

# The adaptation, implementation and evaluation of the Qhubekela Phambili Career-enhancement Programme (JOBS Programme)

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Orange Farm  
Qhubekela Phambili  
Self-esteem  
Evidence-based  
NWU  
Boipatong  
Optentia Research Unit  
**Background**  
*A-motivation*  
**UNEMPLOYMENT**  
**INTERVENTION**  
Job-search self-efficacy  
South Africa  
KU Leuven

# Intervention Phase

Study 1: Overview of  
employment programmes in  
Emfuleni and Orange Farm



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SHARING MINDS, CHANGING LIVES

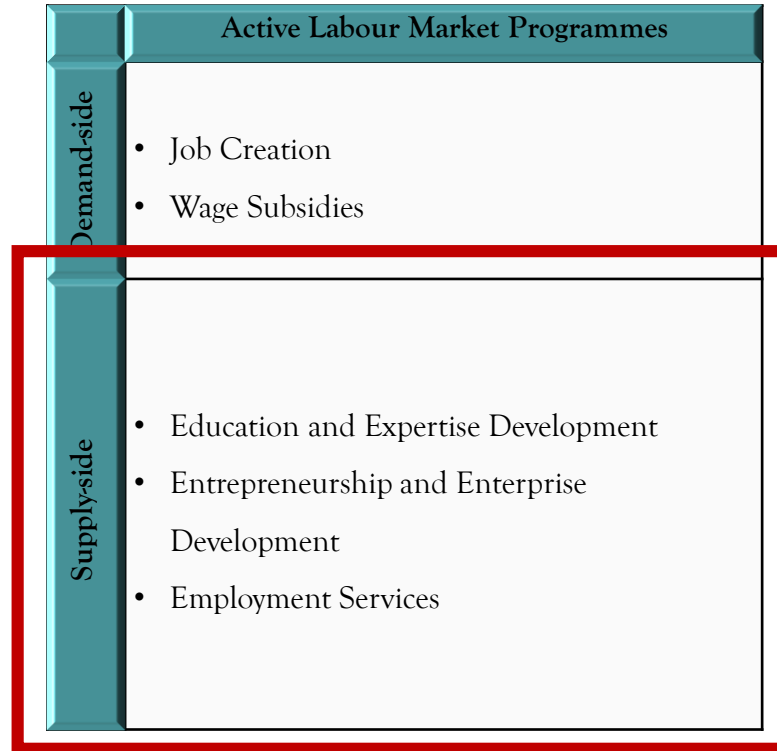
# Study 1: Involved role players (Who?)

Government

Private Sector

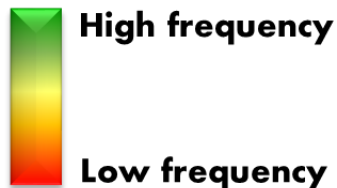
Civil Social  
Organisations

# Study 1: Framework of types of interventions (What?)



# Study 1: Findings

Stakeholders	Number of Interventions	Number of Components	Supply-side Labour Market Interventions								
			Education and Expertise Development		Entrepreneurship and Enterprise Development				Employment Services		
			Education	Vocational Training	Enterprise Development	Business Skills Training	Financial Support	Mentoring	Workplace Readiness	Job-search assistance	Soft skills
National	183	294	5	92	33	29	11	7	18	9	6
Government	36.90%	37.50%	0.6%	11.7%	4.2%	3.7%	1.4%	0.9%	2.3%	1.1%	0.8%
Provincial	66	132	3	40	27	25	2	3	5	5	2
Government	13.30%	16.50%	0.4%	5.1%	3.4%	3.2%	0.3%	0.4%	0.6%	0.6%	0.3%
Municipal	114	122	2	28	19	15	4	6	15	9	7
Government	23.00%	15.50%	0.3%	3.6%	2.4%	1.9%	0.5%	0.8%	1.9%	1.1%	0.9%
State-Owned Enterprises	65	300	25	52	47	52	9	18	9	12	7
	10.50%	38.20%	3.2%	6.6%		6.6%	1.1%	2.3%	1.1%	1.5%	0.9%
Civil Society Organisations	55	114	6	28	7	10	2	13	12	15	16
	8.90%	14.50%	0.8%	3.6%	0.9%	1.3%	0.3%	1.7%	1.5%	1.9%	2.0%
Private Sector	13	22	0	9	1	2	0	2	2	1	1
	2.60%	2.80%	0.0%	1.1%	0.1%	0.3%	0.0%	0.3%	0.3%	0.1%	0.1%
Total	496	785	41	249	134	133	28	49	61	51	39
			5.20%	31.70%	17.10%	16.90%	3.80%	6.20%	7.80%	6.50%	5.00%
Overall Total:			36.90%		43.80%				19.30%		



