



REPORT TO SUBCOUNCILS

1. ITEM NUMBER: **03SUB 07/10/2020**

2. SUBJECT

**REPORT TO SUBCOUNCIL ON EXPANDED PUBLIC WORKS
PROGRAMME (EPWP) IMPLEMENTATION AND PROGRESS IN THE
2019/20 FINANCIAL YEAR**

ONDERWERP

**TUSSENTYDSE VERSLAG OOR DIE UITGEBREIDE
OPENBAREWERKEPROGRAM (EPWP) SE IMPLEMENTERING EN
VORDERING VIR DIE 2019/20-BOEKJAAR**

ISIHLOKO

**INGXELO EJOLISWE KWIBHUNGANA EMALUNGA NOKUMISELWA
KWENKQUBO ENATYISIWEYO ENGEMISEBENZI YOLUNTU (EPWP)
NENKQUBELA KUMNYAKA-MALI KA-2019/20**

LSU M1056

3. PURPOSE

The aim of this report is to provide Subcouncils with an update on the progress with regards to the implementation of the Expanded Public Works programme (EPWP) in the City of Cape Town.

4. FOR DECISION BY

The report is for information and noting.

5. EXECUTIVE SUMMARY

The City of Cape Town aimed to create 35 000 (Amended to 30 000) EPWP work opportunities during the 2019/20 financial year.

A total of 31 871 work opportunities and 10 703 FTE opportunities were created.

Making progress possible. Together.

6. RECOMMENDATIONS

It is recommended that:

- a) The Subcouncil notes the progress report on the implementation of EPWP.

AANBEVELING

Daar word aanbeveel dat:

- a) Alle subrsde van die vorderingsverslag oor die implementering van EPWP kennis neem.

IZINDULULO

Kundululwe ukuba:

- a) IBhungana maliqwalasele ingxelo engenqubela ngokumalunga nokumiselwa kwe-EPWP.

7. DISCUSSION/CONTENTS

The City of Cape Town aimed to create 35 000 (amended to 30 000) EPWP work opportunities during the 2019/20 financial year. A total of 31 871 work opportunities and 10 703 FTE opportunities were created.

These work opportunities were created through the implementation of 591 projects in various Sub-councils. Below, please find the summary of the number of work opportunities created per Directorate.

| 2019/2020 : 01 JULY 2019 – 30 JUNE 2020 WORK OPPORTUNITIES | | | | | |
|--|---|--------------|---------------|-------------|--------------|
| Directorate | Department | Jobs Planned | Jobs Achieved | FTE Planned | FTE Achieved |
| Urban Management | Urban Management | 203 | 1 329 | 43 | 524 |
| Economic Opportunities and Asset Management | Economic Opportunities and Asset Management | 758 | 1 422 | 387 | 470 |
| Corporate Services | Corporate Services | 170 | 179 | 45 | 67 |
| Energy and Climate Change | Energy and Climate Change | 337 | 338 | 57 | 59 |
| Finance | Finance | 152 | 163 | 30 | 70 |
| Human Settlements | Informal Settlements and backyards | 1 116 | 490 | 60 | 75 |
| | Public Housing | 315 | 266 | 70 | 60 |

| 2019/2020 : 01 JULY 2019 – 30 JUNE 2020 WORK OPPORTUNITIES | | | | | |
|--|--|---------------|---------------|--------------|---------------|
| Directorate | Department | Jobs Planned | Jobs Achieved | FTE Planned | FTE Achieved |
| | Housing Development | 563 | 551 | 140 | 106 |
| | Total | 1 994 | 1 307 | 270 | 241 |
| Water and Waste Services | Solid Waste Management | 10 000 | 9 933 | 1 696 | 3 237 |
| | Water and Sanitation | 4 000 | 5 537 | 669 | 1 975 |
| | Total | 14 000 | 15 470 | 2 365 | 5 212 |
| Safety and Security | Safety and Security | 812 | 1 136 | 209 | 471 |
| Community Services and Health | City Health | 400 | 641 | 82 | 171 |
| | Library and Information Services | 100 | 199 | 20 | 98 |
| | Recreation and Parks | 3 954 | 4 112 | 610 | 1 688 |
| | Social Development and Early Child Development | 2 909 | 3 073 | 480 | 1 068 |
| | Total | 7 363 | 8 025 | 1 192 | 3 025 |
| Spatial Planning and Environment | Environmental Management | 1 000 | 1 492 | 160 | 228 |
| Transport | Asset Management and Maintenance | 3 224 | 1 010 | 1 269 | 336 |
| Total | | 30 000 | 31 871 | 7 400 | 10 703 |

Kindly note that 19 485 work opportunities which represents 61% of 31 871, was women.

