



Green Economy Enterprise Development and Investment

Demonstrating resilience
through adapting skills
training delivery during
Covid-19 lockdown



Purpose

This case study looks at how the adaptation of the City of Cape Town's (CCT) partnership with GreenCape enabled the continuation of green economy skills training, despite the Covid-19 pandemic hard lockdown implemented during the first months of 2020. This adaptive response is an example of resilience in action.

The sustained investment made into green skills development demonstrates the CCT's commitment to ensuring an economic recovery that is inclusive, socially responsible and built on green economy principles.

In response to the economic challenges that the CCT faced prior to, and as a result of, the Covid-19 pandemic lockdown, it continues to emphasise the role of the City to build resilience by maintaining and ensuring a base for economic stabilisation. This is done through the continued provision of basic services and the enabling of business facilitation, retention and expansion through the Department of Enterprise and Investment.

What is resilience?

In human terms, resilience refers to "the ability of an individual to recover from setbacks, adapt well to change and to keep going even when facing difficult circumstances". A resilient Cape Town is a compassionate, connected, and capable City, where Capetonians collaborate across households, communities and institutions, to build collective responses to the current and future social, environmental and economic challenges.

For more information on our skills development work visit the GreenCape website:
www.greencape.co.za/content/focusarea/skills-development
To contact GreenCape, email us at: info@greencape.co.za

The case study discusses:

- How the GreenCape skills team assisted with the re-imagined digital implementation of skills training and development programmes that were at risk of being cancelled due to the Covid-19 lockdown.
- A resilient response to an unprecedented shock event.

It is written for:

- Cities and regions focused on building resilience through enterprise development and job creation.
- Funders and other organisations that could seek to replicate similar programmes.

Background

The Atlantis skills development programme aims to educate and empower residents and young people of Atlantis with valuable skills, so that they are able to tap into potential green economy employment opportunities created as a result of the growth of the Atlantis Special Economic Zone (ASEZ).

The programme was developed in consultation with various stakeholders in Atlantis, including current investors

in the ASEZ. An audit of local skills has helped GreenCape map current and projected skills demand, which has closely guided the work in Atlantis.

The hard lockdown implemented at the beginning of South Africa's response to the Covid-19 pandemic put numerous skills training and development programmes at risk of being cancelled, risking an additional negative impact on this vulnerable youth.

"We are excited to work with our catalytic partner GreenCape on green skills development projects such as these, because it also demonstrates our commitment to action the ambitions of the City's resilience strategy to see Cape Town as a connected and climate adaptive city, and a capable, job creating city."

Alderman James Vos, City of Cape Town Mayoral Committee member for Economic Opportunities and Asset Management.

KEY INSIGHTS

- ✓ Engage and develop strong partnerships with possible training providers very early, during project design. Strong partnerships with relevant local stakeholders facilitated an efficient and effective recruitment of training candidates.
- ✓ Remain open to new partnerships throughout the project duration. Partners who were not identified initially became really powerful allies.
- ✓ Work towards a diverse training mix with a variety of opportunity durations, contents, levels.
- ✓ Beneficiaries needed more support and communication than originally thought in order for them to be successful.
- ✓ Project beneficiaries engage differently with in-person and remote training opportunities. There are more opportunities for online learning when the training can be delivered via cell phone/tablet devices than assumed, but data costs need to be covered.
- ✓ Remote training need not be limited to online learning. Distance learning opportunities were well received.



The solution and impact

Over the past few months, through the City's partnership with GreenCape, it has continued to implement lockdown adjusted green economy skills development initiatives through collaborations with various organisations based in Atlantis.

IkamvaYouth has had its best year, reaching more than 115 learners from various feeder schools in Atlantis. The lockdown restrictions forced the programme to assess how they reach their learners and adapt to the pandemic. The programme has implemented virtual learning platforms which allow learners to engage with tutors for subject assistance and career support and guidance for matriculants. The host school Robinvale High school has been very instrumental in the success of the virtual learning platform with key teachers (mathematics, life science) on boarding to increase learner engagement and participation in the after-school programmes.

Lesedi Training Academy – Once lockdown restrictions were eased, training continued with Covid-19-adjusted technical skills training courses in boiler making, basic welding and mechanical fitting. The adjustments included fewer students, increased social distancing and increased cleaning regimes. These courses aim to empower unemployed youth in Atlantis with new skillsets that can assist them to access employment opportunities. A total of 129 people have received training through this initiative to date.

Online and remote learning opportunities - In order to reach a wider audience under the restrictions of Covid-19, this project has also provided online awareness-raising and green economy/business skills training opportunities to Atlantis and neighbouring Cape Town residents. To date, 45 candidates have completed short courses with 23 of these candidates going on to register for longer training courses.

A partnership with The Learning Trust, Western Cape Government and the Foundation for Community Work has made 10 000 copies of the Treasure Box, Covid-19 information activity book resource, available to the youth in Atlantis.

Early Childhood Development (ECD) supplementary training materials have been developed in partnership with the Early Learning Resource Unit (ELRU), to assist ECD practitioners in introducing sustainability topics to young children. These ECD training kits have been distributed through the Atlantis ECD forums. Together with ELRU, GreenCape hosted sensitizing workshops with Atlantis ECD forum representatives. These workshops allowed ECD practitioners to engage with the kit contents, asking questions and sharing how they plan to use the materials. These sessions created additional value for the practitioners as they too learned more about green economy opportunities in waste, water and energy.

IN THE CONTEXT OF CAPE TOWN'S RESILIENCE STRATEGY, THIS ENTERPRISE & INVESTMENT CASE STUDY ADDRESSES

Stresses / Shocks



Pandemic



Economic crisis



Rapid urbanisation



Unemployment



Infrastructure failure

Qualities of a resilient city



Job-creating city



Adaptable city



Robust city



Flexible city



Resourceful city

The adjusted green economy skills training helps to build economic resilience in Cape Town, in three ways:

1. Empowering the future workforce to be able to connect with an evolving future economy.
2. Enabling the local community to leverage future economic opportunities connected to the Atlantis Special Economic Zone.
3. Fostering entrepreneurship in the green economy through skills development.