**Lack of critical behavioural skills such as coping, motivation, resilience, self-efficacy and problem-solving skills**

# Intervention Phase

Study 1: Overview of  
employment programmes  
in Emfuleni and Orange  
Farm

Study 2: Systematic Review  
of JOBS programme

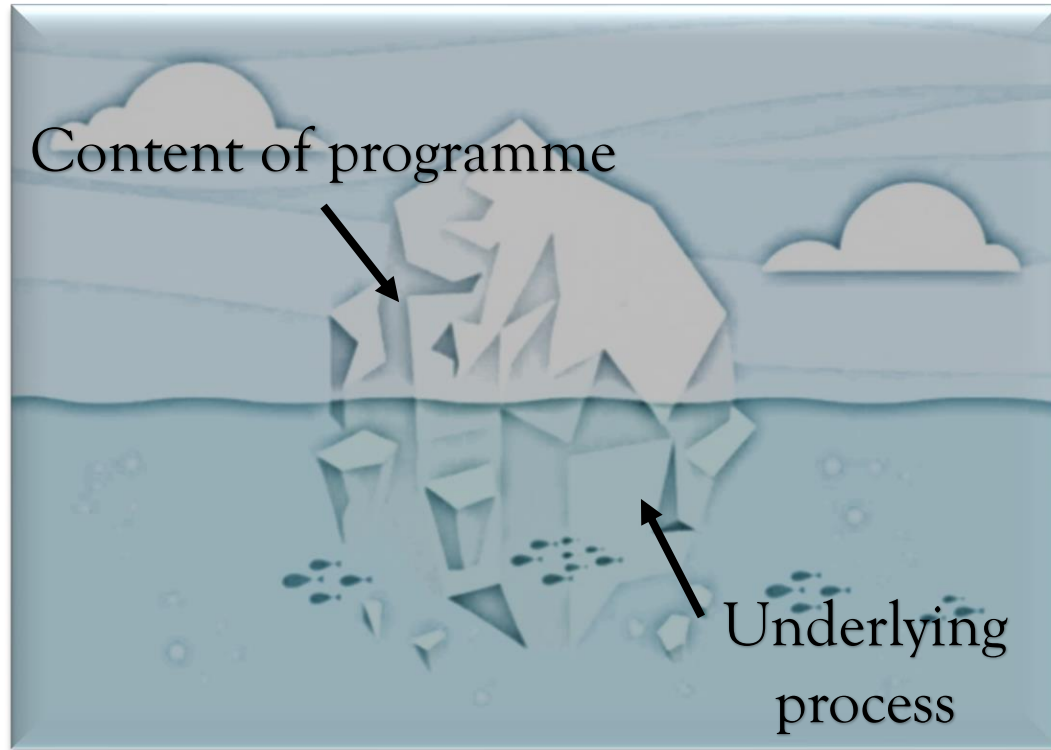


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## Study 2: Systematic review of JOBS programme





## Study 2: Systematic review of JOBS programme

### Active learning

Using the participants' knowledge and skills to obtain answers and solutions

### Guiding behaviour

Demonstrate effective behaviour

### Self-efficacy

Participants believe they have the ability to perform a specific task / behaviour successfully

