



# NATIONAL RURAL YOUTH SERVICE CORPS (NARYSEC)



rural development  
& land reform

Department:  
Rural Development and Land Reform  
**REPUBLIC OF SOUTH AFRICA**



## Background

The Department of Rural Development and Land Reform developed the Comprehensive Rural Development Programme (CRDP) as a holistic strategy to develop rural areas into vibrant, equitable and sustainable rural communities. Resultant from the department's broader scope of the CRDP, the National Rural Youth Service Corps (NARYSEC) was established in 2010.

## What is NARYSEC?

NARYSEC is the youth flagship programme of the Department of Rural Development and Land Reform which also forms part of the CRDP.

It also provides character building programmes, soft and hard skills training and dispatch the youth to rural areas to undertake various rural infrastructure and other development projects. It transforms youth from rural areas, from being job seekers to become job creators in their own right, breaking the vicious cycle of social grants dependency.

## What are the objectives and envisaged outcomes of NARYSEC?

- To develop a cadre of young people who would be at the cutting edge of rural development.
- To develop the character and self-worth of the young people.
- To organise and empower rural youth to become agents of change and development.
- To enable rural youth to play a strategic and significant role in the transformation of rural communities by participating in the implementation of the CRDP.
- To create a major countryside revolution for socio-economic freedom through nation building and community service.
- To promote a result oriented national rural youth service and thereby build patriotism and social cohesion.
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## Who should be considered as a participant of NARYSEC?

- NARYSEC is rural wards focused, its recruitment targets youth from rural wards. Being very strict on gender, the NARYSEC recruitment process insists on 50/50 gender balance per rural ward.
- Unemployed rural youth aged between 18-35 years of age and in possession of standard 8/grade 10 or higher qualification.
- Youth with disabilities are also encouraged to apply.

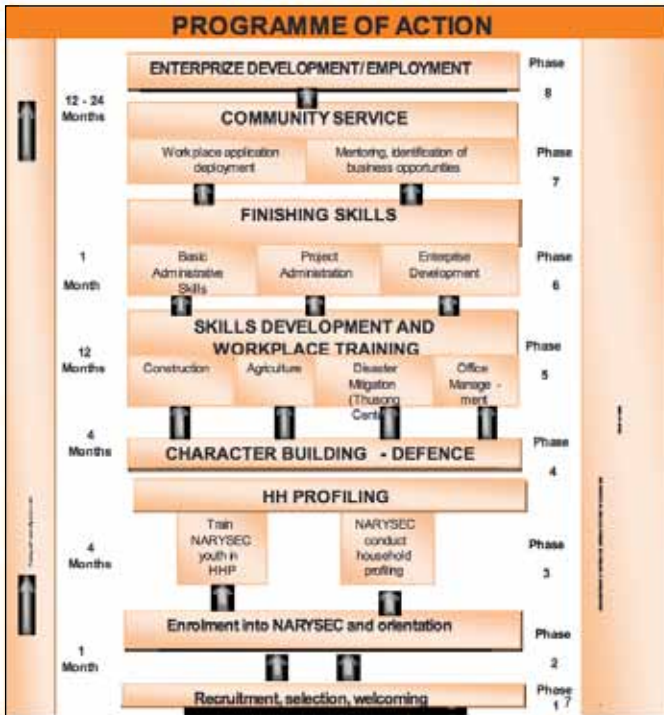
## Duration of the programme

The Department of Rural Development and Land Reform has committed itself to a four-year long relationship with an enrolled youth and thus expect youth in NARYSEC to commit them, similarly, to the programme for the same period.

## What happens in the four year duration?

- The first two years of the programme is focusing on skills development while the latter two years focus on incubation of enterprises. The total duration is four years.

