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DIGITAL NASI ISPANI

Transforming Gauteng's Future Through Youth-Powered Digital Innovation

Comprehensive Implementation Proposal

- **Submitted to:** The Honourable Premier of Gauteng Province
- **Submitted by:** Intlanyelo Incubation Solution & Deviare Partnership
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CONTEX:

PARTNERSHIP INTRODUCTION: A BOLD VISION FOR CHANGE

Imagine a Gauteng where every young person has a genuine shot at a meaningful career, where government services operate with seamless efficiency, and where communities thrive through digital innovation. That's the heart of Digital Nasi Ispani-a transformative program that tackles youth unemployment head-on while accelerating the province's digital transformation journey.

This isn't just another program; it's a movement designed to rewrite the future for thousands of young people and the communities they call home, directly supporting Premier Lesufi's 2025 SOPA vision for youth empowerment and a thriving digital economy.

The Challenge We're Addressing

South Africa's youth population brims with untapped potential, yet 46.1% remain unemployed, trapped in cycles of frustration and limited opportunities. Meanwhile, Gauteng's government operates with over R2 billion in underutilized technology assets, desperately needing skilled professionals to unlock their transformative power.

The current Nasi Ispani program with its R95 million investment reaching 8,520+ participants-represents a solid foundation. However, it primarily focuses on traditional trades with uncertain job prospects in today's rapidly evolving economy. We envision a better path: redirecting this momentum toward digital skills that align with contemporary market demands, create sustainable employment, and spark entrepreneurship that genuinely transforms communities.

Why We're Positioned to Succeed

This is where the Intlanyelo Incubation Solution and Deviare partnership creates exceptional value-a powerful combination of community insight and technical expertise. Intlanyelo brings deep community roots, trusted networks, and proven ability to mobilize stakeholders around shared objectives. Deviare delivers cutting-edge digital training methodologies, a demonstrated 85%+ job placement rate, and strategic partnerships with global technology leaders including Microsoft and AWS.

Together, we're not simply teaching skills-we're building sustainable futures, addressing government inefficiencies, and creating a replicable blueprint for Africa's digital transformation.

People Who've Actually Done This Before

Intlanyelo's Core Strengths: A black-owned NPC with authentic connections to Gauteng's communities, proven ICT training capabilities, and established partnerships with MICT SETA, Microsoft, and other key stakeholders. Our leadership team includes visionaries like Elijah Dan Maseko (telecommunications industry pioneer), Mongezi Tshongweni (legal and government affairs expert), and Vusumuzi Thabethe (community empowerment specialist).

- **Elijah Dan Maseko** didn't just watch ICASA get created-he was in the room making it happen. Same with NEMISA. When South Africa needed to connect to the digital world, he was laying the groundwork.
 - o **Pan-African telecommunications specialist** with extensive information and communications experience
 - o **Instrumental in establishing ICASA** (Independent Communications Authority of South Africa)
 - o **Founded NEMISA** (National Electronic Media Institute of South Africa) and The Institute for Satellite and Space Applications (ISSA)
 - o **Led telecommunications infrastructure rollout across Africa** at Plessey
 - o **Core expertise:** Strategic relations, IT solutions, telecommunications, global technology trends
- **Mongezi Tshongweni** knows government because he was government-Head of Department right here in Gauteng. He's negotiated the same budget constraints you face, dealt with the same bureaucratic challenges.
 - o **Advanced legal education:** University of Western Cape (B.Proc, LLB), Rand Afrikaans University (LLM), University of Witwatersrand (Higher Diploma in Telecommunications), University of Lapland, Finland (LLM Certificate)
 - o **Former Corporate Legal and Regulatory Executive** at Dimension Data (Internet Solutions)
 - o **Former Head of Department, Gauteng Provincial Government** with deep understanding of government processes
 - o **Specialized expertise:** ICT law and regulation, corporate governance, business acquisitions, contract management



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- **Vusumuzi Thabethe** spent 11 years at Ekurhuleni Metro. He knows what it's like when communities are demanding better services but you don't have the digital tools to deliver them efficiently.
 - o 11 years senior management experience at Ekurhuleni Metropolitan Municipality
 - o Youth empowerment focus with Bachelor's and Honours Degrees in Psychology (UWC)
 - o Research and development background including Human Science Research Council experience
 - o Business development expertise as founding member of Road Safety Innovations (QCTO accredited)
 - o Core competencies: Strategic leadership, change management, network building, community empowerment

Deviare represents exceptional digital transformation leadership with proven enterprise-scale execution and the "Future Made Here" philosophy that the future isn't something we wait for, it's something we build today:

Deviare brings the scale and proven infrastructure you need. They're not promising to train people someday-they're doing it right now. Their 85% job placement rate isn't a target; it's their track record. Their platform ecosystem is already serving 55,000+ users across recruitment, training, and job placement. When they say "Future Made Here," they mean they've already built the infrastructure and proven they can deliver that future at scale.