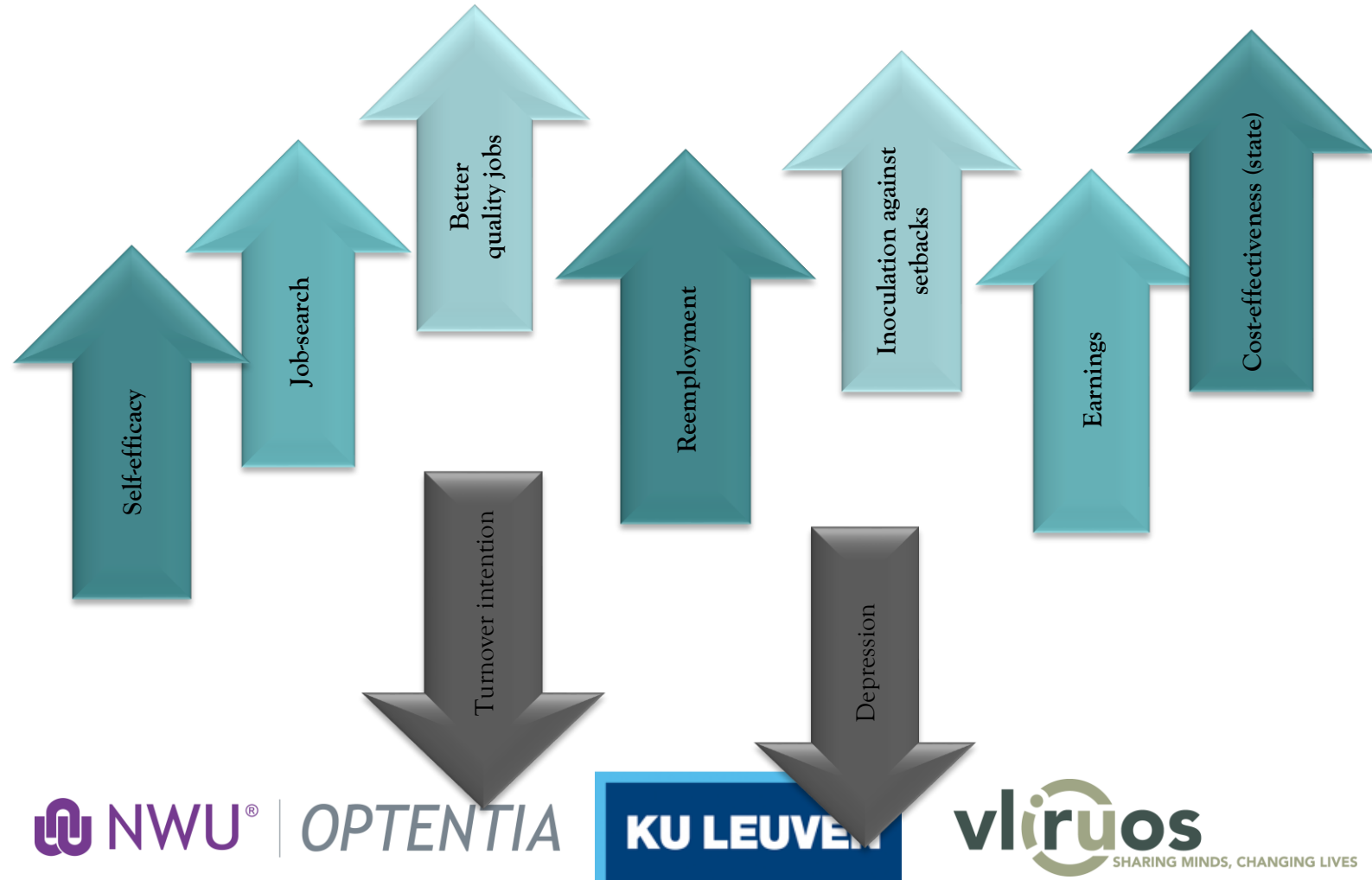
### Social support

Facilitators express empathy participants and encourage coping efforts, and emphasise supportive behaviours

