



## **Research Project No. 34**

# **“Impact of Employment Guarantee Programmes on Gender Equality and Pro-Poor Economic Development”**

## **APPENDIX C** **Job Identification Tables**

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**Annandale-on-Hudson, New York**

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<b>SCHOOL NUTRITION WORKER</b>	
Scope of practice	Provides nutrition education for school children, prepares balanced school meals.
Target group	School children, particularly in disadvantaged area, especially primary schools.
Monthly stipend	R500
Entrance requirements	Basic cooking skills; interest in preparing nutritious food for children an advantage
Training targets (NQF)*	Level 1 (entrance) / Level 4 (target)
<b>NUMBER OF JOBS</b>	<b>102,372 (unskilled); 5,416 (skilled)</b>
<b>TOTAL POPULATION SERVED</b>	<b>12,176,391 school-going population across 25,593 public schools</b>

<b>SPORTS COACHING FACILITATOR</b>	
Scope of practice	Provide opportunities for school children to gain skills in a variety of sports and help children to apply principles of good sportsmanship to life.
Target group	All school children
Monthly stipend	R1000
Entrance requirements	Grade 12 or NQF level 4; experience with coaching or playing an advantage
Training targets (NQF)*	Level 4 skills program (entrance) / Diploma in Coaching Science-Level 5 (target)
<b>NUMBER OF JOBS</b>	<b>18,701(unskilled); 8,279 (skilled)</b>
<b>TOTAL POPULATION SERVED</b>	<b>12,176,391 school-going population across 25,593 public schools</b>

<b>SCHOOL CARETAKERS (MAINTENANCE WORKERS)</b>	
Scope of practice	Maintenance and care of school facilities and grounds including gardens, sports fields and ensuring the safety of all educators & learners.
Target group	2 workers for each school.
Monthly stipend	R500
Entrance requirements	Experience in maintenance an advantage. Grade 8 education an advantage.
Training targets (NQF)*	Level 1 (entrance) / Level 5 (target)
<b>NUMBER OF JOBS</b>	<b>51,186 (unskilled); 2,768 (skilled)</b>
<b>TOTAL POPULATION SERVED</b>	<b>12,176,391 school-going population across 25,593 public schools</b>

<b>ADULT EDUCATION WORKER</b>	
Scope of practice	Assist with the development of literacy and numeracy of people who have not completed primary education with the emphasis an approach that is relevant for adult learners. Encouraging empowerment as well & literacy.
Target group	Adults who have not completed their primary school education.
Monthly stipend	R500
Entrance requirements	At least a Grade 12 or NQF level 4 qualification.
Training targets (NQF)*	Level 5 (entrance) / Certificate or diploma at NQF level 5 (target)
<b>NUMBER OF JOBS</b>	<b>46,210 (unskilled); 2,469 (skilled)</b>
<b>TOTAL POPULATION SERVED</b>	<b>9,242,041 adults 20+ with &lt; primary education = 924,204 est' participants.</b>

<b>SPECIAL SCHOOL TEACHING AIDE</b>	
Scope of practice	Helps schools improve access and support to special needs students in line with the Department of Education inclusive education policy.
Target group	Disabled learners
Monthly stipend	R500
Entrance requirements	Grade 10
Training targets (NQF)*	Level 4 skills programme (entrance) / Certificate or Diploma at level 5 (target)
<b>NUMBER OF JOBS</b>	<b>25,256 (unskilled); 1,363 (skilled)</b>
<b>TOTAL POPULATION SERVED</b>	<b>1,010,220 vulnerable persons served</b>

<b>SCHOOL CLERICAL WORKERS (SCW)</b>	
Scope of practice	Clerical support to principals, teachers and administrative staff at schools
Target group	Children at schools
Monthly stipend	R500 - Junior clerk; R750 intermediate clerk and R1000, senior clerk
Entrance requirements	Experience in maintenance an advantage. Grade 8 education an advantage
Training targets (NQF)*	Level 1 (entrance) / Level 5 (target)
<b>NUMBER OF JOBS</b>	<b>46,515 (total); 29,215 (junior), 12,274 (intermediate), 4,992 (senior)</b>
<b>TOTAL POPULATION SERVED</b>	<b>12,176,391 school-going population across 33,702 public schools</b>

<b>PEER EDUCATOR (YOUTH WORKER)</b>	
Scope of practice	Provide health education for learners at schools and for youth groups. Uses drama, music and a range of other interactive educational methods. Works in teams of between 5-10 Peer Educators and provides a role model for learners
Target group	School going youth & also out-of-school youth
Monthly stipend	R500
Entrance requirements	Grade 10
Training targets (NQF)*	Level 4 skills program (entrance) / Certificate or Diploma at NQF 5 (target)
<b>NUMBER OF JOBS</b>	<b>33,714 (unskilled); 3,582 (skilled)</b>
<b>TOTAL POPULATION SERVED</b>	<b>11,875,439 school-going population across 25,772 public schools</b>

<b>SOCIAL SECURITY WORKER</b>	
Scope of practice	Promotes access to social security documentation and grants; birth certificates, IDs, marriage certificates, voter registration,. Helps people draft wills and access courts.
Target group	Vulnerable groups such as orphans, children at risk, people with disability or chronic illness, the vulnerable elderly
Monthly stipend	R500
Entrance requirements	Grade 10-12
Training targets (NQF)*	Level 4 skills program (entrance) / Certificate or Diploma at NQF 5 (target)
<b>NUMBER OF JOBS</b>	<b>26,772 (unskilled); 2,848 (skilled)</b>
<b>TOTAL POPULATION SERVED</b>	<b>6,693,052 vulnerable persons served</b>

<b>FOOD SECURITY WORKERS</b>	
Scope of practice	Promotes food security, consumer education, zenzele (self-help), home gardening, integrated nutrition programs; provide food relief by distributing food stamps to vulnerable households; organizes food relief.
Target group	The most food insecure households in the country
Monthly stipend	R500
Entrance requirements	Demonstrated interest in food, gardening & agriculture. Should ideally have a grade 10 education
Training targets (NQF)*	Level 4 (entrance) / Certificate or Diploma at NQF 5 (target)
<b>NUMBER OF JOBS</b>	<b>55,466 (total)</b>
<b>TOTAL POPULATION SERVED</b>	<b>627,019 most food deprived households across districts.</b>

<b>VOLUNTARY COUNSELLING AND TESTING COUNSELLOR</b>	
Scope of practice	Provides facility-based counseling and testing services for people who suspect that they may have a serious illness such as TB, HIV and other important illnesses. Provide counseling and testing for those wishing to participate.
Target group	Work primarily with clients who come to the facility.
Monthly stipend	R750
Entrance requirements	Grade 8 to 10. Priority to those who have shown a willingness to volunteer for a few days a month for a year prior to selection
Training targets (NQF)*	Level 2 to 3 (entrance) / CHW at NQF level 4 (target)
<b>NUMBER OF JOBS</b>	<b>21,545 (unskilled); 1,334 (skilled)</b>
<b>TOTAL POPULATION SERVED</b>	<b>28,650,691 clients served across 4,178 clinics.</b>

<b>COMMUNITY HEALTH WORKERS</b>	
Scope of practice	Provides mentorship and supervision to all community and HBC workers. Provides health promotion, health education, care of the sick, supervision of adherence etc. This includes where they exist, community disability workers, counseling and treatment supporters, adherence supporters of different, counselors, health educators, peer supporters, malaria workers. Has both a home-visiting and supervisory role. Proves the coordination necessary to ensure that households get a seamless service from the range of single purpose health care worker.
Target group	10% most vulnerable household in the most disadvantaged half of the population
Monthly stipend	R1,000
Entrance requirements	1 year of Community Care Giver experience and 1 year of experience as an Ancillary Health Worker
Training targets (NQF)*	Level 2/3 (entrance) / NQF level 4 GET certificate (target)
<b>NUMBER OF JOBS</b>	<b>111,556 (CHWs); 113,413 (total)</b>
<b>TOTAL POPULATION SERVED</b>	<b>3,949,233 households served by CHWs (education, nutrition).</b>

<b>COMMUNITY CAREGIVER</b>	
Scope of practice	Provides home based care for bed-ridden or home-bound patients suffering from illnesses caused by HIV, TB and other debilitating diseases. Undertakes screening tests for HIV and other illnesses. Trains a care provider in each household to look after sick people. Provides treatment support to encourage adherence to treatment for opportunistic infections etc. Ensuring that adherence is high and that ill people are getting a reasonable standard of home care and palliation when required.
Target group	Works primarily with individuals who take medication which requires a high degree of adherence such ART, anti-hypertensives, anti-diabetic medication etc
Monthly stipend	R750
Entrance requirements	Grade 8 to 10. Must have completed training as an AHW to NQF level 1
Training targets (NQF)*	Level 2/3 (entrance) / CHW NQF level 4 (target)
<b>NUMBER OF JOBS</b>	<b>19,746 (total)</b>
<b>TOTAL POPULATION SERVED</b>	<b>197,462 households across districts to be served.</b>