Distinguished Leadership Team from Deviare:

Lubabalo Dyantyi (Chief Executive Officer):

- **Academic Excellence:** B.Com Economics & Finance
- **Executive Experience:** Former executive at Dimension Data & Internet Solutions with extensive leadership across Public Sector portfolios, Tech Outsourcing, Connectivity & Networks, and Enterprise Sales
- **Deviare Focus:** Platform Growth, Sales Leadership, Go-to-Market Strategy, Marketing, and Enterprise Partnerships
- **Strategic Expertise:** Government sector engagement, technology solution deployment, and large-scale partnership development



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Baxolile Mabinya (Chief Technology Officer):

- **Advanced Qualifications:** Master's in Computer Science, MBA from GIBS Business School
- **Enterprise Leadership:** Former MEA Strategy & Telecoms Executive at Dimension Data & Internet Solutions
- **Technical Expertise:** Deep specialization in platform design, digital strategy, and enterprise technology architecture
- **Deviare Focus:** Platform Innovation, AI development, and African Impact initiatives
- **Innovation Leadership:** Strategic technology vision and implementation across diverse market segments

Deviare's Proven Track Record: A technology training powerhouse that has a successful digital talent ecosystem with over 55,000 South Africans youth, with a platform achieving 85% job placement rates for graduates. Co-founders Lubabalo Dyantyi and Baxolile Mabinya bring extensive enterprise experience and embody a "Future Made Here" philosophy that transforms learners into genuine innovators.

The opportunity window is narrowing. Other provinces are exploring similar initiatives, and global technology partners seek successful case studies to support. With Digital Nasi Ispani, Gauteng can lead this transformation, converting the current R95 million investment into a R635 million powerhouse that delivers sustainable employment, operational efficiency, and renewed community pride.



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DIGITAL NASI ISPANI	1
CONTEX:	2
EXECUTIVE SUMMARY	6
STRATEGIC CONTEXT: WHY THIS INITIATIVE MATTERS	8
PROGRAM BLUEPRINT: HOW DIGITAL NASI ISPANI WORKS	10
IMPLEMENTATION ROADMAP: FLEXIBLE PATHWAY EXECUTION	13
GOVERNANCE STRUCTURE: LEADERSHIP AND ACCOUNTABILITY	17
PARTNERSHIP FRAMEWORK: COLLABORATIVE APPROACH	19
FINANCIAL ANALYSIS: INVESTMENT AND RETURN ON INVESTMENT	21
RISK MANAGEMENT: PROACTIVE CHALLENGE MITIGATION	23
SUCCESS METRICS: MONITORING AND EVALUATION FRAMEWORK	23
QUALITY ASSURANCE: EXCELLENCE STANDARDS	25
TECHNICAL REQUIREMENTS: INFRASTRUCTURE SPECIFICATIONS	26
LEGAL AND COMPLIANCE FRAMEWORK	28
COMMUNICATION AND OUTREACH STRATEGY	29
COMMERCIAL EXCLUSIONS & ASSUMPTIONS	30
CONCLUSION: FUTURE MADE HERE	32



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EXECUTIVE SUMMARY

Digital Nasi Ispani represents a transformative initiative designed to convert over 9,000 unemployed youth into digitally skilled professionals ready to drive Gauteng's government efficiency and catalyse new business ventures. Moving beyond outdated trade training, this program focuses on high-demand digital competencies including data analytics, cloud computing, cybersecurity, and artificial intelligence with Microsoft Copilot integration for automation and enhanced productivity.

Program Overview

Training Focus Areas: Eight specialized tracks-Data & Analytics, Cloud Infrastructure Support, Process Automation, ERP Systems, Cybersecurity, Digital Innovation, Digitally-Enabled Trades, and AI & Copilot Deployment-serving 9,020+ learners.

Dual Career Pathways: 7,020 participants secure government positions; 2,000 launch digital enterprises with comprehensive support.

Investment Structure: R70,400 per learner, with 67% government funding (Gauteng Province, MICT SETA, National Skills Fund or other Govt funding institutions and 33% contribution from technology partners who have a stake in Tech environment in Gauteng Govt including Microsoft, AWS etc and others.

Scalable Implementation Options:

- Pilot program: 1,000 learners (R70.4M)
- Intermediate scale: 5,000 learners (R352M)
- Full deployment: 9,020+ learners (R635M)

Transformative Impact

For Youth Participants:

- R5,000 monthly stipends during training
- Real-world project experience
- 85%+ job placement guarantee

For Government Operations:

- R500M+ annual operational savings



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- 300%+ improvement in technology utilization
- 200+ digitization projects delivered annually

For Communities:

- 300+ new digital businesses established
- 1,500+ additional employment opportunities created
- 200%+ increase in professional services availability

For Continental Leadership:

- Gauteng becomes Africa's digital transformation showcase
- Model for national and international replication

This initiative transcends traditional program boundaries-it represents a commitment to young people like Thandi, who envisions developing coding solutions for her community, and Sipho, who aims to establish a smart plumbing enterprise. With Deviare's proven track record of training 55,000+ South Africans and Intlanyelo deep community connections, we possess the expertise and relationships necessary for successful execution.