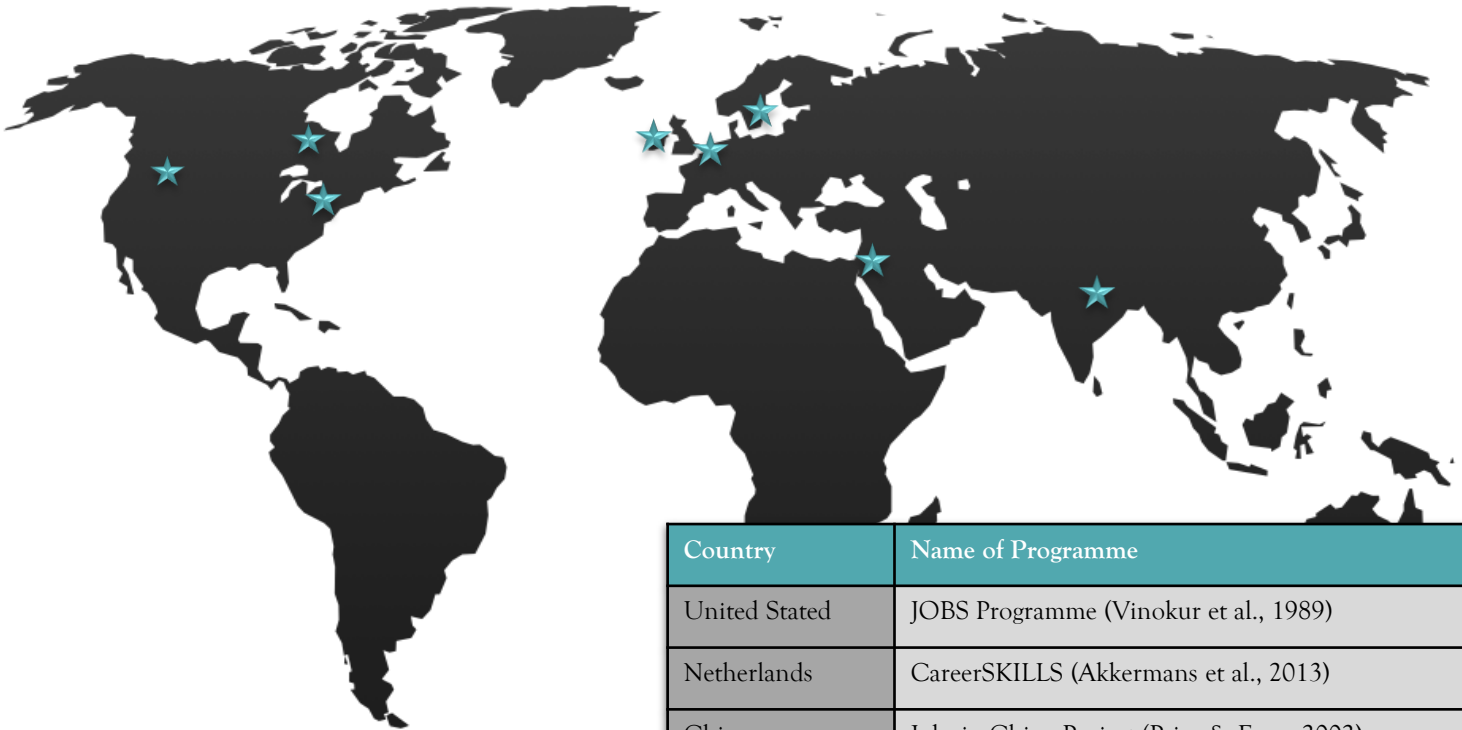
### Inoculation against setbacks

Anticipates barriers, prepares solution to overcome them and commits to action steps

## Study 2: Systematic review of JOBS programme



## Study 2: Systematic review of JOBS programme



Country	Name of Programme
United Stated	JOBS Programme (Vinokur et al., 1989)
Netherlands	CareerSKILLS (Akkermans et al., 2013)
China	Jobs in China Project (Price & Fang, 2002)
Israel	Job-search intervention (Shirom et al., 2008)
Finland	Tyohon Job Search Program (Vuori et al., 2002)
Ireland	Winning New Jobs (WNJ; Barry et al., 2008)

# Intervention Phase

Study 3: Adaptation,  
implementation and  
evaluation of the JOBS  
programme in South Africa

Qhubekela Phambili

Moving forward (in Zulu)

