APRIL 2025
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SHAPING SOUTH AFRICA'S DIGITAL FUTURE

Collective_X
Unleashing digital skills, together

Agenda

Introduction & Objectives

Programme Parameters

Expectations of Implementation Partners

Submission Process and Requirements

Submission Timelines and Assessment

Collective X Support

Introduction

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Collective X

Who we are

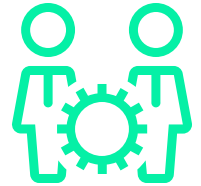
Not-for-profit organisation partnering with the private sector and government to tackle South Africa's critical shortage of ICT skills

Purpose

To enable a more effective digital skilling system that will unlock sustainable employment opportunities for entry level talent

Mission

To develop and transition 500 000 unemployed youth into earning opportunities within the digital economy by 2034



Strategy

To be additive and catalytic

To be business-informed and demand-led

To foster collective ideation and collective action

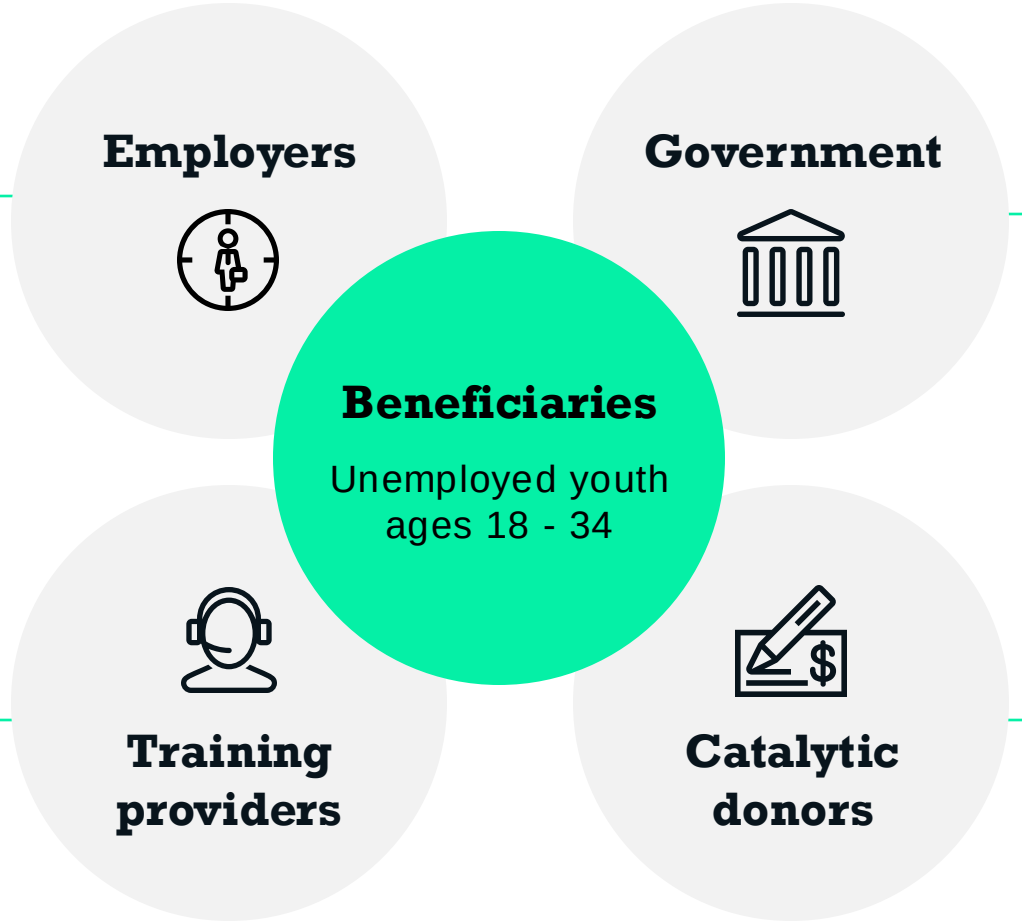
Stakeholders

Clients

Business informed
Demand led

Enabler

Digital skills
outcomes producers



Enabler

National and Provincial government

Inter-departmental Coordinating Committee (IDCC)

