



JOBS FUND 11TH CALL FOR PROPOSALS

BREAKING BARRIERS: FUTURE PROOFING SOUTH AFRICA'S EMPLOYMENT OPTIONS

Briefing Session to Applicants

6 June 2023

Please note:

- The session will begin at 10h00
- Everyone except the presenters will be muted - delegates to please post any questions they may have in the chat.



national treasury

Department:
National Treasury
REPUBLIC OF SOUTH AFRICA



National Treasury
REPUBLIC OF SOUTH AFRICA

Welcome and House Rules



1. Everyone except the presenters will be muted
2. Delegates to **please post questions in the chat**
3. The team will try to respond to all questions during the session, but those unanswered during the presentation will be included in the FAQ document found on the application site and the Jobs Fund website:
 - <https://jobsfund.praxisgms.co.za>
 - <http://www.jobsfund.org.za>

Agenda



TIME	AREA
10h00 – 10h02	House-rules and Agenda
10h00 – 10h15	1. Welcome Address & Introduction 2. About the Jobs Fund
10h15 – 10h25	3. Introduction to the 11 th CFP 4. Target Beneficiaries and Priority Sectors 5. Focus Areas
10h25 – 10h35	6. Funding Windows
10h35 – 10h45	7. Eligibility Criteria 8. Exclusions
10h45 – 11h00	9. Impact Criteria
11h00 – 11h10	10. Measurement Indicators
11h10 – 11h20	11. Contracting
11h20 – 11h30	12. How to Apply – Online Application
11h30 – 11h40	13. Next Steps 14. Contact Details
11h40 – 11h50	15. Closing Remarks

Welcome

Head of the Jobs Fund (Deputy Director General: Employment Facilitation)

Najwah Allie-Edries



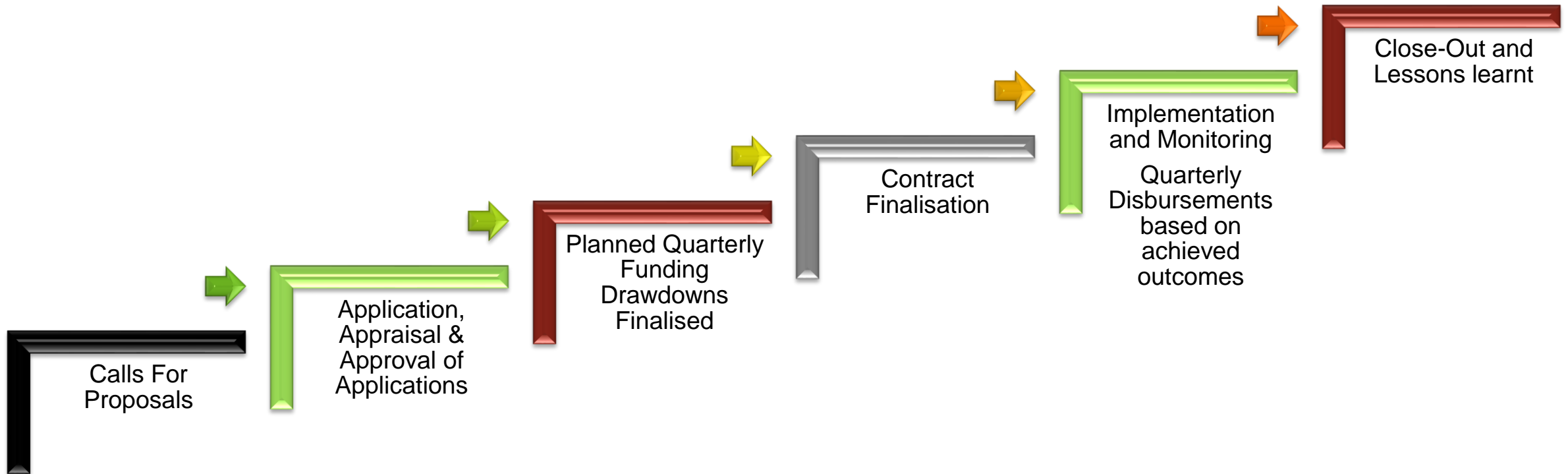
2. About the Jobs Fund - Overview

- The Jobs Fund (a programme of the National Treasury) was established in 2011 as is a Challenge Fund utilising public funds to leverage private funds to co-fund, test, productise and implement innovative job creation models.
- In using challenge fund principles, the Jobs Fund encourages innovation and risk-taking through an open, transparent and competitive funding approach.
- The Jobs Fund has successfully facilitated the development and implementation of many innovative job creation ventures across all sectors, regions and firm sizes in South Africa.
- The Jobs Fund operates on Challenge Fund principles, which means it has the following core features:
 - Funding is allocated to projects on an **open, transparent and competitive** basis. Each funding round aims to allocate grant funding to ideas/interventions with the highest potential for social impact
 - The Fund requires that **projects are co-financed**. The once-off, limited duration grants are awarded on the basis that applicants **share risk** and costs by matching the Jobs Fund allocation (**partnership and collaboration**, particularly with the private and non state sector).
 - The Jobs Fund's role is intended to be catalytic, which differentiates it from longer-term, sustained public funding support.
 - The key goal is to **overcome barriers to entry into the economy which includes**: cost, technology, infrastructure and technical know-how.