Study 1: Overview of  
employment programmes  
in Emfuleni and Orange  
Farm

Study 2: Systematic  
Review of JOBS  
programme

## Study 3: Objectives

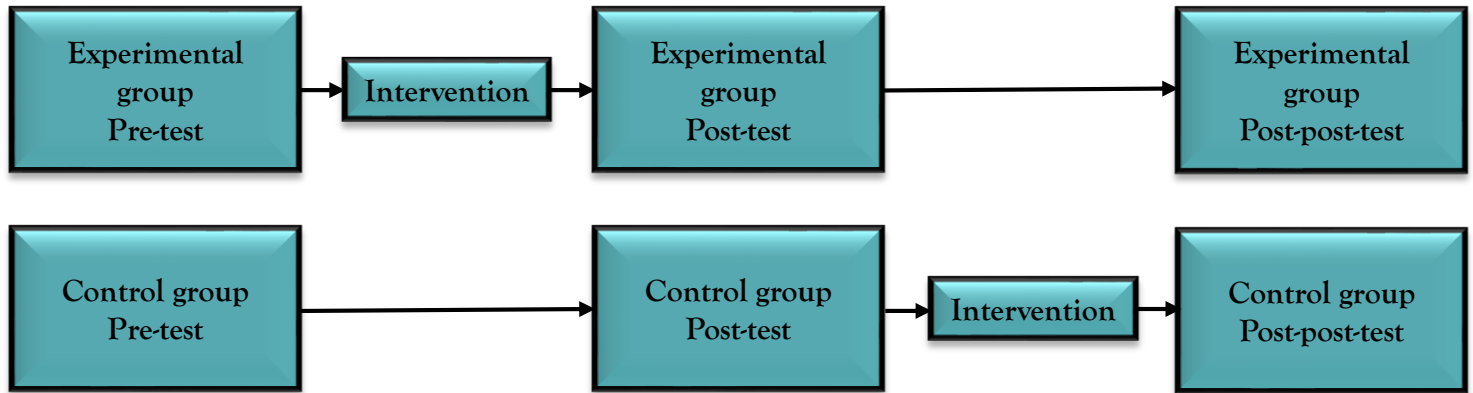
H1: Job-search self-efficacy  
( $\alpha = 0.93$ ; Vinokur et al, 1991)

H2: A-motivation  
( $\alpha = 0.85$ ; Vansteenkiste et al., 2005)

H3: Self-esteem  
( $\alpha = 0.83$  (Rotter, 1966))

H4: Reemployment  
(dichotomous scale)

# Study 3: Design

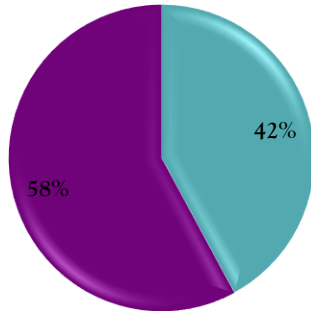


$$n_{\text{intervention}} = 69$$
$$n_{\text{control}} = 62$$

# Study 3: Population

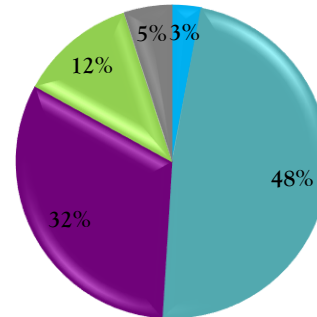
## Gender

■ Male ■ Female



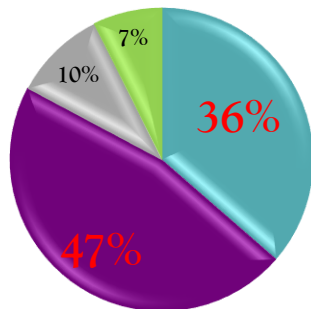
## Age

■ Below 20 ■ 20 - 29 ■ 30 - 39 ■ 40 - 49 ■ 50 - 59



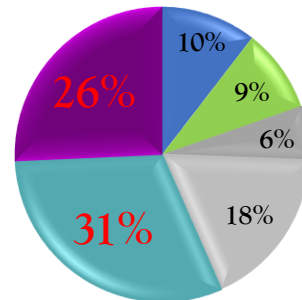
## Education

■ Less than Grade 12 ■ Grade 12  
■ National / Higher Certificate ■ National Diploma / Degree

