



# PMF Youth Expo 2026 Learnership Pathway

## QCTO Software Developer Programme for Unemployed Youth

A structured post-Expo learnership pathway connecting unemployed young people to an accredited software development qualification, Workplace Experience and job placement outcomes — delivered in partnership with Shaper.

<p>FUNDING OPTIONS</p> <p><b>R5,562,500</b> One cohort · 25 learners</p> <hr/> <p><b>R11,125,000</b> Two cohorts · 50 learners</p> <hr/> <p><b>R5,562,500</b> Per cohort · Phased option</p>	<p>FUNDING MODEL</p> <p><b>One cohort · Two cohorts · Phased</b></p>
<p>LEAD ORGANISATION</p> <p><b>Pumeza Mngambi Foundation NPC</b></p>	<p>DELIVERY PARTNER</p> <p><b>Shaper</b></p>
<p>QUALIFICATION</p> <p><b>Occupational Certificate: Software Developer · NQF Level 5 · SAQA ID 118707</b></p>	<p>LINKED INITIATIVE</p> <p><b>PMF Youth Expo 2026</b></p>

<p><b>25</b></p> <p>LEARNERS PER COHORT</p>	<p><b>12</b></p> <p>MONTH PROGRAMME</p>	<p><b>90%</b></p> <p>JOB PLACEMENT COMMITMENT</p>	<p><b>R8k</b></p> <p>MONTHLY STIPEND PER LEARNER</p>	<p><b>4</b></p> <p>MONTHS WORKPLACE EXPERIENCE</p>
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## 1 Decision Summary

PMF is seeking a funding partner to support a structured post-Expo learnership pathway for unemployed young people linked to PMF Youth Expo 2026. The programme funds unemployed youth into Shaper's QCTO Software Developer Programme — a 12-month accredited pathway designed to develop work-ready junior software developers for South Africa's digital economy.

FUNDING OPTION	LEARNERS	STRUCTURE	TOTAL FUNDING REQUIRED
<b>Option 1:</b> Fund One Cohort	25 learners	One 12-month cohort	<b>R5,562,500</b>
<b>Option 2:</b> Fund Two Cohorts	50 learners	Two cohorts of 25 learners each	<b>R11,125,000</b>
<b>Option 3:</b> Phased Funding	25 + 25 learners	Fund one cohort first, then a second later	<b>R5,562,500 per cohort</b>

### EACH LEARNER WILL RECEIVE

- A 12-month accredited software development learnership (QCTO, NQF Level 5)
- A monthly stipend of **R8,000** for 12 months
- Technical training and practical software development skills
- Professional and workplace readiness development (Shaper CORE)
- Learner support and mentorship throughout the programme
- Four months of Workplace Experience
- Job placement support
- Access to laptops and connectivity, provided by Shaper
- A pathway into employment — Shaper commits to a **90% job placement outcome** for the total cohort

**Decision required:** PMF is seeking one funding partner, CSI/CSR partner or donor to fund one or both cohorts. The budget is based on Shaper's formal pricing, inclusive of programme delivery, learner stipends and VAT on the programme fee. Section 18A receipts available for qualifying donations.

## 2 Why This Programme Matters

PMF Youth Expo 2026 creates access, exposure and practical opportunity for young people. But exposure alone is not enough. Many young people need a structured pathway that moves them from inspiration into recognised skills, workplace experience and employment.

South Africa faces a significant digital skills gap, with more than **70,000 ICT roles** remaining unfilled and strong demand for software development, full-stack development, IT and analytics skills.

The PMF Youth Expo 2026 Learnership Pathway responds directly to this gap by connecting unemployed youth to a recognised software development qualification, practical workplace experience and job placement outcomes.

This programme gives young people a route from opportunity exposure to accredited skills, workplace readiness and participation in the digital economy.

## 3 The Core Opportunity

This initiative creates a practical bridge between youth opportunity exposure at PMF Youth Expo 2026 and accredited learning, workplace experience and employment. The programme is not a once-off intervention — it is a 12-month development pathway that supports learners through technical learning, professional development, mentorship, workplace readiness, Workplace Experience and job placement.

### FOR FUNDERS, THE VALUE IS CLEAR

- A defined beneficiary group — unemployed youth connected through PMF Youth Expo 2026
- A recognised occupational qualification (NQF Level 5, SAQA ID 118707)
- A credible delivery partner with a 98% reported placement rate
- A monthly learner stipend of R8,000 for 12 months
- Structured technical and professional development
- Four months of Workplace Experience
- Job placement support and a 90% placement outcome commitment
- Monthly reporting and monitoring throughout the programme
- Alignment to B-BBEE Skills Development

## 4 About PMF and PMF Youth Expo 2026

The Pumeza Mngambi Foundation NPC is a registered non-profit organisation committed to youth development, opportunity access and community impact.

PMF Youth Expo 2026 is designed to connect young people with practical information, employers, skills providers, mentors, workshops and opportunity pathways. The proposed learnership pathway gives PMF a tangible post-Expo outcome: selected youth can move from attending the Expo into a structured 12-month accredited learning and employment-oriented programme.

### PMF'S ROLE

- Youth mobilisation through PMF Youth Expo 2026
- Community access and stakeholder engagement
- Participant communication and support
- Funder engagement and accountability
- Programme oversight and reporting support
- Section 18A-approved funding vehicle for qualifying donations

### PMF REGISTRATION DETAILS

NPC NO. 2023/607758/08

PBO REF. 930078783

NPO NO. 284-427

SECTION 18A Approved

## 5 About Shaper

Shaper is a South African learning and talent development organisation focused on combating unemployment and equipping young people with advanced, employable and in-demand skills. Shaper develops future-ready professionals by combining technical capability, practical workplace exposure, learner support and professional skills development.

### SHAPER'S REPORTED OUTCOMES

OUTCOME	REPORTED RESULT
Current job placement rate for unemployed youth	98%
Earnings generated for previously unemployed youth	+R1 billion
Graduation rate across programmes	99%
Job placement commitment for this programme	90% of cohort

Shaper is a Level 2 B-BBEE supplier with a portfolio that includes a PBO-registered NPC. Shaper is an approved EISA Assessment Centre.

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## What Differentiates Shaper

Shaper is differentiated by a delivery model designed to produce work-ready junior developers, not only learners who complete classroom training.

DIFFERENTIATOR	WHY IT MATTERS TO FUNDERS
<b>Accredited learnership pathway</b>	The programme leads to an occupational qualification: Software Developer, NQF Level 5, SAQA ID 118707.
<b>Strong youth employment track record</b>	Shaper reports a current 98% placement rate for unemployed youth into jobs.
<b>Job placement outcome commitment</b>	Shaper commits to a 90% job placement outcome for the total cohort.
<b>Real-world software development model</b>	Learners work in structured Agile sprints with sprint planning, stand-ups, reviews and retrospectives.
<b>Project-based learning</b>	Learners build real solutions and apply knowledge through practical, integrated projects.
<b>Integrated professional development</b>	Shaper CORE builds workplace capabilities: communication, collaboration, problem-solving, critical thinking and professional ownership.
<b>Learner support and mentorship</b>	Learners have access to Shaper mentors and ongoing guidance throughout the programme.
<b>Laptops and connectivity included</b>	Shaper provides the tools required for learners to participate effectively.
<b>Workplace Experience included</b>	The programme includes four months of Workplace Experience.
<b>External assessment capability (EISA)</b>	Shaper is an approved EISA Assessment Centre.
<b>Inclusive learning orientation</b>	Shaper has experience in disability-aligned learnerships and inclusive support approaches.

Shaper combines accredited learning, applied software development practice, learner support, professional readiness, Workplace Experience and employment outcomes.

## 7 Programme Overview

PROGRAMME ELEMENT	DETAIL
Qualification	Occupational Certificate: Software Developer
NQF Level	Level 5
SAQA ID	118707
Credits	220
Duration	12 months
Structure	8 months learning, 4 months WEX
Delivery partner	Shaper
Target beneficiaries	Unemployed youth
Tools	Laptops and connectivity by Shaper
<b>Job placement commitment</b>	<b>90% of cohort</b>

The qualification develops technically competent, work-ready junior software developers who can design, build, secure and deploy modern digital systems in professional environments.

## 8 Programme Design

The programme is designed to mirror real software development environments. Learners apply concepts through structured, team-based workflows that reflect how modern software is built and delivered.

### DELIVERY MODEL

- Agile, team-based learning
- Integrated learning and assessment
- Project-based, real-world application
- Sprint planning, stand-ups, reviews and retrospectives
- Continuous feedback and accountability

## 9 Shaper CORE

Shaper CORE is embedded into the programme as a structured professional development framework. It develops essential workplace capabilities including:

- Strategic problem-solving and critical thinking
- Professional communication and collaboration
- Agile teamwork and delivery
- Self-directed learning and reflection
- Professional ownership and leadership

## 10 Learner Support and Enablement

Learners receive structured support throughout the programme to reduce drop-off and maximise completion and placement outcomes.

- Laptop provided by Shaper
- Connectivity support provided by Shaper
- Shaper mentor access throughout the programme
- Professional development support
- Workplace readiness preparation
- Ongoing communication and guidance
- Team-based learning support
- Escalation where learners show signs of disengagement or performance risk

Learners are supported through accessible communication channels and mentor engagement, enabling timely guidance and continuous engagement during the programme.

## 11 Workplace Experience and Job Placement

The programme includes four months of Workplace Experience as part of the 12-month structure. Shaper will manage the Workplace Experience placement process and will provide reporting on participation and progress.

### JOB PLACEMENT OUTCOME COMMITMENT

Shaper commits to job placement for **90% of the total cohort**.

COHORT	LEARNERS	90% PLACEMENT OUTCOME
One cohort	25 learners	<b>At least 23 placed</b>
Two cohorts	50 learners	<b>At least 45 placed</b>

Shaper's current reported placement rate for unemployed youth is 98%, providing a strong historical benchmark for the proposed 90% cohort commitment.

The implementation agreement will define qualifying placement categories, the placement reporting period, acceptable evidence and any remedy or escalation process if the placement outcome is at risk.

## 12 Delivery Commitments

Shaper's delivery commitments are designed to support learner success and reduce funder risk. These commitments form the basis of the implementation agreement between PMF and Shaper.

COMMITMENT AREA	DETAIL
<b>Learner recruitment and retention</b>	Recruitment and retention strategies to reduce learner drop-off throughout the programme
<b>Learner replacement</b>	Learner replacement in the first 30 days where unavoidable
<b>Workplace Experience</b>	Four months of Workplace Experience included and managed by Shaper
<b>Job placement</b>	90% job placement outcome commitment for the total cohort
<b>Reporting</b>	Monthly progress reporting on attendance, learning uptake, Workplace Experience and placement activity
<b>Early intervention</b>	Escalation where learners show signs of disengagement, poor attendance or performance risk
<b>Learner enablement</b>	Laptops and connectivity provided by Shaper for all learners

Shaper's delivery commitments include recruitment and retention strategies, learner replacement in the first 30 days where unavoidable, Workplace Experience placement, job placement support, monthly progress reporting and early intervention for learners showing signs of disengagement or performance risk.

## 13 Funding Options and Budget

### OPTION 1: FUND ONE COHORT — 25 LEARNERS

BUDGET LINE	CALCULATION	AMOUNT
Shaper programme fee	25 learners × R110,000	R2,750,000
Learner stipends	25 learners × R96,000	R2,400,000
VAT on programme fee	15% × R2,750,000	R412,500
<b>Total Funding Required</b>	—	<b>R5,562,500</b>

### OPTION 2: FUND TWO COHORTS — 50 LEARNERS

BUDGET LINE	CALCULATION	AMOUNT
Shaper programme fee	50 learners × R110,000	R5,500,000
Learner stipends	50 learners × R96,000	R4,800,000
VAT on programme fee	15% × R5,500,000	R825,000
<b>Total Funding Required</b>	—	<b>R11,125,000</b>

**VAT note:** PMF is not VAT-registered and will not issue a VAT invoice to the funder. The funding request is treated as a programme funding requirement, with Shaper invoicing PMF in line with VAT obligations. The VAT on the programme fee is included in the total funding required. PMF can issue Section 18A receipts for qualifying donations, subject to the nature of the funding arrangement.

## 14 Funding Flexibility

PMF's full target is to fund 50 unemployed youth through two cohorts of 25 learners each. However, the model gives funders flexibility to start with one cohort and scale after reviewing outcomes.

OPTION 1	OPTION 2 — PREFERRED	OPTION 3 — PHASED
<b>R5,562,500</b> One cohort · 25 learners	<b>R11,125,000</b> Two cohorts · 50 learners	<b>R5,562,500</b> Per cohort · Start with one
Fund one cohort of 25 learners for 12 months. Minimum 23 learners placed.	Fund two cohorts of 25 learners each. Supports 50 unemployed young people. Minimum 45 learners placed.	Fund one cohort first, then fund a second cohort later subject to impact results and funding cycles.

## 15 Expected Outcomes

### ONE COHORT

OUTCOME	TARGET
Unemployed youth enrolled	25
Monthly stipend per learner	R8,000
Programme duration	12 months
Qualification pathway	QCTO Software Developer
Workplace Experience	4 months
Job placement commitment	<b>90% of cohort</b>
Minimum learners placed	<b>23</b>

### TWO COHORTS

OUTCOME	TARGET
Unemployed youth enrolled	50
Monthly stipend per learner	R8,000
Programme duration	12 months per cohort
Delivery structure	2 cohorts of 25
Workplace Experience	4 months per learner
Job placement commitment	<b>90% of total cohort</b>
Minimum learners placed	<b>45</b>

## 16 Return on Investment for the Funder

The funder is supporting more than training. The funder is enabling unemployed youth to access an accredited digital skills pathway, Workplace Experience, professional development, learner support, monthly stipend support and job placement.

### ONE COHORT ROI

MEASURE	VALUE
Total funding required	<b>R5,562,500</b>
Learners supported	25
Approx. cost per learner	R222,500
Learner stipend per learner	R96,000
Programme duration	12 months
Minimum placement outcome	<b>23 learners</b>
Approx. cost per placement	R241,848

### TWO COHORT ROI

MEASURE	VALUE
Total funding required	<b>R11,125,000</b>
Learners supported	50
Approx. cost per learner	R222,500
Learner stipend per learner	R96,000
Programme duration	12 months per cohort
Minimum placement outcome	<b>45 learners</b>
Approx. cost per placement	R247,222

## 17 B-BBEE Skills Development Alignment

This programme is an accredited learnership pathway and can support corporate B-BBEE Skills Development objectives. The programme includes an accredited occupational qualification, unemployed learner participation, structured learning, Workplace Experience, monthly learner stipends, attendance and progress reporting, and completion and placement outcome reporting.

The programme is designed to support Skills Development evidence requirements; final recognition remains subject to each funder's verification process.

Funders should confirm final B-BBEE treatment with their verification agency. The programme is designed to provide the documentation typically required for Skills Development recognition, including learner records, attendance, programme details, stipend evidence, completion reporting and outcome data.

## 18 Funder Due-Diligence Summary

PMF and Shaper recognise that funders need confidence that the programme will be delivered responsibly, measured clearly and reported transparently. This section answers the most likely practical questions upfront.

### How will learner eligibility and selection work?

Learners will be selected based on unemployed status, youth profile and PMF Youth Expo linkage, programme entry requirements, digital readiness, motivation and commitment, availability for the full programme, and suitability for Workplace Experience. PMF will provide a youth pipeline through PMF Youth Expo 2026 and its community network. Shaper will support programme-readiness screening and learner suitability assessment.

### How will Workplace Experience be managed?

The programme includes four months of Workplace Experience. Shaper will manage the Workplace Experience placement process and will provide reporting on Workplace Experience participation and progress as part of the structured reporting to the funder.

### How is the job placement commitment supported?

Shaper commits to a **90% job placement outcome** for the total cohort. Shaper's current unemployed-youth placement rate is 98%. The implementation agreement will define qualifying placement categories, the placement reporting period, acceptable evidence and any remedy or escalation process if the placement outcome is at risk.

### VAT, Section 18A and funding structure

PMF is not VAT-registered and will not issue a VAT invoice to the funder. The funding request is treated as a programme funding requirement, with Shaper invoicing PMF in line with VAT obligations. PMF can issue Section 18A receipts for qualifying donations, subject to the nature of the funding arrangement.

### What about external assessment and certification?

Shaper is an approved EISA Assessment Centre. Learner allocation, scheduling, release of results and certification are managed externally in line with QCTO processes. Shaper will report transparently on external assessment timelines and dependencies.

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## Monitoring and Reporting

The funder will receive structured reporting throughout the programme.

- Number of learners recruited, assessed and selected
- Enrolment numbers per cohort
- Attendance reports
- Learner progress reports
- LMS activity and learner engagement
- Assessment progress
- Learner support interventions
- Stipend payment tracking
- Workplace Experience updates
- Completion data
- Job placement activity and outcomes
- Post-programme outcomes

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## Risk Management

RISK	MITIGATION
<b>Learner drop-off</b>	Recruitment, retention and early intervention model
<b>Financial pressure on learners</b>	<b>Monthly stipend of R8,000 per learner</b>
<b>Poor attendance</b>	Attendance tracking and escalation
<b>Learners not workplace-ready</b>	Shaper CORE and workplace readiness support
<b>Delivery capacity risk</b>	Cohorts limited to 25 learners each
<b>Workplace Experience constraints</b>	Shaper-managed Workplace Experience pathway
<b>Job placement risk</b>	<b>90% job placement outcome commitment</b>
<b>EISA timing delays</b>	Transparent reporting on external assessment timelines
<b>Access to tools</b>	<b>Laptops and connectivity provided by Shaper</b>
<b>Reporting gaps</b>	Agreed monitoring and evaluation framework before launch

## 21 Why This Is a Strong CSI/CSR, SED or Donor Opportunity

This programme is suitable for funders who want to support practical, measurable youth development and digital inclusion. It aligns with a wide range of funding mandates and impact areas:



The proposal gives a funder a clear and credible impact story: **25 or 50 unemployed young people** supported through a 12-month accredited software development learnership, including monthly stipends, laptops, connectivity, structured learning, Workplace Experience and a **90% job placement outcome commitment**.

## 22 Optional Inclusion Focus

Shaper has an inclusion orientation for persons living with disabilities. If a funder has a disability inclusion, transformation or B-BBEE priority, PMF can position one or both cohorts as inclusive of unemployed youth living with disabilities, subject to recruitment, support and Workplace Experience readiness.

## 23 Optional Funder Recognition and Branding

- Recognition as the funding partner in agreed PMF communications
- Mention in PMF Youth Expo 2026-related updates
- Recognition in the final impact report
- Opportunity for a funder representative to attend selected programme moments
- Inclusion in learner impact stories, subject to consent

Branding should be agreed with the funder and handled in a way that protects the dignity of learners and preserves the appropriate donation, grant or sponsorship treatment.

## 24 Section 18A and Donation Benefit

PMF is a registered NPC, NPO and approved Public Benefit Organisation. PMF has Section 18A approval and can issue Section 18A receipts for qualifying donations. This may provide value for donors and corporate funders who wish to support the programme through eligible CSI, CSR, socio-economic development or philanthropic giving.

Section 18A treatment is subject to the nature of the funding arrangement. Funders should confirm the applicable treatment with their tax advisors or legal counsel.

## 25 Funding Ask

PMF is seeking a funding partner to support one of the following options:

<p>OPTION 1</p> <p><b>R5,562,500</b></p> <p>One cohort · 25 learners</p>	<p>OPTION 2 — PREFERRED</p> <p><b>R11,125,000</b></p> <p>Two cohorts · 50 learners</p>	<p>OPTION 3 — PHASED</p> <p><b>R5,562,500</b></p> <p>Per cohort · Start with one</p>
<p>Funds one cohort of 25 unemployed youth through a 12-month accredited software development learnership. Minimum 23 learners placed.</p>	<p>Funds two cohorts of 25 learners each — supporting 50 unemployed young people through the full pathway. Minimum 45 learners placed.</p>	<p>Fund one cohort first, with the option to fund a second cohort later after reviewing outcomes.</p>

The preferred funding model is **Option 2**, as this enables PMF to support 50 unemployed young people through a structured post-Expo learnership pathway. The phased option is available for funders who prefer to start with one cohort and scale after reviewing outcomes.

# Conclusion & Invitation to Partner

Through its partnership with Shaper, PMF can offer unemployed young people a structured pathway from opportunity exposure to accredited skills, Workplace Experience and employment. The model is designed to be disciplined, measurable and funder-accountable.

#### OPTION 1

**R5,562,500**

One cohort · 25 learners

#### OPTION 2 — PREFERRED

**R11,125,000**

Two cohorts · 50 learners

#### OPTION 3 — PHASED

**R5,562,500**

Per cohort · Start with one

INCLUSIVE OF PROGRAMME DELIVERY, LEARNER STIPENDS AND VAT ON PROGRAMME FEE · SECTION 18A APPLICABLE

**25-50**

UNEMPLOYED YOUTH  
SUPPORTED

**12**

MONTH ACCREDITED  
PROGRAMME

**90%**

JOB PLACEMENT  
COMMITMENT

**R8k**

MONTHLY STIPEND  
PER LEARNER

PMF invites one committed funding partner to enable the PMF Youth Expo 2026 Learnership Pathway and help unemployed young people access accredited skills, Workplace Experience and employment in South Africa's digital economy.

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