2. About the Jobs Fund – Delivery Model

Jobs Fund Delivery Model





3. Introduction to the 11th CFP - Context

- Our country finds itself confronted with an **unprecedented level of unemployment**.
- The **world of work is rapidly changing** and to remain competitive and grow our economy we must be ready to embrace these changes.
- The global economic **context demands that we empower our workforce to have the right skills** to respond to the new challenges including, advancing artificial intelligence.
- The recently released World Economic Forum's Future of Jobs Report 2023 assessed the impact of macro trends, as well as technological changes that will affect jobs and skills over the **next five years and finds that nearly a quarter of all jobs globally will change**.
- The report also suggests that the biggest threat to jobs is not from technology **but from slowing economic growth, the rising cost of inputs and weaker purchasing power among consumers**.
- Although there are structural constraints, that bedevil our ability to grow our economy, however in the very least when addressing our employment challenge, **we must focus on breaking barriers on both the demand and supply side of the employment equation**



3. Introduction to the 11th CFP - Context

- In South Africa we have a significant **imbalance in the supply of skills required for the future**, while at the same time restrained investment constrains demand for new jobs.
- The Jobs Fund would like to partner **with future focused organisations that share its intent to find innovative solutions to South Africa's employment challenges.**
- ***This is an invitation to work with us to break barriers to labour market entry by stimulating new demand in growth sectors and improving the supply of appropriately skilled labour.***



3. Introduction to the 11th CFP – Overview

- This funding round will be implemented using Challenge Fund principles, **this means only the best proposals will be considered for funding.**
- The Jobs Fund will target funding toward initiatives that focus on interventions that present **innovative solutions** for:
 - Stimulating demand for new jobs including enterprise and infrastructure development. The outcome of the intervention must result in growth and sustainability for the enterprise and infrastructure that is enabling and supports ongoing job creation.
 - Skilling/Upskilling, matching workseekers to jobs and facilitating new pathways to jobs. The outcome of the intervention must result in a new job being created and/or placement into a job.
 - A focus on women and youth will be an advantage.



4. Target Beneficiaries and Priority Sectors

- This Call for Proposal **prioritises economic sectors and/or sub-sectors that are labour absorptive.**
- Research indicates that between 2023-2027 the highest level of net job growth will be realised in the following sectors:
 - **Communications: Digital and technology:** Software Developers, Application Programmers, Systems Analysts.
 - **Social Services:** Early Childhood Development, Healthcare, Education, Elderly care.
 - **Trade:** Installation, Repair and Maintenance.
 - **Construction:** Construction labourers and artisans, e.g., carpenters and joiners, electricians, plumbers.
 - **Agriculture:** Agricultural Equipment Operators.
 - **Logistics and Transportation.**
 - **Informal Sector.**
- **The key point is yes, the above sectors give rise to new jobs, so what are the opportunities in related industries in the value chains?**
- The **barriers to be addressed** could include, amongst others: Access to finance, markets, technology, infrastructure, skills, technical support, market regulations, sector-specific constraints and value chain or supply chain constraints inhibiting firms from creating required jobs



5. Focus Areas (1 of 2)

- Competitive Applications should clearly demonstrate the following:
 - The ability to **crowd in** sector intermediaries/aggregators, technical support, and resources toward **achieving greater impact** for the intervention and that would **facilitate exponential change**.
 - The ability to **unlock blockages** to job creation in the sector in which you are active.
 - The **track record and capacity** to implement successful job creation interventions.
 - The opportunity for **replication or scale**.
 - The innovation that will result in **improving the baseline performance** of your current intervention.
 - The ability to reach **economically marginalised areas such as townships, distressed inner-cities, informal settlements, peri-urban and rural areas**.



5. Focus Areas (2 of 2)

- Competitive Applications should clearly demonstrate the following:
 - The ability to **access market support and market access and business development services** for small and medium-sized firms including enterprises that operate in the **informal economy**.
 - The ability to **incubate and grow enterprises and place them on the path to sustainability**.
 - The ability to **design or unlock access** to appropriate financial products for small and medium-sized firms who have **traditionally been excluded**.
 - The ability to **raise matched funding**.
 - The ability to establish an **effective M&E framework** for the proposed intervention. Applicants are expected to propose **Specific, Measurable, Achievable, Attributable, Relevant and Time-bound (SMART)** indicators for all anticipated project outcomes and impacts.
 - Ability to achieve the presented **outcomes within the period of 2 years**.



6. Funding Windows (1 of 3)

- ❖ **Enterprise Development:** Competitive applications in the Enterprise Development Funding Window include initiatives that develop innovative commercial approaches to livelihoods development and long-term job creation in ways that combine profitability with high social impact. The interventions should reduce risk, remove barriers to market access or improve or broaden supply chains, demonstrate innovation, and address the business challenges that still exist post the pandemic. Proposals should also indicate what Business Development Support would be provided to small and medium sized enterprises and or emerging farmers and or youth this includes provision of appropriately designed finance products
 - Initiatives seeking to co-finance light infrastructure investments will also be accepted under the Enterprise Development Window, provided the applicant demonstrates how the infrastructure investment will unlock entrepreneurial and job creation in a particular economic sector or geographical area.
 - ✓ *Such enabling infrastructure may include: (1) the provision of affordable internet connectivity, (2) the expansion & rollout of technology-enabled platforms that increase productivity or enhance access to markets, and (3) the provision of small-scale and cost-effective infrastructure to enable small businesses or informal businesses to operate, e.g., provision of trading spaces, light manufacturing spaces and related infrastructure.*



6. Funding Windows (2 of 3)

- ❖ **Support for Work Seekers:** Competitive applications in the Support for Work Seekers Funding Window are those **linking active work-seekers, especially women and youth to formal and informal sector opportunities and job placement.**
 - Funding proposals could include demand-led interventions from (1) Entities that match unemployed young people with suitable job opportunities, and (2) Entities that aim to upskill unemployed young people and then match them with suitable job opportunities.



6. Funding Windows (3 of 3)

- ❖ **Institutional Capacity Building:** SMMEs, including those in the informal economy, often cannot absorb a significant government stimulus without the type of well-calibrated support offered by intermediary institutions. Internationally, intermediaries such as sector associations, microfinance institutions, and technology companies have succeeded in reaching and providing SMEs, Micro Enterprises and informal enterprises with more holistic, tailor-made support. There is an opportunity to support such intermediaries to reach more enterprises and build a pipeline of enterprises that are growth oriented.
 - Through the Institutional Capacity Building Funding Window, the Jobs Fund is interested in supporting intermediaries that responds to the current funding gap created by investors focused on short term Return on Investment (ROI).
 - Ideal applications falling under the Institutional Capacity Building Funding Window are those: (1) that will support interventions aimed at strengthening institutions through which jobs, livelihoods and enterprises are created or retained, (2) seek funding for the enhancement of the capacity of existing intermediaries to reach more enterprises and workseekers; and to support them to improve their sustainability and to graduate them to eventually access formal support ecosystems creating demand for more labour.



7. Eligibility Criteria (1 of 3)

Applicants and applications must meet all the following criteria:

1. The funding request must be for a minimum grant size of **R5 million**.
2. Applicants must demonstrate the ability to secure matched funding in the form of direct cash contributions at a minimum level of **1:1** for private and public entities, and **1:0.5 for NPOs, NGOs**. Demonstrating ability to secure matched funding include the following:
 - a. **Self-funded matched funding:** this must include a written undertaking from the Applicant to contribute matched funding supported by a sufficiently strong financial position as evidenced by the Applicant's Annual Financial Statements.
 - b. **Matched funding from third parties:** this may include the following:
 - i. a formal written undertaking from funders that matched funding has been secured and will be made available towards the project.
 - ii. an application made to a potential funder.
 - iii. an undertaking by a funder to support the Applicant with matched funding to implement the project.
 - iv. progress made toward securing the committed matched funding e.g., a letter from the funder stating the process and timeframe to finalising the funding application and unmet conditions that the Applicant has to satisfy in order to be considered for funding.



7. Eligibility Criteria (2 of 3)

3. Applicants must be in **full compliance with governance and administrative requirements** (including **Tax Compliance**).
4. The Lead Applicant, which is the entity that is applying to the Jobs Fund, and who will enter into a contract/Grant Agreement with the Jobs Fund **must be solvent**, must have been **operating for more than two years**, and **have complete audited or reviewed annual financial statements for the previous two financial years**.
5. The Lead Applicant must provide **detailed management accounts** (covering balance sheet, cash flow and Income & Expenditure statements) for the period from last Audited/Reviewed financial Statements as at **31 May 2023**. **Listed entities** may submit their latest interim financial statements where management accounts are not available. This may need to be supplemented by additional information from an authorised representative.



7. Eligibility Criteria (3 of 3)

6. Project Implementer/implementing partner, which is the entity charged with the successful execution and completion of the project's activities must have a **track record of more than three years of technical experience in the area of interest.**
7. The initiative should take a maximum of **2 years (24 months) to achieve the project targets.** Initiatives that can demonstrate realistic/plausible impact (e.g., job creation) in a shorter period will be considered more competitive.
8. Applicants need to acknowledge that while the intellectual property (IP) will reside with the applicant, all successful applicants must permit the Jobs Fund to use the concept for learning and dissemination purposes. The learning material will be developed in conjunction with the owner of the IP and will not be used for commercial dissemination.
9. **Existing/ previous Jobs Fund Partners** will only be eligible to respond to the call if they meet **ALL** of the following additional criteria as **of 31 March 2023:**
 - a. The project must have reached at **least 50%** of its contracted implementation period in any one of their Jobs Fund funded projects.
 - b. Performance on applicable contracted job and placement targets combined must be **greater than 50%** since inception date in any one of their Jobs Fund funded projects.
 - c. The project must have reached **at least 50%** inception to date expenditure as measured against total contracted expenditure in any one of their Jobs Fund funded projects.



8. Exclusions

Examples of ineligible applications include:

- i. Funding **exclusively** for research and development costs.
- ii. Funding for the **bailout of distressed** applicants.
- iii. Training activities that are **not demand led** and that **do not result in a job placement**. There must be a conversion from **training to placement**.
- iv. Initiatives with large capital investment **but minimal short to medium term job-creation potential**.
- v. Funding of initiatives that will **not deliver on their intended performance outcomes within two years** of implementation (e.g., new forestry and orchard development).
- vi. On-lending projects that do not adequately demonstrate that they have a **finance ready pipeline** of projects to support.
- vii. Projects receiving support for the same initiative from other public programmes which may lead to **double counting of jobs or other social impact indicators or double-dipping into public funds**; or
- viii. Projects with commercial application that is **overly dependent** on grant funding.



9. Impact Criteria (1 of 7)

- In line with the Jobs Fund challenge fund principles, the following impact criteria will be used to select the most competitive projects :
 - social impact,
 - additionality,
 - sustainability,
 - matched funding, value for money and risk apportionment
 - innovation,
 - scale/ replication,
 - contribution to systemic change, and
 - the applicant's capacity to implement.
- Importantly proposals will also be assessed on their ability to find solutions to unlock the identified barriers



9. Impact Criteria (2 of 7)

Social Impact

- Initiatives should demonstrate clearly the social impact of the project with emphasis on beneficiaries in economically marginalised areas.
- This includes social impact such as the ability of the intervention to create new jobs, support businesses, provide self-employment to informal sector businesses and beneficiaries, etc.
- Initiatives should be informed by a theory of change that clearly links the proposed intervention to the intended social impact. This link should be plausible, demonstrable and measurable, and should not rest on unrealistic assumptions.
- Social impact measures need to be recognised and measured as per Jobs Fund indicator protocols as articulated in the terms of reference, as well as included under the initiative's project-specific indicators (i.e. measures established by the applicant for their specific project).



