

### REQUEST FOR EXPRESSION OF INTEREST (EOI)

**Title of the EOI:** Contextualizing the NEETs in the health sector: training options and employability

**Date of this EOI:** 12/02/2026

**Closing Date for Receipt of EOI:** 25/02/2026

**EOI Reference Number:** HWSETA-25/26 EvalResearch-0010

**Service Category:** Evaluation Research

**Email address:**

Expression of Interest (EOI) via a proposal and quotation must be sent by email to [research@hwseta.org.za](mailto:research@hwseta.org.za) (with attachments not exceeding 100MB or send separate emails once it is above 10MB). We recommend compressing your files when submitting to 100MB-150MB.

The email must be received **no later than 25 February 2026 (deadline) 17h00** with EOI reference number on the subject line.

**Project Commencement date:** While the appointment of the service provider will be finalized or contracted with an MoA before the end of the financial year (31 March 2026), **the project will commence in August 2026** except for acquiring an ethical clearance from a registered/accredited research ethics committee submitted by an appointed Service provider.

**TERMS OF REFERENCE FOR CONTEXTUALIZING THE NEEDS IN THE HEALTH SECTOR: TRAINING OPTIONS AND EMPLOYABILITY**

---

**CONTENTS**

<b>1. BACKGROUND &amp; CONTEXT .....</b>	<b>3</b>
1.1. Recommended Stakeholder Engagement for HWSETA-Focused. ....	3
<b>2. RATIONALE AND PURPOSE .....</b>	<b>5</b>
<b>3. GOAL .....</b>	<b>5</b>
<b>4. OBJECTIVES .....</b>	<b>5</b>
<b>5. SPECIFIC RESEARCH QUESTIONS .....</b>	<b>6</b>
<b>6. SCOPE OF WORK .....</b>	<b>6</b>
<b>7. COMPETENCY AND EXPERTISE REQUIREMENTS .....</b>	<b>8</b>
<b>8. TIMELINES OF THE PROJECT .....</b>	<b>10</b>
<b>9. EXPECTED DELIVERABLES .....</b>	<b>10</b>
<b>10. QUALITY AND REPORTING REQUIREMENTS .....</b>	<b>11</b>
<b>11. PRICING .....</b>	<b>11</b>
<b>12. MANDATORY REQUIREMENTS .....</b>	<b>12</b>

## 1. BACKGROUND & CONTEXT

The Health and Welfare Sector Education and Training Authority (HWSETA) is mandated to identify and respond to skills development priorities within the health and social development sectors. In alignment with the National Skills Development Plan (NSDP) and the Sector Skills Plan (SSP), HWSETA monitors occupational demand, workforce shortages, and training supply trends within the health sector.

According to Statistics South Africa, approximately 3,6 million out of 10,3 million (35,2%) young people aged 15–24 years were Not in Employment, Education or Training (NEET). This represents a substantial pool of youth who remain outside both the labour market and the post-school education and training system.

At the same time, HWSETA's SSP and WSP/ATR analysis indicate demand for selected entry-level and support occupations within the health sector, particularly in community-based services, primary healthcare support, disability services, and elderly care.

Despite the availability of health-related qualifications and skills programmes, limited evidence exists regarding the extent to which NEET youth are accessing these pathways and successfully transitioning into employment within the health sector.

There is therefore a need to generate evidence on how structured, accredited, and workplace-integrated training pathways can facilitate the integration of NEET youth into health-sector occupations.

### 1.1. Recommended Stakeholder Engagement for HWSETA-Focused.

Sector	Institutional Category	Key Focus Areas	Relevance to HWSETA
<b>Public Health Services</b>	Public Hospitals, Clinics, Community Health Centres	- Entry-level support roles- Workplace-based learning opportunities- Internship and learnership placement capacity- Recruitment requirements for support occupations	Provides insight into absorption capacity and workplace readiness requirements for NEET youth entering the health sector.
<b>Community-Based Health Services</b>	NGOs, NPOs, Home-Based Care Organisations	- Community outreach services- Primary healthcare support- Disability and elderly care services- Mental health and psychosocial support	Identifies community-level employment pathways and training needs aligned to service delivery.
<b>Private Health Sector</b>	Private Hospitals, Frail Care Centres, Rehabilitation Centres	- Entry-level operational roles- Care support services- Skills shortages and recruitment practices	Assesses private-sector demand and potential employment pathways for NEET youth.
<b>Skills Development Institutions</b>	TVET Colleges, CET Colleges, Accredited Training Providers	- Health-related occupational qualifications- Skills programmes and learnerships- Admission requirements and progression pathways	Evaluates training accessibility and alignment between programme offerings and labour market demand.