Enabler

Local and international catalytic donors

Digital Skills Impact Fund

Local and international donors

Independent governance structure

Collective X - appointed performance manager

Additive and catalytic shared investment alongside employers

Payments are linked to specific outcomes

R50 million

Programme Objectives

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SA's Digital Skills Problem

What are we solving for?

A significant shortfall of entry-level digital skills to meet employer demand

This shortfall is compounded by inconsistent education outcomes

Young people lack holistic skills for employability in the digital economy

Widening gap between demand and supply

Employers outsource digital work offshore

All while SA has an unsustainable youth employment crisis

Programme Objectives

Market Failures

Fragmented Ecosystem

Lack of Alignment to Business Needs

Quality

Quantity

Our Response

Shared ICT Skills & Competency Framework

Partner with employers across all sectors

Increase visibility of credible value chain contributors

Enable SFIA competency framework to drive a shared language and understanding of competency and skills requirements for entry level ICT roles

Employer Informed and Demand Led

Employers confirm their demand requirements

Employers select 6 priority skills per role – aligned to SFIA

Employers actively involved in co-creating WIL activities with training providers

Employers actively involved in coaching and mentoring during WIL

WIL with SFIA Competency Level 3

Learners achieve SFIA competency level 2 on completion of Foundational Training

Learners achieve SFIA level 3 competency on completion of WIL

Build Entry Level Talent Pipeline

Inclusive hiring practices to enable fair and equal access to a broader talent pool

Build talent pool for the economy, not individual needs

Build readily available supply of credible entry level talent

Additionality

Additionality is central to Collective X's mandate

Why important to Collective X

Public Benefit Organisation - additionality is central to our mandate

Stakeholder credibility

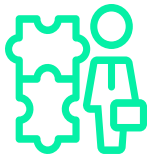
Not duplicating or displacing what works

Solving market failures that businesses are not able to solve on their own

Prioritise efforts and investment for greater impact and sustainability

What is meant by Additionality

Providing something new or different that will alter or improve the status quo and unlock more sustainable earning opportunities for unemployed youth in the digital economy



Address Market Failures

- Ecosystem fragmentation
- Alignment to business needs
- Quality
- Quantity
- Timing
- Price
- Inclusivity
- Funding
- Scale and impact

Aim

Create a multiplier effect where the initial action generates additional benefits and widespread impact that would not have occurred otherwise