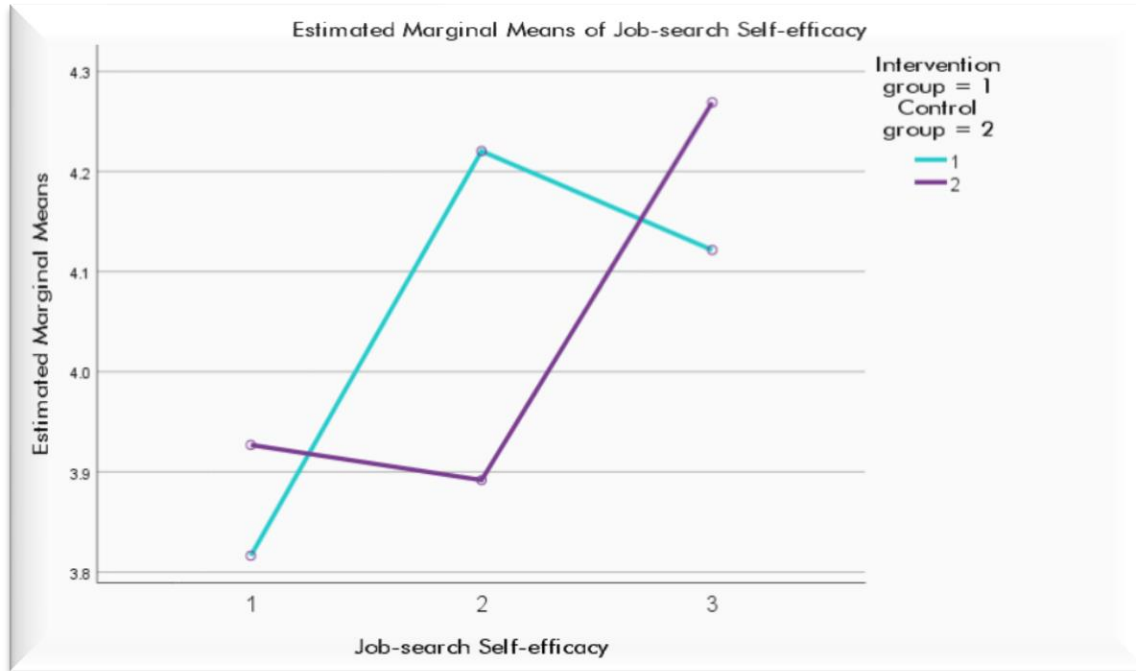


## Duration of unemployment

■ Less than 3 months ■ 3 - 5 months ■ 6 - 11 months  
■ 1 - 2 years ■ 2 - 5 years ■ More than 5 years