Sector	Institutional Category	Key Focus Areas	Relevance to HWSETA
<b>Youth Development &amp; Labour Market Activation Agencies</b>	Government Youth Agencies, Employment Services, Career Guidance Platforms	- NEET identification and profiling- Career guidance services- Job placement and employment support	Supports identification of NEET youth pipelines and labour market transition mechanisms.

## **2. RATIONALE AND PURPOSE**

HWSETA is inviting proposals from qualified research service providers to conduct a study aimed at identifying and evaluating suitable training intervention models for NEET youth in the health sector that led to improved employment outcomes.

NEET youth represent a significant untapped labour pool. However, they face multiple barriers including limited access to accredited training, financial constraints, lack of workplace exposure, and misalignment between qualifications and sectoral demand. While various training programmes exist within the post-school education and training system, limited evidence is available regarding their effectiveness in facilitating sustainable employment transitions within the health sector.

This research will provide strategic insights and recommendations to strengthen labour market entry pathways for NEET youth.

The study will:

- Analyse the profile and characteristics of NEET youth relevant to the health sector.
- Assess existing training programmes and their effectiveness in equipping NEET youth with market-relevant skills for the health sector.
- Identify and evaluate training intervention models that demonstrate the strongest employment outcomes in the health sector.
- Explore employment transition pathways, focusing on workplace-based learning, employer demand, and regulatory requirements.
- Provide evidence-based policy and programmatic recommendations to improve the integration of NEET youth into the health sector workforce.

## **3. GOAL**

The goal of the study is to analyse the extent and nature of NEET youth in relation to the health sector and explore how training options influence employability and labour market entry. This will inform strategic interventions to enhance training access and employment pathways.

## **4. OBJECTIVES**

The study will address the following objectives:

- a) To quantify the number and demographic profile of NEET youth relevant to the health sector.
- b) To assess the training capacity of education and training institutions offering health-related qualifications and skills programmes accessible to NEET youth.
- c) To evaluate the employability of NEET youth who complete health-related training programmes, identifying factors influencing successful labour market entry.
- d) To analyse employer demand for entry-level health occupations and the barriers affecting absorption of NEET youth.

## 5. SPECIFIC RESEARCH QUESTIONS

The study will focus on evaluating training intervention models for NEET youth in the health sector, assessing their effectiveness in improving employment outcomes, and proposing sustainable workforce integration strategies. The research will employ a mixed-methods approach incorporating quantitative and qualitative data collection and analysis. The study will cover a period of nine years (2017–2025) to ensure a historical perspective on trends in training access and employment outcomes.

- a) To quantify the number and profile of NEET youth relevant to the health sector.
  - What is the demographic and geographic distribution of NEET youth?
  - What levels of educational attainment do NEET youth possess?
  - What proportion meet minimum entry requirements for health-related qualifications?
- b) To assess training capacity and accessibility.
  - How many NEET youth have enrolled in health-related training programmes?
  - What are the completion and dropout rates?
  - What barriers limit access to training opportunities?
- c) To evaluate employability and transition to employment.
  - What percentage of NEET youth transition into paid employment after completing training?
  - Which occupations demonstrate the highest absorption rates?
  - What factors influence successful employment outcomes?
- d) To analyse employer demand and structural barriers.
  - What is the demand for entry-level occupations within the health sector?
  - What skills gaps are reported by employers?
  - How do regulatory and policy frameworks affect the integration of NEET youth into the workforce?

## 6. SCOPE OF WORK

The Health and Welfare Sector Education and Training Authority (HWSETA) seeks to commission a comprehensive research study to identify and evaluate suitable training options and employability pathways for NEET youth within the health sector.

The study will examine the accessibility, relevance, and effectiveness of health-related training programmes in facilitating labour market entry for NEET youth. It will further assess employer demand, workplace-based learning opportunities, and structural barriers affecting the integration of NEET youth into health-sector occupations.

The study will adopt a mixed-methods research design, incorporating quantitative and qualitative data collection and analysis.

## 6.1. Document and Policy Review

The service provider must conduct a targeted document review covering:

- NEET definitions, trends and measurement approaches in South Africa (including Stats SA labour market outputs).
- Health workforce entry pathways and entry-level occupational streams relevant to HWSETA.
- Training-to-employment models for NEET youth (local and international good practice).
- Relevant policy frameworks (youth employment, occupational qualifications, workplace-based learning, etc.).

