

20  
25

Kids Haven



# PATHWAY PROGRAM

Kids Haven's Pathway Program supporting young people to navigate the transition from school into training, further education or employment.



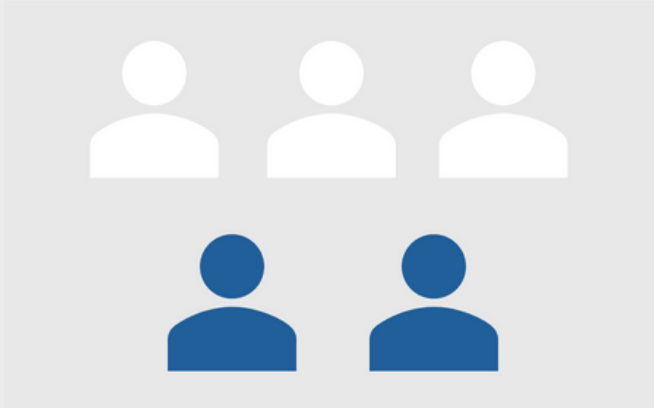
**Phone :**  
011 421 4222

**Email :**  
[youth@kidshaven.co.za](mailto:youth@kidshaven.co.za)

**Website :**  
[www.kidshaven.co.za](http://www.kidshaven.co.za)



# Problem



Every year in South Africa, around 1 million young people enter the labour market, but two-thirds of them are not in education, employment, or training (NEET).

Of these young people, only 20% will find employment in the formal sector, while 20% will go on to pursue further education.

Of the 1 million learners starting Grade 1 every year, only around 2 out of 5 complete matric, and only a third of those take maths as a core subject. Only 1 out of every 5 children doing maths will get more than 50% for maths when they matriculate.

Because many employers require their employees to have math skills, the barrier for entry to the job market is high. For this reason, we can no longer think in traditional ways about young people's potential.

# Unlocking pathways

Young people from disadvantaged communities or informal settlements face numerous challenges, making the transition into the job market even harder:

■ Poor quality education and often no additional support structure e.g. extra curriculum activities or youth clubs

■ Food insecurity

■ Lack of transport, access and exposure

■ Exposure to unstable and unsafe environments

# Innovative solutions

We need new skilling solutions that build on the potential of our young people, find out what they are really good at, and bridge them quickly and effectively into jobs the economy actually has.

A one-size fits all approach doesn't work. We need to work with individual pathways for each young person.



## PATHWAY PROGRAM

Empowering young people to successfully transition from school into training, further education, or employment.



12 WEEKS



MONDAY - WEDNESDAY  
9:00 - 16:00



KIDS HAVEN



### BEING SKILLS

Confidence and self-esteem  
Awareness and Agency  
Listening and Communication  
GBV awareness

### EXPOSURE

"We become what we know"  
Curiosity  
Increase possibilities

### WORK SKILLS

CV and E-Mail writing | computer skills  
Interview skills  
Financial literacy  
Starting and maintaining a job

### NETWORK

Introduction to companies and individuals  
Cooperation with partners

### ENGAGEMENT

Volunteering project  
Active citizenship

### ACTION

Create own pathway  
Take action  
Self-motivation and drive

More than a work readiness program we try to remove barriers for these young people so that they actually stand a chance. We support holistically:

- have a **counselor** – young people have access to him beyond the 12 weeks
- doing **home visits** with a social worker if required
- For participants who have young children of their own (3 – 6years old) we can arrange a spot in our creche for the duration of the program
- we support with **transport money** so that participants can focus on being present – even beyond the program for instance if they need support to get to an interview, or to their jobs in the first few months
- we have "**professional clothes**" available for them so they can look stunning for an interview or first day at work
- if needs be we pay (registration) fees
- we stay in touch with them after the 12 weeks. In our active Alumni network we are providing ongoing support and details of new opportunities. We encourage them to use our computer facilities and support services. And of course, they are invited to our events and further trainings.

# Wrapping them in layers of support

# 1st year of Pathway Program in numbers June - December 2024

- Skills Development Program for young people transitioning out of Kids Haven's residential care, and disadvantaged young people living in struggling families in under-resourced communities
- Pathway Program seeks to reduce and remove the entry barriers into the labour market for these young people
- Kids Haven actively weaves a network of opportunities for young people

## SOME NUMBERS

**76%**

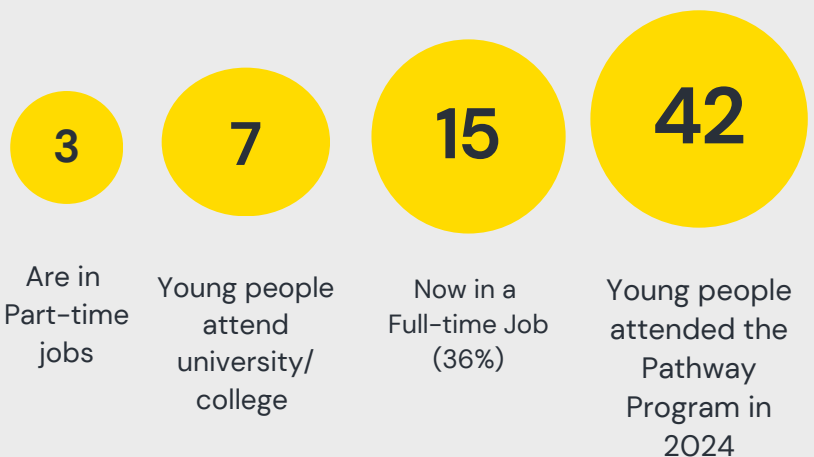
ATTENDANCE RATE

**5**

DROPPED OUT OF THE  
PROGRAM

**15+**

EXPOSURE - COMPANY VISITS  
OR INPUTS FROM  
PROFESSIONALS



**59% of the participants are  
now either in employment or  
training**



Thank you so much for your support – I wouldn't be where I am today without this program. It gave me back my motivation and dedication.

