

# EMPLOYMENT COUNSELLING SERVICES

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# OVERVIEW

- **Unemployment rate**
- **Future of jobs**
- **Labour interventions**
- **Employment and career counselling**

# THE PICTURE OF UNEMPLOYMENT TRENDS AND CURRENT STATS

**According to Stats SA, South Africa's unemployment rate is high for both youth and adults; however, the unemployment rate among young people aged 15–34 (NEET) was 38,2% in 2018. This means that more than one in every three young people in the labour force did not have a job in the first quarter of 2018**

## UNEMPLOYMENT RATE BY SEX AND AGE

|           | 2013 |        | 2017 |        |
|-----------|------|--------|------|--------|
| AGE GROUP | MALE | FEMALE | MALE | FEMALE |
| 15-24     | 41.8 | 53.5   | 49.2 | 60.1   |
| 25-34     | 23.8 | 25.3   | 28.0 | 31.5   |
| 35-44     | 14.4 | 14.2   | 19.6 | 17.2   |
| 45-54     | 9.1  | 4.9    | 13.7 | 9.6    |
| 55-64     | 3.8  | 2.1    | 6.3  | 3.2    |

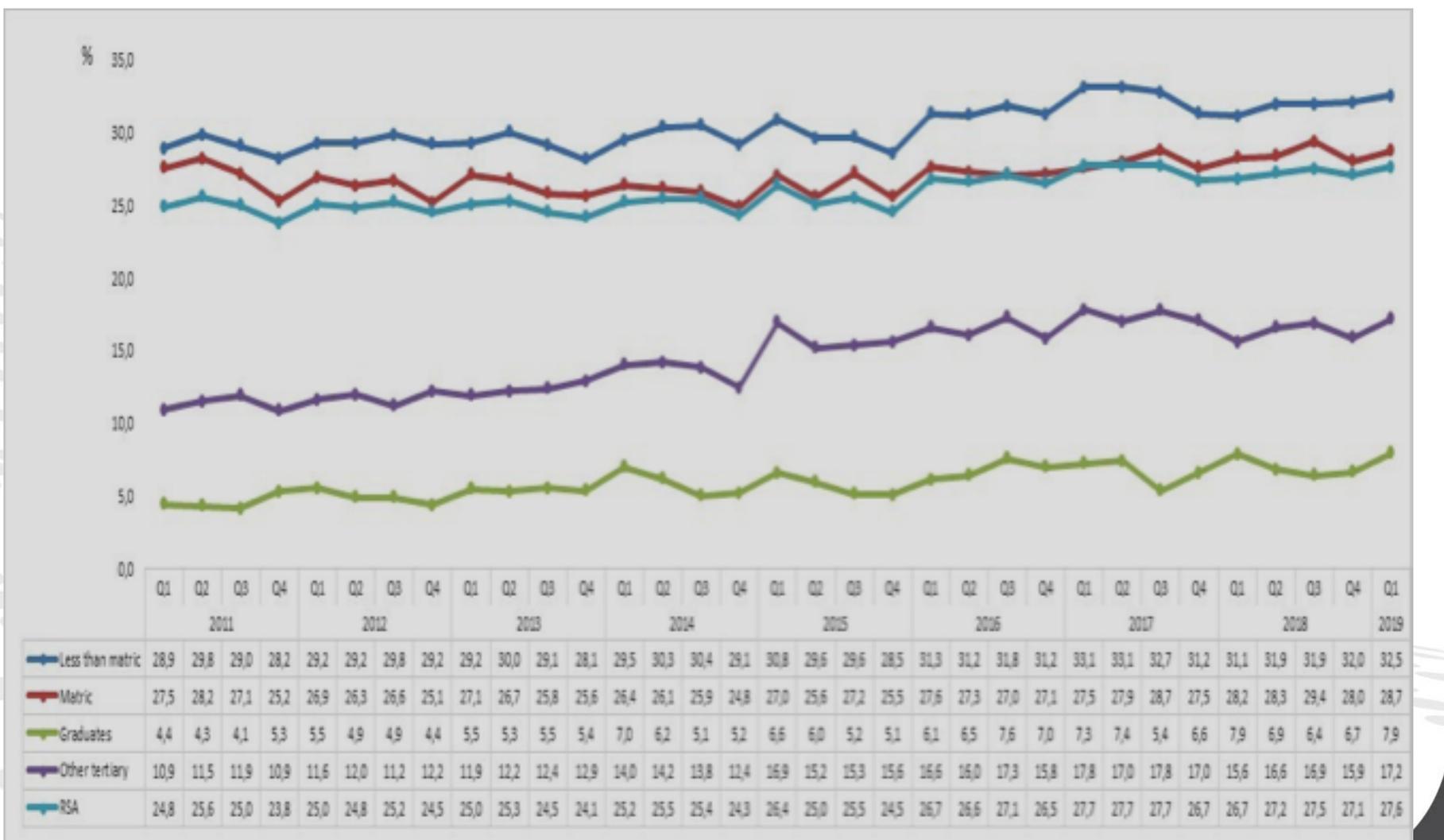
## KZN UNEMPLOYMENT BY PROVINCE (000)