- The four year NARYSEC Programme of action is set out below:



- The NARYSEC programme of action starts off with the orientation of the youth, followed by training in conducting household profiling. The household profiling is a questionnaire, similar to the Census questionnaire, which profiles a household based on economic and social indicators. The NARYSEC youth are trained how to conduct the interview and to gather the information requested in the questionnaire. The learning from this part of NARYSEC is to get a better understanding of the status of poverty in rural areas. After conducting the interviews the youth reports that they got a much better understanding of the state of poverty and inequality from conducting the household profiles. It also brings the realisation that something should be done to deal with the poverty and inequality.
- The next step is the SANDF training. The SANDF plays a significant role in the development of the NARYSEC youth. The National Youth Service Programme (NYS) equips the youth with essential life skills like:
  - Management of Personal Finances.
  - Occupational Health and Safety.
  - Hygiene.
  - Mess Etiquette.
  - Breaking Barriers.
  - Fire Fighting.

- Buddy Aid.
  - Drill.
  - Effective Communication.
  - Transformational Management.
  - Water Orientation.
  - Leadership.
  - Moral Youth Regeneration.
  - Life Skills.
  - Civic Education.
- The essence of the programme is the discipline presented by a military facility and instructors and the forming of the youth into groups working together to achieve success.
  - The behavior of the youth changes over the three and a half months period from complaining about the accommodation, meals, etc. to becoming motivated young people who realise that they can achieve success if they work hard and assist each other as a group.
  - The training ends in a parade. It is a prestigious occasion reflecting on various cultural activities like song, dance and poetry, fitness activities like self-defense demonstrations and drill activities like a precision drill and silent drill exhibition.
  - The training and the end-parade make the youth feel like winners and it boosts their self-esteem. Considering the background of the youth, it is necessary to create a feeling of self-worth and empowerment, which this training succeeds in doing.
  - The next activity in the programme of action is the undergoing of a skills programme at a public Further Education and Training College. The skills programme is a full learnership and is detailed below.
  - The DRDLR is noticing a difference in the academic performance of the youth who completed the NYS programme and youth who have not done so. The Durban University of Technology (DUT) also raised this aspect while training a group of Eastern Cape learners who completed training in 3SAI in December 2012. This is an aspect we intend to research properly to determine the validity of this observation.
  - The exit phase of the NARYSEC programme is the development of enterprises. Since that is the phase the programme is entering now preparatory work is still being done. The Department of Trade and Industry (DTI) and the National Youth Development Agency (NYDA) are important partners in this part of the programme.
  - Approximately 300 youth have already started their own cooperatives. These success stories are emphasized below.

### Stipend

- The youth receives a stipend of R1 320 per month throughout this four year period and can migrate to better employment or business opportunities earlier.

### What is the number of youth in NARYSEC?

- The first intake in 2010 attracted close to 7 956 youth in nine provinces around the country. Through further recruitment the programme to date has 14 400 rural youth in the programme.



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Legacy of  
the 1913  
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### Training already completed

- The following training programmes have been completed:
- Agriculture Fort Cox: youth trained on Animal Production: NQF Level 2.
- 38 Further Education and Training Colleges (FETC) nationally were utilised to train youth in the various fields of construction namely:
  - Building & Civil Construction: NQF Level 3.
  - Plumbing: NQF Level 2.
  - Welding: NQF Level 2.
  - Electrical Engineering for construction: NQF Level 2.
  - Community House Building: NQF Level 2.
- Business Administration Services: Level 2 & Level 4.
- South African Wildlife College and Wilderness Foundation trained 300 youth on Farm Management: NC Level 1.
- War on Poverty, StatsSA and Social Development trained 4 000 youth on Household Profiling.
- SANDF trained 6 700 youth in Character Building, including those youth who are currently in these programmes.
- Bytes Technology trained 300 youth on computer data capturing.
- Chief Directorate Rural Disaster trained 88 youth on rural disaster mitigation courses.

### Current and future skills programmes

The following programmes are being targeted for the remainder of the current financial year.