9. Impact Criteria (3 of 7)

Additionality

- The Jobs Fund aims to support initiatives that would not have taken place without Jobs Fund support and risk sharing because other funders consider the risk of failure too high or the projected financial return too low. Applicants should provide evidence of this in their application.
- The Jobs Fund will not distort or displace any current and ongoing market activity or investment, rather it will step in and share risk in a manner that will make it more attractive for other funders to participate.
- Projects that are being proposed will be required to identify those risk components in the business model that cannot be funded commercially, and which require grant funding to crowd in other funders.
- For NPOs, the Jobs Fund will consider funding project administration costs and other expenditure that increases the capacity of these organisations to deliver on their mandates but this should not exceed **20%** of the total funding requirement for Enterprise Development and Support For Work-seekers and **30%** for Institutional Capacity Building Window.
- The Jobs Fund will also be open to co-finance costs that enhance collection, collation and access to information on informal enterprises and or the informal sector in general.
- We look for a clear articulation of what additional benefits will be achieved over and above the applicant's current baseline activities i.e., what you would have done anyway in the absence of the capital investment. ***Additionality is not requesting funds to finance your current activities***



9. Impact Criteria (4 of 7)

Sustainability

- Initiatives should be able to convincingly demonstrate a path to commercial sustainability (for the initiative and enterprise development projects, the sustainability of beneficiaries is also critical) beyond the term of the Jobs Fund grant.
- This should illustrate the sustainability of the jobs created as well as the sustainability of the project itself.
- The vision for sustainability going forward and beyond the period of JF funding will be carefully assessed, and successful applications will lay out a realistic path to sustainability that is rooted in the experience of implementation, and not reliant on unrealistic assumptions.
- NPOs and other entities reliant on donor funding may not necessarily be sustainable beyond the JF project period but should present a strong case for JF support based on the anticipated impact of the project and potential for sustainability in the long run.
- Applications should identify key measurable milestones over the project period to trigger funding.



9. Impact Criteria (5 of 7)

Matched Funding, Value for Money and Risk Apportionment

- The Jobs Fund defines value for money in terms of risk-sharing, economy, efficiency, effectiveness and equity. The Jobs Fund aims to leverage existing resources available within the economy.
- The amount of matched funding provided within the proposed intervention will be a key assessment criterion. Applicants must demonstrate value for money in converting Jobs Fund resources into impact and learning relevant to enhanced job creation.
- The Jobs Fund looks for the best ratio of outcomes achieved to total costs incurred i.e. the higher matched funding leveraged, the more competitive the project will be.
- While the JF will require direct cash matched funding contributions at a minimum level of **1:1** for private companies and public sector organisations and **1:0.5 for NPOs/NGOs** contributions of **In-kind** matched funding will also increase the competitiveness of the project but will not count towards the cash match funding requirement.
- Applicants will need to demonstrate the risk carried by all parties compared to income derived from the project and what value the initiative will create for beneficiaries.



9. Impact Criteria (6 of 7)

Innovation

- Initiatives must describe what is new or innovative in the proposed initiative and whether this is replicable.
- This implies that applications should not be simple extensions of existing programmes whose funding is ending.
- The innovation should entail at least notional innovation e.g. it represents a new, innovative and pioneering approach that departs from other, similar initiatives that have tried to address similar problems or overcome similar barriers.
- Furthermore, innovation must be contextual and relevant to the current economic context and must demonstrate how the challenges presented and/or exacerbated by the pandemic and lockdown will be innovatively solved for/addressed.

Scale/Replication

- The initiative must show how partners will be leveraged to multiply the outcomes; how costs will be kept low while increasing outputs; how and the extent to which the intervention/job creation model is replicable.
- Applications must demonstrate how the initiative will achieve scale/replication in terms of operations/product distribution/access to new markets/increased employment, etc.
- Initiatives must outline the key activities that will be undertaken to achieve this outcome.



9. Impact Criteria (7 of 7)

Contribution to Systemic Change

- Applications that contribute to broader impact in the sector/industry/value chains or economically marginalised area as well as learning beyond the confines of their specific initiative are preferred.
- Applications should therefore demonstrate how through this initiative consideration will be given to barriers to market growth; regulations and policy; market information; infrastructure; institutional capability; access to finance; effective supply and demand and how these would be addressed through/by this initiative.

Capacity to Implement

- Applicants must demonstrate relevant experience, organisational capacity, key capabilities and the existence of a potential pipeline of beneficiaries to be supported.
- In the case of a consortium, applicants must elaborate on the consortium composition, it must be logical and value-adding, and it must leverage the market position and capabilities of market players.
- Furthermore, applicants must demonstrate an appreciation of their proposed project's value/supply chain, local specific context and the determinants of success.
- Applicants must have appropriate systems to collect, consolidate and report on financial and progress performance.
- As part of the application process, applicants will be requested to provide supporting documents that show their track record within their particular industry and/ or in the economically marginalised areas in which they will implement the project.