|               | Jan-March 2019<br>Official Def. % | Jan-March 2019<br>Expanded Def. | Trends analysis QQ<br>(%) official<br>Oct-Dec 2018 |
|---------------|-----------------------------------|---------------------------------|--|
| South Africa  | 27.6                              | 38.0                            | 0.5  |
| KwaZulu-Natal | <b>25.1</b>                       | <b>42.4</b>                     | <b>-0.5</b>  |
| Western Cape  | 19.5                              | 22.7                            | 0.2  |
| Eastern Cape  | 37.4                              | 48.3                            | 1.3  |
| Northern cape | 26.0                              | 41.5                            | 1.0  |
| Free State    | 34.9                              | 40.1                            | 2.0  |
| North West    | 26.4                              | 44.4                            | -0.2   |
| Gauteng       | 28.9                              | 33.6                            | -0.1   |
| Mpumalanga    | 34.2                              | 43.0                            | 2.2  |
| Limpopo       | 18.5                              | 43.1                            | 2.0  |

I'm still searching

I have given up

# UNEMPLOYMENT RATE BY EDUCATION STATUS, Q1: 2011 TO Q1: 2019 SA



# PROPORTION OF YOUTH (AGED 15-24) NOT IN EDUCATION, EMPLOYMENT OR TRAINING

| Province      | 2 013 | 2 017 | Percentage change |
|---------------|-------|-------|-------------------|
| KwaZulu-Natal | 31.4  | 33.6  | 2.2               |
|               |       |       |                   |

# EMPLOYMENT TRENDS BY INDUSTRY

## SOURCE: STATS SA, QLFS JAN-DEC18

| Industry          | Jan-Jun 18 | Jul-Dec 18 | Total  | Sem-to-Sem Change |
|-------------------|------------|------------|--------|-------------------|
| Agriculture       | 237        | 257        | 494    | 20                |
| Mining            | 13         | 17         | 30     | 4                 |
| Manufacturing     | 721        | 684        | 1 405  | -37               |
| Electricity       | 36         | 23         | 59     | -13               |
| Construction      | 440        | 482        | 922    | 42                |
| Trade             | 933        | 1 032      | 1 965  | 99                |
| Transport         | 372        | 354        | 726    | -18               |
| Finance           | 650        | 716        | 1 366  | 66                |
| Community         | 1 386      | 1 262      | 2 648  | -124              |
| Private Household | 450        | 456        | 906    | 6                 |
| <b>TOTAL</b>      | 5 238      | 5 283      | 10 521 | 45                |