PROVINCE	FET COLLEGE	NUMBER OF YOUTH	TRAINING
LIMPOPO	LEPHALALE FET COLLEGE	200	<ul style="list-style-type: none"> <li>• New Venture Creation NQF L2</li> <li>• Building and Civil Construction</li> </ul>
	SA WILDLIFE COLLEGE	100	<ul style="list-style-type: none"> <li>• Resource Guardianship</li> </ul>
	WATERBERG FET COLLEGE	50	<ul style="list-style-type: none"> <li>• NC: Business Administration Services</li> </ul>

EASTERN CAPE	FORT COX FET COLLEGE	75	<ul style="list-style-type: none"> <li>• NC: Animal Production</li> </ul>
	BORDER TRAINING CENTRE	14	• Masonry (Skills Programme)
		29	• Carpentry (Skills Programme)
		47	• Plumbing (Skills Programme)
		27	• Tiling (Skills Programme)
		8	• Motor Mechanics (Skills Programme)
		8	• Welding (Skills Programme)
	EAST CAPE MIDLANDS FET COLLEGE	7	• Painting (Skills Programme)
		100	• NC: Junior Administration
	DURBAN UNIVERSITY OF TECHNOLOGY	80	• Renewable Energy (Skills Programme)
98		• Agribusiness (Skills Programme)	
79		• Solid Waste Management (Skills Programme)	
117		• Wastewater Management (Skills Programme)	
81		• Hospitality (Skills Programme)	
WESTERN CAPE	COLLEGE OF CAPE TOWN	15	• NC: Automotive Repair & Maintenance NQF Level 2
		20	• NC: Building & Civil Construction NQF Level 3
		15	• NC: Electrical Engineering NQF Level 3
		20	• FETC: Plumbing NQF Level 4
	BOLAND FET COLLEGE	100	• NC: Business Administration Services NQF Level 2 & 4
		50	• NC: Building & Civil Construction NQF Level 3
		64	• NC: Building & Civil Construction NQF Level 3
		59	• NC: Business Administration Services NQF Level 2 & 4
	FALSEBAY FET COLLEGE	40	• NC: Building & Civil Construction NQF Level 3
		20	• NC: Automotive Repair & Maintenance NQF Level 2
WESTERN CAPE SOUTH CAPE FET COLLEGE	20	• NC: Early Childhood Development NQF Level 4	
	90	• NC: Building & Civil Construction NQF Level 3	



MPUMALAN GA				
KWA-ZULU NATAL	ESAYIDI COLLEGE	FET	120	<ul style="list-style-type: none"> <li>• NC: Plant Production NQF Level 2</li> <li>• NC: Mixed Farming Systems NQF Level 2</li> </ul>
			15	• Welding (Skills Programme)
			27	• Plumbing (Skills Programme)
			15	• Electrical (Skills Programme)
			28	• NC: Building & Civil Construction NQF Level 3
	THEKWINI COLLEGE	FET	98	• NC: Building & Civil Construction NQF Level 3
	MAJUBA COLLEGE	FET	120	• NC: Building & Civil Construction NQF Level 3
			40	• Plumbing (Skills Programme)
	NORTHERN CAPE URBAN COLLEGE	FET	57	• NC: Business Administration Services NQF Level 2 & 4
	NORTHERN CAPE RURAL COLLEGE	FET	125	• NC: Early Childhood Development NQF Level 4
			100	• NC: End-User Computing NQF Level 3
			75	• NC: Professional Cookery NQF Level 4

### Future intakes of NARYSEC

Programmes targeted for the next financial year:

- The Annual Performance Plan of the DRDLR indicates that 5 000 youth will be recruited in future years. This recruitment is dependant on the availability of financial resources.
- Considering that the SANDF has to date trained 6 700 youth out of 14 400, a significant backlog exists for this sought after training programme. Considering that approximately 25% of the youth might not qualify for this training due to health reasons, approximately 6 600 still need to undergo the NYS programme.
- The SANDF is planning to address this matter and this year alone 3 400 youth will be trained.

### Success stories

To mention just a few early success stories. A young man Mr Colbert Mabasa completed his workplace training at a college and a Malamulele construction site. The training received empowered Colbert to buy himself a brick making machine and he started manufacturing bricks and selling them in his village. NARYSEC encouraged him to register his own business. He sells bricks in and around Malamulele area. He has to date built a house for his mother, and several other houses. He has recently also started a very successful agriculture venture.