10. Indicators – Introduction

- There are a total of 8 programme indicators for the 11th Call which track job creation opportunities, internship opportunities and training opportunities (some of these indicators contain sub-indicators - 14 indicators in total).
- With respect to job creation, the 11th CFP indicators distinguish between **5 different types of jobs**:
 1. **Permanent job** – A job that has been facilitated as a result of the project, for which a permanent employment contract has been signed. (i.e., the employment tenure has no end date, it is *not* fixed term)
 2. **Fixed term job (12 months +)** – A job that has been facilitated as a result of the project, for which a fixed term contract (i.e., the employment tenure has a clear end date) **for at least 12 months** has been signed, e.g., the contract states that employment commences on 1 April 2022 and ends on 31 March 2023.
 3. **Short term jobs (less than 12 months)** – A job that has been facilitated as a result of the project, for which a fixed term contract (set contract end date) of **less than 12 months** in duration has been signed, e.g. the contract states that employment commences on 1 April 2022 and ends of 30 June 2022.
 4. **Seasonal job** – A job that has been facilitated as a result of the project, but its tenure is seasonal, i.e., the time spent in the position/job is not full time and the employee only works during specific periods/ seasons/ holidays. The opportunity is expected to exist for that period each season/ year/ holiday period and is also expected to exist beyond the grant funding period, e.g., the contract states that the employee will only work on month-end weekends.
 5. **Informal sector jobs** – A job that has been facilitated as a result of the project within the informal sector. This can refer to either:
 1. Self-employment - A participant starts a business and, after a period of time, becomes gainfully self-employed (the entrepreneur's gross income is baselined and then measured over a consecutive six-month period to track improvements), OR
 2. Employment - A workseekers secures a job in a growing micro business in the informal sector.



10. Indicators – Indicator List

- Number of **new jobs** created
 - **Indicator 1:** Number of new **permanent** positions/jobs (i.e., have signed a permanent employment contract).
 - **Indicator 1.1:** Number of new **seasonal** positions/jobs (e.g., these employees only work during specific periods, i.e., festive season, school holidays, month-end, harvest, etc.).
 - **Indicator 1.2:** Number of new **fixed term** positions/jobs (at least a 12-month contract).
- Number of **placements beyond project partners**
 - **Indicator 2:** Number of beneficiaries placed in currently vacant **permanent** positions/jobs beyond project partners.
 - **Indicator 2.1:** Number of beneficiaries placed in currently vacant **seasonal** positions/jobs beyond project partners (e.g., these employees are work during busy periods, i.e., festive season, school holidays, month-end, long weekends, etc.).
 - **Indicator 2.2:** Number of beneficiaries placed in currently vacant **fixed term** positions/jobs beyond project partners (**at least a 12-month contract**).
- Number of **placements with project partners**
 - **Indicator 3:** Number of beneficiaries placed in currently vacant **permanent** positions/jobs with project partners.
 - **Indicator 3.1:** Number of beneficiaries placed in currently vacant **seasonal** positions/jobs with project partners.
 - **Indicator 3.2:** Number of beneficiaries placed in currently vacant **fixed term** positions/jobs with project partners (**at least a 12-month contract**).
- **Indicator 4:** Number of short-term jobs (fixed term contracts of **less than 12 months**).
- **Indicator 5:** Number of beneficiaries **completing timebound internships**.
- **Indicator 6:** Number of beneficiaries **completing training**.
- **Indicator 7:** Number of self-employed informal sector entrepreneurs/business owners (can only be reported as a job after at least 6-months and the minimum agreed to threshold of personal income from the business has been achieved).
- **Indicator 8:** Number of employed informal sector workers.



10. Indicator Definitions – New jobs

Indicator 1: Number of new permanent jobs

A new job that has been created as a result of the project, for which a permanent employment contract has been signed. The new position/job is expected to exist beyond the grant funding period and is not directly maintained or paid for using Jobs Fund grant funds.

Indicator 1.1: Number of new seasonal jobs

A new job that has been created as a result of the project, but it is seasonal (i.e. time spent in the position/job is not full time and the employee only works during specific periods/seasons/holidays). The opportunity is expected to exist for that period each season/year/holiday and is also expected to exist beyond the grant funding period.

Indicator 1.2: Number of new fixed term jobs

A new job that has been created as a result of the project, for which a fixed term employment contract has been signed (at least a 12 month contract).

*New = the job did not exist in the project/operation before – it has been created as a result of the efforts of the project. For example: The growth of an incubated SMME necessitates the need to create new positions within the company to handle the new workload as it expands. New staff are hired to fill these newly created positions/jobs – **this speaks to creating demand for labour.**



10. Indicator Definitions – Placements beyond Partners

Indicator 2: Number of beneficiaries placed in currently vacant permanent jobs beyond project partners

These are the participants that may have successfully completed the work seekers training and/or mentorship programmes as well as the time bound internship (where applicable) and have been employed by companies/enterprises other than the project partners in currently vacant* permanent positions/jobs.

Indicator 2.1: Number of beneficiaries placed in currently vacant seasonal jobs beyond project partners

These are the participants that may have successfully completed the work seekers training and/or mentorship programmes as well as the time bound internship (where applicable) and have been employed by companies/enterprises other than the project partners in currently vacant* seasonal jobs (i.e., time spent in the position/job is not full time and the employee only works during busy periods/seasons/holidays).

Indicator 2.2: Number of beneficiaries placed in currently vacant fixed term positions/jobs beyond project partners

These are the participants that may have successfully completed the work seekers training and/or mentorship programmes as well as (where applicable) the time bound internship and have been employed by companies/enterprises other than the project partners in currently vacant* fixed term jobs (at least 12 months).

Placements beyond partners – Participants are employed by companies/enterprises other than the project partners (i.e. in some instances, trained participants go on to self-place – they actively secure their own placements).

Currently vacant – The position already exists but is currently not filled. For example: A large corporate has 250 vacancies for client liaison officers and they are battling to find suitably qualified employees. A work seekers project trains young unemployed graduates in work readiness, sales and communication and these graduates are then placed in the currently vacant positions/jobs, thereby filling these vacancies – **this speaks to the supply of labour.**



10. Indicator Definitions – Placements with Partners

Indicator 3: Number of beneficiaries placed in currently vacant permanent jobs with project partners

These are the participants that may have successfully completed the work seekers training and/or mentorship programmes as well as the time bound internship (where applicable), and have been employed by one of the project partners in currently vacant permanent jobs.

Indicator 3.1: Number of beneficiaries placed in currently vacant seasonal jobs with project partners

These are the participants that may have successfully completed the work seekers training and/or mentorship programmes as well as the time bound internship (where applicable) and have been employed by one of the project partners in currently vacant permanent seasonal positions/jobs (i.e. time spent in the job is not full time and the employee only works during busy periods/seasons/holidays).

Indicator 3.2: Number of beneficiaries placed in currently vacant fixed term jobs with project partners

These are the participants that may have successfully completed the work seekers training and/or mentorship programmes as well as the time bound internship (where applicable) and have been employed by one of the project partners in currently vacant fixed term jobs (at least 12 months).

*Currently vacant = The position already exists but is currently not filled.



10. Indicator Definitions – Short term jobs, Internships & Training

Indicator 4: Number of short term jobs

A job that has been created as a result of the project, which will exist for a finite period of time (less than 12 months in duration) and does *not* offer a permanent contract to the participant.

Example: A supported SMME requires marketing assistance prior and during the launch of their new product. The SMME owner therefore hires a marketing coordinator for a 6-month period to assist them in developing and implementing a marketing and public relations strategy.

Indicator 5: Number of beneficiaries having completed time bound internships

This indicator tracks the participants that have completed internships. These beneficiaries would have signed internship contracts at the beginning of their internships and will receive a letter or certificate of completion once they complete the internship. An internship can only be reported to the Jobs Fund once the participant has completed their internship contract.

Indicator 6: Number of trained beneficiaries

This indicator tracks the number of participants that have successfully completed the training and mentorship programme as designed by the JF Partner (as outlined in the grant agreement) and have received their qualification/certificates. The training and mentorship programmes are expected to be strongly linked to employment opportunities for successful participants.

Each individual is only to be counted once, upon completion of the training intervention, i.e., a participant may attend several different training courses over the project period, but can only be reported as trained once.



Indicator 7: Number of self-employed informal sector entrepreneurs/business owners

A self-employment opportunity that has been created as a result of the project.

This indicator measures the point at which micro business owner can be counted as gainfully self-employed in their business. It measures improvement in a business owner's income from baseline (i.e., when they join the support initiative) to at least 6 months.

Two categories of informal sector entrepreneurs are included below:

1. Firstly, those micro business owners that are supported from a baseline income of below the Upper-bound Poverty Line (UBPL) to a point where they are earning equal to or greater than the prevailing line, as determined by Stats SA on an annual basis.
2. Secondly, those micro business owners that are supported from a baseline income of below the National Minimum Wage to a point where they are earning equal to or greater than the minimum wage threshold (per hour or per day as the case may be).

In both instances, the entrepreneur's gross income is baselined and then measured over a consecutive six-month period (at a minimum) to track improvements.

The business owner can only be counted as a job once he/she meets a minimum agreed to threshold of personal income from the business.

Indicator 8: Number of employed informal sector workers

An informal sector job that has been created as a result of the project, which pays at least the NMW.

Example: A supported micro business in the informal sector expands its operation and requires further staff to support this growth. Two new staff members are appointed in the micro business.



10. Indicators – Tracking & Reporting

- Successful applicants will be required to **report on their progress against their contracted programme indicators every quarter.**
- In addition, successful applicants will also be **required to track and reporting on the project-specific indicators** they nominated for their interventions. Project-specific indicators are used during implementation to measure the progressive realisation of anticipated outcomes.
- Submission of the agreed upon **Means of Verification (evidence) for reported numbers** forms part of the quarterly reporting requirement, e.g. employment contracts, training certificates, etc.
- Disbursements are contingent upon projects:
 1. Achieving a minimum of eighty percent performance against their quarterly target, and
 2. The submission of evidence to support performance reports.
- It is fundamental that successful applicants have the systems in place, and the capacity to adequately track project activities, outputs and outcomes and report to the Jobs Fund as per the requirements.

Delays in report submissions results in delays in disbursement, which can fundamentally affect a project's roll-out.

11. Contracting



- **Application and Appraisal phases**
 - Standardised Grant Agreements (with indicative General Clauses) have been provided and are accessible on the Application website. The project-specific conditions will be adjusted in line with project-specific conditions as applicable.
 - Due Diligence Checklist has been made available on the Application website. Applicants are required to respond to all due diligence questions and to provide all required documentation.
- **After approval by the Investment Committee**
 - Applicants informed whether their applications have been successful or unsuccessful.
 - Draft Grant Agreement and the Activity Based, Costing Project Implementation Monitoring Plan (ABC PIMP) of successful applicants finalised internally.
 - Contracting documents (Grant Agreement , ABC PIMP, Annexures & guidance on CP documents) sent to successful applicants for final comments – TIMELINES ARE STRINGENT & MAY CLASH WITH FEASTIVE SEASON.
 - Draft Agreement, Conditions Precedent Evidence and Annexures updated.
 - Updated Grant Agreement , ABC PIMP and Annexures final check by the Jobs Fund.
 - Submission of Draft Agreements together with Contracting File for final approval (for execution).



12. How to Apply – Online Application

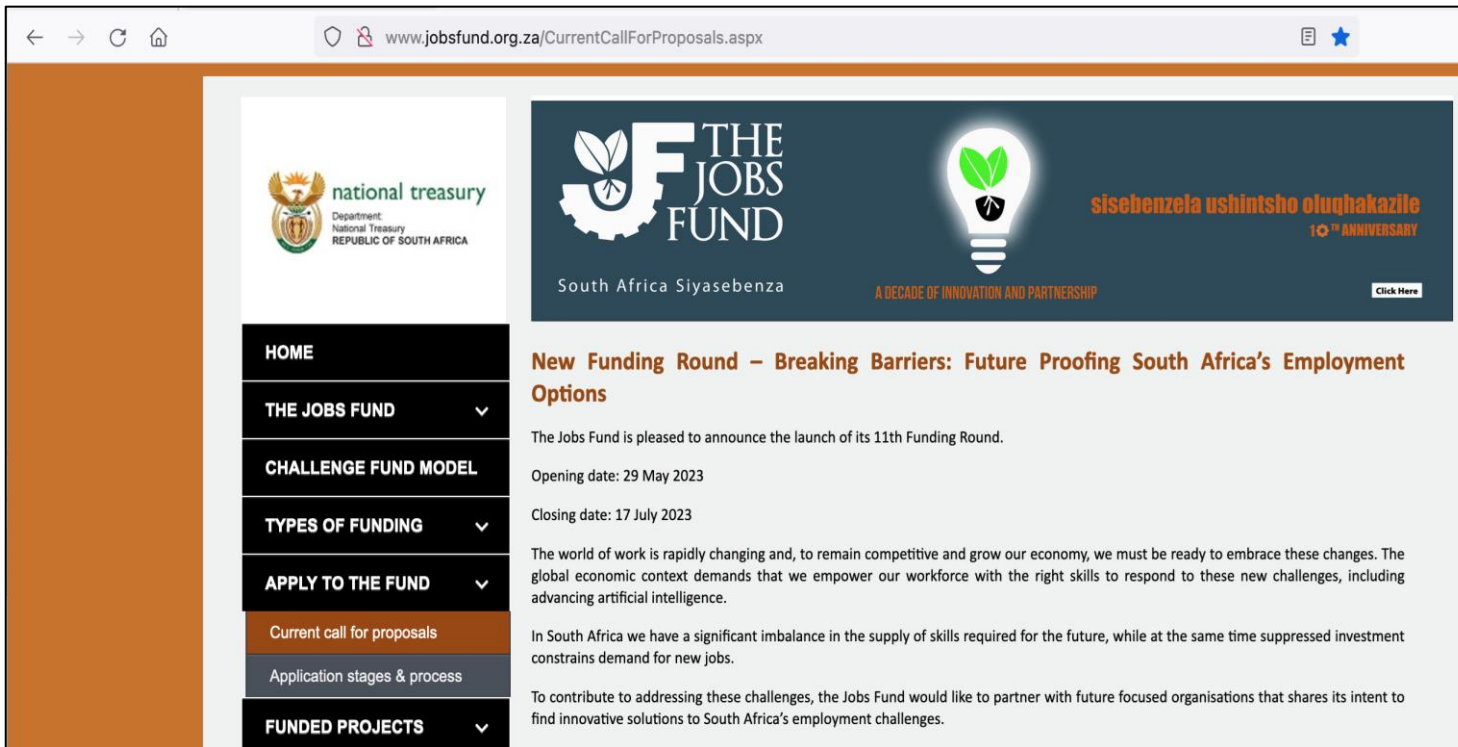
- **Opened 29 May 2023, will close on 17 July 2023 (3:00pm).**
- Applications must be submitted through the Jobs Fund's on-line Grant Management System (GMS).
- Applicants must complete all the questions and submit all the information requested at the point of application.
- Applications found to be ineligible will be advised and will not be able to advance further in the application process.
- All eligible applications will be competitively assessed against the Fund's impact criteria.
- Further information on the application process is available on <https://jobsfund.praxisgms.co.za>



- How to access and navigate the application form

<http://www.jobsfund.org.za>

Select Hyperlink to register on the Online Portal and launch the online application



The screenshot shows the homepage of the Jobs Fund website. The main banner features the logo and the text 'South Africa Siyasebenza' and 'A DECADE OF INNOVATION AND PARTNERSHIP'. A navigation menu on the left includes 'HOME', 'THE JOBS FUND', 'CHALLENGE FUND MODEL', 'TYPES OF FUNDING', 'APPLY TO THE FUND', and 'FUNDED PROJECTS'. The 'APPLY TO THE FUND' section is highlighted, with a sub-menu showing 'Current call for proposals' and 'Application stages & process'. The main content area displays the 'New Funding Round – Breaking Barriers: Future Proofing South Africa’s Employment Options' announcement, including the opening and closing dates (29 May 2023 to 17 July 2023) and a brief description of the funding round's purpose.

Further guidance and information is contained in the links below:


- [11th Funding Round Brochure](#)
- [FAQs](#)
- [Application User Guide](#)

If you meet the eligibility criteria, click on the below to apply (an Application User Guide will be available on this site)

APPLY

All applications must be submitted by 15:00 on 17 July 2023.

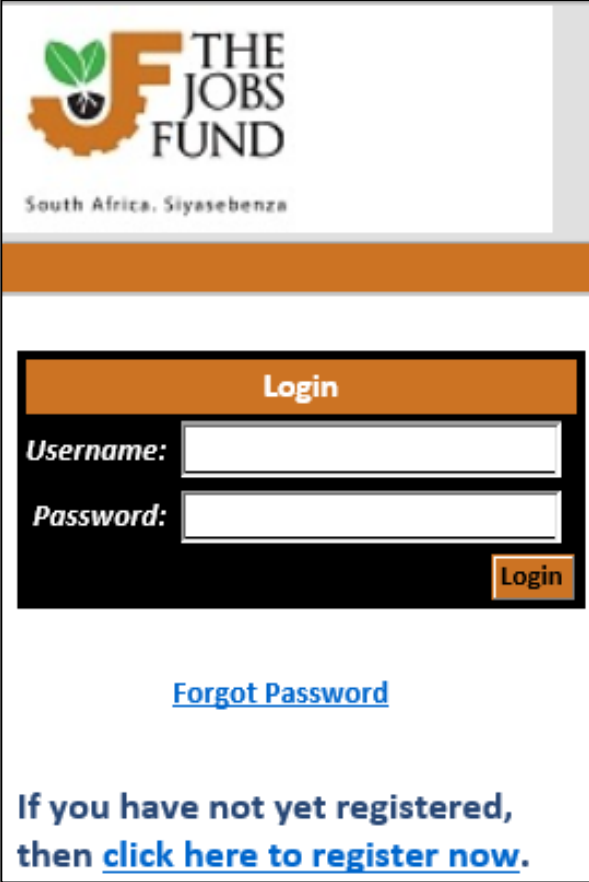
If you have any queries, please contact: jobsfund@treasury.gov.za



The screenshot shows the login page of the Jobs Fund online application portal. It features the logo and the text 'South Africa. Siyasebenza'. Below the header, there is a 'Login' section with two input fields: 'Username:' and 'Password:'. A 'Login' button is located at the bottom right of the form.



How to access and navigate the application form



THE JOBS FUND
South Africa. Siyasebenza

Login

Username:

Password:

Login

[Forgot Password](#)

If you have not yet registered, then [click here to register now.](#)

1 CREATE A NEW APPLICATION

Click on the green plus (+) sign on the right hand side of the row to create a new application. You do not have to complete the application in one go - you can work on it, save it, exit, come back later and edit it from the list above.

Reference	Grant Window	Window Description	Type	Closing Date / Time	
JF11	Funding Window Eleven - BC	FW Eleven BC - Full Application	Business Case App Form - Call 11	28/09/2023 23:59:59	+

2 YOUR APPLICATION HAS BEEN REGISTERED.

Your Jobs Fund Reference Number: JF11/
Application Name: Future Jobs Project
Registration notification Email successfully sent.

CONTINUE

1. Create New Application
2. Complete Application Registration – Info Message and Reference Number generated
3. Complete Eligibility
4. Online Application tabs displayed after Eligibility Validation

3 ELIGIBILITY CRITERIA

4 Eligibility Criteria Institutional Info Initiative Description Risk Impact Criteria Budget Summary Uploads



12. How to Apply – Online Application

GMS Tips

- There are **8 sections** on this application form which have to be completed (including **upload of supporting documents**).
- Applicants must submit the Application online, **in English**, before the closing date.
- A **read-only report** can be generated from the system that will allow the applicant to print out their completed / partially completed online application form.
- You should **regularly save** your application by clicking on the "Save" button.
- You will be able to login and edit information on the form as many times as you like until you have clicked the "Submit" button.
- **Narrative Sections** – we recommend that applicants complete narrative sections within MS Word and complete spelling and grammar checking. Once users are satisfied with the content, the information can be transposed (“copy and paste”) from Ms Word into the applicable online form textbox / input fields.
- Fields marked with a red star * are mandatory fields.
- Clicking on the "**Validate**" button will check the application form for missing mandatory fields and incorrect data, and will alert you.
- **Please make sure that you have enabled popups on your web browser i.e. Pop up blocker is turned off to allow popup messages to be displayed.**
- No exceptions will be made for any submissions that are incomplete or submitted after **3:00pm on 17 July 2023**.



13. Next Steps - Training

- Virtual training session set for **13 June 2023**.
- The aim is to provide in-depth assistance on the application process, qualification criteria and funding requirements.
- This training session will cover the following:
 - Activity-Based Costing Project Implementation Monitoring Plan (ABC PIMP) – Its functionality and how to complete it.
 - Grant Management System (GMS) Application Form – How to navigate the GMS and the requirements for each application section.
 - Grant Agreement Standard Clauses, Contracting Process and Due Diligence.
 - Post-training support offered by the Jobs Fund Team.



14. Contact Details

Any enquires must be submitted by email:

 jobsfund@treasury.gov.za

For further information on the application process please visit:

 <https://jobsfund.praxisgms.co.za> or www.jobsfund.org.za

To access Jobs Fund social media accounts, please click on the links below:

 https://www.youtube.com/@JobsFund_NT

 https://twitter.com/JobsFund_NT



Closing

Head of the Jobs Fund (Deputy Director General: Employment Facilitation)

Najwah Allie-Edries

Thank you



South Africa Siyasebenza



Ushintsho Oluqhakazile

A DECADE OF INNOVATION AND PARTNERSHIP

www.jobsfund.org.za | jobsfund@treasury.gov.za | [@JobFund_NT](https://twitter.com/JobFund_NT)