# THE FUTURE OF JOBS

## The 4<sup>th</sup> Industrial Revolution (World Economic Forum)

- The 4<sup>th</sup> IR builds on the 3<sup>rd</sup> and it is a digital revolution middle last century
- Fusion of technologies that confuses the lines between the physical, biological and digital
- **Disrupts** all industries in all nations
- Unprecedented, transformation of the entire systems of production, management and governance
  - Impact on:
    - Education & training systems, labour market policies, approaches to development policies, employment arrangements, existing social contracts, .
    - Public service – agile mind-set of long life learning

# THE FUTURE OF JOBS

## GLOBAL TRENDS 2018-2022\* (World Economic Forum)

| STABLE ROLES                           | NEW/DEMANDED ROLES                       | REDUNDANT ROLES                          |
|--|--|--|
| Data analysts                          | Big data specialists                     | Data entry clerks                        |
| Scientists                             | Data analysts and scientists             | Accounting, bookkeeping and payroll      |
| Human resources specialists            | AI and machine learning specialists      | Administrative and executive secretaries |
| Compliance officers                    | Digital transformation specialists       | Cashiers and ticket clerks               |
| Energy and petroleum engineers         | New technology specialists               | Sales and purchasing agents & brokers    |
| Risk management specialists            | IT services                              | Telemarketers                            |
| Organisational development analysts    | Ecommerce & social media specialists     | Bank tellers & related clerks            |
| Financial and investment advisors      | Training and development specialists     | Financial analysts                       |
| Database and network professionals     | People & culture specialists             | Assembly and factory workers             |
| Supply chain and logistics specialists | Services and solutions designers         | Postal services clerks                   |
| Electro technology engineers           | DIGITAL MARKETING & strategy specialists | Lawyers                                  |

## WHAT IS THIS PICTURE TELLING US?

- **High rate of unemployment is directly linked to poverty**
- **Poverty is directly to the linked to conditions such as psychiatric illnesses**
- **Decay of society**
- **Employment counselling is more than just advice giving and running programmes**
- **The work stretch beyond the above. we need to be restoring a sense of hope, deal with emotional issues, depression and motivation.**

# NEET RISK



# **PUBLIC EMPLOYMENT SERVICES (PES) EXPLAINED**

**Established by section 5 of the Employment Services Act 4 of 2014  
The Department of Labour must provide the following services free of charge to members of the public that is open and accessible:-**

- (a) register work seekers**
- (b) register job opportunities from employers**
- (c) match work seekers to job opportunities**
- (d) facilitate the placement of the work seekers into opportunities**
- (e) advise workers on access to social security benefits**
- (f) provide career counselling and life skills advice and assessment**
- (g) regulate private employment agencies**
- (h) make recommendations to Home Affairs before work visas are issued**