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STRATEGIC CONTEXT: WHY THIS INITIATIVE MATTERS

Gauteng faces youth unemployment of 45.4%, with national rates reaching 46.1% (Q4 2024 statistics). Young people demonstrate eagerness to contribute meaningfully but find themselves learning traditional skills like welding or plumbing that increasingly fail to guarantee sustainable employment. Simultaneously, government departments struggle with manual processes and underutilized technology investments exceeding R2 billion in value.

The existing Nasi Ispani program with R95 million reaching 8,520+ participants, provides solid groundwork. However, the time has arrived to pivot toward digital competencies that align with contemporary economic realities.

Current Government Challenges

Healthcare Systems: Manual record-keeping delays patient care delivery and compromises service quality.

Education Management: Fragmented systems hinder effective student progress tracking and resource allocation.

Transportation and Infrastructure: Absence of smart technology for traffic management and preventive maintenance creates inefficiencies.

Service Delivery: Paper-based processes significantly delay citizen services and reduce satisfaction levels.

These challenges stem from insufficient skilled digital talent and suboptimal utilization of existing tools including Office 365, SAP, and Azure platforms, resulting in R400M+ annual expenditure on external consulting services.

Expanded Demand Across Gauteng Entities

Beyond core provincial departments (Health, Education, Transport, Housing), Gauteng's influence extends to critical entities including Rand Water, City of Johannesburg (CoJ), City of Tshwane, Ekurhuleni Metropolitan Municipality (EMM), and numerous municipal-owned entities (Pikitup, Joburg Water, City Power), all experiencing acute digital skills shortages.

Rand Water requires AI, IoT, and analytics capabilities for advanced water management systems, with 200+ unfilled ICT positions. **CoJ** demands cloud computing and cybersecurity expertise to support its digital economy initiatives, maintaining 300+



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vacancies while partnering with Microsoft to train 10,000 youth by 2026. **Tshwane** has 250+ open positions supporting smart city development, while **EMM** seeks governance and project management skills for mSCOA compliance, contributing 200+ additional positions. Municipal entities collectively contribute 150+ more opportunities in IoT and system integration.

This totals over 1,100+ immediate opportunities in AI, cloud computing, and data analytics-directly supporting Premier Lesufi's 2025 SOPA emphasis on youth skills development for digital transformation and initiatives like iCrush no'Lova targeting 40,000 beneficiaries.

The Strategic Opportunity

Gauteng can leverage this moment to empower youth with relevant digital competencies, unlock the full potential of R2 billion in technology assets, generate millions in operational savings, and create sustainable employment opportunities. We'll bridge critical skills gaps in entities like Rand Water and CoJ while fostering entrepreneurship in township communities, directly supporting Lesufi's vision for inclusive economic growth through innovation.



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PROGRAM BLUEPRINT: HOW DIGITAL NASI ISPANI WORKS

Our Foundational Approach: Future Made Here

Digital Nasi Ispani transcends traditional rote learning approaches-it focuses on unleashing individual potential. Inspired by Deviare's proven "Future Made Here" methodology, successfully applied with over 55,000 learners, we combine real-world project experience, internationally recognized certifications, and measurable community impact.

Envision young professionals like Lerato solving actual government challenges while earning stipends, developing marketable skills, and building careers that directly align with Gauteng's digital transformation priorities.

Specialized Training Tracks

We've carefully designed eight tracks to address Gauteng's specific needs, including requirements of government departments and related entities such as Rand Water, CoJ, Tshwane, and EMM. Each track (12-20 weeks duration, R25,000-R85,000 per learner investment) integrates hands-on project work, flexible virtual learning, and dedicated mentorship, culminating in globally recognized professional certifications.

Data & Analytics (1,500 learners)

- **Focus:** Build comprehensive dashboards for healthcare patient flow optimization or CoJ revenue tracking systems
- **Certifications:** Microsoft Power BI Data Analyst Associate, Google Analytics
- **Investment:** R65,000 per learner

Cloud & Infrastructure (1,200 learners)

- **Focus:** Manage Azure environments for Tshwane's smart city systems or Office 365 optimization for Rand Water
- **Certifications:** Microsoft Azure Fundamentals, CompTIA A+
- **Investment:** R65,000 per learner

Digital Process Automation (1,500 learners)

- **Focus:** Streamline EMM service requests using Power Apps and automate routine processes

- **Certifications:** Microsoft Power Platform Fundamentals, Power Automate RPA Developer Associate
- **Investment:** R65,000 per learner

ERP Support (800 learners)

- **Focus:** Optimize Gauteng Treasury SAP systems or enhance Joburg Water procurement processes
- **Certifications:** SAP Certified User, Application Associate
- **Investment:** R85,000 per learner

Cybersecurity & Compliance (800 learners)

- **Focus:** Protect CoJ data with POPIA expertise or secure Rand Water's IoT infrastructure
- **Certifications:** CompTIA Security+, Microsoft Security Fundamentals
- **Investment:** R85,000 per learner

Digital Innovation (720 learners)