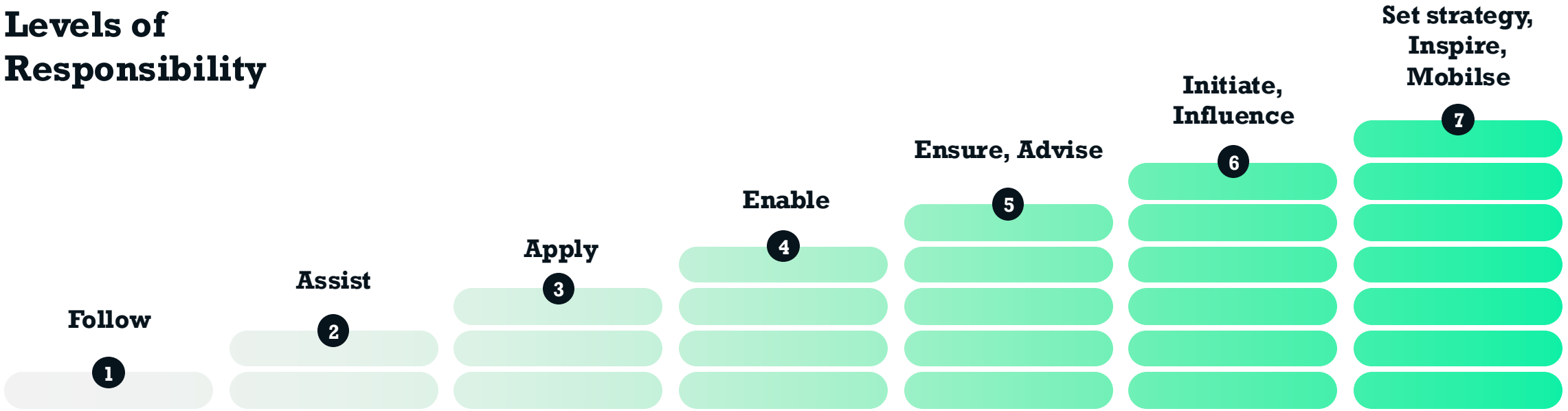
Independent adoption of solutions

Stimulate sustainable impact that will attract more funding

Right Skills and Levels

SFIA brings together professional skills, behaviours / behavioural factors and knowledge

Skills Each of the 120 competencies includes skill descriptions for each of the 7 levels, which loosely align with familiar job titles.



Attributes Autonomy, influence, complexity, knowledge and business skills.

Work Integrated Learning

Work integrated learning offers youth the essential experience needed to signal work readiness

Definition

Educational approach involving three parties - the learner, training provider and employer.

Authentic work-focused experiences as an intentional component of the curriculum.

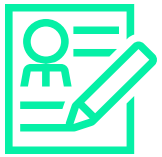
Learner actively engages with tasks in a similar way to that expected of a working professional.

Planning and Design

The workplace experience can be a combination of simulated projects and workplace participation:

a) Learners design, deliver, manage or evaluate a specific project as part of their work experience.

b) Learners engage in and contribute to the day-to-day activities of the workplace.



Employer Participation

Co-create WIL with training provider.

Actively involved in mentorship and coaching during WIL.