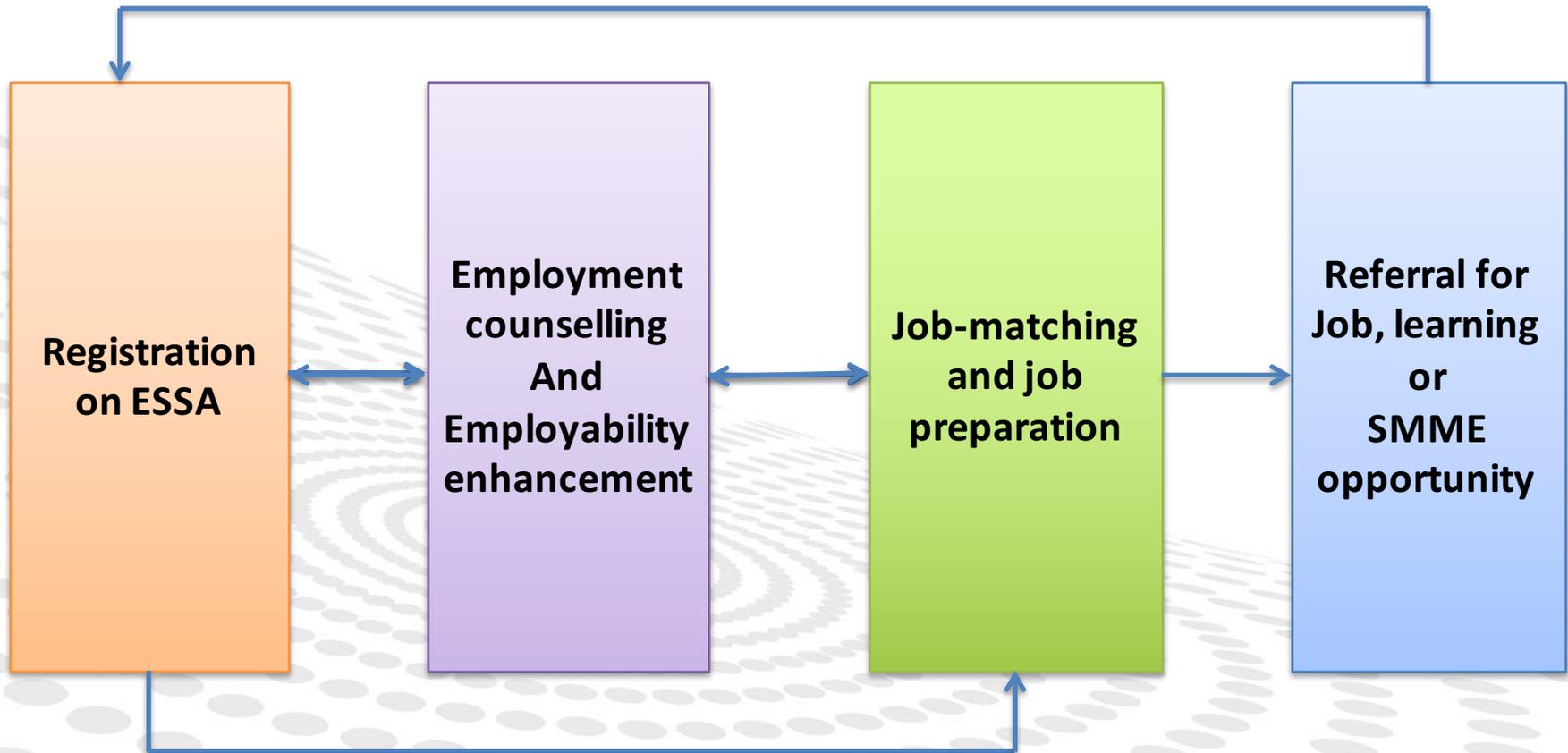
# WHAT ARE THE SERVICES OFFERED BY PES BUSINESS UNIT IN DEPARTMENT OF EMPLOYMENT AND LABOUR (DOEL)

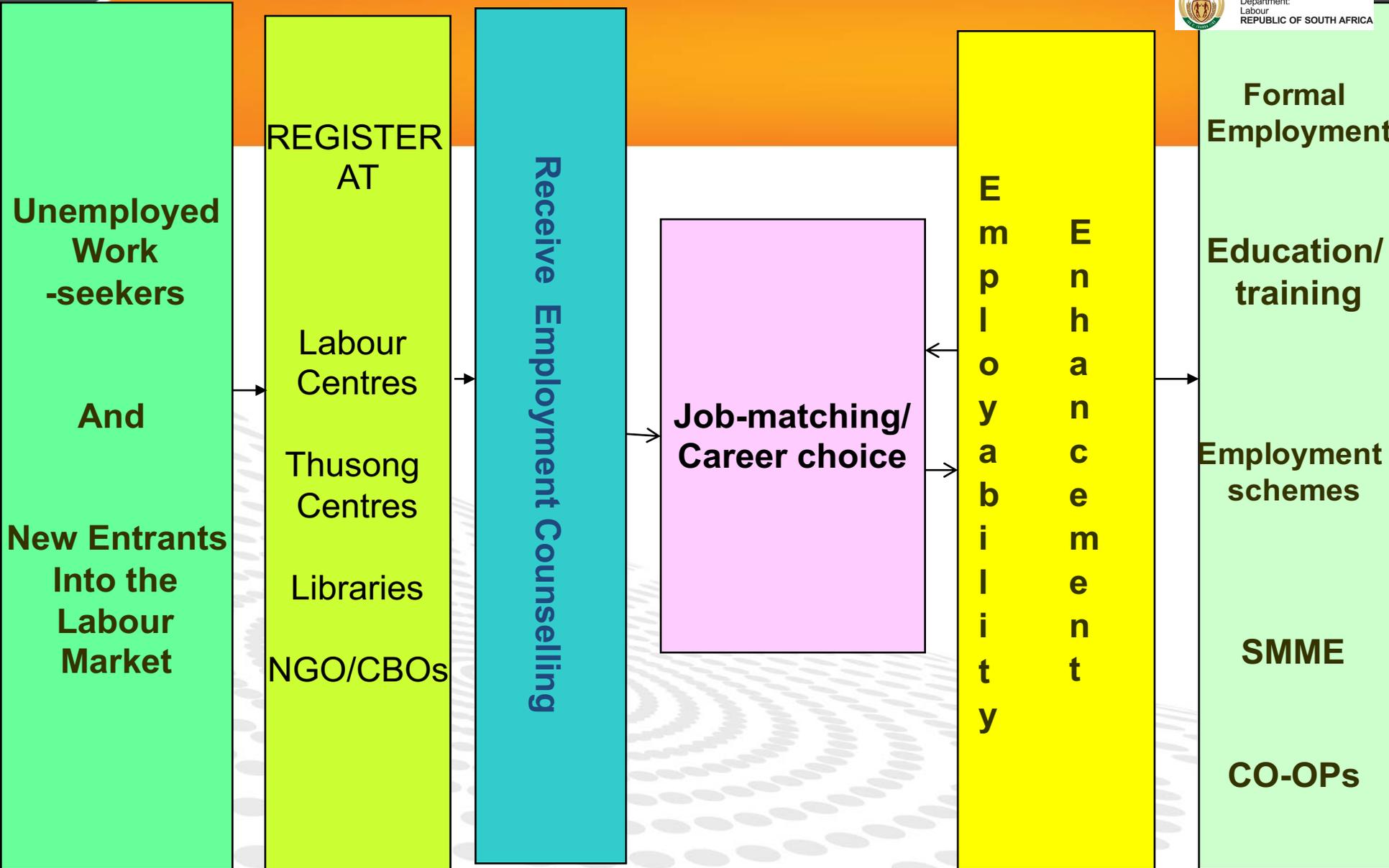
- Employment Services system of South Africa (ESSA)
- Registration of work-seekers
- Registration of opportunities
- Job-matching by the system and produce qualifying workseekers
- Job preparation by employment counsellors and referral of work-seekers
- Employment counselling for the undecided or those who are making a career transition
- Employability enhancement of work-seekers

## WHERE ARE THE SERVICES

- **Labour Centres -125 Labour Centres, 72 out of 139 Thusong Centres and various visiting points**
- **Staff establishment of 124 employment counsellors and 9 principal psychologists and 9 career guidance coordinator (officials registered with HPCSA)**
- **Mobile Bus**
- **12 Sheltered Employment Factories**
- **Work with various stake holders in public and private sector.**
- **We still need to increase/invite more stakeholders as this is a collaborative effort.**
- **e.g the integration of databases**