- **Focus:** Create citizen engagement applications for Tshwane or telemedicine platforms for Health Department
- **Certifications:** Microsoft Azure Developer Associate, AWS Certified Developer
- **Investment:** R85,000 per learner

Digitally-Enabled Trades (2,000 learners)

- **Focus:** Modernize traditional trades with IoT integration for Rand Water or smart electrical systems for City Power
- **Certifications:** Trade-specific credentials, Digital Marketing Fundamentals
- **Investment:** R75,000 per learner plus R25,000 workshop allowance

AI & Copilot Deployment (500 learners)

- **Focus:** Implement Microsoft Copilot for automation in Gauteng departments or productivity enhancement in EMM's mSCOA compliance processes, including AI chatbots for citizen services and automated reporting for CoJ
- **Certifications:** Microsoft Power Platform Fundamentals, Power Automate RPA Developer Associate, Microsoft Copilot for Power Platform



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- **Investment:** R75,000 per learner

Dual Career Pathways

Government Employment Track (7,020 learners): Direct placement opportunities in provincial departments (Health, Education, Transport, Housing, Treasury) and related entities including Rand Water, CoJ, Tshwane, EMM, and their subsidiaries, featuring tailored job preparation and ongoing professional support.

Entrepreneurship Track (2,000 learners): Comprehensive support including seed funding (R50,000-R200,000), dedicated mentorship programs, and market access facilitation to launch digital enterprises serving township communities or addressing municipal needs.

Learning Infrastructure

We'll transform 50 strategically selected schools into state-of-the-art digital learning hubs across Johannesburg, Tshwane, and Ekurhuleni, equipped with modern technology infrastructure and supported by mobile units for outreach to rural Gauteng areas including West Rand and Sedibeng. Deviare's platform provides 24/7 accessibility, mobile-optimized learning experiences, and real-time progress tracking capabilities.

IMPLEMENTATION ROADMAP: FLEXIBLE PATHWAY EXECUTION

Strategic Implementation Framework

Digital Nasi Ispani offers three independent implementation pathways, each delivering the same 18-month program duration with different scales and impact levels.

Government selects ONE pathway based on budget, appetite, and strategic objectives.

Two-Phase Structure:

- **Phase 1:** Pre-Program Preparation (3-6 months before program start)
- **Phase 2:** Program Delivery (18 months - same duration for all pathways)

PHASE 1: PRE-PROGRAM PREPARATION

Duration: 3-6 months before program launch | **Same foundation for all pathways**

Months -6 to -4: Foundation Setup

(Required regardless of chosen scale)

Legal and Partnership Framework:

- Execute all MOUs (Gauteng Province, MICT SETA, Microsoft, Deviare, Intlanyelo)
- Finalize funding commitments for chosen pathway
- Complete regulatory compliance requirements (PFMA, POPIA, Skills Development Act)
- Establish governance structure (scaled appropriately)

Technology Procurement and Setup:

- Procure all hardware and software for chosen scale
- Complete platform integration and testing
- Establish connectivity and technical support systems
- Deploy security and compliance frameworks

Months -4 to -2: Scale-Specific Infrastructure Preparation

PATHWAY A - PILOT PREPARATION (1,000 learners):

- **Hub Setup:** 10 schools equipped (Johannesburg: 4, Tshwane: 3, Ekurhuleni: 3)
- **Workstation Deployment:** 1,000 fully configured workstations
- **Mobilise resources:** site managers, trainers, support staff
- **Quality Systems:** Basic QA framework and reporting systems
- **Preparation Investment:** R15M

PATHWAY B - INTERMEDIATE PREPARATION (5,000 learners):

- **Hub Setup:** 35 schools equipped (Johannesburg: 15, Tshwane: 10, Ekurhuleni: 10)
- **Workstation Deployment:** 5,000 fully configured workstations
- **Staff Recruitment:** 35 site managers, 25 trainers, 60 support staff
- **Mobile Units:** 3 equipped vehicles for rural outreach
- **Enhanced Systems:** Comprehensive QA and advanced reporting systems
- **Preparation Investment:** R65M

PATHWAY C - FULL SCALE PREPARATION (9,020+ learners):

- **Hub Setup:** 50 schools + specialized facilities (full provincial coverage)
- **Advanced Infrastructure:** 9,000+ workstations, VR labs, IoT workshops, AI simulation centers
- **Complete Staffing:** 50 site managers, 40 trainers, 120 support staff
- **Mobile Units:** 5 vehicles for comprehensive rural coverage
- **Enterprise Systems:** Full quality assurance, research partnerships, innovation labs
- **Preparation Investment:** R120M

Months -2 to 0: Recruitment and Final Preparation

Community Engagement and Recruitment:

- Launch recruitment campaigns (scale-appropriate coverage)
- Application processing and learner selection

- Complete onboarding and orientation processes
- Finalize learner cohort allocations across tracks

System Testing and Validation:

- Complete end-to-end testing of all systems
- Conduct staff training and certification
- Execute dry runs and pilot sessions
- Final readiness assessment and sign-off