These work opportunities were created through both direct and indirect employment methods. Direct employment opportunities and FTE are created when the City contracts directly with EPWP workers, while indirect employment opportunities and FTE's are created through the City's service providers or contractors.

The Public Employment and Skills Development Framework

The framework outlines the structure for the implementation of all EPWP skills development programmes/projects. It provides for an effective and efficient approach to achieving Economic Inclusion. Workers will receive skills training where it is economically feasible and practical (i.e. project duration /worker needs).

During the 2019/2020 financial year, 14 skills development projects were implemented across all sectors (Infrastructure, Environmental and Social). A total of 1 236 participants were appointed within these skills projects.

A summary of current skills training project, are outlined as follow:

| Project Name | Directorate/Department | Number of planned Opportunities | Number of actual Opportunities |
|---|--|---------------------------------|--------------------------------|
| Horticulture & Dune Rehab (01 July 2019 to 31 December 2020) | Spatial Planning & Environment | 10 | 9 |
| Kader Asmal Skills Development Programme (01 August 2018 to 30 June 2021) | Spatial Planning & Environment: Invasive Species | 36 | 30 |
| Mowing and Landscaping Maintenance (01 February 2019 to 31 January 2021) | Community Services and Health: Recreation and Parks | 455 | 408 |
| Artisan - Skills Training (07 January 2019 to 07 December 2020) | Human Settlements: HOTTS | 60 | 28 |
| Training and Development of Semi-Skilled workers (01 August 2018 to 30 June 2020) | Water and Sanitation | 85 | 58 |
| Women at Work Skills programme (12 August 2019 to 30 June 2022) | Transport | 126 | 112 |
| SmartCape Digital Cadets (01 October 2019 to 13 March 2021) | Community Services and Health: Library Services | 75 | 79 |
| Zoe Incubation Delft (01 August 2019 to 30 June 2020) | Economic Opportunities and Asset Management: Enterprise and Investment | 175 | 156 |
| Cape Skills & Employment Accelerator (01 October 2019 to 30 September 2019) | Economic Opportunities and Asset Management: Enterprise and Investment | | 2 |
| BPesa WC EOH Project (01 August 2019 to 30 June 2021) | Economic Opportunities and Asset Management: Enterprise and Investment | 170 | 113 |
| Facilities Protection project (01 August 2019 to 30 June 2021) | Safety and Security/ Recreation and Parks | 190 | 83 |
| Public Participation Fieldworkers (01 July 2019 to 30 June 2022) | Urban Management: PPU | 144 | 121 |
| CTMPD Cadets (03 February 2020 to 30 June 2021) | Safety & Security: Metro Police Services | 22 | 22 |
| Traffic Wardens (Pointsman) (03 February 2020 to 30 June 2022) | Safety & Security: Traffic Services | 50 | 15 |

All line departments have committed themselves to an exit strategy for the participants that are on skills programmes to ensure that they are absorbed by the City of Cape Town or external stakeholders.

From the 1 236 EPWP Skills development participants, 17.8% (220 participants) have exited the programme to date. They have received post EPWP placement into permanent, or longer term employment; while some have received bursaries to study further. This number is expected to increase as more of these projects reach their end-goals.

Job Seeker Administration Update (JSDB)

A summary of tasks/deliverables and update on the JSDB administration to date. The challenges were experienced which resulted in the delay of enhancements, hereto some of the challenges that have been raised but not limited to:

1. The project has been delayed due to Covid-19 and a business analyst has since been appointed to focus on the project priorities and to accelerate the progress of this project.
2. The project implementation has been reviewed and deadlines adjusted.
3. The intention is to complete all outstanding deliverables by end June 2021.