# PES PROCESS





# CURRENT PEOPLE REGISTERED ON ESSA DATABASE AS OF MARCH 2019

**Work seekers Registered**  
2,810,315



**Work seekers Provided with Employment Counselling**  
887,564



**Job Opportunities collected from Employers**  
361,114



**Number of Work seekers Placed into employment** 61,154



**Advocacy and communication Campaigns**  
2,103



**Private Employment Agencies Registered**  
1,262



**Work Visa Applications Processed**  
3,197



**R 37,6 Million in subsidies Provided to assist workers with disabilities**



# **DEFINITION OF EMPLOYMENT COUNSELLING IN THE CONTEXT OF THE DEPARTMENT OF EMPLOYMENT AND LABOUR**

**Employment Counselling (in the context of the Department of employment and Labour) aims to activate or re-activate the unemployed and underemployed to make informed career choices about the world of work, enhance their employability and overcome their barriers to the world of work, to enter into an income-generating or skills development opportunity.**

# EMPLOYMENT COUNSELING AND MENTAL HEALTH COUNSELING. SOURCE(NILES & PATE)

- **Given the relationship between work and mental health, it is perplexing that there has been an artificial distinction between career, employment counseling and mental health counseling.**
- **Career counseling and personal counseling are often referred to as if they were completely separate entities.**

## **BENEFITS:**

### **employment counselling and career counselling**

- **Reduces labour market failures (drop-outs, employee health and wellness costs)**
- **Contributes to transformation and employment equity**
- **Labour market efficiency (shorter job-search times, contributes to skills profile.)**
- **Balances labour market supply and demand**
- **Contributes to Government goals (eg smme and co-ops)**

# BENEFICIARIES

- **Unemployed and underemployed**
- **Short-term unemployed (< 6months)**
- **Long-term unemployed (> 6 months)**
- **Youth and adults (out-of-school)**
- **Women**
- **People with disabilities**
- **Retrenchees**
- **Prospective entrepreneurs (small business and co-operatives)**

# **WHY EMPLOYMENT COUNSELLING SERVICES AND THE ROLE OF EMPLOYMENT COUNSELLORS (EC'S)**

- **Help participants develop a better appreciation and usage of their unique characteristics and how those characteristics relate to career choices.**
- **Use various assessment tools to help participants identify their interests, values, beliefs, lifestyle preferences, aptitudes and abilities, and relate them to the world of work.**
- **Help workseekers deal with barriers that may affect their employment prospects and success.**
- **Assist participants with implementing effective employment search strategies, writing résumés, developing career portfolios and interview skills.**
- **Refer participants to appropriate services to address their particular needs.**

# SCOPE OF SERVICE FOR DOEL EMPLOYMENT COUNSELLORS (EC'S)

- **Provision of life skills programmes**
- **Provision of career counselling and labour market information**
- **Group sessions-career guidance, job-hunting, retrenchment advice, employability enhancement, small businesses and co-ops**
- **Individual sessions**

## CAREER COUNSELLING in DOL

- Career is a lifelong process and affects everyone
- Ever changing process
- Pace career questionnaire ([www.gostudy.net/labour](http://www.gostudy.net/labour))
- Speex career assessment
- DHET ([www.careerhelp.org.za](http://www.careerhelp.org.za))
- Reskilling AND retraining of workseekers
- Career change and career enhancements
- Basic education addressing this issue at a high school level
- skills education training authorities (SETA) helping with skilling and training the unemployed workseekers
- Labour activation projects (LAP)

# STRENGTHS OF SUBJECTIVE ASSESSMENTS

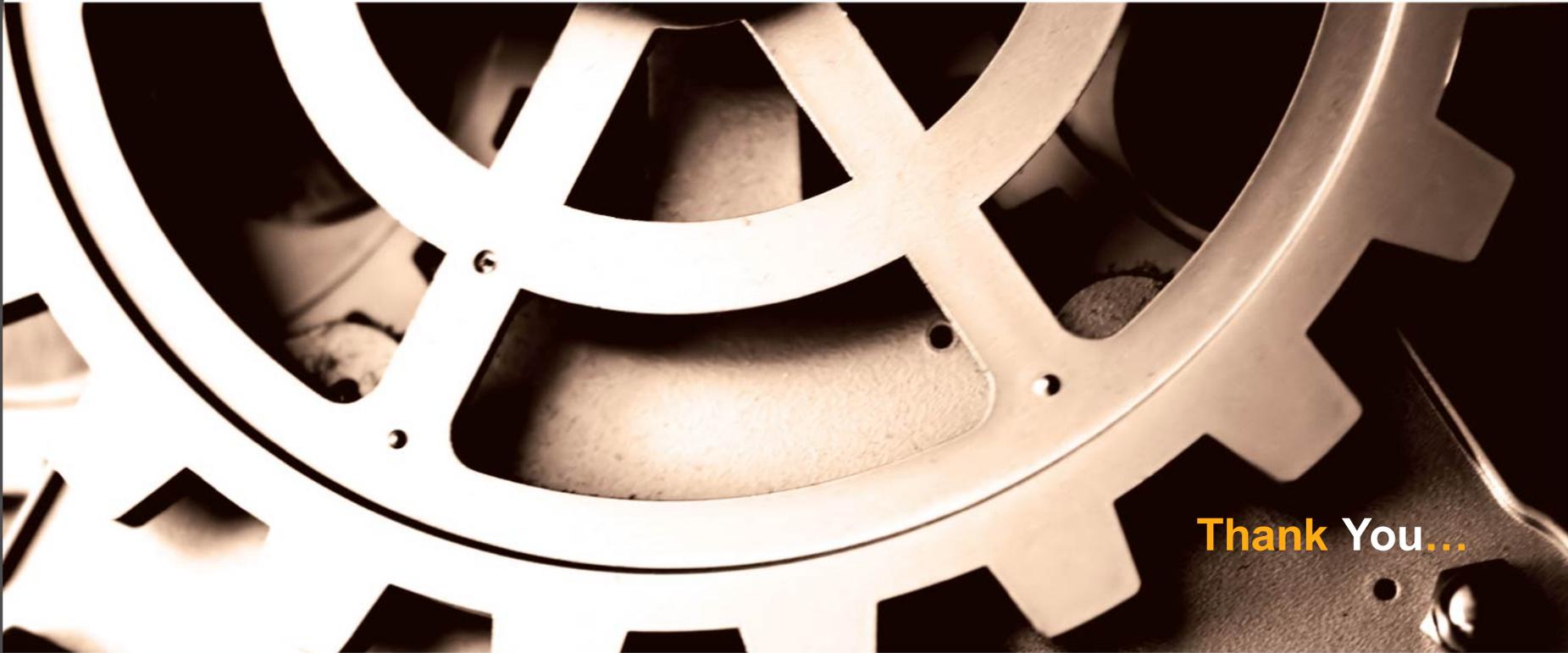
- **Help clients understand themselves at a deep level**
- **Help clients consider the relevance of their life experiences to their career development**
- **Help clients attach a sense of purpose to their activities**
- **Are inexpensive to use**
- **Actively engage clients in the counseling process**
- **Results are clearly connected to client responses**

## SERVICE OPTIONS RENDERED

- **Workshops and career exhibition**
- **Briefing sessions on broad career fields and current trends**
- **Briefing sessions on scarce skills and value of pursuing a course in a scarce skill**
- **Referral to and from stakeholders, DSD, SEDA, NYDA TVET Colleges and other stakeholders who offer/can offer internships, learnerships, apprenticeships**

## SUPPORTED EMPLOYMENT ENTERPRISES

- **PES transfers more than R140 million annually to Supported Employment Enterprises to provide employment for about 980 people with special disabilities in the current 12 factories situated in the 7 Provinces. PES also receives an allocation of R13 million to provide subsidies to similar organisations in the private sector.**
- **Current DOEL is subsidising 10 organisations for people with disabilities in all provinces.**



**Thank You...**