PHASE 2: PROGRAM DELIVERY (18 MONTHS)

Same duration for all pathways - only scale differs

Months 1-3: Program Launch and Early Operations

PATHWAY A - PILOT OPERATIONS:

- **Simultaneous Launch:** All 1,000 learners start across 8 tracks
- **Track Distribution:** Data Analytics (200), Cloud (150), Automation (200), SAP (100), Cybersecurity (100), Innovation (100), Trades (125), AI (25)
- **Project Pipeline:** 20 real government projects initiated
- **Quality Baseline:** Establish 85% retention target, monthly progress reviews

PATHWAY B - INTERMEDIATE OPERATIONS:

- **Coordinated Launch:** All 5,000 learners start across expanded track offerings
- **Track Distribution:** Data Analytics (750), Cloud (600), Automation (750), SAP (400), Cybersecurity (400), Innovation (360), Trades (1,000), AI (240)
- **Project Pipeline:** 100 government and municipal projects across all entities
- **Quality Management:** Bi-weekly progress reviews, regional coordination

PATHWAY C - FULL SCALE OPERATIONS:

- **System-Wide Launch:** All 9,020+ learners commence training simultaneously
- **Track Distribution:** Data Analytics (1,500), Cloud (1,200), Automation (1,500), SAP (800), Cybersecurity (800), Innovation (720), Trades (2,000), AI (500)

- **Project Pipeline:** 300+ transformation projects across all government levels
- **Enterprise Management:** Weekly steering committee reviews, daily operational coordination

Months 4-12: Core Training Delivery

(Identical 9-month intensive training period for all pathways)

Training Tracks Execution:

- **12-20 week specialized programs** depending on track complexity
- **Real-world project integration** throughout training period
- **Continuous assessment and certification preparation**
- **Industry mentor integration** and workplace experience

Quality Assurance (All Pathways):

- **Monthly Progress Reviews:** 85% retention rate maintenance
- **Quarterly Certification Checkpoints:** Target 80% pass rates
- **Continuous Curriculum Updates:** Technology and industry alignment
- **Learner Support Services:** Counseling, mentoring, career guidance

Months 13-15: Advanced Training and Specialization

Track Completion and Certification:

- **Final certification examinations** for all tracks
- **Capstone project presentations** to government stakeholders
- **Industry certification achievement** (Microsoft, AWS, SAP, etc.)
- **Job readiness and interview preparation**

Entrepreneurship Track Development:

- **Business plan development** for startup-bound learners
- **Seed funding application processes**
- **Mentor assignment and market validation**

- **Incubation program integration**

Months 16-18: Placement and Transition

Employment Placement Phase:

- **Government Job Matching:** Direct placement in departments and entities
- **Private Sector Opportunities:** Extended network placement via Deviare platform
- **Startup Launch Support:** Funding, mentoring, and market access facilitation
- **Ongoing Support Systems:** 6-month post-placement monitoring

Program Completion and Evaluation:

- **Final Impact Assessment:** Job placement rates, salary outcomes, government savings
- **Success Story Documentation:** Individual and community transformation cases
- **ROI Analysis and Reporting:** Comprehensive financial and social returns
- **Model Refinement:** Lessons learned and scaling recommendations

PATHWAY OUTCOMES AND INVESTMENT

PATHWAY A OUTCOMES (1,000 learners - 18 months):

- **Total Investment:** R85.4M (R15M prep + R70.4M program)
- **Target Certification Rate:** 80% (800 certified learners)
- **Employment Placement:** 680 government jobs + 120 startups (85% placement rate)
- **Government Savings:** R25M+ annually from improved efficiency
- **Community Impact:** 10+ township businesses launched, 50+ additional jobs created
- **ROI:** 18-month payback period, proof of concept validated

PATHWAY B OUTCOMES (5,000 learners - 18 months):

- **Total Investment:** R417M (R65M prep + R352M program)
- **Target Certification Rate:** 80% (4,000 certified learners)
- **Employment Placement:** 3,400 government/municipal jobs + 600 startups (85% placement rate)
- **Government Savings:** R150M+ annually across departments and municipalities
- **Community Impact:** 100+ new businesses, 500+ additional jobs created
- **ROI:** 12-month payback period, regional transformation demonstrated

PATHWAY C OUTCOMES (9,020+ learners - 18 months):

- **Total Investment:** R755M (R120M prep + R635M program)
- **Target Certification Rate:** 80% (7,216+ certified learners)
- **Employment Placement:** 7,020 government jobs + 2,000 startups
- **Government Savings:** R500M+ annually across all government levels
- **Community Impact:** 300+ new businesses, 1,500+ additional jobs created
- **ROI:** 9-month payback period, provincial economic transformation achieved

DECISION FRAMEWORK FOR GOVERNMENT

Pathway Selection Criteria:

Choose PATHWAY A if:

- Budget constraint of ~R85M total investment
- Conservative risk appetite - want proof of concept first
- Political preference for validated model before large-scale commitment
- Limited immediate job placement capacity in government

Choose PATHWAY B if:

- Budget availability of ~R420M total investment
- Moderate risk tolerance - ready for meaningful regional impact
- Capacity for 3,400+ job placements across government and municipalities
- Desire to demonstrate transformational impact without maximum commitment

Choose PATHWAY C if:

- Full budget commitment of ~R755M total investment
- High risk tolerance - committed to maximum transformation
- Capacity for 7,020+ job placements across all government entities
- Political mandate for maximum youth employment and economic impact

Implementation Timeline Certainty:

- **All pathways complete in exactly 18 months from program start**
- **Preparation time: 3-6 months depending on pathway complexity**
- **Total project timeline: 21-24 months (preparation + delivery)**

Critical Success Milestones (All Pathways):

- 100% infrastructure readiness before program launch
- 85% learner retention rate maintained throughout 18-month program
- 80% certification achievement rate across all tracks

- 85% job placement rate within 6 months of completion

GOVERNANCE STRUCTURE: LEADERSHIP AND ACCOUNTABILITY

Provincial Steering Committee

- **Leadership:** Premier's Office (Chair)
- **Membership:** Intlanyelo, Deviare, industry representatives, community leaders
- **Frequency:** Monthly strategic oversight meetings
- **Responsibilities:** Policy direction, strategic alignment, resource allocation

Program Management Committee

- **Leadership:** Program Director (shared governance model)
- **Membership:** GDE, Sci-Bono, Deviare, implementation partners
- **Frequency:** Bi-weekly operational coordination
- **Responsibilities:** Day-to-day operations, quality assurance, issue resolution

Implementation Teams

- **Structure:** 50 site managers, 25 specialized trainers, comprehensive support staff (counsellors, data analysts, community liaisons)
- **Function:** Execute daily training delivery, learner support, and community engagement

Decision-Making Framework

Clear escalation protocols from tactical (site-level) to strategic (steering committee) levels, with defined response timeframes for various issue categories including budget variances, technology challenges, and performance concerns.



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PARTNERSHIP FRAMEWORK: COLLABORATIVE APPROACH

Strategic Ecosystem

Building on Deviare's proven partnership model, successfully implemented with 55,000+ learners, our collaborative approach ensures comprehensive program success:

Deviare (Lead Training Partner):

- Training curriculum development and delivery
- Platform development and maintenance
- Job placement via Deviare Talent & Job Marketplace Platform
- Target: 85%+ job placement rate

Intlanyelo (Community Mobilization Partner):

- Community engagement and learner recruitment
- Social support services and retention programs
- Target: 90%+ learner retention rate
- Local economic development facilitation

Technology Partners:

- **Microsoft:** Direct investment (enhanced for Copilot/AI integration)
- **AWS:** Direct infrastructure and training investment support
- **SAP:** Certification programs and enterprise system access
- **Others**

Government Partners: [*Suggested figures]

- **Gauteng Province:** R50M direct funding and departmental placement opportunities
- **Gauteng Department of Education:** R100M infrastructure and hub development
- **MICT SETA:** R80M skills development funding



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- **National Skills Fund:** R40M supplementary support

Additional Collaborators:

- **Vodacom or other Telco or ISPs:** Connectivity solutions and digital inclusion support
- **TVET Colleges:** Hub hosting and infrastructure sharing
- **State-Owned Enterprises:** Rand Water, Eskom for specialized placement opportunities
- **Metropolitan Municipalities:** CoJ, Tshwane, EMM for project-based learning and employment

Partnership Agreements

Comprehensive MOUs establish clear commitments:

Financial Contributions: Specific investment levels (e.g., Microsoft's R8,000 per learner, enhanced for AI track)

Delivery Responsibilities: Clearly defined roles from curriculum development to technical support

Performance Standards: Measurable KPIs including 80% certification rates with quarterly performance reviews



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FINANCIAL ANALYSIS: INVESTMENT AND RETURN ON INVESTMENT

Investment Structure per Learner

Foundation Level (R25,000 per learner): Digital literacy fundamentals, stipend support, and job preparation

Intermediate Level (R65,000 per learner): Advanced technical skills, professional certifications, and real-world projects

Certification Level (R85,000 per learner): Leadership development and premium industry credentials

Trades/Startup Enhancement (R75,000 + R25,000): Additional workshop costs and seed funding support

AI Specialization Track (R75,000 per learner): Specialized Copilot and Power Platform tools with advanced AI certifications

Funding Distribution

Technology Partners (33%): R23,500 per learner

- Microsoft, SAP, AWS, Cisco contributions
- In-kind services and platform access

Government Sources (67%): R46,900 per learner

- Gauteng Province, MICT SETA, National Skills Fund
- Direct funding and infrastructure support

Scalable Investment Options

Pilot Program (1,000 learners): R70.4M

- Risk mitigation and model validation
- Proof of concept establishment

Intermediate Scale (5,000 learners): R352M

- 7% cost efficiency through economies of scale
- Regional impact demonstration



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Full Deployment (9,020 learners): R635M