WIL Practice Guideline

www.thecollectivex.org

Programme Parameters

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Contracting Parties

Implementation Partners

Minimum Demand: 10

SFIA accredited ICT roles

OR

Implementation Partners

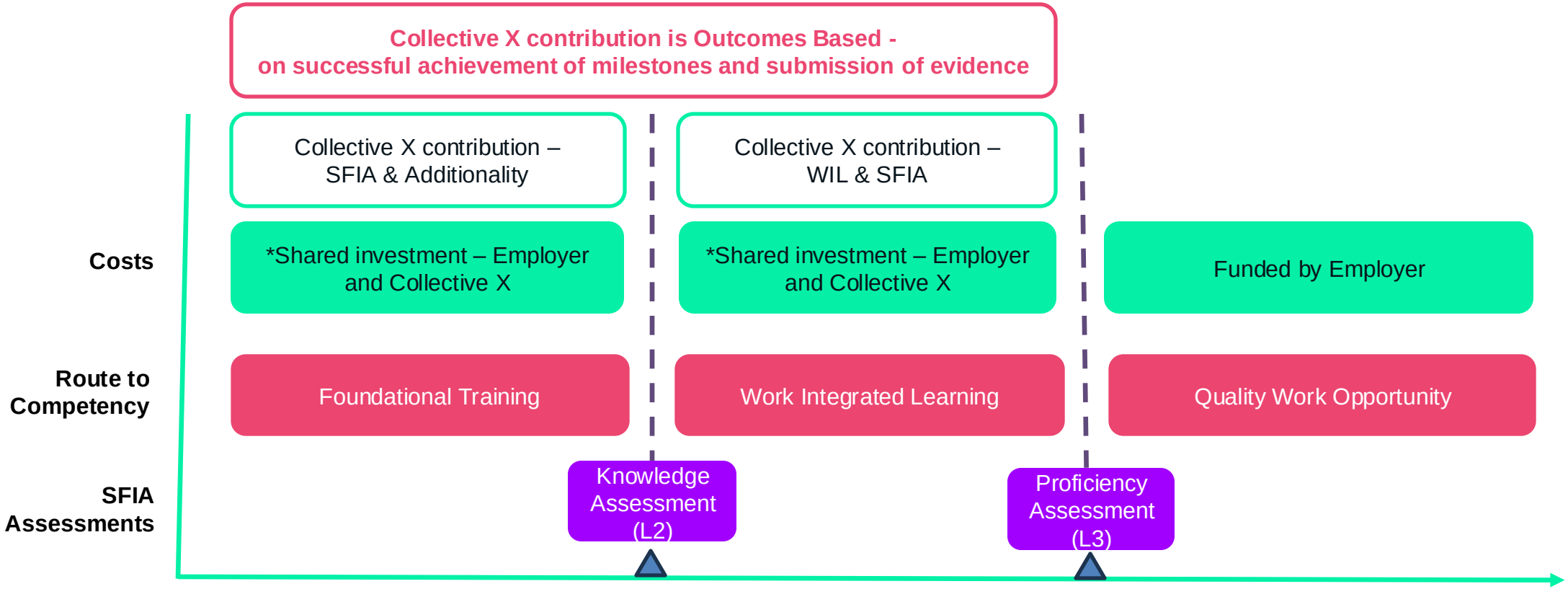
More than 1 employer

SFIA accredited ICT roles

Beneficiary Criteria

- South African Citizens
- Unemployed youth
- Ages 18 – 34 years
- Black African – 85%
- Female – 70%
- PWD – 1,5%
- No limit on prior education
- Encourage sourcing youth with prior ICT training to accelerate route to competency and reduce costs

Route to Competency



Minimum milestone requirements:

1. SFIA level 2
2. Work integrated learning
3. SFIA level 3
4. Transition into quality work opportunity

Expectations of Implementation Partners

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Expectations of Implementation Partners

Employers

- Thorough understanding of T&Cs
- Can put forward own training provider or select from Collective X endorsed providers
  - Own providers to go through Collective X due diligence process
- Responsible for managing contractual relationship with training provider
  - Ensure ICT role SFIA accredited
  - Achievement of outcomes
  - Evidence submission
  - Stipend payments
  - Monitoring and evaluation
  - Reporting
- Co-create WIL with training provider
- Active participation in WIL

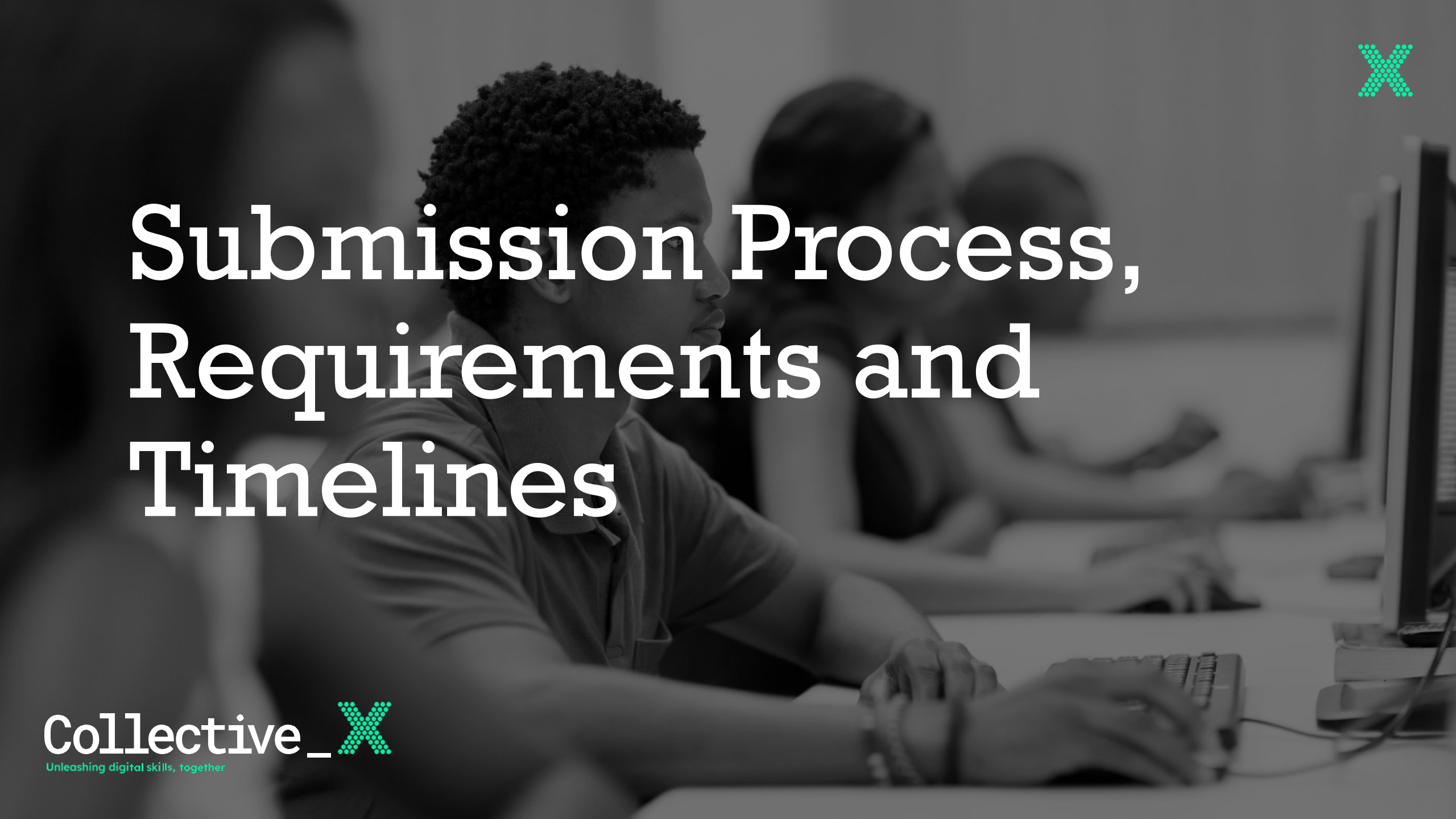
Aggregators

- Thorough understanding of T&Cs
- Responsible for managing end-to-end process for each employer partner:
  - Ensure ICT role(s) SFIA accredited
  - Secure employer demand commitments
  - Facilitate employer due diligence process
  - Facilitate employer contracting process
  - Align employer requirements with cohort schedules
  - Achievement of outcomes
  - Evidence submission
  - Stipend payments
  - Monitoring and evaluation
  - Reporting
  - Co-create WIL with employer partners
  - Ensure employer partners are actively involved in WIL

Exclusions

- Collective X's contribution may not flow to any third party not contracted under the Agreement with Collective X
- Training providers may contract with specialists for specific modules, but may not outsource the programme in its entirety to a sub-contractor
- Employer partners may not contract with a training provider who has not been endorsed by Collective X
- Collective X will not contribute to programmes that have not been SFIA accredited within 2 months of the commencement of training

There should be no expectation by applicants that the same or similar contributions or terms and conditions will be agreed to for all implementation partners.
Collective X recognises the importance of remaining flexible, agile and responsive to business needs and testing different models and pedagogies to optimise scale and impact.