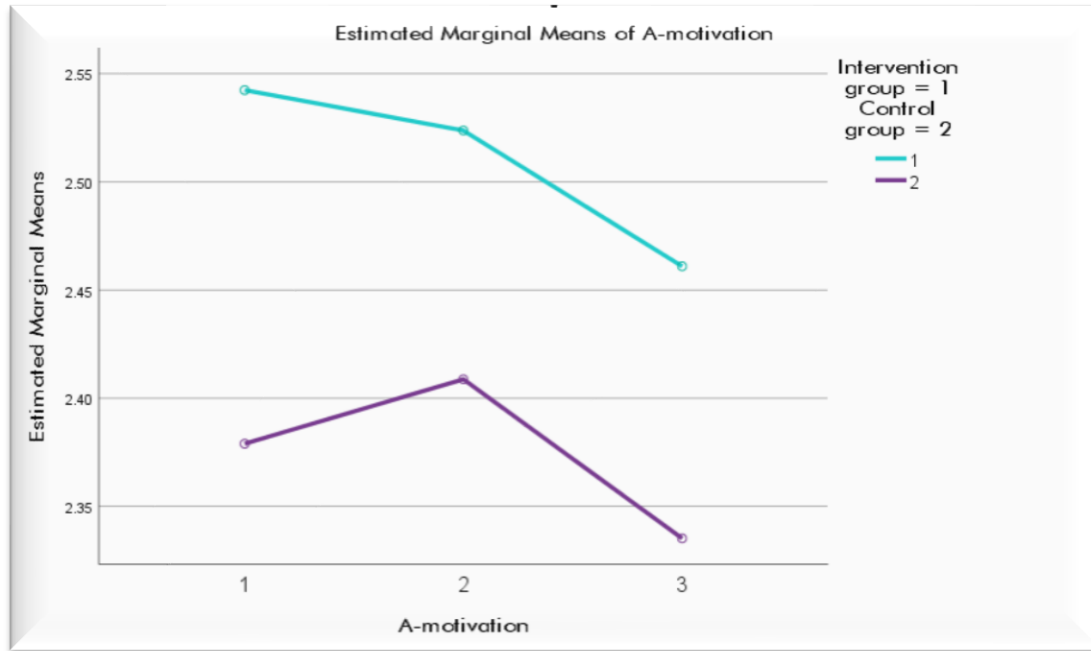
## Study 3: Results



Repeated Measures ANOVAs with 3 intervals ( $p < 0.05$ )

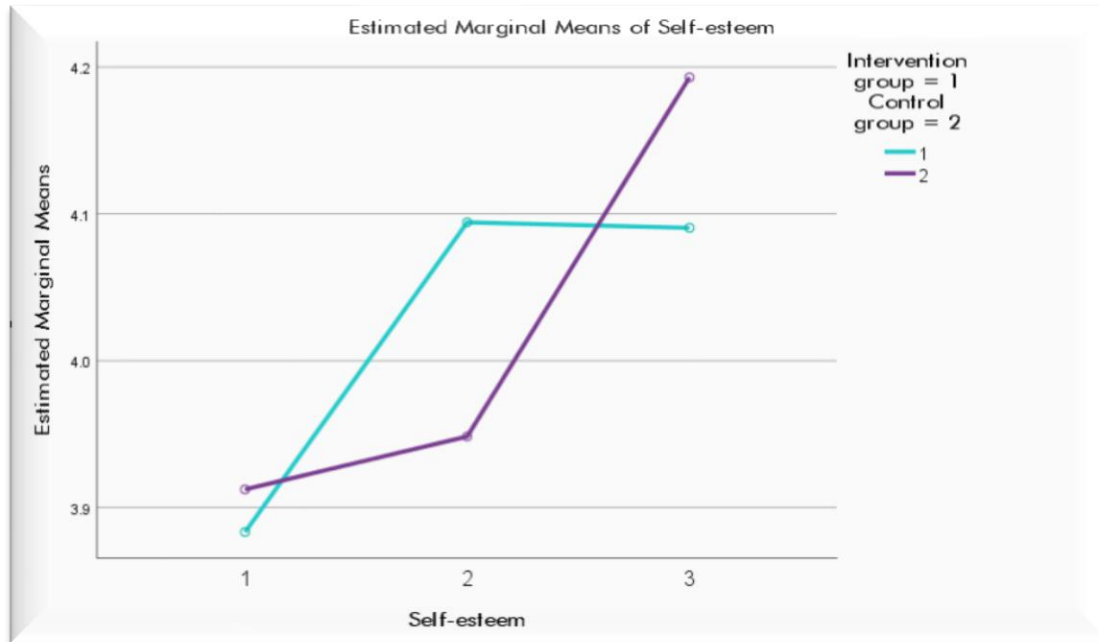


## Study 3: Results



Repeated Measures ANOVAs with 3 intervals ( $p = 0.27$ )

## Study 3: Results



Repeated Measures ANOVAs with 3 intervals ( $p = 0.54$ )

# Study 3: Results

	Total	Intervention group	Control group
Attended course programmes / improved education	35 (25%)	20	15
Undertaken any volunteered work	15 (10%)	11	4
Applied for a job(s)	43 (28%)	18	25
Gone for an interview	21 (14%)	10	11
Started your own business initiative (Selling goods, even on small scale)	9 (6%)	6	3
Started with an internship, learnership, or any part-time job	10 (7%)	8	2
Started with a full-time job	15 (10%)	9	6
<b>Total:</b>	<b>34 (22%)</b>	<b>23</b>	<b>12</b>



Thank you



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