<b>TB AND DOTS SUPPORTER</b>	
Scope of practice	Provides education on the prevention, treatment and rehabilitation of TB.
Target group	People with TB or individuals at high risk
Monthly stipend	R500
Entrance requirements	Grade 8 to 10. Priority to those who have shown a willingness to volunteer for a few days a month for a year prior to selection
Training targets (NQF)*	Level 1 (entrance) / CHW NQF level 4 (target)
<b>NUMBER OF JOBS</b>	<b>23,695 (total needed)</b>
<b>TOTAL POPULATION SERVED</b>	<b>236,954 new TB cases across districts needing DOTS.</b>

<b>COUNSELING AND TREATMENT WORKER</b>	
Scope of practice	Provides community based counseling on HIV, TB and other important diseases. Undertakes screening tests for HIV and other illnesses and provides support to encourage treatment adherence for anti-retrovirals and other important illnesses.
Target group	Works with patients who take medications which requires a high degree of adherence such as people on ART, anti-hypertensives, anti-diabetic medication etc.
Monthly stipend	R500
Entrance requirements	Grade 8 to 10. Priority to those who have shown a willingness to volunteer for a few days a month for a year prior to selection.
Training targets (NQF)*	Level 1 (entrance) / CHW NQF level 4 (target)
<b>NUMBER OF JOBS</b>	<b>51,012 (total needed)</b>
<b>TOTAL POPULATION SERVED</b>	<b>510,124 across districts in need of ART.</b>

<b>MALARIA WORKER</b>	
Scope of practice	Provides education on the prevention and treatment of Malaria in affected districts. Responsible for indoor spraying and distribution of insecticide-treated bed-nets. Ensure effective education and spraying to control malaria
Target group	All households in districts with high risk of Malaria, namely: Umkhanyakude in KwaZulu Natal; Mopani and Vhembe in Limpopo; and Ehhlazeni in Mpumalanga
Monthly stipend	R500
Entrance requirements	Grade 8 to 10. Priority to those who have shown a willingness to volunteer for a few days a month for a year prior to selection.
Training targets (NQF)*	Level 1 (entrance) / CHW NQF level 4 (target)
<b>NUMBER OF JOBS</b>	<b>1,305 (total needed)</b>
<b>TOTAL POPULATION SERVED</b>	<b>652,648 vulnerable households across districts to be served.</b>



**\*NATIONAL QUALIFICATIONS FRAMEWORK (NQF)**

**Three bands of education**

South Africa's National Qualifications Framework (NQF) recognises three broad bands of education: General Education and Training (GET, 0-grade 9; enrollment is at grade 0 or R which stands for reception year; ages 7-15), Further Education and Training (leads to "matric"; grades 10,11 and 12) and Higher Education and Training.

Hence, school life in South Africa spans 13 years or grades, from grade 0, otherwise known as grade R or "reception year", through to grade 12 or "matric" - the year of matriculation. Two levels of education are distinguished as follows:

a) General Education and Training (GET) runs from grade 0 to grade 9. Under the South African Schools Act of 1996, education is compulsory for all South Africans from age 7 (grade 1) to age 15, or the completion of grade 9. General Education and Training also includes Adult Basic Education and Training. GET corresponds to the first (lowest) level of qualification referred to as NQF1.

b) Further Education and Training takes place from grades 10 to 12, and also includes career-oriented education and training offered in other Further Education and Training institutions - technical colleges, community colleges and private colleges. Corresponding to successful completion of each additional of school attendance are specified Certificates and Diplomas

c) Following that, Higher Education and Training, or tertiary education, includes education for undergraduate and postgraduate degrees, certificates and diplomas, up to the level of the doctoral degree.

<b>LEVELS OF EDUCATION IN SOUTH AFRICA</b>			
<b>BAND</b>	<b>SCHOOL GRADES</b>	<b>NQF LEVEL</b>	<b>QUALIFICATIONS</b>
<b>HIGHER</b>		8	Doctor's degree
		7	Master's degree
			Honors degree
			Postgraduate degree
		6	General first degree
			Professional first degree postgraduate
			Bachelor's degree
		5	First diploma
			Higher certificate
			Certificate
<b>FURTHER</b>	12	4	Diplomas
	11	3	Certificates
	10	2	
<b>GENERAL</b>	9	1	Grade 9 / Adult Basic Education and Training Level 4
	8		
	7		
	6		
	5		
	4		
	3		
	2		
1			

*Source: Department of Education, South Africa*