Submission Process, Requirements and Timelines

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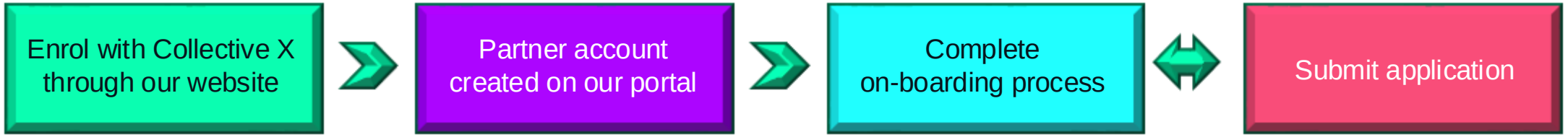
Submission Process



- Review and accept our T&C's
- Capture contact and company information
- Complete due diligence information
- Upload due diligence supporting documents

- Complete application online
- Submit supporting documents

New and existing partners

- Existing partners – if due diligence documentation still valid, do not have to redo. Status will show if expired
- New partners – must go through full on-boarding process

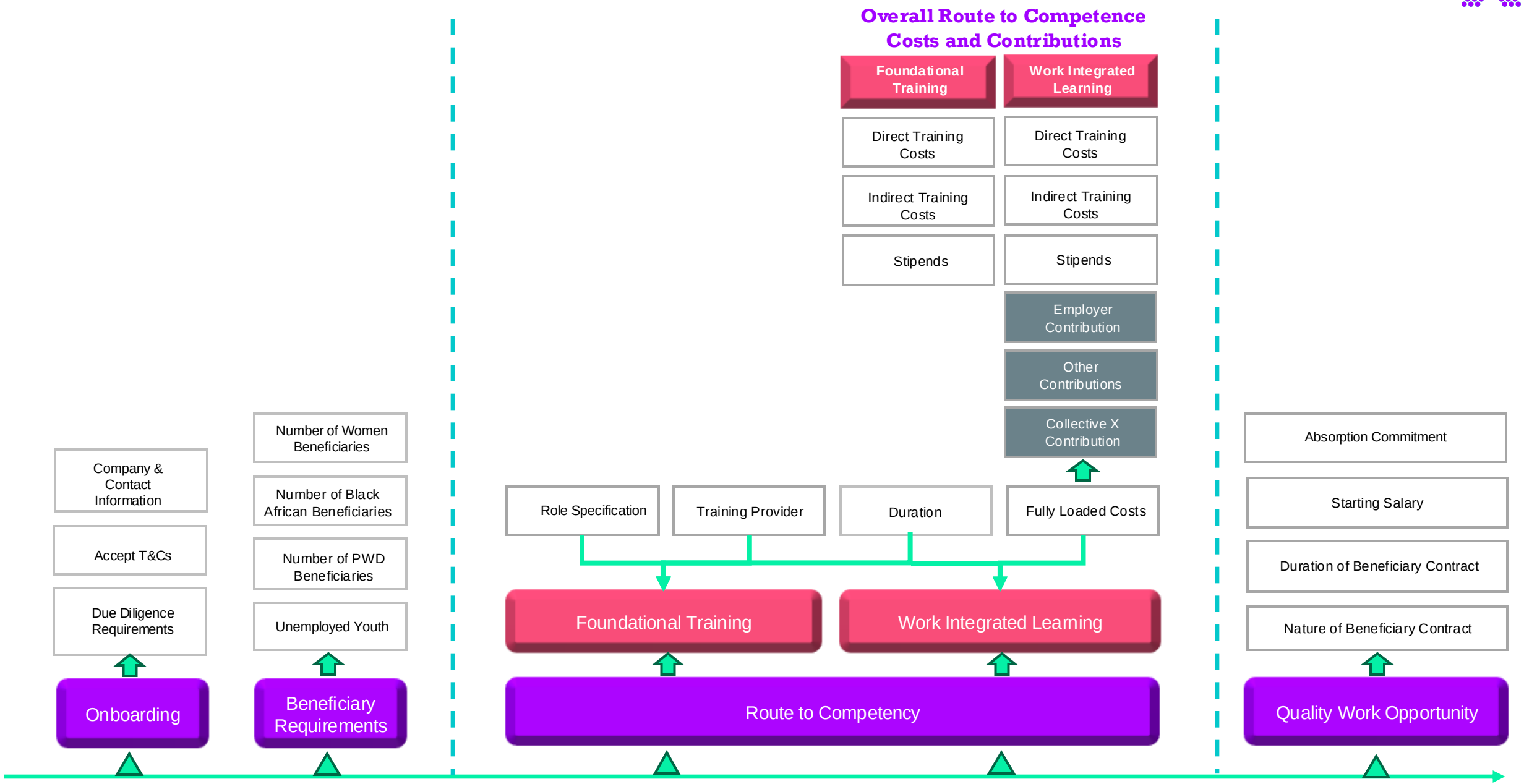
Process improvements

- Data fields with drop down menu's
- Limited supporting documentation required
- Supporting documentation can be amended with version control

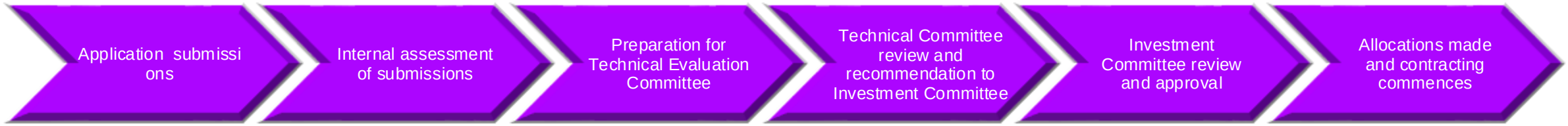
Onboarding

- May upload application while still completing due diligence process
- Applications will however not be considered until due diligence process is complete

Submission Requirements



Timelines



Latest cohort start date: 31 October 2025

Preference

- First come first serve basis:
  - Applicants who meet or exceed the criteria
  - Value for money
  - Additionality
  - Until funding is exhausted