- 15% cost efficiency optimization
- Maximum transformative impact

Comprehensive Return Analysis

Government Operational Savings: R950M+ annually

- Reduced external consulting: R400M
- Optimized technology utilization: R300M
- Process efficiency gains: R250M

Economic Impact: R3.2B over 5 years

- Direct employment (7,020 jobs): R626M in salaries
- Indirect employment (5,000 startup-generated jobs): R450M
- Tax revenue generation: R375M
- Community spending multiplication: R1.75B

Investment Recovery: 9 months with 800% five-year ROI



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RISK MANAGEMENT: PROACTIVE CHALLENGE MITIGATION

Risk Assessment Matrix

Political Transition Risks (High Impact/Medium Probability)

- **Mitigation:** Secure multi-party political support and legislative framework backing
- **Response:** Maintain stakeholder engagement across political spectrum

Technology Infrastructure Failures (Medium Impact/Low Probability)

- **Mitigation:** Implement redundant systems and comprehensive vendor support agreements
- **Response:** 24/7 technical support and backup infrastructure activation protocols

Learner Attrition (Medium Impact/Medium Probability)

- **Mitigation:** Provide competitive stipends, comprehensive counseling support, and clear career advancement pathways
- **Response:** Enhanced learner support services and alternative pathway options

Funding Shortfalls (High Impact/Low Probability)

- **Mitigation:** Diversified funding portfolio across government, industry, and international sources
- **Response:** Contingency funding agreements and phased implementation flexibility

Crisis Management Framework

Crisis Response Team: Led by Program Director with clear escalation procedures for issues ranging from minor site-level challenges to major program disruptions, ensuring 24-hour response timeframes for critical issues.

SUCCESS METRICS: MONITORING AND EVALUATION FRAMEWORK

Performance Targets

Short-term Objectives (6 months):

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- 9,020+ youth successfully enrolled and actively training
- 200+ real-world projects delivered across government entities
- 85% program completion rate maintained

Medium-term Goals (18 months):

- 7,020 graduates placed in government and related entity positions
- 2,000 digital enterprises launched with ongoing support
- R500M+ in documented government operational savings

Long-term Impact (3-5 years):

- R3.2B+ total economic impact generated
- Gauteng recognized as Africa's leading digital transformation hub
- Model successfully replicated in other provinces

Monitoring Methodology

Real-time Tracking:

- Daily platform analytics on attendance and learning progress
- Automated progress dashboards for stakeholder visibility

Regular Assessment:

- Monthly KPI reporting on certifications, project delivery, and budget performance
- Quarterly stakeholder feedback sessions and impact evaluation reviews

Annual Evaluation:

- Comprehensive assessment of employment outcomes, enterprise success rates, and government savings realization
- Independent third-party evaluation and impact study

Qualitative Impact Documentation:

- Success story collection and learner journey documentation
- Community impact assessment through surveys and focus groups



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SUSTAINABILITY STRATEGY: LONG-TERM VIABILITY PLAN

Financial Sustainability Roadmap

Years 1-2: Foundation Phase

- R635M from grants and initial funding commitments
- Model validation and stakeholder confidence building

Years 3-4: Hybrid Funding Phase

- Diversified revenue: R150M from consulting services, R100M from industry partnerships
- Graduated learner contribution programs and alumni network development

Years 5+: Self-Sustaining Operations

- R300M annual revenue from services and training programs
- R150M ongoing government partnership funding
- Dividend returns from successful startup investments

Geographic Expansion Strategy

Year 3: Western Cape and KwaZulu-Natal expansion, training 10,000 additional learners

Year 5: Five-province presence with 25,000 annual learners

Year 10: National program reaching 100,000+ trained professionals, with SADC regional expansion

Continuous Innovation

Curriculum Evolution: Quarterly updates integrating emerging technologies including AI, 5G, and blockchain applications

Infrastructure Development: Establishment of permanent Gauteng-led digital skills hub inspiring continental replication

Research and Development: Ongoing partnership with universities for impact research and program optimization



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QUALITY ASSURANCE: EXCELLENCE STANDARDS

Our commitment to transforming lives demands world-class training quality, aligned with ISO 9001 standards and SAQA requirements.

Quality Framework Components

Curriculum Excellence:

- Industry and academic validation processes
- Quarterly content updates reflecting technological advances
- Integration of global best practices and local context

Trainer Excellence:

- Minimum 5 years relevant industry experience
- Ongoing professional development programs
- Student feedback integration (target: 4.5/5 rating)

Infrastructure Excellence:

- Modern technology infrastructure with 99% platform uptime
- Accessible learning environments meeting universal design standards
- State-of-the-art equipment and software access

Outcome Excellence:

- 80%+ certification achievement rate across all tracks
- 85%+ job placement rate within six months of completion
- 70%+ startup survival rate at 24 months

Quality Oversight

Quality Assurance Committee: Independent oversight body conducting monthly audits and continuous improvement recommendations, with participant feedback driving systematic enhancements.

