

Employers' Guide to Inclusive Hiring

Inclusive hiring helps employers access motivated, capable talent, reduce hiring costs, meet compliance requirements and build a future-ready workforce. With the right tools and support, hiring young people becomes simpler, smarter and more sustainable.

This guide shows you how.

Why inclusive hiring makes business sense

Employers who hire inclusively benefit from:

A strong talent pipeline: motivated, adaptable entry-level talent you can grow



Cost efficiencies: lower long-term recruitment costs and access to incentives



Better cultural fit: youth bring energy, fresh thinking and digital fluency



Stronger ESG and B-BBEE outcomes: inclusive hiring supports good corporate citizenship and compliance



Future customers and employees: investing early builds long-term brand loyalty



1. Embed work readiness into your systems, early

Many employers struggle with onboarding and managing first-time job seekers.

SA Youth has developed a **Work Readiness Programme**, aligned with global research from the World Economic Forum designed to close these gaps and support successful entry into the workplace. The programme helps employers to:



Strengthen workplace behaviours and professional socialisation



Support young and less experienced line managers



Embed work-readiness into their own systems

Contact debbie@harambee.co.za for more information

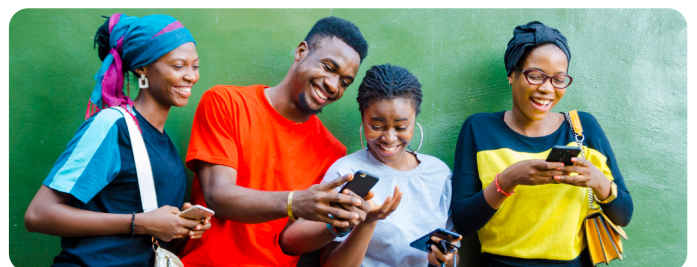
2. Use SA Youth to attract the right youth for the job

Traditional recruitment often filters out capable young people too early by focusing only on formal qualifications and work history. SA Youth helps employers attract and identify youth with real potential by looking beyond the CV to skills, behaviours and job readiness.

How SA Youth helps employers find the right youth:

- **Free, easy-to-use hiring platform** for employers of all sizes
- Access to **South Africa's largest youth talent pool**, with over 5 million registered candidates, 60% of which are young women
- Matches candidates by **skills, location and job readiness** to entry-level earning and learning opportunities
- **Downloadable skills-based CVs** capture youth's formal work, informal experience, volunteering, and life experience. SA Youth uses this information to rank applicants for jobs and provides a wider range of youth most suited for the role
- **Behavioural and problem-solving assessments** measure youth workplace behaviours, attitudes and potential, not just experience
- **The result:** better matches, stronger performance and improved retention.

Register on sayouth.co.za to start hiring the right youth for the job



3. Remove barriers to getting to - and staying in - work

Young people face real, practical barriers to getting to work and staying in a job. Employers who address these barriers see better attendance, performance and retention.

Make getting to work affordable

- **Offer transport support**, especially in the first month before a salary is paid
- **Hire locally**, candidates who live one taxi ride away are more likely to stay
- **Use platforms like SA Youth** that match candidates by skills and location

Create gender-inclusive workplaces

- **Use inclusive language** in job adverts and interviews
- **Ensure fair pay** and clear workplace policies
- **Provide safe transport** options and appropriate facilities and equipment

Support caregivers

- **Offer flexible hours** or hybrid working where possible
- **Ensure maternity and family-friendly policies** are understood and applied

Reduce digital access barriers

- **Provide data stipends** for remote or hybrid roles
- **Offer basic tech kits** for roles that require online access

Promote stability

- Where possible, **offer longer-term or permanent contracts** to reduce churn

4. Use work-integrated learning to grow talent

Work-integrated learning (WIL) combines structured workplace experience with learning – creating a smooth pathway into employment. Well-designed WIL programmes:

- Build confidence and employability for young people
- Give employers access to vetted, supported talent
- Improve retention and long-term workforce planning

Harambee supports employers with proven models, tools and case studies to help design WIL programmes that work.

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5. Unlock incentives to strengthen your bottom line

Inclusive hiring can also reduce costs. Employers can benefit from:

Government incentives, such as the Employment Tax Incentive (ETI)

Industry-specific incentives, including in sectors like GBS

Improved B-BBEE outcomes through youth employment programmes

Harambee's [incentives guide](#) helps employers understand eligibility and claims processes, making it easier to access available benefits. Inclusive hiring drives impact – and commercial value.