## 6.2. Primary Data Collection

### a) NEET Youth Survey (Quantitative)

- Sample size: approximately 1,000+ NEET youth (aged as defined in the study scope, e.g., 15–34).
- Method: online survey.

Focus areas:

- educational attainment and prior training exposure
- awareness of health-sector training and career options
- barriers to accessing training (financial, admission requirements, location, information gaps)
- work experience and job-search behaviour
- interest in health-sector occupations
- willingness/ability to participate in workplace-based learning
- employability constraints (documentation, transport costs, digital access, etc.)

### b) Employer Survey (Quantitative: Health Sector Demand & Absorption)

Sample size: approximately 100+ To be the health-sector employers/workplaces across:

- public health facilities
- private health service providers
- NGOs/NPOs delivering health services
- elderly care and disability care facilities

Method: online survey (with telephonic completion option).

Focus areas:

- entry-level recruitment practices and requirements
- workplace-based learning capacity (WIL placement feasibility)
- demand for entry-level roles and support occupations
- barriers to recruiting first-time job seekers
- willingness to host NEET youth and conditions required
- minimum competencies expected for entry roles

**c) Qualitative Interviews (Key Informant Interviews)**

Total interviews: at least 30 in-depth interviews (virtual/telephonic) comprising:

- Employers/workplace hosts
- Training institutions/providers
- Youth development / employment facilitation stakeholders
- Policy / system stakeholders
- relevant government or sector bodies (e.g., health workforce planners, youth policy implementers)

focus: regulatory constraints, funding mechanisms, scaling feasibility.

### **6.3. Secondary Data Analysis**

The service provider must analyse available national datasets to quantify NEET context and triangulate pathways into training and work, including:

- Stats SA labour market datasets (e.g., QLFS) to profile NEET youth (distribution, education levels, geography).
- DHET / PSET system data (where accessible) for enrolment/completion trends in relevant health programmes (TVET and higher education where applicable).
- HWSETA administrative data (where relevant) for programme participation outcomes among unemployed beneficiaries (e.g., learnerships, internships, skills programmes) noting that this does not equal NEET but supports training outcome analysis.
- Any other credible youth/employment datasets available to the service provider (e.g., youth programme datasets), subject to lawful access.

## **7. COMPETENCY AND EXPERTISE REQUIREMENTS**

Prior to the bidder being subjected to the competency/ functional criterion, **it is mandatory for the bidder to have the research ethics approval capacity, where at least two names (team leader and any team member) are confirmed to have an active certificate of Training and Resources in Research Ethics Evaluation (TRREE) specifically Module 1 & 3 (Introduction to Research Ethics & Informed Consent) see link, <https://elearning.trree.org/>**. The certificate should be provided.

**NB: If a bidder does not meet these mandatory requirements, they will be disqualified immediately without undergoing the competency/functional criterion.**

The successful bidder must have the following competencies:

FUNCTIONAL CRITERION	KEY COMPONENTS	MAXIMUM POINTS AVAILABLE												
<p><b>1. Organizational Structure and Function</b></p>	<p><b>1.1 A minimum of at least 2 team members must have at least 4 years of individual work experience. The team leader must have a minimum of 8 years of experience in research. The research service provider must submit CVs of all team members listed above.</b></p> <table border="1" data-bbox="300 667 1278 1077"> <thead> <tr> <th data-bbox="300 667 544 741">Name &amp; Surname</th> <th data-bbox="549 667 852 741">Title/Position</th> <th data-bbox="857 667 1278 741">Years of experience in research</th> </tr> </thead> <tbody> <tr> <td data-bbox="300 748 544 965"></td> <td data-bbox="549 748 852 965">Team members (at least two) [10] NB: A team leader cannot be submitted as team member.</td> <td data-bbox="857 748 1278 965">10 points</td> </tr> <tr> <td data-bbox="300 972 544 1032"></td> <td data-bbox="549 972 852 1032">Project/Team leader</td> <td data-bbox="857 972 1278 1032">10 points</td> </tr> <tr> <td data-bbox="300 1039 544 1077"></td> <td data-bbox="549 1039 852 1077"><b>Total</b></td> <td data-bbox="857 1039 1278 1077"><b>20 points</b></td> </tr> </tbody> </table> <ul style="list-style-type: none"> <li>• Table above not provided in the proposal = [0]</li> <li>• Table completed with individual team members with less than 4 years of experience = [0]</li> <li>• Table completed with team leader with less than 8 years of experience in research = [0]</li> <li>• Table completed with at least two team members with each having 4 years of experience in research specified = [10]</li> <li>• Table completed with a team leader with a minimum of 8 years of experience in research = [10]</li> </ul>	Name & Surname	Title/Position	Years of experience in research		Team members (at least two) [10] NB: A team leader cannot be submitted as team member.	10 points		Project/Team leader	10 points		<b>Total</b>	<b>20 points</b>	<p><b>[20 points]</b></p>
Name & Surname	Title/Position	Years of experience in research												
	Team members (at least two) [10] NB: A team leader cannot be submitted as team member.	10 points												
	Project/Team leader	10 points												
	<b>Total</b>	<b>20 points</b>												
<p><b>2. Professional Qualifications of the Research Team</b></p>	<p><b>The Project/Team leader</b> should be in possession of the following qualifications [provide certified copy of the team leader's qualification the stamp must <u>not be more than 6 months (duration between stamp date and EOI deadline date)</u>]:</p> <p>A minimum of a Master's degree/Doctoral Degree in Social science:</p> <ul style="list-style-type: none"> <li>▪ Qualifications below Master's degree = [0]</li> <li>▪ Master's degree = [10]</li> <li>▪ PHD = [20]</li> </ul> <p>NB: International qualifications must be verified by SAQA and a copy of letters confirming verification. <b>Total [20 points]</b></p> <hr/> <p>The research service provider must submit the qualifications of <b>at least 2 team members</b> that will be involved in this project <u>listed on the organization and structure table</u> above in possession of the following qualifications (excluding team leader).</p> <p>A minimum of an honours degree in Social science:</p> <ul style="list-style-type: none"> <li>▪ No qualification submitted or qualification submitted below honours degree = [0]</li> <li>▪ Honours degree = [10]</li> <li>▪ Master's or PhD = [20]</li> </ul> <p>[Provide a certified copy of the qualification listed. The stamp must <u>not be more than 6 months (duration between stamp date and EOI deadline date)</u>]. NB: International qualifications must be verified by SAQA and a copy of letters confirming verification. <b>Total [20 points]</b></p>	<p><b>[40 points]</b></p>												

<b>3. Organizational Experience in research work</b>	<p><b>The proven track record for conducting similar studies</b></p> <table border="1"> <thead> <tr> <th>CRITERION</th> <th>SCORE</th> </tr> </thead> <tbody> <tr> <td>Reference letters</td> <td> <p>The service provider must submit <u>a minimum of 2 reference</u> letters with <b>contactable references</b> in provision of research services.  <b>The reference letter should be between 2017 and 2025.</b>  <b>For a reference letter to be valid it must be dated and signed.</b>  Less than two reference letters = <b>[0]</b>  Minimum 2 reference letters = <b>[20]</b>  In addition to meeting minimum 2 reference letters, following bonus points will be added when.  At least one letter confirms the ability of research service provider in <b>using mixed methods research</b> (both qualitative and quantitative research <b>[10]</b>  At least one letter confirms the exposure of research service provider to <u>labour market research or SETA landscape research</u> <b>[10]</b></p> </td> </tr> </tbody> </table> <p><b>Each reference letter must have the following to meet the minimum requirements.</b></p> <table border="1"> <thead> <tr> <th>Key elements of the reference letter</th> </tr> </thead> <tbody> <tr> <td>It must be dated</td> </tr> <tr> <td>It must specify the research project study undertaken</td> </tr> <tr> <td>It must be signed</td> </tr> <tr> <td>The organization, position, and contact details of the signatory must be stated</td> </tr> </tbody> </table>	CRITERION	SCORE	Reference letters	<p>The service provider must submit <u>a minimum of 2 reference</u> letters with <b>contactable references</b> in provision of research services.  <b>The reference letter should be between 2017 and 2025.</b>  <b>For a reference letter to be valid it must be dated and signed.</b>  Less than two reference letters = <b>[0]</b>  Minimum 2 reference letters = <b>[20]</b>  In addition to meeting minimum 2 reference letters, following bonus points will be added when.  At least one letter confirms the ability of research service provider in <b>using mixed methods research</b> (both qualitative and quantitative research <b>[10]</b>  At least one letter confirms the exposure of research service provider to <u>labour market research or SETA landscape research</u> <b>[10]</b></p>	Key elements of the reference letter	It must be dated	It must specify the research project study undertaken	It must be signed	The organization, position, and contact details of the signatory must be stated	<p><b>[40 points]</b></p>
CRITERION	SCORE										
Reference letters	<p>The service provider must submit <u>a minimum of 2 reference</u> letters with <b>contactable references</b> in provision of research services.  <b>The reference letter should be between 2017 and 2025.</b>  <b>For a reference letter to be valid it must be dated and signed.</b>  Less than two reference letters = <b>[0]</b>  Minimum 2 reference letters = <b>[20]</b>  In addition to meeting minimum 2 reference letters, following bonus points will be added when.  At least one letter confirms the ability of research service provider in <b>using mixed methods research</b> (both qualitative and quantitative research <b>[10]</b>  At least one letter confirms the exposure of research service provider to <u>labour market research or SETA landscape research</u> <b>[10]</b></p>										
Key elements of the reference letter											
It must be dated											
It must specify the research project study undertaken											
It must be signed											
The organization, position, and contact details of the signatory must be stated											
<p><b>Subtotal for Functionality (maximum) 100%</b></p> <p><b><i>NB: A service provider must score <u>a minimum of 80 points on functionality [competency and expertise requirements]</u> to be considered for the next level scoring for compliance/preferential points</i></b></p>		<p><b>100 points</b></p>									