TECHNICAL REQUIREMENTS: INFRASTRUCTURE SPECIFICATIONS

Learning Hub Infrastructure

Physical Locations: 50 strategically selected schools across Johannesburg, Tshwane, and Ekurhuleni

- 50-100 workstations per hub with modern computing equipment
- High-speed internet connectivity (100Mbps-1Gbps capacity)
- Virtual Reality setups for advanced technical tracks
- IoT demonstration tools for trades integration
- AI/Copilot simulation environments for specialized training

Digital Platform Requirements

Deviare Platform Integration:

- Mobile-optimized learning management system
- AI-driven personalized learning pathways
- POPIA-compliant data management and security
- Seamless integration with Microsoft, SAP, and AWS environments
- Real-time progress tracking and analytics capabilities

Mobile Outreach Infrastructure

Mobile Digital Labs Learning Units: Five equipped vehicles with satellite internet connectivity for rural Gauteng outreach, specifically targeting West Rand, Sedibeng, and other underserved areas. See man example of mobile lab below.





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Each Mobile Digital Lab is a fully operational, mobile classroom equipped with:

- 50 laptops (25 for each lab), Solar PV system (5KW inverter + 10KVAh backup)
- Digital projector, interactive screens, dual connectivity (*Connectivity will be provided by LITSA)
- Facilitator on site
- Self-contained ablution and civil infrastructure (as needed)



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LEGAL AND COMPLIANCE FRAMEWORK

Regulatory Compliance

Public Finance Management Act (PFMA): Transparent procurement processes and financial accountability

Protection of Personal Information Act (POPIA): Comprehensive data protection and privacy safeguards

Skills Development Act: Alignment with national skills development priorities and SETA requirements

Governance and Integrity

Procurement Transparency: Open tender processes with clear evaluation criteria

Code of Conduct: Ethical guidelines for all program participants and staff

Audit and Oversight: Monthly financial audits and whistleblower protection mechanisms



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COMMUNICATION AND OUTREACH STRATEGY

Community Engagement

Recruitment Campaigns: Comprehensive social media, radio, and community event strategies targeting Soweto, Mamelodi, Katlehong, and other key communities

Success Story Amplification: Regular documentation and sharing of learner journeys and achievements

Stakeholder Communication: Monthly progress reports and quarterly stakeholder briefings

Public Relations and Advocacy

Annual Showcase Events: High-profile demonstrations of learner projects and employment success stories

Media Partnerships: Ongoing relationships with community and mainstream media for program visibility

Digital Presence: Comprehensive online platform showcasing program impact and opportunities

COMMERCIAL EXCLUSIONS & ASSUMPTIONS

Exclusions

- This proposal does **not** include hardware procurement beyond learner devices and basic training tools.
- Costs related to government IT infrastructure upgrades (e.g., servers, enterprise software) are **excluded**.
- Marketing and public relations expenses at the provincial level are **excluded** unless otherwise agreed upon.
- Long-term maintenance of digital platforms post-program is **not included**.
- Cost of legal, legislative or regulatory changes to enable digital transformation is **excluded**.

Assumptions

- All department MOUs will be signed prior to implementation.
- Government departments will ensure job placement capacity aligns with program timelines.
- Industry partners will deliver agreed-upon contributions in-kind or financial.
- Existing Nasi Ispani infrastructure (offices, facilities) can be reused without additional cost.
- SETA and national funding will be accessible within the implementation cycle.

IMPLEMENTATION TIMELINE AND NEXT STEPS

Immediate Action Items

Month 1:

- Finalize and execute all partnership MOUs
- Complete comprehensive school infrastructure audits
- Launch intensive community recruitment campaigns across Gauteng

Month 4:

- Commence pilot program with initial 1,000 learners in Tshwane and Ekurhuleni
- Activate first 10 learning hubs with full technical capabilities

Month 10:

- Achieve full scale with 5,000 active learners
- Operate 50 learning hubs across Johannesburg, Tshwane, and Ekurhuleni

Approval and Commitment Process

To advance this transformative initiative, we propose:

Immediate Next Steps:

1. **Executive Briefing:** Meeting with Premier's Office within two weeks to discuss pilot funding and strategic entity partnerships (Rand Water, CoJ, Tshwane, EMM)
2. **Stakeholder Alignment:** Comprehensive review meeting by August 20, 2025, to finalize implementation timelines and secure initial funding commitments
3. **Partnership Formalization:** Execute binding agreements with technology and government partners by September 2025



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CONCLUSION: FUTURE MADE HERE

Digital Nasi Ispani transcends traditional program boundaries—it represents a solemn promise to young people like Thandi, who sees coding as her pathway to meaningful change, and Sipho, whose innovative smart plumbing startup will serve his township community with pride and efficiency.

This initiative embodies a commitment to Gauteng's government and critical entities like Rand Water, unlocking billions in technological potential currently lying dormant. Most importantly, it presents a bold vision for continental leadership, demonstrating that Africa's future isn't something we passively await—it's something we actively build, together, starting today.

This vision directly echoes Premier Lesufi's compelling call for a digitally empowered Gauteng, where youth development and technological innovation converge to create unprecedented opportunities for inclusive economic growth and community transformation.

The time for transformation is now. Let's build the future together.