*Participant got accepted into the Raymond Ackerman Entrepreneurship program at UJ*

# 1 year in photos

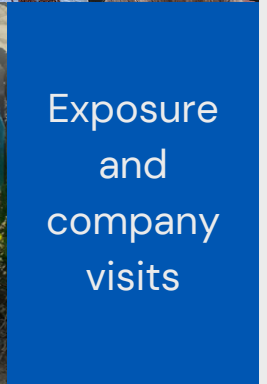


Creative and experiential learning

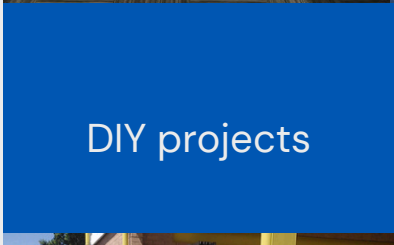


Business Bootcamp with Ingelosi Foundation

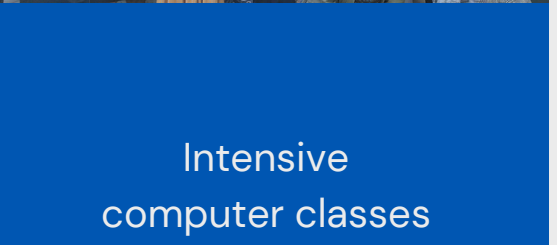
\*One participant will be studying at UJ in the Entrepreneurship program now



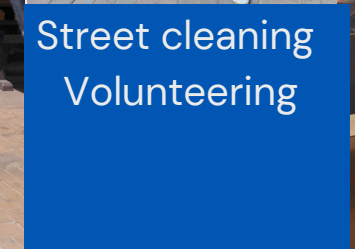
Exposure and company visits



DIY projects



Intensive computer classes



Street cleaning Volunteering



# INDIVIDUAL

## No one-size fits all

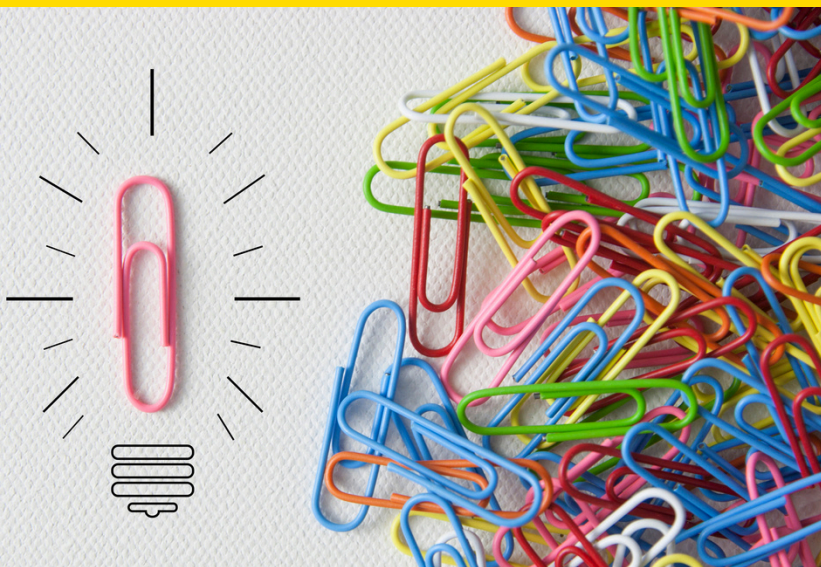
By now we know that a one-size-fits-all approach does not work as it ignores the individual needs and challenges. Besides many young people lacking the necessary skills and experience required by employers or further education institutions, we are noticing daily the importance of acknowledging the social economic support that is needed.

Limited guidance and support during this transition phase leaves many young individuals feeling lost or discouraged.

We care about each individual young person and their pathway action plan considers their situation, needs and aspirations holistically.

The same applies to our partner organizations. Organizations willing to open their doors for young people also have different needs and set of circumstances. Again a one-size fits all approach doesn't work.

Research suggests programs that work actively with employers to identify areas of job growth and train to meet these opportunities are likely to play a critical role in shifting the nature of youth unemployment. Our individualized and flexible pathway approach is open to creative placement solutions that work for all sides.



# Our Dreams



- Having a team of Youth Service Agents who are specialized in the different pathway options ensuring that at least 75% of our young people are successful in their own pathway
- Vast network of organizations and learning institutes for placements
- Vibrant accessible co-working space for young people – computer lab and open computer classes
- Advanced IT and digital skills opening new avenues for young people – coding, AI
- Kids Haven small social enterprises are part of the Pathway offerings – DIY upcycling and furniture upholstering, a pay-as-you weigh grocery shop



**Expanding  
pathways, one  
partner at a time.**