To date the following has been executed/ in progress:

| Priority | Task | Feedback/Update | Proposed Timelines |
|-------------------|---|--|--------------------|
| Priority 1 | Project Registration Form | Amendment recommendations has been received from the Coordinators Forum and will be developed accordingly. | July 2020 |
| | Exclusion Report count | Part of spec development in priority 1. | |
| | Improving the JSDB Randomisation function EPWP Designations and Skillsets Categorization of skills to be linked on the system Updating the existing data with the new EPWP Designations Export Randomisation | Spec development – phase 2 | October 2020 |
| | Revamp of Randomisation Page EPWP designations Provide extracts of Jobseekers linked to the old skills Provide extracts of Jobseekers linked to the EPWP designations | Spec development – phase 2/3 | |
| | Revamp of the Jobseekers Registration Form Skill sets Experience EPWP Designations | EPWP skills sets and designations have been provided to IS&T. | |
| | Enable Project Managers to run randomisation requests | Linked to Spec development – Phase | |
| Priority 2 | Send notifications to Project Manager once the project has been registered. | Linked to Spec development – Phase 2. | January 2021 |
| | Communication SMS and email notifications to jobseekers at various points of registration and recruitment. | Communication content has been confirmed and provided to IS&T. | |
| | Cost analysis on number of randomisations per day, and against how many ID numbers. | | |
| | Automation and centralization of the monitoring & evaluation of functions ID validation (inclusive of existing ID | | |

| Priority | Task | Feedback/Update | Proposed Timelines |
|-------------------|--|--|--------------------|
| | validation) must flag double linking to other projects, contracts and cooling off periods. | | January 2021 |
| | Automatic linking of all confirmed available jobseekers to the relevant project(s). | | |
| | Automatic application of the randomisation report and exclusion parameters. | | |
| Priority 3 | Public Facing User | Code has been developed. | February 2021 |
| | Automation and centralization of the monitoring & evaluation of functions 1) ID validation (inclusive of existing ID validation) must flag double linking to other projects, contracts and cooling off periods. | | |
| | Automatic linking of all confirmed available jobseekers to the relevant project(s). | | |
| | User Access Management (Audit Trail) | | |
| | | | |
| Priority 4 | Enabling key artefacts to be system generated, such as employment contracts | | February 2021 |
| | Document and records management | | |
| | Jobseekers Database Integration – Street People | Completed | |
| | Jobseekers Database Integration – Youth List | Framework has been developed – Data provided not adequate for uploading. | May 2021 |
| | Jobseekers Database Integration – Volunteers | In progress – PN00643 will be linked to JSDB system (PN00536) | |
| | Subcouncil Project View | | |
| | JSDB Beneficiary List Errors | | June 2021 |
| | Jobseekers Subcouncil report XY – Co-ordinates | | |
| | Duplicate ID Numbers Report | SR completed and closed. | |
| | SAP Delta Report | Completed | |
| | Archive inactive Jobseeker records | Linked to JSDB Policy – 9.3.7 | |
| | Job categories and skillsets informal | Data has been provided to IS&T. | |
| Priority 5 | Project Closure | | June 2021 |

2020/21 Summary of Targets

The EPWP Department entered into consultation with respective line departments and agreed to job creation targets for the 2020/2021 financial year. Below, please find breakdown summary of targets per Directorate:

| City of Cape Town Work Opportunities Target 2020/21 | | |
|---|----------------------------------|----------------------------------|
| Directorate | Targets per SDBIP (WO) 2020/2021 | Targets per SDBIP (FTEs) 2020/21 |
| Urban Management | 250 | 71 |
| Economic Opportunities and Asset Management | 758 | 308 |
| Corporate Services | 203 | 61 |
| Energy & Climate Change | 406 | 80 |
| Finance | 152 | 30 |
| Water and Waste Services | 14 000 | 1 192 |
| Safety and Security | 812 | 159 |
| Community Services and Health | 8 000 | 2 251 |
| Spatial Planning and Environment | 1 000 | 165 |
| Transport | 3 224 | 1 229 |
| Human Settlements | 3 968 | 648 |

FOR FURTHER DETAILS, CONTACT:

| | |
|------------------------|-----------------------------------|
| NAME | Salome Sekgonyana |
| CONTACT NUMBERS | (021) 400 9402 |
| E-MAIL ADDRESS | Salome.Sekgonyana@capetown.gov.za |
| DIRECTORATE | Urban Management |
| FILE REF NO | EPWP/UM/2019-20_2019-20/Q2 |

Comment:

ACTING MANAGER: EPWP & CWP

Ziyanda Ngqangweni

NAME

DATE

☐ REPORT COMPLIANT WITH THE PROVISIONS OF COUNCIL'S DELEGATIONS, POLICIES, BY-LAWS AND ALL LEGISLATION RELATING TO THE MATTER UNDER CONSIDERATION.

☐ NON-COMPLIANT

EXECUTIVE DIRECTOR

Philemon Mashoko

NAME

TEL

DATE

Comment: