CAREERWIL

Opening the workplace for everyone

A plain-language walkthrough for public and private leaders, host companies, mentors, workers — and the school youth we are inviting into a new world of work.

Stakeholder presentation · Project CWIL-MILZET-2026 · Milzet · CEDEC



TODAY'S JOURNEY

What we will walk through together

01
The crisis
Why so many young people finish theory but still cannot enter work

02
The glue we need
Youth helping to create their own working futures — more entrepreneurial than job-waiting

03
How CareerWIL works
Practice workplaces, live streams, and watch-later induction — side by side

04
Each person's path
Worker, mentor, host company, assessor, funder — start to finish

05
People driving smart helpers
Real pictures of humans serving humans across farms, clinics, sites, and stores

WHY THIS MATTERS

An unemployment crisis fed by a skills gap



1. Too many young people finish college theory — then wait years for a real workplace seat.
2. Companies need skilled, job-ready people. The pipeline of qualified workers is too slow.
3. Scarce host sites and opportunities are not shared creatively enough to grow more seats.
4. We need a glue that lets youth help build the workplaces of their own future.

CareerWIL's answer

Multiply workplace seats with practice rooms you can walk through, live streams from real sites, and recorded induction people can rewatch — so more workers finish, prove, and enter productive work.

The numbers that should wake us up

~30,000

TVET students still waiting for workplace-based learning to qualify

DHET college database 2025

~30%

Learnership same-year certification rate — most do not finish in the year they start

SETA programmes 2023/24

~54%

Long-run learnership throughput — nearly half never complete the pathway

Compiled DHET research

~20–22k

Artisans certified per year vs a national need of 30,000 by 2030

NSDP target gap

THE GLUE WE NEED

From waiting for a job to building work

Employment alone cannot absorb everyone who needs a seat. We must also grow entrepreneurial participation — youth who help create working environments for themselves and others.



Old pattern

Finish theory → wait for a scarce host seat → hope someone hires you.



CareerWIL pattern

Practise real tasks → prove competence → join live or remote work → build evidence → enter productive shifts.



Entrepreneurial glue

Workers help run remote ops, coaching, compliance, and induction for other workplaces — earning while opening seats.

IN ONE SENTENCE

What CareerWIL is

CareerWIL is a workplace-completion rail: people practise real job tasks in a walkable practice room, learn from live and recorded workplace streams, prove what they can do, and leave evidence that host companies, mentors, and skills authorities can trust.

Workers

Go to work and prove competence

Mentors

Design the practice projects

Hosts

Open seats on site and remotely

Partners

Verify, fund, and watch progress

WHO WALKS THIS PATH

Every stakeholder has a clear start-to-finish path

Worker

Join → practise → prove → earn evidence → productive shifts

Mentor

Write the project → publish practice room → coach → sign off

Host company

Open seats → host live or body-cam → approve competence

Assessor / verifier

Watch Cast → review evidence → confirm standards

Facilitator

Guide groups through induction and first shifts

Funder / observer

Watch impact on Cast → see seats opened and completed

THREE DOORS INTO THE SAME WORKPLACE

Practice · Live · Watch later — side by side

Practice workplace

Walkable simulation

A mentor builds a project for a recognised occupation. Workers walk the room, do the tasks, and prove competence — safely, many times, before or alongside the real site.

Live workplace

Stream from the real site

A host or on-site worker wears a 360° body camera. People who cannot fit on site join from a headset or phone and help with real operations, admin, and compliance.

Watch-later induction

Recorded from the live stream

The same live day is saved. New workers watch it as induction — anytime — while they also practise in the walkable room. One day's work teaches many.

How a mentor builds a walkable job project



Mentor Studio is where practice workplaces are born — on a laptop or phone, before anyone puts on a headset.

1

Choose the occupation

Pick from 55 recognised certificates across 11 sectors (farming, building, clinic, plant, store…).

2

Write the project brief

Describe the real work the host needs done — in plain words, voice, or typed notes.

3

Generate & publish

The Studio builds the practice room: Induct → Shadow → Perform → Prove, with safety and task markers.

4

Host the session

On the headset lobby, open Practice mode, pick the project, and invite workers to join.

FROM LIVE DAY TO INDUCTION LIBRARY

One live stream becomes watch-later induction

1. Host goes live

A real workplace day is streamed — farm, clinic, site, warehouse.

2. Workers join live

People on site and people joining remotely learn together in the moment.

3. Recording is kept

The day is saved as induction material for the next group.

4. Watch later + practise

New workers rewatch induction while walking the practice room — two rails at once.



Why this matters

Scarce expert time is captured once and shared with many. Induction no longer depends on everyone being in the same room on the same day.

Body cameras turn one site into many workplaces



One body camera on site. Many remote seats helping with ops and compliance.

Who wears the camera

The host, or any worker who could be accommodated on site.

Who joins remotely

The majority who cannot fit on site — on a headset or a phone.

What they help with

Checklists, safety notes, admin, compliance — cutting ops cost.

What they gain

Real workplace hours, evidence, and a path into productive shifts.

STAKEHOLDER WORKFLOW

Worker — start to finish

1 Join

Register with name, phone, and role. You arrive as a worker going to work.

2 Induct

Watch saved induction and/or join a live day from phone or headset.

3 Practise

Enter the walkable practice room. Shadow, then perform the job tasks.

4 Prove

Complete the prove phase. Your evidence pack grows with every attempt.

5 Remote help

Join body-cam streams to support real ops and compliance from anywhere.

6 Earn & grow

Move into productive shifts — including coaching others and entrepreneurial tasks.

STAKEHOLDER WORKFLOWS

Mentor and Host company — start to finish

Mentor

1. Sign in with mentor profile
2. Open Mentor Studio on a laptop or phone
3. Select occupation and write the project brief
4. Publish the practice workplace
5. Host or coach the headset session
6. Watch Cast monitor; give preliminary sign-off

Host company

1. Register organisation and host role
2. Agree which occupations and projects to open
3. Wear or assign the 360° body camera on site
4. Stream live so remote workers can assist
5. Keep recordings for induction libraries
6. Final sign-off on competence and evidence

STAKEHOLDER WORKFLOWS

Assessors, facilitators, funders & observers

Facilitator

1. Prepare the group
2. Guide first induction
3. Support headset comfort
4. Keep the shift rhythm (about 3 hours)
5. Hand over to mentor / host

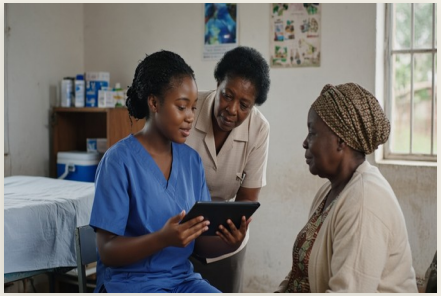
Assessor / moderator / verifier

1. Open Cast monitor in the browser
2. Observe practice and live sessions
3. Review evidence packs
4. Confirm against the qualification standard
5. Record the decision

Funder / observer

1. Join with observer or funder role
2. Watch Cast — no headset required
3. See seats opened and completed
4. Track impact across sectors
5. Inform the next funding cycle

People serving people — across working industries



Health — clinic care with tablet support



Logistics — remote helpers on the floor



Agriculture — induction in the rows



Construction — body cam opens remote seats

HumanAI, in plain words

People stay in charge on roughly three-hour shifts. Smart tools help them serve other people — coaching, remote ops support, admin relief, and compliance packs. Machines alone are not trusted with the whole job. Humans drive the helpers.

READY IN WAVE 1 · QUAL-001

55 recognised occupations across 11 sectors

Mentors pick a real occupational certificate, then build a practice project that matches the host’s work. The catalogue grows as more curricula are named.

3	14	2	10	6	1
Agriculture	Construction	Education	Engineering	Health	Hospitality
1	3	5	3	7	
ICT	Logistics	Mining	Retail	Services	

WHERE WE ARE NOW

What is already working in the project

Mentor Studio

Mentors already author practice workplaces for many occupations — not only one certificate.

Headset journey

Workers join a lobby, choose Practice / Live / Watch later, and host or join sessions.

Cast for leaders

Funders, assessors, and managers watch from a browser — no headset required.