Variations

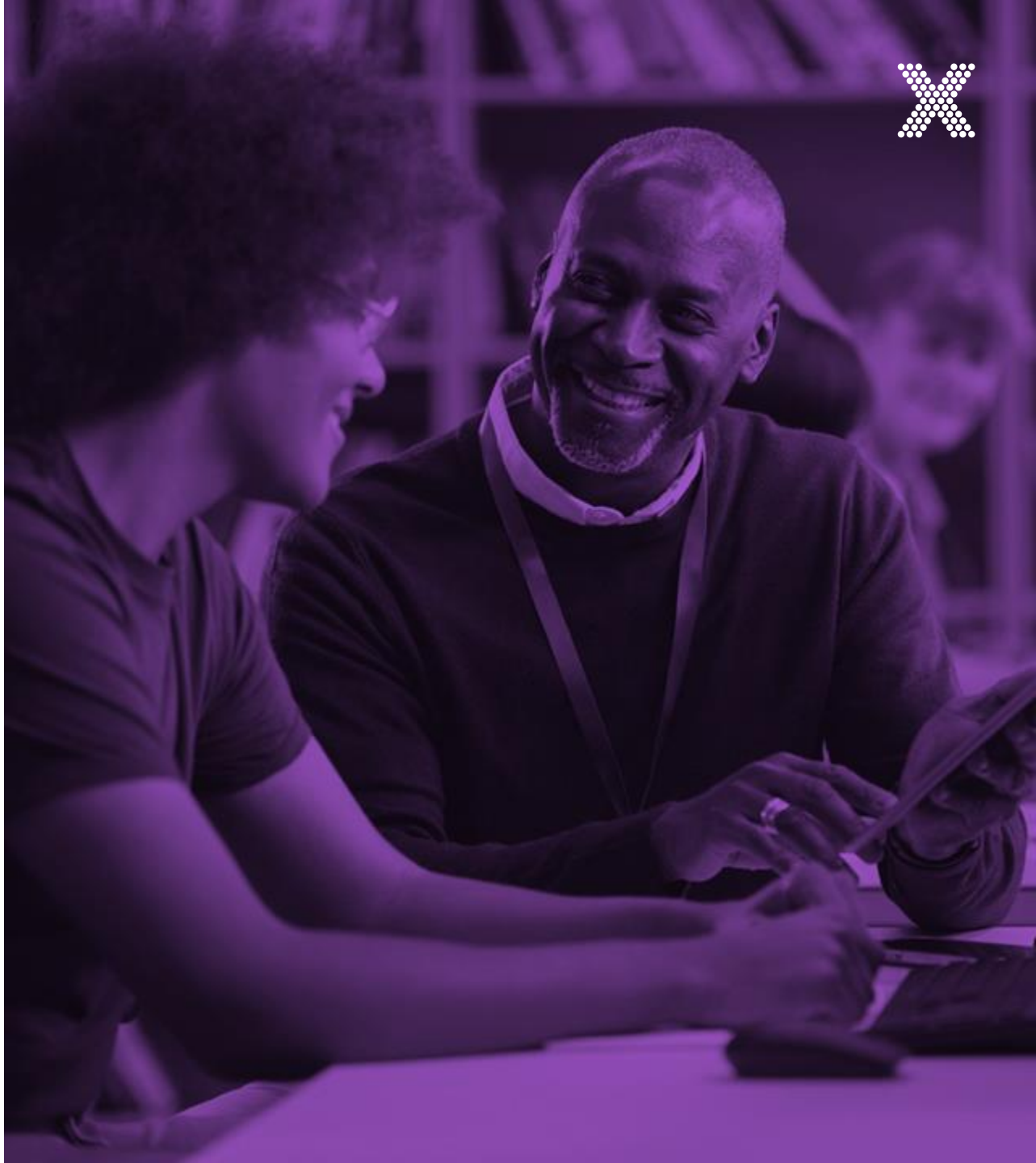
- Number and quality of submissions may influence timelines
- Additional funding may be secured
- New funding and amended timelines may result in different requirements, which could result in re-submission

Expectations

- No expectation that the same or similar milestone payments or terms and conditions will be applied across all implementation partners
- For scale and impact, Collective X will:
  - Remain flexible, agile and responsive to business needs
  - Innovate, test and learn

Critical Success Factors

1. Alignment with Collective X purpose & objectives
2. Clarity around demand requirements
3. Clear understanding of programme parameters
4. Early due diligence compliance
5. Early SFIA accreditation
6. Upfront understanding of contracting T&Cs
7. Early alignment with internal procurement processes



Submission Assessment

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Assessment Process

1. Applications will be assessed and scored against pre-defined criteria
2. Collective X will prepare assessment packs for the Independent Technical Evaluation Committee
3. The Independent Technical Evaluation Committee will review and make recommendations to the Investment Committee
4. The Digital Skills Impact Fund (DSIF) Investment Committee will review and approve

Priority Considerations

1. Probability of successful implementation
2. Quality and quantity of demand
3. Value for money:
   - Collective X's contribution versus Employer contribution relative to cost
4. Meet or exceed inclusivity targets
5. Quality and duration of work opportunities
6. Innovation and additionality
7. Efficiency of route to competency model
8. Timeframes:
   - Cohort start and end dates
   - Accelerated route to competency

Collective X Support

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Collective X Support

During Proposal Phase

- Website FAQs
- Request support through partner portal – ticket system
- Direct engagement with the implementation team
- Direct engagement with the compliance and governance team

Post Allocation Phase

- Structured on-boarding training
- Request support through partner portal – ticket system
- Direct engagement with the implementation team
- Direct engagement with the compliance and governance team

We look forward to partnering with you!

1 Website Link

thecollectivex.org

2 Portal Link

https://collectivex.my.site.com/tcxpartnerportal/s/login/

3 Collective X Support

hello@thecollectivex.org

Thank You

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