Moeketsi Deane formed a business with other participants in North West. They were awarded a sub-contract to build a Health Centre in Moretele in Bojanala District. Twenty other community youth has been employed by the participants in the project. Low cost housing in Randfontein Johannesburg has been earmarked to be built by the same NARYSEC participants.

Wendy Tsotetsi is a NARYSEC participant who has formed an agriculture cooperative in pig-gery, vegetable production and cropping. These youth are based in Kaalfontein where they operate under Emfuleni Local Municipality. They also train members of the community on climate change and adaptation especially for agricultural purposes. They have planted maize for the first time this year and harvested in May/June 2013.

Andisa Bophani, a 27 year old NARYSEC participant from Dodrecht which falls under Emalahleni local municipality in Chris Hani District is busy to realise her dream of becoming a successful commercial farmer. She brought four sheep her dad gave to her. Others were also encouraged to bring one or two sheep from their homes. They went out to look for other donations from the willing rural communities members with stock and managed to collect about 20 sheep to start their project. Their determination made them find unoccupied land to use. To date they have about 60 sheep, 50 goats and 10 cattle of which four milking cows. For their stock they have hired four local men to look after them and pay them by selling farm produce such as milk and wool to the local community as well as profit from cutting and selling woodlot. "We are starting small but we are looking to the full use of this 824 hectare farm as we intend to start vegetable cultivation once we finish fencing our camps" said Andisa.

A group of six NARYSEC participants in Mpumalanga (Frida Mlangeni, Busi Sibande, Siphwe Shabangu, Nomusa Motha and Mdudizi Mnisi) established and registered a cooperative, Zondle Agricultural Cooperative. The office has assisted them in sourcing funds from NYDA – assisted with seeds, fertilisers and chemicals. Currently, the Zondle Agricultural Cooperative has planted kidney beans in a 40 ha farm plot. The Provincial Department of Agriculture has supported them with a tractor to turn the soil and plough the field.

In the Northern Cape, 40 participants enrolled at the SA Wildlife College. Out of 40 participants, 22 went for Field Ranger Programme NQF 2. The outcome of the course is to empower participants to acquire the knowledge skills, attitudes, and values required to operate confidently and ethically in nature conservation, supervisory and leadership positions. These participants graduated in August 2013 and after engagements with SANPARKS they agreed to integrate four participants from Riemvasmaak into their programme with the possibility of employing them permanently. These participants have joined Sanparks recently.

In the Western Cape, Sivuyile Adams, is the program organiser for an organisation that is based in Thembalethu called Phumelela Education & Awareness Youth Organization. He is the co-founder of the organisation formed in 2012 which evolved from a community choir (Abaxolisi [Peace Makers] Spiritual Gospel). The organisation provides a platform for youth participation in addressing the socio-economic challenges of the Eden District such as HIV/AIDS, TB, Drugs & Alcohol Abuse, Crime, Children & Women abuse, Teenage Pregnancy, Environmental Awareness, Life skills and Leadership & mentoring. In 2013, Mr Adams received a certificate of "Recognition for Achievement First Place in the South Cape Youth of Excellence Awards".

His achievement was due to the work that he has done which saw 30 youth placed in different institutions like hotels for 6 months in partnership with the Department of Public Works. Mr Adams gained greater motivation towards youth and community development after graduating from Character Building training which he completed at the Saldanha Naval Base in December 2012 (the year he joined the NARYSEC programme).

A success story from KwaZulu-Natal is the graduation of 112 youth in Agriculture-related learnership qualifications at Level 2. Considering that NARYSEC was only fully implemented in 2012, the Province managed to get graduates within 18 months from the start of the programme.

The youth were enrolled at Esayidi Further Education and Training College in Port Shepstone. They started the course on 18 April 2013 and completed the qualification in December 2013. The learners graduated on 7 December 2013 in the following qualifications:

<b>Skills Development Programme</b>	<b>Number of youth graduated</b>
Plant Production	18
Animal Production	32
Mixed Farming Systems	62
<b>TOTAL</b>	<b>112</b>

The youth have been work-shopped on exit strategies, rural co-operatives and small business concepts. One co-operative has been formed and will be incubated to ensure sustained support.

