



Invitation to apply for DEDAT stipend funding for the Financial Year 2025/26

Dear Valued Stakeholder

The Skills Development and Innovation Chief Directorate currently has funding available for the 2025/26 financial year for the **Experiential Learning Programme**, which is supported by Provincial Treasury. The stipends support offered ranges between 3 to 12 months, with the possibility of extending up to 18 months for Artisan Development Programmes (ADP).

This Programme provides experiential learning and work placement opportunities for unemployed youth in the Western Cape, focusing on high demand, priority economic sectors. It aligns with the department's strategy to improve the future employment prospects of beneficiaries between the ages of 18 - 35 years. A key performance criterion is long-term employment absorption by the host company. This placement opportunity, which spans 3 to 18 months, combines both technical and soft skills training with "hands-on" work experience.

Please note that failure to meet any performance requirements may result in the repayment of the stipend support provided by the Department.

Criteria for host companies

To be eligible for participation in this Programme, companies must meet the following criteria:

- Be a registered entity.
- Provide a written guarantee of employment for beneficiaries after the experiential learning period.
- Contribute a monthly co-payment at least R500.00 to the beneficiary, in addition to the stipend funded by DEDAT. The Department will reimburse the monthly stipend to companies enrolled in the Programme.
- Offer mentorship to beneficiaries, ensuring appropriate support, skills transfer and assessments.

- Provide additional accredited training to beneficiaries, wherever possible.
- Comply with additional workplace approval requirements for ADP beneficiaries, as stipulated by the Programme criteria.
- Confirm that beneficiaries have not participated in a DEDAT programme in previous years.
- Ensure that beneficiaries have not been employed in similar roles, complexity and positions before.
- Lead companies must have identified host companies that will provide the workplace opportunities for beneficiaries at the time of application.
- For companies applying for ADP funding, where beneficiaries are completing QCTO qualifications (3-year programme), DEDAT will only fund the final 18 months, due to the commitment of employment after the DEDAT intervention.

Benefits to host companies

Host companies can benefit from the following:

- A better match between skills demand and supply.
- The opportunity to develop beneficiaries in alignment with the company's labour needs.
- The ability to access the intern during the placement period.
- The option to apply for YES funding for additional youth, subject to submission of required documentation.

Criteria for beneficiaries

The following criteria apply to beneficiaries who may be recruited by the host company for the Experiential Learning Programme:

- Must be between 18 and 35 years of age.
- Must be unemployed (unemployed at time of application) South African citizen residing in the Western Cape.
- Must possess a valid ID (temporary ID or any other form of confirmation of identification will not be accepted).
- Host company sites must be located within the Western Cape.
- Beneficiaries must not have participated in any previous internship or learnership, unless approved by the Department in writing.
- Beneficiaries must not have been employed by the Lead or Host company in the past

- For BPO- related occupations or companies, beneficiaries must not have been employed in the sector previously, without written consent from the Department.

Required documentation

Interested companies wishing to host youth for the 2025/26 financial year are invited to submit the following documents:

- Expression of Interest (template available on the website)
- Motivation letter (template available on the website)
- Learner Activity template
- Description of the activities to be undertaken by the respective beneficiaries
- Declaration of Interest by Company (template available on website)
- Guarantee and commitment to Employment by Company (template available on the website)
- Stipend schedule (template available on the website)
- Roll out plan for training

The required templates can be found at the following website:
<https://www.westerncape.gov.za/edat/skills-programmes-projects>

Please submit all documents to the following email address:
Dedat.Placement@westerncape.gov.za

Evaluation Process

Once all the necessary documents are received, the company will be evaluated by the Company Selection Committee based on pre-determined criteria. Successful and unsuccessful companies will be informed within 30 working days after submission of all relevant documents.

Selection criteria may include, but is not limited to:

- Alignment with the Department's strategy,
- Type of occupation,
- Nature of experiential learning provided to the beneficiaries during the placement,
- Nature of training programmes provided by the company to the beneficiaries,

- Urban vs rural footprint
- The Department's experience with the applicant company's past performance, including:
 - Administrative performance
 - Adherence to past commitments (jobs, training provided and top up stipends paid)
- Financial commitment to beneficiaries (top up stipend)
- Guarantee and commitment to employment of beneficiaries.

Please note, the weighting or criteria may change based on the Department's priorities, prevailing economic situation, and societal needs.

Important notes

- The Department's financial support to companies is subject to available funds.
- All onboarding must commence within two months after receiving the allocation letter from the Department.
- The Department may oversubscribe its budget and reserves the right to terminate stipend support for the final two months of any signed Memorandum of Agreement. Companies should understand that they take on stipend risk for the last two months of the Department's stipend commitment.
- If companies fail to meet the conditions outlined in their Expression of Interest, the Department has the right to recover a portion or all of the funds paid.

Failure to meet commitments could result in future Expressions of Interest being declined.

Kind regards

Nezaam Joseph

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