Phone app

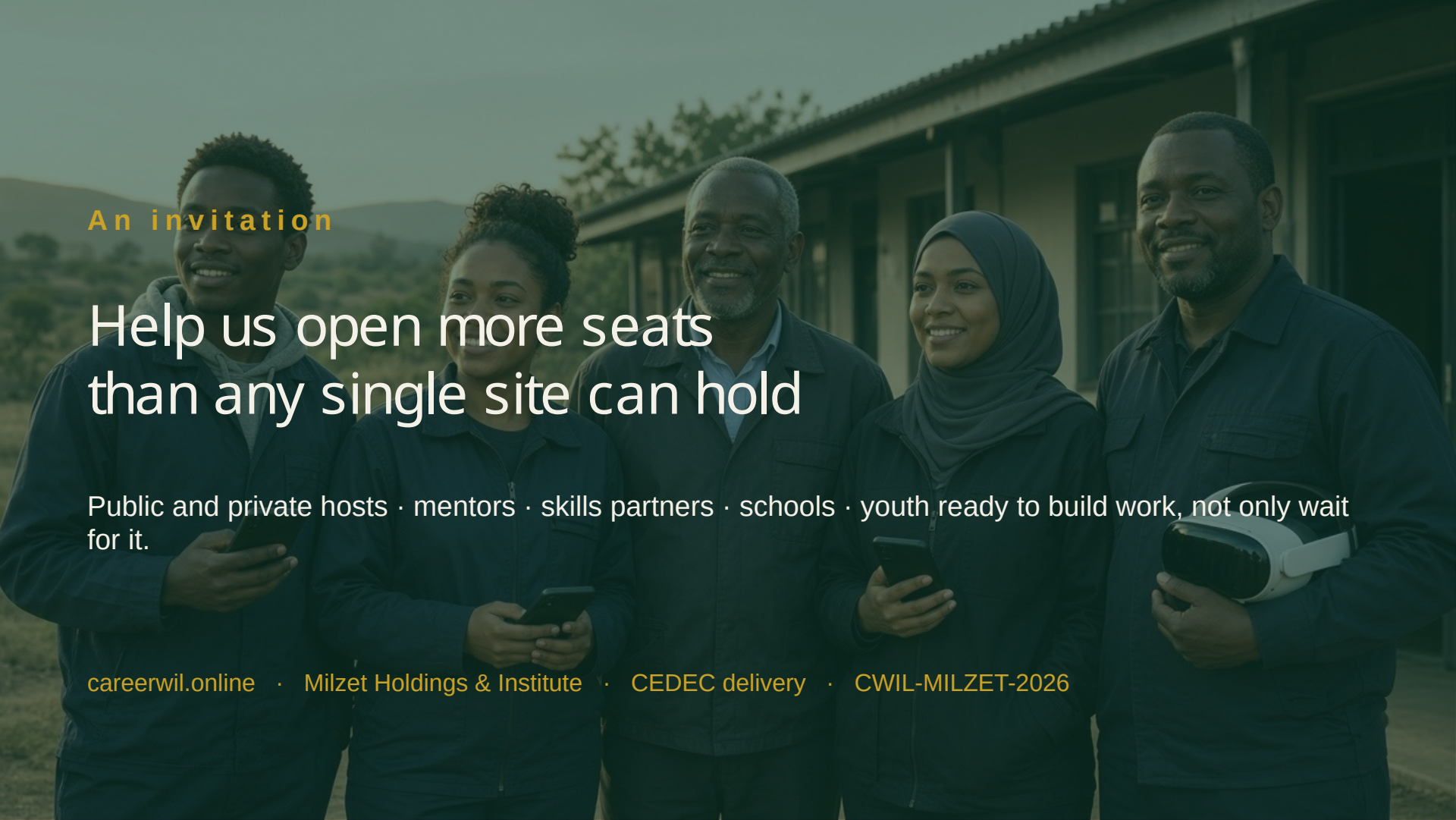
Approve the headset, cast, lock, and switch profiles from the Me tab.

Qualifications register

55 certificates, 11 sectors, national workplace-completion stats published (QUAL-001).

Next on the path

Harden Studio, dual-headset live/watch-later dry-runs, facilitator playbooks, and evidence packs for skills partners.



An invitation

Help us open more seats than any single site can hold

Public and private hosts · mentors · skills partners · schools · youth ready to build work, not only wait for it.

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