In the Free State, Tlaleng is a resident of Botshabelo T section. She is a NARYSEC participant who took an initiative to broaden her horizons by opening a day care from the stipend she receives from the NARYSEC programme. The Day Care centre is named Boipelo Day Care which hosts 20 children from Botshabelo. It is a non-profit organisation as the money received for taking care of some of the children is utilised to buy things that are needed for the day to day running of the Day Care. She is assisted by two volunteers. One company that has shown interest is Vodacom and donated a container. Social Development assisted with educational toys. With the stipend that she receives from NARYSEC she buys food, stationery and toys.

In North West NARYSEC participants were awarded a subcontract to build 200 houses in Moses Kotane Local Municipality.

The one story which best illustrated the NARYSEC successes is the Eco-house at Xibangwa in Limpopo. The Minister of Rural Development and Land Reform handed this house to the Ndlovu family as a Christmas gift on the 19th of December 2013. The village celebrated this event since morning until 18h00 in the evening. The community witnessed rural development and changing of lives happening in the village. The initiative to leave a legacy was developed by 21 NARYSEC participants who received their experimental training in the province. The first time the group visited the family there was no food for the family.

They took the first step of buying food for them using their stipend. They then approached donors to assist. Local donors heeded a call from these youth. The construction project started during Mandela Day on the 18 of July 2013. To hand over this house was a truly inspirational experience as it shows what NARYSEC sets out to achieve.

### **Nature of Programmes**

The learning programmes that are being offered to the NARYSEC youth are occupational qualifications. As these qualifications are workplace learning qualifications, which are different to the academic qualifications (school-based) that most of the youth possess. The youth do not possess any form of occupational qualification (e.g. welding), it means that the youth meet the requirements for entry-level occupational qualifications only. As a result, youth might have a grade 12 qualification (NQF Level 4), but when they enrol for example for a welding qualification, they can only be enrolled into the entry level welding qualification, which is at NQF Level 2, due to the fact that they do not have any prior welding qualifications.

Most of the NARYSEC youth are therefore enrolled into the entry level occupational qualifications due to the fact that they only have academic qualifications (and no occupational qualifications in their new occupational career path). The previous qualifications and experiences of the youth are taken into account when appropriate learning programmes are identified for them.

In 2010 many of the public FET colleges had limited programme approval and as a result limited choices (of learning programmes) were available to the youth. As a result the majority of the 2010 youth had to do qualifications in construction. From 2011 a broader choice of learning programmes had been offered to the youth. Currently, learning programmes are being offered at NQF levels 2, 3 and 4, while level 5 qualifications will be rolled out during April 2014. Artisan learning programmes will also be rolled out as part of the 2014/15 training programme.

### **Enterprise Development**

As mentioned above the intention is that youth must set up their own enterprises, utilising the skills provided to them. The department provides incubation to these businesses by engaging with DTI, NYDA and other funding organisations to provide financial and or non-financial support to these businesses so that when the contract of these youth comes to an end at the end of the 48 months, these businesses will be sustainable.

There are several businesses which have been formed by NARYSEC participants of 2010 in the main; the majority participants have formed Enterprises and or Cooperative. Types of businesses formed by youth varies from,

- Construction businesses;
- Agriculture businesses;
- Manufacturing;
- Recycling, and
- Day care, etc.

These businesses have been formed after NARYSEC youth attended theory training at FET Colleges and having attended work practical experience with host employers. Participants who are not into business are placed in various offices of the department as well as other local municipalities. This helps shaping the youth in understanding the real work environment and to prepare them for permanent employment. Some youth are placed as librarian assistants in the Eastern Cape, while others work as administration officers or reception officials in other provinces within government departments. Others provide administrative work.

The department has developed various internal programmes to utilise NARYSEC youth. These programmes are being implemented at present and targets the following youth:

- Restitution reopening: 237
- Restitution Oral History: 123
- Restitution Claim verifications: 313
- Restitution Claims Audit: 157
- Financial Management: 89
- Rural Infrastructure Development: 1726
- Rural Enterprise and Industrial Development: 640
- Enterprise Project Management Office: 250

**Total: 3535**





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