## 8. TIMELINES OF THE PROJECT

The duration of the project will be eighty (100) working days from the date that will be specified by the HWSETA.

## 9. EXPECTED DELIVERABLES

The selected service provider will deliver:

- **Conceptual Proposal including methodology**
- **Literature Review & Contextual Analysis**
- **Ethical Clearance (Service Provider to source Ethical Clearance from a recognised institution)**
- **Survey Design & Data Collection Plan**
- **Raw survey data (quantitative and qualitative)**
- **Data Analysis Report (including graphical representations)**
- **Final Research Report & Presentation**

## 10. QUALITY AND REPORTING REQUIREMENTS

The service provider will report directly to:

- **HWSETA Researcher (Project Lead)**
- **HWSETA Research and Information Manager**

Regular progress meetings will be required to **ensure quality control and adherence to research standards.**

## 11. PRICING

Service providers must submit an **all-inclusive VAT pricing breakdown.**

Outcome/Output	Activity	Team member(s) involve (Name and position)	Cost inclusive of VAT
Conceptual Proposal including methodology			
<u>Literature Review</u> (includes document review analysis)			
<u>Ethical Clearance</u> (Service Provider to source Ethical Clearance from a recognised institute)			
<u>Data collection</u> : (one-on-one virtual qualitative interviews) [15x]			
Qualitative <u>data analysis</u> from one-on-one virtual qualitative interviews (Including Raw data collected from interviews)			
Secondary quantitative <u>data analysis</u> a) Enrolment datasets b) Completion datasets c) Employment profile dataset (WSP) d) and hard-to-fill-vacancies dataset (WSP)			
<u>Report writing and presentation</u>			

## **12. MANDATORY REQUIREMENTS**

- Company Registration Documents
- Business Address & Contact Information
- Proof of Registration on Central Supplier Database (CSD)
- Signed POPI Consent (Annexure A)

**ANNEXURE A: CONSENT IN TERMS OF SECTION 11 OF THE PROTECTION OF PERSONAL INFORMATION ACT, 2013 (“POPIA”)**

In order for the Health and Welfare Sector Education and Training Authority (“HWSETA”) to consider the applicant’s response to the advertisement to become a service provider of the HWSETA, it will be necessary for the HWSETA to process certain personal information which the service provider may share with the HWSETA for the purpose of the bid, including personal information.

The HWSETA will process the Service Provider’s Personal Information in accordance with its Privacy Policy. Access to your Personal Information and purpose specification: Personal Information will be processed by the HWSETA for purposes of assessing the service provider’s submission in relation to the advertised EOI and the purposes of assessing current services required by HWSETA. We may also share the service provider’s Personal Information with third parties within the Republic of South Africa, including to carry out verification and background checks. In this regard, the service provider acknowledges that the HWSETA’s authorized verification agent(s) and service providers will access Personal Information and conduct background screening.

**Consent:**

By [ticking] "Yes" and signing below, you agree and voluntarily consent to the HWSETA's processing of your Personal Information for the purposes of evaluation, including to confirm and verify any information provided in the submission and service provider gives HWSETA permission to do so. The service provider understands that it is free to withdraw its consent on written notice to HWSETA, and the service provider agrees that the Personal Information may be disclosed by HWSETA to third parties. Please note that if you withdraw your consent at any stage, we may be unable to process your bid submission.

Yes  No

\_\_\_\_\_  
Supplier Name

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature