providing stipends for unemployed young people.

Collaboration among After School Programmes (ASPs) is vital to participate in initiatives such as the SEF project designed for systems change. This group of 29 organisations and the SEF project come under the work of the Catch-up Coalition. We hope to continue to grow this Coalition to include more ASPs and access to future opportunities to resource the sector. Large and smaller organisations can participate in social employment initiatives by joining forces.

09

Provinces



29

**Partner
organizations**



4000

Participants



85 000

Learners





PROFESSIONAL DEVELOPMENT

There is a need for skills training in the After School space. We work with many volunteers and young staff members in positions of Coordinators, Administrators, Tutors, Mentors, Facilitators etc.

Various professional development opportunities are available to organisations within the After School sector. These include mentoring and coaching, external training by a service provider, and capacity support by a consultant or donor.

INTERNAL TRAINING OPPORTUNITIES

Internal training is perhaps the most accessible way to provide professional development for emerging organisations.

Mentorship is often overlooked but can be one of the most important things an organisation can do to empower young people working in ASPs. It is one of the best ways to ensure new staff receive on-the-job training. When experienced staff and leaders within organisations share and guide those with less experience, it can help build a sense of belonging, transfer skills, and retain institutional knowledge.

Mentorship also helps young people build their confidence, aspirations, and self-awareness. It creates a sense of fulfilment in the work. While you can develop a formal mentorship plan, this approach to staff training is the most flexible, and each organisation can approach it in a way that works for them.

Organisations can also develop more formal skills development workshops and trainings. IkamvaYouth is one organisation accredited by the Sector Education and Training Authority (SETA). Accreditation can be a long and arduous journey; however, it does provide credibility to an organisation's training offerings and can position an organisation to provide training externally and possibly generate income from these activities.





Find out more about SETA accreditation by researching providers who can help you understand the process. One such organisation is [jt&a](#) or start with the [ETDP SETA](#) website.

EXTERNAL TRAINING OPPORTUNITIES

External training benefits organisations because it exposes team members to expert skills they do not have internally. There are several training providers in the sector include [Inyathelo](#), [Community Chest](#), and [Ikamva Youth](#).

Over its 20+ years of existence, [IkamvaYouth](#) has developed a broad training department and offers a variety of courses specifically tailored to the After School sector. Their accredited courses include:

- Establishing a community project
- Facilitating learning
- Understanding the South African education framework
- Effective communication
- Writing and presenting skills
- Coordinating skills development in an organisation

Three of their most popular courses are basic tutoring, career guidance and effective Mentoring.

Some providers outside the sector provide training, for instance, [NEMISA's Digital Literacy](#) course and Old Mutual Foundation's Financial Literacy programme. We encourage organisations to take stock and assess their skill gaps and development needs to ensure they choose the proper external training and provider.



CAPACITY SUPPORT

The Learning Trust is one of a handful of funders that put capacity support and professional development at the forefront of their work. Organisations can partner with TLT to access funding and one-on-one coaching.

As part of the After School network, you can access TLT's professional development events such as Communities of Practice, After School Basics Training, Monitoring, Evaluation, & Learning (MEL) training, Management Accelerator Programme, and Practitioner Masterclasses. Keep an eye out for upcoming events on email and our social media.

The After School sector is seeing many opportunities at its doorstep. The Learning Trust is committed to ensuring that emerging organisations continue to tap into wider sectoral networks for learning and development opportunities. Continued professional development has the potential to unlock catalytic change within the education sector.

Please [**get in touch with**](#) us via our website to express interest and start the conversation.

